

REQUEST FOR ASSISTANT DIRECTOR DECISION – ADD2520

Title: Helping Londoners into Good Work – sectoral workforce analysis

Executive Summary:

The London Recovery Programme's *Helping Londoners into Good Work* Mission, and the Mayor's 2021 manifesto, committed to establish sector-specific skills academies in green, digital, creative and health and social care. As part of informing the development of the academy programme and wider Mission, the GLA wants to procure research on the workforce of these, hospitality and potentially other sectors relevant to London's recovery. Specifically, this will identify the reasons and opportunities to address the underrepresentation of Londoners in these sectors and related occupations and training. The Skills & Employment Unit will steer this work, in coordination with the GLA's Workforce Integration Network (WIN). The research is funded through the £20,000 authorised in [ADD2511](#) and £29,000 from the Academies budget.

Decision:

That the Assistant Director, Skills & Employment approves:

Expenditure of up to £49,000 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 part of this funding was originally provided for the 5 Cities funding, approved under the cover of [ADD2409](#) and subsequently updated under the cover of [ADD2511](#).

AUTHORISING ASSISTANT DIRECTOR/HEAD OF UNIT

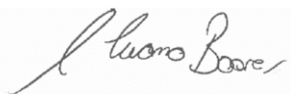
I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Michelle Cuomo Boorer

Position: Assistant Director, Skills & Employment

Signature:



Date:

7 June 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 were limited opportunities for the type of events identified in the original decision.
- 1.3. As such, the use of the £20,000 funding was changed ([ADD2511](#)) 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 confirmed (October 2020) that the funding does not need to be returned and can be used on activities as the GLA sees fit.
- 1.4. Early scoping analysis highlighted the complex nature of the sectors in question and the need to delve much further into the evidence – beyond the quantitative indicators – to understand the structural challenges each sector faces, that prevents underrepresented groups from accessing opportunities. Therefore, we are seeking an additional £29,000 to support the research activities required. The £29,000 will be funded from the budget allocated to the Good Work for All mission aim relating to the development of sector-specific Skills ‘Academies’.
- 1.5. The increase in budget is also necessary due to the limitations regarding the quantitative data analysis, being carried out by GLA City Intelligence Unit. The data is likely to be less granular than needed to uncover/highlight in sufficient detail which groups of Londoners are least represented. The qualitative analysis will therefore play a greater role in uncovering the nuance and rationale behind the sector specific underrepresentation.
- 1.6. The focus on intersectional BAME groups of Londoners will be maintained from ADD2511, 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’ which includes the digital economy, green, cultural and creative industries and health and social care. The research will also cover hospitality. The Skills & Employment Unit will steer this work, in coordination with the GLA’s Workforce Integration Network (WIN) team.
- 1.7. 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 key sectors, including the capital’s digital economy, green, cultural and creative industries, hospitality 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

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>

economy, green, creative and cultural industries and health and social care. It may include additional sectors, where there is a strong rationale for doing so. 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.

2.2. It will also form the basis of the research used to inform the sector specific toolkits to be developed for the academy sectors.

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, hospitality and the creative and cultural industries. It will support the Mayor's manifesto (2021) commitment to establish more sector-specific academies.

- 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. This decision is seeking approval from the Assistant Director, Skills and Employment for expenditure of up £49,000 for the research consulting services.
- 5.2. This expenditure will be funded by £20,000 repurposed under ADD2511 and £29,000 allocation of the 2021-22 under the recovery budget for the academies.
- 5.3. Due to Covid-19, the GLA was unable to progress the objectives set out in ADD2409 and so the funder, DfE, approved the repurposing of the funding to be used as set out in ADD2511.

6. Planned delivery approach and next steps

Activity	Timeline
Procurement of contract	June 2021
Delivery Start Date	July 2021
Main milestones – interim findings	August/September 2021
Main milestones – final report/findings	October 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 7 June 2021.

ASSISTANT DIRECTOR OF FINANCIAL SERVICES:

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

Signature



Date

7 June 2021