

Mayoral Mandate

Supporting Londoners to Benefit from Growth

Introduction

As Mayor of London, I am determined to help secure stable, long-term economic growth that works for all of London's communities and ensures we can continue to build a fairer, safer and greener London for everyone. The strength of our economy is critical to Londoners' quality of life and to the wider prosperity of London and the UK.

That's why I am developing a new Growth Plan for London in close collaboration with London's local authorities, businesses, universities and colleges, trade unions and civil society. We have a target of helping to create more than 150,000 good jobs by 2028.

In my mandate for *Boosting London's Growth Sectors*, I have asked the GLA to focus on how London's Growth Plan will support the well-established sectors that are recognised as economic strengths, as well as the high-growth sectors that are injecting significant investment and dynamism into London's economy.

Another aim of the growth plan is to set out how we can ensure more Londoners are equipped to secure high-quality, well-paid jobs within these sectors and others, with a focus on women, young Londoners and people from disadvantaged communities who have historically been left behind. This mandate commissions my City Hall team to define how the GLA and organisations across the GLA Group, working closely in partnership with others, will help to achieve this. This work is pivotal to our support of the government's mission to kickstart economic growth across the country.

I expect this mandate to be read alongside the mandate for *Boosting London's Growth Sectors*. I expect the delivery plans for both to be developed in tandem to ensure that skills gaps are addressed so that employers in the sectors we are targeting are confidently and proactively attracting and employing from the full breadth of London's diverse talent.

Other important interactions should be with: *Supporting and Inspiring Young London*; *Reducing Inequalities*; *Accommodation and Wider Support for Those Who Need It Most* (creating supported pathways for good work and career progression); and *Helping Local Economies to Thrive*. I expect to see these connections come through the delivery plan for this programme.

Strategic objectives

The GLA has defined a number of London-level, long-term outcomes which reflects Londoners' aspirations for the city and to which the GLA, in partnership with others, is working towards. The core outcomes to which this programme should contribute are: Londoners have the skills they need to improve their lives; Londoners have access to good work; and London's economy has the skills it needs to thrive.

The prime objective of this programme is to create the conditions needed for London to have a more agile, employer-led careers, employment and skills eco-system, which provides opportunities for Londoners from all backgrounds to secure good work in targeted sectors.

Alongside this, the wider London-level outcomes to which I expect this programme to make a substantive contribution are: stable, long-term economic growth benefits all of London's communities; Londoners' incomes meet their everyday needs; and Londoners live in a city that supports their mental and physical health.

Lastly, by creating the conditions needed to develop a workforce with the necessary skills, the programme will also play an important role in achieving wider outcomes, including (but not limited to) digital transformation, the health and care system, and housing.

Programme approaches and priorities

The delivery plan for this programme should focus on five key areas of activity (to be kept under review in light of the continuing work on the London Growth Plan) as set out below:

Embedding a more employer-led careers, skills and employment ecosystem: Building on London's Local Skills Improvement Plan, the GLA should work with partners, including the government, to create the Growth Plan's Inclusive Talent Strategy.

Boosting employment in the most productive sectors: Our growth plan for London will set out how we can develop an inclusive talent strategy that will boost the employment rate in London in the sectors that are more likely to generate high quality, well-paid work. This includes ensuring that career opportunities can be generated for Londoners from all backgrounds.

Breaking down barriers to opportunity: We should make our skills system more effective to help Londoners understand and access the opportunities available to them within sectors key to London's economic growth. The delivery plan should explore how we can improve access to effective careers information, advice and guidance. It should also explore how different types of skills provision can widen opportunities for Londoners (such as those provided by apprenticeships and further and higher education) and consider how we can better connect employers to the diverse range of London talent to ensure people from all backgrounds can benefit from growth.

Embedding good work across the capital: The delivery plan should consider the interventions needed to encourage key employers to drive up pay, continue to champion London as a Living Wage City, meet an updated Good Work Standard, and support broader economic fairness. This will be key to ensuring that the full diversity of London's talent can progress within the workplace and secure higher living standards.

Attracting investment: Lastly, the delivery plan should explore how to increase funding into the skills system – especially for lower-level skills provision and wrap-around employability support. Alongside this, we should align the variety of funding streams so that they are all fully behind the needs defined in the London growth plan.

I want this work to be developed in partnership with key stakeholders such as business groups and trade unions.

Contribution to cross-cutting priorities

The programme should identify where it can make a substantive positive contribution to the areas identified as cross-cutting priorities for the GLA. I expect that the key areas of focus for this programme will be around:

- Addressing structural inequalities – recognising and addressing structural inequalities in London's labour market and promoting fairer, more inclusive recruitment practices and working conditions focused on supporting the most vulnerable and those who are under-represented in high-quality/high-wage jobs within key sectors
- Net-zero – developing the skilled workforce needed to support London's ambition to become a net-zero city by 2030 and supporting those in the further education sector to directly contribute to this target as part of their role as anchor institutions
- Health in all policies – supporting economically inactive Londoners to participate in the labour market and improving wellbeing and productivity through increased access to good work
- Night-time economy – ensuring the night-life sector has access to a skilled workforce so that it can thrive as a core element of London's visitor economy.

Resources

In 2024-25, the GLA's current activity to deliver skills and employment support draws on a revenue budget of c. £432m, the largest part of which (c. £320m) is the Adult Skills Fund (previously known as the Adult Education Budget). The future of some of the funds included in this budget is unclear beyond March 2025 (c.£76m) as they come from external sources granted for one year. The legal entitlements to a nationally defined package of provision also mean that the proportion of the budget that can be directly influenced by the programme is limited. Social Justice and Economic Fairness budgets will contribute an additional £980k to the delivery of the programme.

Recognising the significant current fiscal challenges both in London and at national level, I expect the delivery plan to be developed in this context, and to demonstrate what can be achieved within the current level of funding. This should include setting out how resources might be most effectively redeployed, and any interventions aimed at securing additional funding to support delivery.

Should significant further funds be allocated to this programme (whether from GLA resources or external sources), the delivery plan should be updated to reflect this.

Senior Responsible Owner

I expect the Executive Director for Communities and Skills to be the Senior Responsible Owner of this programme, with my Deputy Mayor for Business and Growth and my Deputy Mayor for Communities and Social Justice to provide ongoing oversight and political direction, along with other colleagues from my office, on my behalf.

Next steps

I expect the Mayoral Delivery Board to recommend a delivery plan for this programme to me in line with our governance and oversight arrangements.

January 2025