

GREATER LONDON AUTHORITY

REQUEST FOR ASSISTANT DIRECTOR DECISION – ADD2511

Title: Helping Londoners into Good Work – sectoral workforce analysis

Executive Summary:

ADD2409 authorised expenditure of up to £20,000 to procure the delivery of events to increase awareness of the obstacles to participation and promote best practice on recruitment, retention and support of apprentices from Black, Asian and Minority Ethnic (BAME) groups in London. Due to the impact of COVID-19 from March 2020, there have been limited opportunities for the type of events identified in the original decision.

It is now intended to use this external funding in a to support a different approach and this decision form seeks to use the £20,000 to fund research to further the work being developed under the *Helping Londoners into Good Work* Mission, as part of the London Recovery Programme. Specifically, it will identify the reasons and opportunities to address the underrepresentation of Londoners hardest hit by the pandemic in the capital's digital economy, green, cultural and creative industries and health and social care sectors and related occupations and training. The Skills & Employment Unit will steer this work, in coordination with the GLA's Workforce Integration Network (WIN) team and GLA Economics colleagues.

The original funding was provided by the Department for Education (DfE) as a part of the 5 Cities project. The DfE has agreed to the GLA repurposing the funding.

Decision:

That the Assistant Director – Skills & Employment approves:

Expenditure of up to £20,000 to fund research consultancy services to identify the reasons for and options for addressing the underrepresentation of Londoners hardest hit by the COVID-19 pandemic, noting that this funding was originally provided for the 5 Cities funding, approved under the cover of [ADD2409](#).

AUTHORISING ASSISTANT DIRECTOR/HEAD OF UNIT

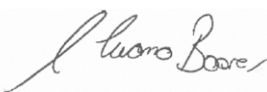
I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Michelle Cuomo Boorer

Position: Assistant Director – Skills & Employment

Signature:



Date:

15 March 2021

PART I - NON-CONFIDENTIAL FACTS AND ADVICE

Decision required – supporting report

1. Introduction and background

- 1.1. In December 2019, the Assistant Director – Skills and Employment signed [ADD2409](#) authorising expenditure of up to £20,000 to procure the delivery of events to increase awareness of the obstacles to participation and promote best practice on recruitment, retention and support of apprentices from Black, Asian and Minority Ethnic (BAME) groups in London. This funding was provided by the Department for Education (DfE) as a part of the 5 Cities project.¹
- 1.2. Due to the impact of COVID-19 from March 2020, there have been limited opportunities for the type of events identified in the original decision.
- 1.3. Furthermore, the GLA's strategic priorities have changed as a result of the pandemic. The London Recovery Board's (LRB) programme in response to the impact of COVID-19 aims to restore confidence in the city, minimise the impact on communities and build back better the city's economy and society. The *Helping Londoners into Good Work* Mission, part of a wider Missions-led approach identified by the LRB, outlines four main strands of activity to support Londoners into good jobs with a focus on sectors key to London's recovery. These are:
 - by supporting Londoners hardest hit by the pandemic including young people, newly unemployed, people with caring responsibilities and people at risk of redundancy into good work, while ensuring that Londoners with the most complex needs are not left behind;
 - by coordinating skills, careers and employment support so there is 'no wrong door approach' for Londoners; and ensuring that employment and enterprise provide a secure route out of poverty;
 - by establishing sector specific London 'Academies' to support Londoners to gain relevant skills and move into good work in (not exhaustive): digital; health; social care; green economy; and creative and cultural industries; and
 - by close working with employers and job creation initiatives such as green recovery to promote good work.
- 1.4. As such, the £20,000 funding is now intended to be used to fund research consultancy services to identify the reasons and options for addressing the underrepresentation of Londoners hardest hit by the COVID-19 pandemic. The DfE has confirmed (October 2020) that the funding does not need to be returned and can be used on activities as the GLA sees fit.
- 1.5. The focus on BAME Londoners will be maintained, and the research commissioned will help to further the work being developed under the *Helping Londoners into Good Work* Mission, as part of the London Recovery Programme. Specifically, it will support the sectoral 'Academies' in the digital economy, green, cultural and creative industries and health and social care. The Skills & Employment Unit will steer this work, in coordination with the GLA's Workforce Integration Network (WIN) team and GLA Economics colleagues.
- 1.6. GLA officers will procure consultancy services, in line with the Contracts and Funding Code, for:
 - research and analysis to identify the reasons and opportunities to address the underrepresentation of Londoners hardest hit by the pandemic in the capital's digital economy,

¹ Five cities in England (namely Manchester, London, Bristol, Birmingham, and Leicester) pledged to increase take up of apprenticeships among under-represented groups, including individuals from Black, Asian and Minority Ethnic (BAME) groups and/or those from disadvantaged backgrounds. Further information is available at: <https://www.gov.uk/government/news/new-project-to-boost-diversity-in-apprenticeships>

green, cultural and creative industries and health and social care sectors and related occupations and training.

2. Objectives and expected outcomes

- 2.1. The research and analysis will support the development of activities under the *Helping Londoners into Good Work* Mission. This will include one or more of the four sectors outlined in the Mission – digital economy, green, creative and cultural industries and health and social care. It will identify:
- where underrepresentation of Londoners exists;
 - the reasons for the underrepresentation of Londoners in occupations, including self-employment, learning and training provision and related services; and
 - opportunities for addressing underrepresentation through the *Helping Londoners into Good Work* Mission to promote a fairer, more inclusive London.

3. Equality comments

- 3.1. Section 149(1) of the Equality Act 2010 provides that, in the exercise of their functions, public authorities – of whom the Mayor is one – must have due regard to the need to:
- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
 - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 3.2. Relevant protected characteristics are age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 3.3. The expenditure will be used to support the London Recovery Board's cross-cutting principle in recognising and addressing structural inequalities, promoting a fairer, more inclusive London and focusing on supporting the most vulnerable.
- 3.4. Officers confirm that the procurement and commissioning of the activities described above will conform with requirements made under the Public Sector Equality Duty at every stage, including when planning the contract, during the tender process and throughout the life of the contract, with particular attention being given at any decision making moments. Any increased knowledge of skills and employability needs of particular learner groups will be used to inform future specifications for work.

4. Other considerations

Key risks and issues

- 4.1. There is a risk that access to participants may be impacted as a result of the move to online learning and contact. The GLA has experience of managing research during the pandemic and has ensured a methodological approach from suppliers which can identify and access participants for qualitative research.

Links to Mayoral strategies and priorities

- 4.2. The proposed research will support the Mayor’s Skills for Londoners Strategy, to address the underrepresentation of Londoners in different sectors and related career opportunities, including training. It will support the London Recovery Board’s Programme in recognising and addressing structural inequalities (cross-cutting principle) and the *Helping Londoners into Good Work* Mission which specifies the four sectors: Digital economy, green, health and social care and the creative and cultural industries.
- 4.3. There are no conflicts of interest to note for any of the officers involved in the drafting or clearance of this decision.

5. Financial comments

- 5.1. Approval is sought for expenditure of up to £20,000 to fund research consultancy services to identify the reasons for and options for addressing the underrepresentation of Londoners hardest hit by the COVID-19 pandemic.
- 5.2. The expenditure will be funded by repurposing the £20,000 income received from DfE to promote apprenticeships amongst underrepresented groups in London (approved by ADD2409). The DfE has agreed to the GLA repurposing the funding.

6. Planned delivery approach and next steps

Activity	Timeline
Procurement of contract	May 2021
Delivery Start Date	June 2021
Main milestones – interim findings	July 2021
Main milestones – final report/findings	September 2021

Appendices and supporting papers:

None.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral

Is the publication of Part 1 of this approval to be deferred? NO

If YES, for what reason:

Until what date: (a date is required if deferring)

Part 2 – Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form – NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to confirm the following (✓)

Drafting officer:

James Lee has drafted this report in accordance with GLA procedures and confirms the following:

✓

Corporate Investment Board

This decision was agreed by the Corporate Investment Board on 15 March 2021.

ASSISTANT DIRECTOR OF FINANCIAL SERVICES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

Anna Custodt

Date

15 March 2021