

Young People's Education and Skills Board

Thursday 17 October 2019, 1500 – 1700

Location London Councils, 59½ Southwark Street, SE1 0AL, meeting room 5

Contact Officer Peter O'Brien

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Agenda

1. Welcome and introductions
2. Declarations of interest
3. Notes of last meeting and matters arising - For decision
4. Skills and Employment Call to Action - For decision and action
Paper – Yolande Burgess
5. London Post-16 Trajectories Review - For information
Presentation – Yolande Burgess
6. Policy Update - For information
Paper – Peter O'Brien
7. Performance Update - For information
Paper – Peter O'Brien
8. Any other business

Date of next meeting: Thursday 30 January, 10-12 noon, London Councils SE1 0AL

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Young People's Education and Skills Board

Date	6 June 2019	Venue	London Councils
Meeting Chair	Cllr Georgia Gould, Leader of Camden Councils and London Councils Lead Member for Employment and Skills		
Contact Officer	Peter O'Brien		
Telephone	020 7934 9743	Email	peter.obrien@londoncouncils.gov.uk

Present

Ben Anderson	Landsec (Employer representative)
Graeme Atherton	Access HE
Yolande Burgess	London Councils
Derek Harvey	Department of Work and Pensions
Michael Heanue	London Economic Action Partnership (LEAP) (GLA Officer)
John Prior	Orchard Hill College (representing NATSPEC)
Tim Shields	London Borough of Hackney (representing the Chief Executives London Committee [CELC])
Gail Tolley (Chair)	London Borough of Brent (representing the Association of London Directors of Children's Services)
Mary Vine-Morris	Association of Colleges (AoC) London Region
Sarah Wilkins	Greater London Authority (GLA)

Officer

Peter O'Brien	London Councils
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Apologies

Cllr Nickie Aitken	Leader, Westminster City Council (Conservative member representative)
Paul Wakeling	Havering Sixth Form College (representing AoC - Sixth Form Colleges)
Dr Caroline Allen	Orchard Hill College
Laraine Smith	Harrow and Uxbridge Colleges (representing AoC - General FE Colleges)

1 Welcome, Introductions and apologies

- 1.1 The Chair welcomed Board members and invited them to introduce themselves.
- 1.2 Actions agreed at the last meeting had either been completed or were covered on the agenda.

2 Declarations of interest

- 2.1 There were no declarations of interest.

3 Minutes of previous meeting and actions arising

- 3.1 The notes of the previous meeting were agreed.

4 London Councils' Pledges to Londoners and Young People

- 4.1 The meeting discussed a paper that examined the relevance of London Councils' pledges to young people and considered how best to take forward any resulting actions.
- 4.2 The Board agreed in principle to exploratory discussions with Partnership for Young London (PYL) and the following approach:
 - 4.2.1 The aim of engaging with young people should be to present their views about the Pledges to London Councils' Leaders' Committee and to provide a mechanism to represent these views to candidates in the Greater London Assembly elections.
 - 4.2.2 In addition to PYL, the Young People's Education and Skills Team should also contact borough councils (to access and dovetail into the many local initiatives in youth engagement, among which are Youth MPs, Young Mayors and Youth Councils), the London Care Council and the Greater London Authority (GLA) Youth Assembly and Peer Outreach Team.
 - 4.2.3 Engagement should begin as soon as possible as it would be very helpful to incorporate young people's perspective on the proposed vision for young people's education and skills.

Action: Young People's Education and Skills team to contact borough officers, the London Care Council, the GLA and PYL to engage with young people on London Council's Pledges and report back to the next Young People's Education and Skills Board meeting.

5 Vision for Young People's Education and Skills 2023

- 5.1 The Board agreed that a vision for young people's education and skills in London should be integral to the development of the Mayor's Skills for Londoners vision. The Board agreed that the Young People's Education and Skills team should seek to present to the Skills for Londoners Board the distinctive nature of the 16 to 19 phase of education within London's education and skills system and that there should be an exchange of research and data analysis between London Councils and the GLA.

Action: Young People's Education and Skills team to liaise with the London Councils Economic Development, Culture and Tourism team to ensure appropriate representation of 16 to 19 priorities in the Skills for Londoners vision (being developed jointly by the GLA and London Councils).

Action: Young People's Education and Skills team to request an opportunity to present young people's priorities to the Skills for Londoners Board

Action: Young People's Education and Skills Team and the Economic Development, Culture and Tourism Team to meet with the GLA to exchange and share research and data analysis relevant to the Skills for Londoners vision

6 Updates

Performance: Participation, Achievement and Progression

- 6.1 The Board noted the report and requested more detailed information on the main performance gaps between ethnic groups, eligibility for Free School Meals (FSM) and special educational needs and disabilities (SEND) status before the next meeting. The meeting accepted that the picture in each borough will be different and that the statistics need to be viewed in a local context. It noted that reducing the number of young people recorded as activity not known was the priority.
- 6.2 Gail Tolley informed the meeting that performance reports are shared through the Association of London's Directors of Children's Services, which ensures that appropriate action is taken at pace. Gail also cited a sub-regional response that is being delivered in West London, the supported internship programme (through Project Search), which is supporting more young people with SEND into work. Tim Shields mentioned local initiatives that addressed performance gaps in Hackney. Sarah Wilkins referred members of the Board to a recently published GLA report *Boys on Track* (https://www.london.gov.uk/sites/default/files/lkmco_boys_on_track_report.pdf).

Action: Young People's Education and Skills team to provide more detailed analysis of statistics on NEET and activity not known performance gaps based on ethnicity, FSM entitlement and SEND

Policy

- 6.3 The meeting accepted the Policy Update paper and commented on the following items:
- 6.3.1 *Timpson Review*: Sarah Wilkins told the meeting that the GLA would be taking forward some of the issues identified in the review, in conjunction with borough Strategic Education Leads (formerly the Heads of School Improvement) but extending the age range covered to 18 year-olds.
 - 6.3.2 *Careers Guidance*: Derek Harvey was provided with an assurance that DWP would be involved in the refresh of London Ambitions.
 - 6.3.3 *Review of post-18 funding*: Mary Vine-Morris noted the proposal to restore full funding to 18 year-olds and advised the meeting that the Association of Colleges is continuing its broader campaign for increased funding for FE. Mary invited Board members to support the campaign on social media.
 - 6.3.4 *Youth Jobs Gap*: Yolande Burgess informed the meeting that a London-specific report on employment gaps based on young people's background has been commissioned.
- 6.4 The meeting agreed that the response to the consultation on post-16 qualifications below level 3 could be sent, subject to adding sports as an example of specialist awards.

Action: Young People's Education and Skills team to provide the next Board meeting with an update on London Ambitions and how it will be taken forward within the context of the Mayor's Careers Advice Strategy

London Post-16 SEND Review

- 6.5 Yolande Burgess informed the meeting that the Young People's Education and Skills team is working with NHS England to convene a pan-London Supported Employment Board; she will be contacting members of the Board to take this work forward. Sarah Wilkins highlighted that the first supported internships at City Hall would be starting soon.

Action: Yolande Burgess to discuss plans for the supported employment Board in London with Gail Tolley and Tim Shields

London Post-16 Trajectories Review

- 6.6 Yolande Burgess reported that the project Steering Group had not yet completed its analysis of the findings and agreed recommendations. The draft report will therefore be provided to the next Board meeting (subject to GLA publication timelines).

Action: Yolande Burgess to circulate draft report of the London Post-16 Trajectories Review before the next meeting (subject to GLA publication timelines)

Apprenticeships

- 6.7 Peter O'Brien provided a verbal report on behalf of London Councils' Policy and Public Affairs division. The meeting noted that there had been a 5.8 per cent increase in the total number of apprenticeships generated by London boroughs in the last financial year and there had been a 35.5 per cent increase in directly recruited apprentices by boroughs.
- 6.8 The meeting noted with disappointment that the Minister had rejected additional levy flexibilities proposed jointly by London Councils and the GLA and reaffirmed its view that Apprenticeship levy raised in London should be used primarily to support Apprenticeships in the capital.
- 6.9 Ben Anderson said that he would provide details of an initiative in central London through which large companies are sharing the levy with other businesses and Mary Vine-Morris reported that the London Borough of Newham is working closely with Newham College to ensure the council's levy funding is used effectively.

Action: Ben Anderson to send information about the levy initiative in central London to Peter O'Brien for forwarding to the Board

7 Any Other Business

- 7.1 *GLA*. Sarah Wilkins said that the Young Londoners Fund was open for applications. Sarah also circulated copies of “World of Work”, a publication aimed at parents of primary school pupils.
- 7.2 *Valedictions*. The meeting recorded its appreciation of the contribution to its work made by Dr Caroline Allen, Laraine Smith and Derek Harvey, who have resigned their membership of the Board, and asked Yolande Burgess to relay the Board’s best wishes to them.

Action: Yolande Burgess to write to Board members who have resigned to express the Board’s thanks and best wishes.

Date of the next meeting: Thursday 17 October 2019, 3 to 5 p.m., London Councils

DRAFT

Actions and Matters Arising from 6 June 2019 Young People's Education and Skills Board meeting

ACTION POINTS	ACTION OWNER	STATUS	UPDATE
Item 4.2: Young People's Education and Skills team to contact borough officers, the London Care Council, the Greater London Authority (GLA) and Partnership for Young London to engage with young people on London Council's Pledges and report back to the next Young People's Education and Skills Board meeting.	Yolande Burgess & Peter O'Brien	In Progress	Yolande Burgess has held a preliminary discussion with PYL
Item 5.1(1): Young People's Education and Skills team to liaise with the Economic Development, Culture and Tourism Team to ensure appropriate representation of 16 to 19 priorities in the Skills for Londoners vision being developed jointly by the GLA and London Councils.	Peter O'Brien & Yolande Burgess	Closed	The 'vision' was taken forward as a 'call for action' and the Young People's Education and Skills Team provided an input into its development
Item 5.1(2): Young People's Education and Skills Team to request an opportunity to present young people's priorities to the Skills for Londoners Board.	Yolande Burgess & Peter O'Brien	In Progress	
Item 5.1(3): Young People's Education and Skills Team and the Economic Development, Culture and Tourism Team to meet with the GLA to exchange and share research and data analysis relevant to the Skills for Londoners vision.	Yolande Burgess & Peter O'Brien	Closed	Yolande Burgess attended the Skills for Londoners Board with Mime (data consultants) to discuss the London Post-16 Trajectories Review
Item 6.2: Young People's Education and Skills Team to provide more detailed analysis of statistics on performance gaps based on ethnicity, Free School Meal entitlement and Special Educational Needs and / or Disabilities status.	Peter O'Brien & Yolande Burgess	Closed	To be presented at the October Board meeting
Item 6.4: Young People's Education and Skills Team to provide the next Board meeting with an update on London Ambitions and how it will be taken forward within the context of the Mayor's Careers Advice Strategy.	Yolande Burgess	Closed	To be presented at the October Board meeting
Item 6.5: Yolande Burgess to discuss plans for the supported employment board in London with Gail Tolley and Tim Shields.	Yolande Burgess	Open	
Item 6.6: Yolande Burgess to circulate draft report of the London Post-16 Trajectories Review before the next meeting.	Yolande Burgess	In Progress	Publication delayed
Item 6.9: Ben Anderson to send information about Central London Forward's levy initiative to Peter O'Brien for forwarding to the Board.	Ben Anderson & Peter O'Brien	Open	
Item 7.2: Yolande Burgess to write to Board members who have resigned to express the Board's thanks and best wishes.	Peter O'Brien & Yolande Burgess	Closed	Yolande Burgess sent letters to the Board members who had resigned
ACTION POINTS FROM PREVIOUS MEETING(S)			
OTHER MATTERS ARISING			
DECISIONS TAKEN BY CHAIR TO BE REPORTED			

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Young People's Education and Skills Board

Skills and Employment Call to Action – Future Considerations

Item: 4

Date: 17 October 2019

Contact: Yolande Burgess

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Summary This paper introduces the Skills and Employment Call to Action and invites consideration of the Board's strategic and organisational response.

Recommendation The Board is asked to:

- note the incorporation of the priorities for the education and training of young Londoners into the Skills and Employment Call to Action
- consider opportunities to better align the work of the Young People's Education and Skills Board and the Skills for Londoners Board.

1 Background

1.1 At its June meeting, the Young People's Education and Skills Board agreed that the vision for young people's education and skills in London should be incorporated into the then foreseen Skills and Employment vision flowing from the Mayor's Skills for Londoners strategy. Since then, London government – that is, London Councils and the Mayor of London – has come together to call for a new devolution and funding deal from government to establish an integrated and fully-funded skills and employment system that can meet the capital's challenges now and in the future.

2 The Skills and Employment Call to Action

2.1 This call (see Appendix) which will build on the devolution of the adult education budget to the Mayor, is intended to invite businesses and the skills and employment sector to work together to deliver inclusive growth. London Councils is working with the Mayor to develop jointly the key elements of the call. The areas of relevance to Young People's Education and Skills include calls for the devolution of:

- A careers service for Londoners of all ages
- Apprenticeship funding, starting with non-levy allocations
- Higher-level skills
- Further education capital funding
- Funding of education and skills of 16 to 18 year-olds
- Local provision of employment support
- UK Shared Prosperity Fund

- 2.2 The call for action supports the implementation of both London Councils' Pledges to Londoners and the Mayor's Skills for Londoners strategy. The areas relating to young people are consistent with the priorities agreed by the Young People's Education and Skills Board.

3 Further Considerations

- 3.1 The integration of skills training and employment support has been a long-standing goal of local government. The successful devolution of the Adult Skills Budget has enabled London to develop a reasoned case for greater devolution to improve services to residents and the business community in London.
- 3.2 The Call for Action represents a milestone both in the integration of services and in the development of an authentic lifelong learning system. It also opens a debate on how best to align education services within a London lifelong learning and continuous development system, particularly about education and training for 14 to 19-year-olds – a phase of learning that often shapes the future of our young people.

4 Recommendation

- 4.1 The Board is asked to:
- 4.1.1 note the incorporation of the priorities for the education and training of young Londoners into the Skills and Employment Call to Action
 - 4.1.2 Consider opportunities to better align the work of the Young People's Education and Skills Board and the Skills for Londoners Board.



MAYOR OF LONDON

**LONDON
COUNCILS**

**SKILLS FOR LONDONERS:
A CALL FOR ACTION**

KEEPING THE CAPITAL SKILLED FOR THE UK
September 2019

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WHAT IS THIS REPORT ABOUT, AND WHERE HAS IT COME FROM?

London government – the Mayor of London and London Councils – has come together to call for a new devolution and funding deal from government to establish an integrated, properly funded skills and employment system that can meet the city's challenges now and in the future.

This is in the context of broader calls for an ambitious new devolution settlement for the English cities and regions to invest in housing, transport, skills, environmental protection and infrastructure to unleash the potential of residents and businesses.

London government is committed to working together with stakeholders to deliver inclusive growth and to secure the best outcomes for Londoners under a devolved skills and employment system.



SUMMARY: LONDON'S CURRENT SITUATION

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LONDON'S CURRENT SITUATION

London's highly productive economy, vibrant communities and cultural diversity make the city a great place to live and work.

London's success is also key to the UK's prosperity, accounting for over a quarter of the value created by the UK's goods and services and acting as an important gateway to the rest of Britain.



SUMMARY: LONDON'S CHALLENGES



LONDON'S CHALLENGES

London's many successes often mask the city's stark challenges. This call for action sets out the three key challenges London's skills and employment system must face up to. Given the link between London and the UK's success, these are challenges for central government too:

1. LONDON HAS HIGH LEVELS OF POVERTY, EXCLUSION AND INEQUALITY

London's high performing economy creates many opportunities, but it also creates strong currents that pull people into poverty, leave too many Londoners socially and economically excluded, and lead to high levels of inequality.

2. BREXIT AND OTHER STRUCTURAL CHANGES PUT LONDON AND THE UK'S PROSPERITY AT RISK

Brexit and proposed changes to immigration controls are forecast to have a greater impact in London than anywhere else in the UK. A failure to manage Brexit and other structural challenges like technological disruption and the need to transition to a zero-carbon economy will be to the detriment of the UK as a whole

3. LONDON'S SKILLS AND EMPLOYMENT SYSTEM IS UNDER-FUNDED AND FRAGMENTED

London has some of the best skills and employment support providers in the country, but the system as a whole is unable to tackle poverty, exclusion and inequality, adequately respond to Brexit or meet the other structural challenges the city faces because it is under-funded and fragmented.

SUMMARY: PROPOSED RESOLUTION



PROPOSED RESOLUTION:

ESTABLISH A HOLISTIC SKILLS AND EMPLOYMENT SYSTEM FOR LONDON, WITH MORE FUNDING, OR DEVOLVED POWERS SO LONDON CAN FUND IT ITSELF

The capital's record on delivering devolution to date, the Mayor's mandate and labour market intelligence, and the boroughs' reach into local communities mean London government, acting together – and in partnership with London's businesses and skills providers - is best placed to address these challenges.

London government is calling for a new era of devolution and funding from government to establish a holistic skills and employment system with the aim of tackling poverty, exclusion and inequality, building a genuine lifelong learning culture, and delivering inclusive growth in the capital, for the benefit of the UK as a whole.

PROPOSAL OVERVIEW

The capital's record on delivering devolution to date, the Mayor's mandate and labour market intelligence, and the boroughs' reach into local communities mean London government, acting together – and in partnership with London's businesses and skills providers - is best placed to address these challenges and tailor solutions to local communities.

London government is calling for a new era of devolution and funding from government to establish a holistic skills and employment system with the aim of tackling poverty, exclusion and inequality, building a genuine lifelong learning culture, and delivering inclusive growth in the capital, for the benefit of the UK as a whole.

This new wave of devolution should include powers to raise money as well as spend it. London needs the ability to generate funds to support a skills and employment system that has been pushed to its limits after a decade of austerity.

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WHAT SHOULD A DEVOLVED HOLISTIC SKILLS AND EMPLOYMENT SYSTEM FOR LONDON INCLUDE?

ADULT EDUCATION

Full devolution of the adult education budget, restored to at least pre-austerity levels, to embed a genuine lifelong learning culture across the capital and a greater focus on learning outcomes.

CAREERS ADVICE

Devolution of careers advice services to establish a London Careers Service for Londoners of all ages that is fully integrated with London boroughs', local services and networks of support to schools and local residents.

APPRENTICESHIPS

Devolution of the capital's non-levy allocation (levy contributions not spent by the contributing employer), the ability to use these funds flexibly to meet the capital's skills needs, and responsibility and funding for promoting apprenticeships via a London Apprenticeship Service.

EMERGENT SKILLS

Devolution of the powers and resources to support more Londoners to learn emergent skills, including via Advanced Learner Loan write offs and new metrics for measuring widening participation in higher education.

FURTHER EDUCATION CAPITAL FUNDING

Continued devolution of capital funding to invest in new facilities and technologies and support further education providers to repair London's further education estate.

16 TO 18 SKILLS

Devolution of funding for 16 to 18 year old skills provision to create a coherent post-16 offer and improve outcomes for young people.

TRAINEESHIPS

Devolution of traineeships to leverage London government's unique links to business to drive up traineeship starts and create progression opportunities.

EMPLOYMENT SUPPORT

A commitment from government to establish a 'local first' approach to employment support services, where services are provided at the most feasibly local level, enabling join up with other local services and better support for marginalised communities.

UK SHARED PROSPERITY FUND (UKSPF)

Full devolution of London's share of the UKSPF, allowing London to integrate the skills and employment elements into the capital's holistic skills and employment system to better meet the needs of disadvantaged Londoners.

IMMIGRATION SKILLS CHARGE

Devolution of London's share of the funding raised by the Immigration Skills Charge, should government decide to continue with it, to spend on addressing skills shortages in the capital.

Run at a local level, with London government in charge, we will deliver these elements of the system in a way that is nimbler, has greater impact, is more responsive to local circumstances and business needs, and is unrestricted by central government funding siloes.

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HOW WILL LONDON GOVERNMENT WORK WITH PARTNERS TO IMPROVE SKILLS AND EMPLOYMENT?

London government is committed to working with partners to deliver inclusive growth in the capital.

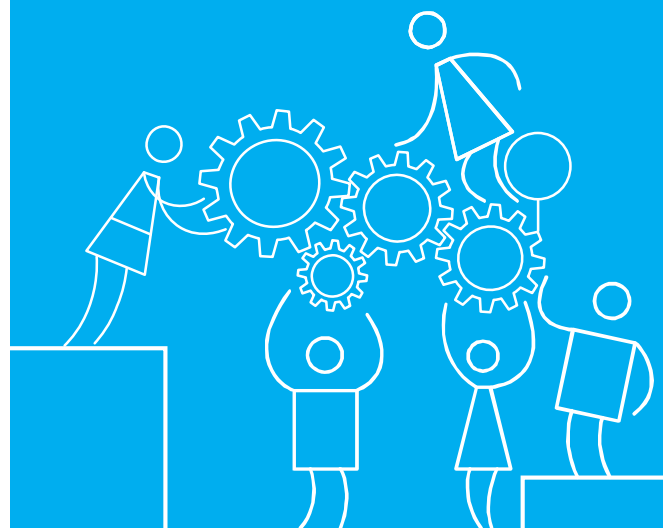
Businesses, learning and employment support providers, community organisations, trade unions and other key stakeholders will be involved in the planning and design of London's skills and employment system at a regional, sub-regional and local level.

London government will work with businesses to support them to consider their role in improving the economic, social and environmental wellbeing of Londoners through the Good Work Standard and other borough-led charters and initiatives.

And London government will continue to join London's learning and employment support providers, as well as community organisations and other stakeholders, to make the case for London's skills and employment sector to be properly valued and properly funded.

This call for action sets out the case for a holistic, integrated employment and skills system that can guarantee London remains a world-leading city in which all Londoners play a part.

This call for action sets out the case for a holistic, integrated employment and skills system that can guarantee London remains a world-leading city in which all Londoners play a part.



INTRODUCTION: LONDON'S CURRENT SITUATION

London's growth has always been a key driver of the UK's prosperity.

The capital generates almost a quarter of the value of goods and services sold in the UK, it provides an important gateway for international tourism and investment, and businesses from all over the UK rely on access to the capital's talent either directly or through their supply chains.

A skilled workforce is a requirement for improvements in productivity and living standards. So it is essential that London remains skilled-up for the benefit of the UK as a whole.

But London's successes can sometimes mask the real skills and employment challenges the city faces.

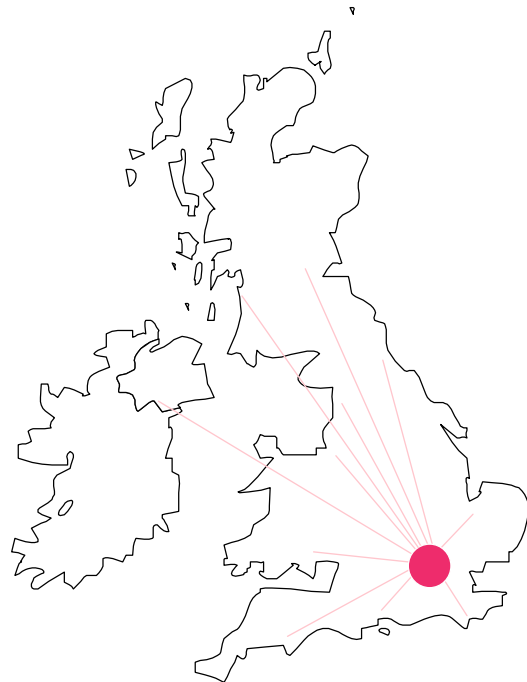
London has high levels of poverty, exclusion and inequality, its skills and employment system is under-funded and fragmented, and Brexit and other structural changes in the economy put London's, and therefore the UK's, future prosperity at risk. London's scale and diversity requires a flexible skills and employment system.

New skills and the right support can get people into good jobs, raise earnings, lift families out of poverty, and reduce inequality.

Learning and employment support can also increase wellbeing and resilience, particularly as Londoners get older, and provide valuable opportunities for Londoners to actively participate in their communities.

Ensuring businesses have access to the skills they need is also essential for raising productivity in the capital.

London generates almost a quarter of the UK's economic output, and acts as an important gateway for the rest of the UK for investment, talent and tourism.



Source:

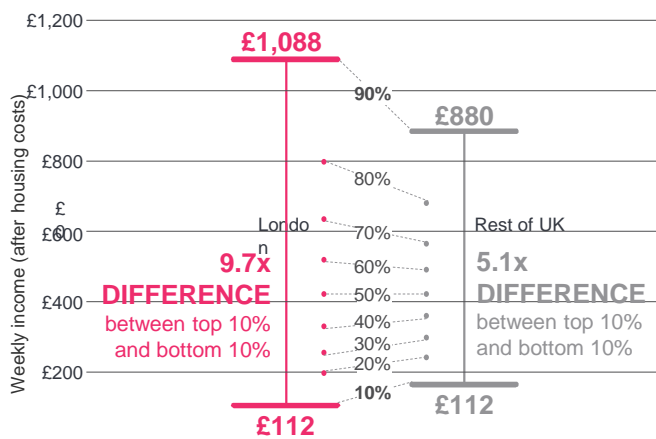
[HBAI microdata](https://data.london.gov.uk/economic-fairness/equal-opportunities/income-inequality/) . <https://data.london.gov.uk/economic-fairness/equal-opportunities/income-inequality/>

INTRODUCTION: LONDON'S CURRENT SITUATION

Once housing costs are accounted for, London's income inequality is almost twice that of the rest of the UK; the 10% with the highest income earn almost 10 times more than the bottom 10%.

INCOME INEQUALITY 2015/16 – 2017/18

Difference in income (after housing costs) between top 10% and bottom 10%.



Source:

HBAI microdata . <https://data.london.gov.uk/economic-fairness/equal-opportunities/income-inequality/>

Changes in all modern economies mean that the types of skills that businesses need are also changing ever more swiftly. This makes having a responsive skills system and embedding a culture of lifelong learning an essential part of successful economies. Continually enhancing and renewing the skills of its citizens is now a central challenge for any major city.

That is why the Mayor of London set out his vision for skills in his *Skills for Londoners Strategy* – the first ever Mayoral skills strategy for the capital – for:

A city for all Londoners – making sure Londoners, employers and businesses get the skills they need to succeed in a fair, inclusive society and thriving economy.'

And it is why London Councils set out the aim of London's boroughs in *Pledges to Londoners* to:

Work alongside the Mayor to transform adult skills training through the devolved powers starting in 2019; supporting in work progression and ensuring that we meet the job aspirations of learners and the skills needs of business in each part of London.'

But this vision and aim are impossible to deliver in London within the constraints of an under-funded, fragmented, national skills and employment system. A decade of austerity has slashed adult education and employment support provision to the bone and stretched the capital's local authorities to their limits, while London's population and demand for skills, employment and other services continues to grow.

INTRODUCTION: LONDON'S CURRENT SITUATION

London government's local links and knowledge make the Mayor and London boroughs best placed to meet these challenges.

That is why London is calling for the UK's new Prime Minister to herald a new era of devolution and funding to the capital as the Mayoralty enters its eighteenth year.

London already has a strong track record of delivering world-leading initiatives, which cities around the world look to for inspiration, like the 2012 Olympic and Paralympic Games, the introduction of the Ultra Low Emission Zone, establishing the capital as the world's first National Park City, and of course, the creation of Transport for London.

More recently, the Mayor has been delegated control over the Adult Education Budget and London's sub-regional partnerships have been given responsibility for the Work and Health Programme.

London has begun to use these new powers to take a different approach, including making changes to the Adult Education Budget that will reduce in-work poverty, exclusion and inequality, but the hitherto piecemeal devolution is insufficient to deliver London's vision for skills and employment.

That is why London government – the Mayor and London Councils - is coming together to make the case for a new devolution and funding deal to give London control over a holistic skills and employment system, unrestricted by central government funding siloes, as well as the means to raise money to ensure it is properly funded. This would bring London in line with other leading global cities like New York and Tokyo.

London's skills and employment system has been substantially under-funded and neglected for too long, and it is inhibiting the capital's role as the gateway to the rest of the UK. The need to put this right has never been more urgent, and the UK's prosperity depends on it.

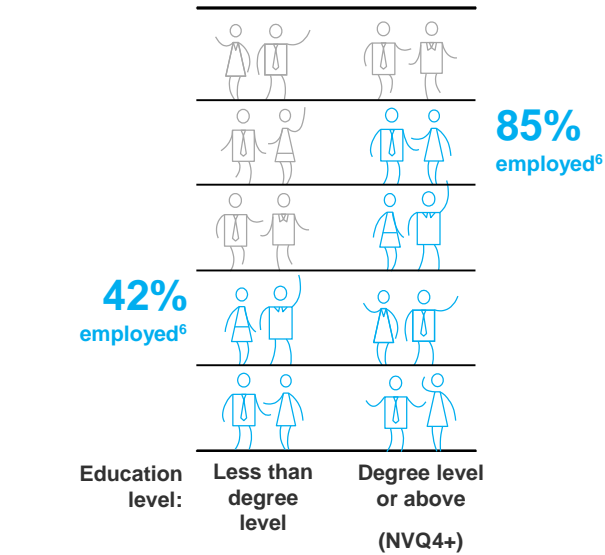
London needs an integrated, appropriately funded skills and employment system to embed a lifelong learning culture and prepare Londoners for the societal and economic shifts that lie ahead.

LONDON’S CHALLENGES

London has a highly productive economy with lots of good jobs. The capital’s diversity, its vibrant communities, its green spaces, effective infrastructure, rich heritage and cultural opportunities make it a great place for Londoners to live as well as work, and businesses in London and across the UK benefit from the access to talent that brings.

But London’s successes often mask the city’s stark challenges. This chapter sets out the three key challenges London’s skills and employment system must face up to.

EMPLOYMENT RATES IN LONDON, BY EDUCATION LEVEL: (Working-age Londoners only)



Working-age Londoners with degree-level education are **twice as likely to be employed** as those without.⁶



LONDON'S CHALLENGES

CHALLENGE 1: LONDON HAS HIGH LEVELS OF POVERTY, EXCLUSION AND INEQUALITY

London's high performing economy creates many opportunities, but it also creates strong currents that pull people into poverty, leave too many Londoners socially and economically excluded, and lead to high levels of inequality:

POVERTY LEVELS ARE HIGHER IN LONDON THAN ANYWHERE ELSE IN THE UK

2.4 million Londoners live below the poverty line¹, and London's poverty rate is 31 per cent higher than the UK's².

WAGES ARE NOT KEEPING PACE WITH THE CAPITAL'S HIGH LIVING COSTS

61 per cent of Londoners in poverty are in working families³, and one in five London jobs are paid below the London Living Wage⁴.

LONDON'S LABOUR MARKET DOES NOT REFLECT THE CAPITAL'S DIVERSITY

Young people, BAME Londoners and disabled Londoners all have lower than average employment rates⁵. Many unemployed Londoners face complex barriers to getting into work.

TOO MANY LONDONERS LACK THE SKILLS THEY NEED TO PARTICIPATE IN THEIR COMMUNITIES AND PROGRESS IN WORK

One in seven Londoners have no or low qualifications⁶, and a third of Londoners do not progress beyond NVQ Level 3 (equivalent to A Levels)⁷.

INEQUALITY IS HIGHER IN LONDON THAN ANYWHERE ELSE IN THE UK

The majority of the capital's wealth is owned by just ten per cent of Londoners, and the bottom 50 per cent of Londoners own just 5 per cent of the capital's wealth⁸.

LONDON'S SCALE MEANS THERE ARE DIFFERENT NEEDS AND OPPORTUNITIES ACROSS THE CAPITAL

There are significant spatial concentrations of poverty and unemployment across London and some sub-regions have lower and declining productivity⁹.

LONDON'S CHALLENGES

CHALLENGE 2:

Brexit and other structural challenges put London and the UK's prosperity at risk

The structural challenges London faces highlight the need for a lifelong learning culture in the capital where Londoners continue to learn new skills throughout their lives.

A failure to manage these challenges risks exacerbating poverty, exclusion and inequality in the capital, which will damage the UK's prosperity and place additional pressure on already squeezed public services:

BREXIT WILL DRAMATICALLY ALTER LONDON'S LABOUR MARKET AND CREATE UPHEAVAL ACROSS MANY SECTORS

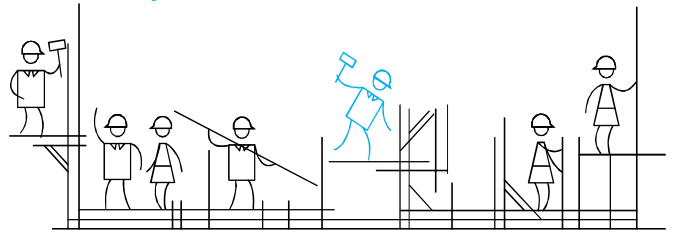
Analysis commissioned by the Mayor shows any form of Brexit will disrupt London's economy more than any other region, with the impact being greatest under a No Deal Brexit¹⁰.

ADDITIONAL CONTROLS ON IMMIGRATION WILL HAVE A DISPROPORTIONATE IMPACT ON LONDON

14 per cent of jobs in London were filled by workers born in the rest of the European Economic Area (EEA) in 2017, with EEA workers accounting for over a third of jobs in London's construction sector¹¹. Sectors such as health and social care are already experiencing skills shortages and these are likely to be exacerbated by any additional immigration controls¹².

14% of jobs in London were filled by workers born in the rest of the European Economic area in 2017. Businesses and government will struggle to fill many of these roles after Brexit.

A systematic approach to training and upskilling workers will help fill the gap caused by Brexit.



LONDON'S CHALLENGES

CHALLENGE 2 (continued):

Brexit and other structural challenges put London and the UK's prosperity at risk

TECHNOLOGICAL CHANGE WILL BE DISRUPTIVE

London is proud to be at the forefront of the digital revolution, but technological disruption is increasing industrial churn¹³ and changing the skills employers are looking for, increasing the need for lifelong learning and retraining¹⁴.

LONDON'S DEVELOPMENT RELIES ON A STRONG TALENT PIPELINE

Between 2,500 and 4,000 new skilled workers will be needed annually to build the 66,000 new homes that London needs each year and support the development of the 48 Opportunity Areas outlined in the draft London Plan¹⁵.

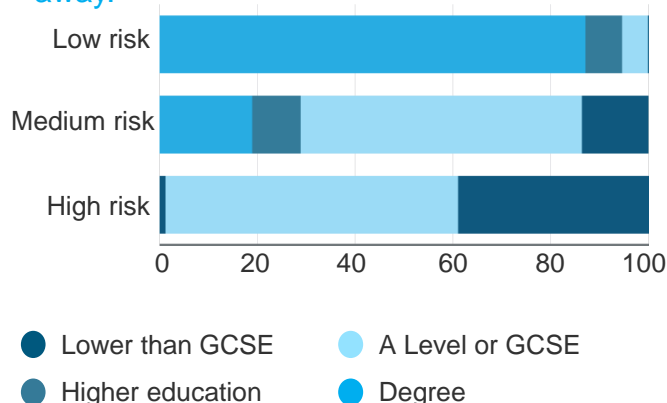
LONDONERS WILL NEED NEW SKILLS TO MAKE LONDON THE GREENEST GLOBAL CITY

Following the Mayor's, and then Parliament's, declaration of a climate emergency¹⁶, London's skills and employment system will need to support Londoners to learn the skills they need as the capital's economy transitions to meet the Mayor and central government's aims to move to a zero-carbon economy^{17 18}.

PROPORTION OF MAIN JOBS AT RISK OF AUTOMATION, BY EDUCATION

England, 2017

People without degree-level education are most at-risk of having their jobs automated away.



Source:

Annual Survey Population, UK Survey of Adult Skills (PIAAC) and Frey and Osborne

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/theprobabilityofautomationinengland/2011and2017>, figure 7.

LONDON'S CHALLENGES

CHALLENGE 3:

London's skills and employment system is under-funded and fragmented

London has some of the best skills and employment support providers in the country, but the system as a whole is unable to adequately address poverty, inequality and exclusion and address the city's structural challenges because it is significantly under-funded and fragmented:

SWINGEING CUTS HAVE LED TO FEWER LEARNING OPPORTUNITIES FOR LONDONERS

Further education budgets fell by 40 per cent across England between 2010/11 and 2015/16, with the number of publicly funded adult learners in London dropping by 30 per cent during this period¹⁹.

THESE CUTS ARE PART OF A DECADE OF AUSTERITY THAT HAS LEFT LOCAL GOVERNMENT STRETCHED TO ITS LIMITS

Councils in London will have had a core funding cut of 63 per cent in real terms between 2010 and 2020²⁰. Meanwhile demand for services is rising as London's population is growing twice as fast as the rest of England's²¹, and the number of older Londoners is increasing²².

ANY LOSS OF EUROPEAN FUNDING WILL BE ANOTHER BLOW TO A WEAKENED SECTOR

London stands to lose around £70m each year from the European Social Fund after the UK leaves the EU, making less support available for the most disadvantaged Londoners.

THE REMAINING FUNDING IS FRAGMENTED AND UNCOORDINATED

The remaining adult skills and employment support funding is split into siloes²³, making the system difficult for Londoners to navigate, preventing London's providers from being able to plan for the long term, and inhibiting coordinated skills and employment interventions to tackle poverty, exclusion and inequality.

...

LONDON'S CALL FOR ACTION

Delegation of the Adult Education Budget (AEB) and the partial devolution of the Work and Health Programme to London and its sub-regions are welcome first steps towards a skills and employment system that can be more agile in responding to local needs.

But these are only small parts of a heavily fragmented skills and employment system that does not have the funding it needs to address poverty, exclusion and inequality and embed a genuine lifelong culture in the capital.

London needs a new devolution and funding deal from government to deliver London's vision and establish an integrated, properly funded skills and employment system that can meet the city's challenges now and in the future.

Businesses have a crucial role to play too. The Mayor and London boroughs are strong and vocal advocates for London's businesses and are working to ensure they can access the talent they need to thrive. London government will also support businesses to become world-class employers by working towards the Mayor's Good Work Standard, create local employment and progression pathways, and improve the quality of work for all Londoners.

And London government calls on London's learning and employment support providers, community organisations, trade unions and others in the sector to get behind its call for action and deliver the skills and employment system the capital needs.



LONDON'S CALL FOR ACTION

A NEW DEVOLUTION AND FUNDING DEAL

Devolution allows services to be integrated and tailored to the needs of Londoners, with London government – the Mayor and London boroughs - able to coordinate skills and employment support and interventions to make better use of resources and improve outcomes for Londoners. It also allows London government to respond to the distinct challenges and opportunities across different communities and areas in London.

There is now an opportunity to put London on a par with other leading global cities with a new skills and employment devolution and funding deal that includes adult education, careers advice, apprenticeships, emergent skills, further education capital funding, 16-18 skills, employment support services, the skills and employment elements of London's share of the UKSPF, and the immigration skills charge.

LONDON'S CALL FOR ACTION

A HOLISTIC SKILLS AND EMPLOYMENT SYSTEM

London needs control over a holistic skills and employment system to direct resources strategically to address the capital's skills and employment challenges.

The delegated AEB is a great first step, but on its own it is too small and restricted to enable the lifelong learning and responsive skills system that Londoners and London's businesses need, as well as to meaningfully tackling poverty, exclusion and inequality in the capital.

A holistic, properly funded skills and employment system would allow London government to coordinate skills and employment support for Londoners.

London government plans to work in partnership with businesses and providers to deliver an employment and skills system for all Londoners through a shared strategy and delivery at the borough, sub-regional and London-wide level.

London government is committed to subsidiarity with locally relevant services working within a London-wide strategic framework. Boroughs are committed to knitting together local skills and employment systems, delivering joined up services and working with the Mayor to ensure there is a coherent and connected London-wide offer.

There are deep, mature partnerships between London boroughs and the Mayor that can bring together a fragmented and complex system.

Central government should devolve all skills and employment support budgets to London, including careers advice, apprenticeships, traineeships, further education capital funding, 16-18 skills, and discretionary and additional employment support services.

This devolution should include London's share of the forthcoming UKSPF, which government has announced will replace European Structural Investment Funds including the European Social Fund - which City Hall already commissions - following Brexit.

And this devolution should be accompanied by a commitment for government to provide all relevant skills and employment data to support delivery.

LONDON'S CALL FOR ACTION

A BETTER FUNDED SKILLS AND EMPLOYMENT SYSTEM

Over the longer term, London needs a new funding settlement to embed a lifelong learning culture in the capital to tackle poverty, exclusion and inequality, to deliver inclusive growth, and to support Londoners' health, wellbeing and progression in work.

Devolution should not be a smokescreen to hide further skills spending cuts, but real devolution to London, and all of the UK's regions and core cities, should be a national investment to deliver prosperity and inclusive growth across the UK.

A new funding settlement should herald the end of piecemeal devolution that risks making the skills and employment system even more fragmented.

This is why London needs the powers to keep more money raised through taxation to ensure skills provision and employment support is properly resourced across the capital, and ultimately to tackle poverty, exclusion and inequality.

Real devolution of both tax and spending powers, as recommended by the London Finance Commission (2017), is the only way to ensure London's skills and employment system has the resources it needs to deliver London's vision.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

1. ADULT EDUCATION

The current AEB funds education and training for adults aged 19 and above, and oversight of London's AEB is already delegated to the Mayor.

High quality, accessible education for adults is integral to London's cultural and economic future, and to the capital's position as an international hub to the global economy.

Since receiving notice of delegation of the Adult Education Budget, the Mayor has set out plans to tackle in-work poverty and exclusion, including fully funding AEB courses for eligible Londoners earning below the London Living Wage and for deaf Londoners to study for a first qualification in British Sign Language.

He has also committed to developing a new outcomes and impact framework to inform AEB commissioning, and he will introduce the Skills for Londoners Innovation Fund to support providers to deliver additional education and training programmes that meet the Mayor's priorities.

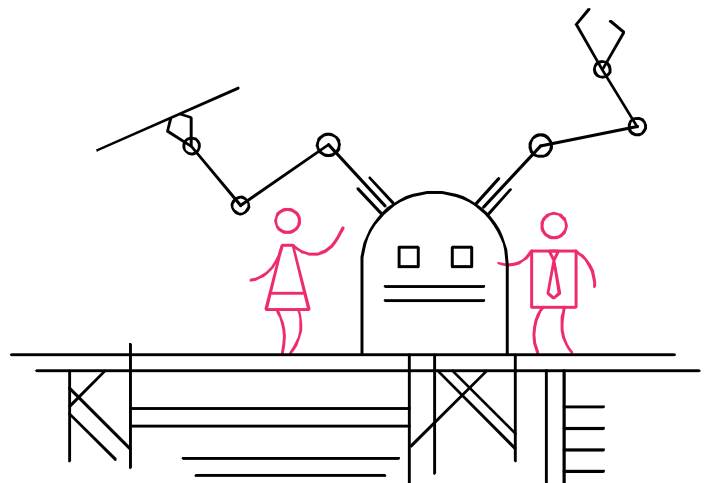
But the AEB allocation is too small and narrow to meet London's needs.

The AEB should be restored to at least pre-austerity levels and combined with other adult skills and employment services to allow London government to improve the offer available to Londoners and embed a genuine lifelong learning culture in the capital.

This would allow London to increase ESOL entitlements, deliver the Augar Review's recommendation for all adults to be entitled to their first Level 2 and 3 qualifications²⁴, build the capacity of London's FE sector to support learners with special educational needs and/or disabilities, and establish an essential skills offer for all Londoners.

This would enable Londoners to learn new skills while also improving mental wellbeing, physical wellbeing, confidence, sense of purpose and participation within the community.

The introduction of this strategic approach to lifelong learning will also reduce the burden on other public services.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

2. CAREERS ADVICE

The devolution of careers advice services to London government would enable it to establish a London Careers Service for Londoners of all ages.

A fully devolved and properly funded London Careers Service would ensure all Londoners are able to access high quality, relevant, properly-resourced careers support, equipping them with information, advice and guidance that empowers them to be able to make informed decisions and access the opportunities London has to offer. This would require more investment in careers advice.

Careers advice in London is currently overseen by the Department for Education and delivered by a range of different providers including the National Careers Service, Jobcentre Plus, Education Business Partnerships and the Careers and Enterprise Company as well as London boroughs and the GLA. This means there is often duplication and inefficient use of scarce resources.

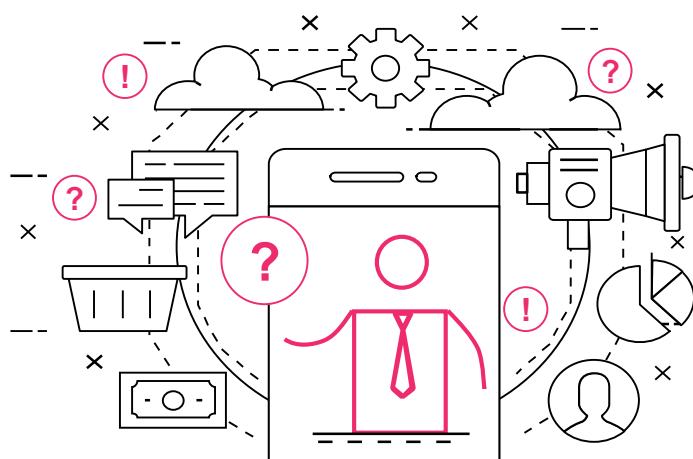
As jobs change faster and employers' demands become more complex, only a more proactive and integrated service can succeed in helping children and young people to understand the future job opportunities available to them and support adults to find the jobs that match their skills and to move out of low paid work.

A devolved London Careers Service would streamline the currently disjointed system, making better use of resources at pan-London, sub-regional and local level. It would be more tailored to the distinct needs of Londoners and London's labour market, rather than simply applying a national model.

It would also offer an opportunity to align funding streams and services to provide an enhanced offer where there is a clear need, for example, by ensuring all of London's secondary schools are meeting the Gatsby Benchmark for careers guidance and building on the careers support available to London's primary schools.

Embedding a deeper understanding early on of the world of work and how it will change is essential to reducing inequality by ensuring that all children leave school understanding the opportunities that could lie ahead of them.

London government can help to achieve this by connecting a London Careers Service to the networks of support between London's boroughs and London's schools, and by leveraging partnerships with London's businesses. This will build on the good work already taking place to engage schools, colleges and businesses through the expanded London Enterprise Advisor Network, and the Careers Clusters activity, delivered with the support of the European Social Fund.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

3. APPRENTICESHIPS

Devolution of London's apprenticeships system - including funding and the ability to use it flexibly - would allow London government to work with businesses and Londoners to address historic low take-up of apprenticeships in the capital.

This devolution should begin with the capital's non-levy allocation. The non-levy allocation is made up entirely of contributions from London's employers that are not spent by the levy payer within 24 months of payment. It is currently reserved to pay for apprenticeships at non-levy employers, but take-up by non-levy payers has been poor across England.²⁵

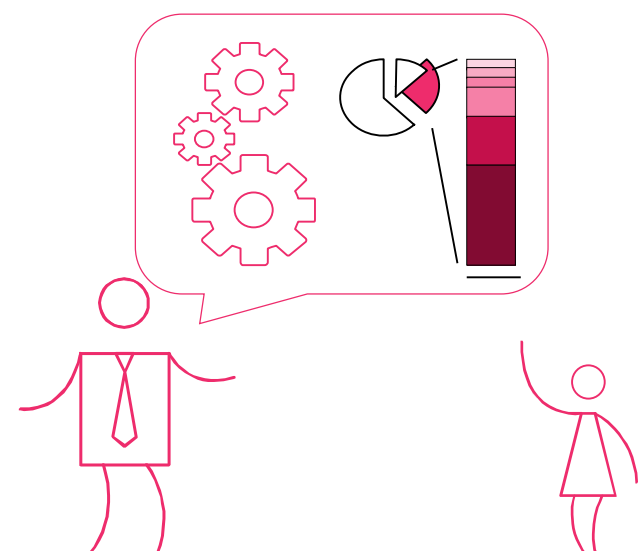
Ringfencing London's levy contributions and giving London government responsibility for allocating unspent funds to small and medium sized businesses would allow London government to use the funding to meet local skills needs, ensure all small and medium sized employers have access to quality provision, and create apprenticeship opportunities for more Londoners.

Additional flexibilities should also be attached to this funding that allow London government to use it to support shorter courses as well as apprenticeships where there is clear demand from employers to do so.

London government should also be given responsibility and associated funding for promoting apprenticeships to the capital's employers, currently delivered through the National Apprenticeship Service.

This would allow London government to establish a London Apprenticeship Service to work with businesses of all sizes to identify how apprenticeships could help their business and support them to access funding

This would build on the apprenticeship promotion work the Mayor and boroughs are already doing to support businesses to offer apprenticeship opportunities, such as the London Progression Collaboration, which will support businesses in London's retail, hospitality and construction sectors to create over one thousand apprenticeships.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

4. EMERGENT SKILLS

London government should be given the powers and resources to support more Londoners to learn the emergent skills employers are increasingly looking for.

The skills most sought by employers are expected to change in the future as Brexit and other structural changes – including technological change and the need to transition to a zero-carbon economy – take place. Interpersonal skills, higher order cognitive skills and digital skills are expected to become more important in the workplace, for example.²⁶

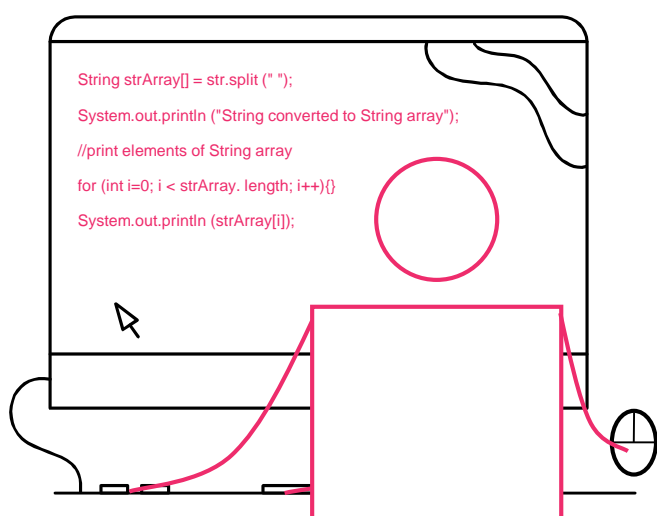
In particular, London already has exceptionally high demand for higher-level skills, and this growth in demand is expected to continue, particularly in London's scientific and technical services and ICT industries.²⁷

London government is ideally placed to leverage its links with local businesses and understanding of London's labour market to ensure more Londoners are able to access these emerging opportunities.

London government should be given resources and responsibility to build the capacity of providers to deliver more Higher Technical Qualifications (covering provision at Level 4 and 5), targeted at industries and occupations where there is clear evidence of existing and emergent skills demand. This will help to establish clear pathways into higher-skilled and emergent roles for Londoners.

The Mayor should also be given the power to expand qualifications eligible for an Advanced Learner Loan 'write off' by Student Finance England when the learner gains a Level 6 degree. This would allow London's skills and employment sector to be more nimble in its response to emergent skills needs, and support more Londoners to earn higher-level qualifications.

In addition, the Office for Students should require London higher education providers submitting access and participation plans to demonstrate how these are aligned with London government's widening participation priorities, and agree a set of metrics for measuring widening participation success in London higher education with London government.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

5. FURTHER EDUCATION CAPITAL FUNDING

London government should be given a commitment from central government that it will continue to oversee further education capital investment funding in London.

The Mayor currently allocates funding for further education providers to invest in estate and equipment through the Skills for Londoners Capital Fund, funded by the Growth Deal with government. To date the Mayor has supported 79 projects which combined have leveraged in a private funding commitment in excess of £300m.

However, London providers' demand far outstrips what the Mayor can currently fund, capping the sector's capacity to grow and London government's ability to unlock further private investment. The last funding round alone saw projects seek in excess of £160m, over twice the sum that was available to them. The strongest bids that did not obtain funding now form a pipeline of projects that the Mayor is unable to progress until further funding becomes available.

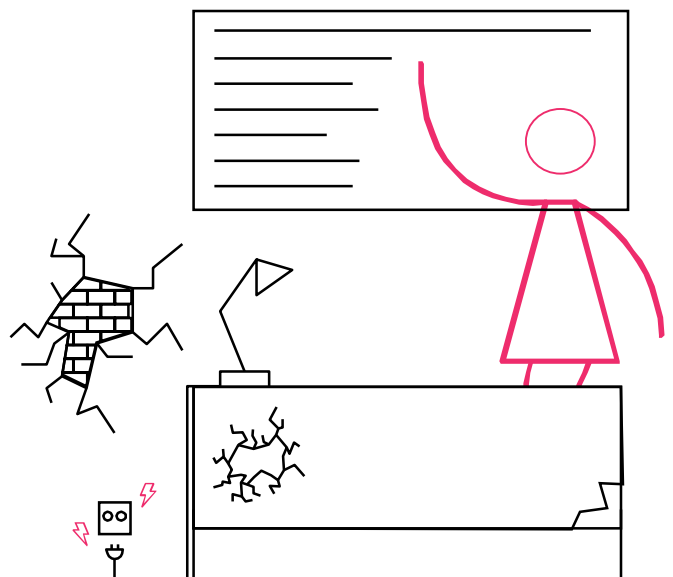
This funding is badly needed by further education providers to invest in repairs of London's further education estate - much of which is in poor or inoperable condition - and to ensure the infrastructure is in place to deliver the ambitions set out in the Mayor's Skills for Londoners Strategy.

PROJECTS ASKED FOR
More than £160m
OF INVESTMENT IN EDUCATION,
BUT THERE WAS
Less than £80m
AVAILABLE TO SPEND

Greater certainty over future capital investment streams would support further education providers not only to make these repairs but also to invest in new equipment and ensure their course content is supported by state of the art, industry standard facilities that keep pace with technological developments and reflect new ways of working.

The current stream of Growth Deal funding comes to an end in 2021. Government has not yet announced the availability of funding beyond this period, putting the essential improvement of further education providers' equipment and estates at risk.

City Hall wants a commitment from central government to continued funding to support capital investment, which is vital to underpinning London's devolved skills and employment responsibilities.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

6. 16 TO 18 SKILLS

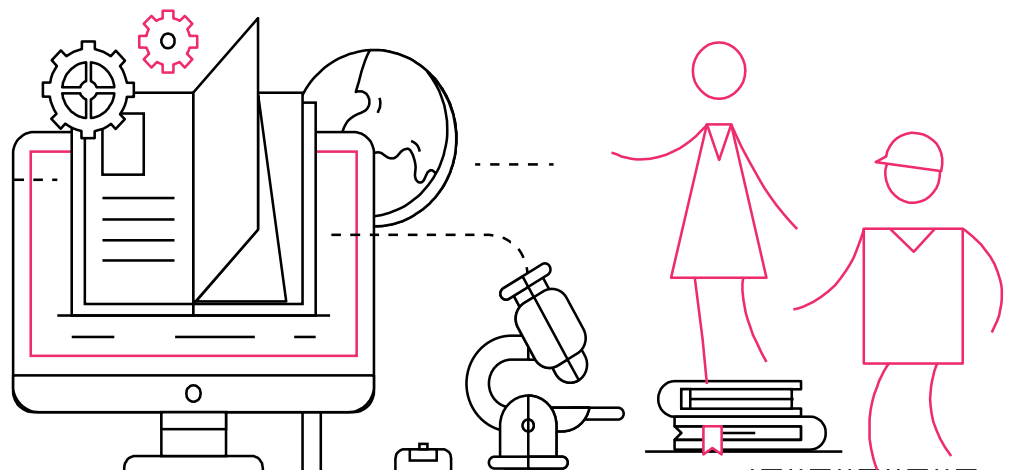
London needs a coherent post-16 skills offer to support more Londoners to access the wealth of opportunities in the capital. The Mayor and London's boroughs want to start a conversation with central government about how devolution would move London closer to realising this vision.

Devolution would allow London government to establish a strengthened post-16 skills system, supporting the vital role that further education colleges perform. This would complement the successful devolution of the post-19 Adult Education Budget, providing the sector with a single, coherent funding and planning authority through City Hall.

All 16 to 18 provision is currently overseen by the Department for Education and funding rules are set by the ESFA. Demand for 16 to 18 skills provision in London is expected to grow in future years as a demographic rise in the number of young Londoners feeds through to this age level.

London government would seek to ensure the 16 to 18 sector is adequately funded to maintain high quality learning for the capital, especially for Londoners with special educational needs and, or, disabilities. London's providers must have the resources and flexibilities they need to meet the needs of their students, including three-year programmes of study, where necessary.

Devolution would improve alignment of education and business needs, provide greater agility in adapting provision, and establish a more robust foundation for lifelong learning and retraining as London's economy changes.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

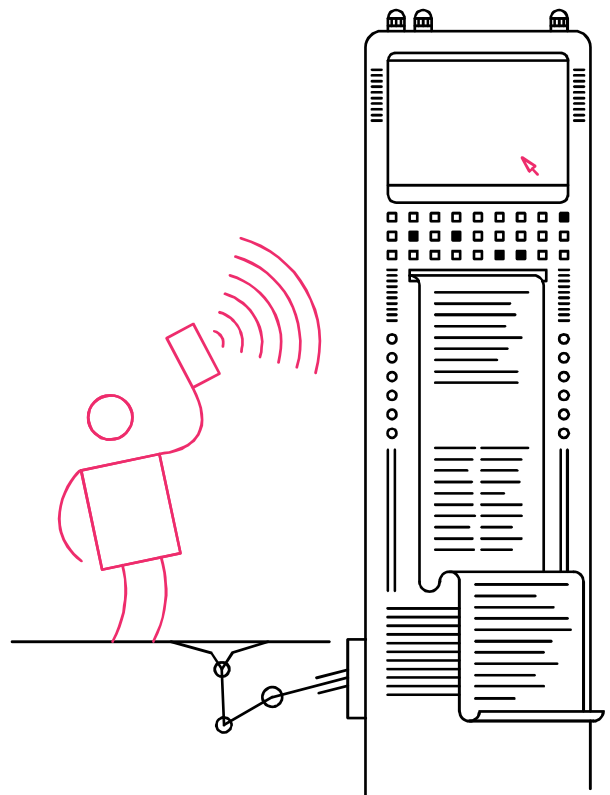
7. TRAINEESHIPS

The devolution of London's traineeship budget would allow London government to work with businesses to increase the number of traineeship opportunities in the capital and develop clear pathways for trainees to progress in work or further learning.

Funding for traineeships is provided by the ESFA as it was not included in the delegated adult education budget. But despite evaluations showing more than two thirds of trainees go on to work, further learning or an apprenticeship, take-up of traineeships is falling from a low base. There were just 17,700 starts across England in 2017/18, down from over 20,000 the year²⁸.

London government would use the devolved traineeships budget to champion traineeships in the capital, using the Mayor and London boroughs' unique links with businesses to create new traineeship opportunities through targeted business engagement and support. This work would build on the engagement the Mayor is doing to increase apprenticeship opportunities, and it would provide the opportunity for London government to have a single conversation with businesses about traineeships, apprenticeships and other learning.

Devolution would also allow London government to re-integrate the traineeships budget into the adult education budget, along with other funding streams, to establish a clear learning offer to Londoners and develop accessible pathways for trainees to progress into apprenticeships, employment or further learning.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

8. EMPLOYMENT SUPPORT

London government wants a commitment from central government to establish a 'local first approach' to employment services, where services are provided at the most feasibly local level.

This local first approach would be underpinned by the development of joint governance at a local level, with the Mayor providing a pan-London framework alongside a clear borough role in setting the strategic priorities for employment provision, including support available through Jobcentre Plus.

This should build on and go further than the model of devolution created through the Work and Health Programme by giving boroughs genuine control over the way in which support in their areas is designed and delivered. Co-location and joint working with national bodies including Jobcentre Plus should become the default setting for future operation.

London government will support this devolution by working together to create local gateways into careers, employment and skills services in order to reflect the needs of local communities and ensure that all Londoners are able to access support.

Giving London government a greater say over how employment support works in local areas will also support the development of greater coordination between employment, borough and wider public sector provision, such as health and housing services. This will build on the work of boroughs, such as Croydon Council, who have co-located Jobcentre Plus in the local authority in the last year, allowing JCP and council staff to work together to support individuals with multiple and complex needs while establishing a 'no wrong door' approach to support.

Cooperation and collaboration has the potential to make services more effective and efficient, and to reduce costs. It also builds on the experience of local authorities' work with marginalised communities that jobcentres struggle to support— 'unlocking' a group of people who have previously been outside their scope.

With a 'local first' approach to employment support, Londoners will be able to maintain a single point of contact and relationship, under a common pan-London brand, and will be supported to access wider aspects of local authority and national government services.

LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

9. UK SHARED PROSPERITY FUND

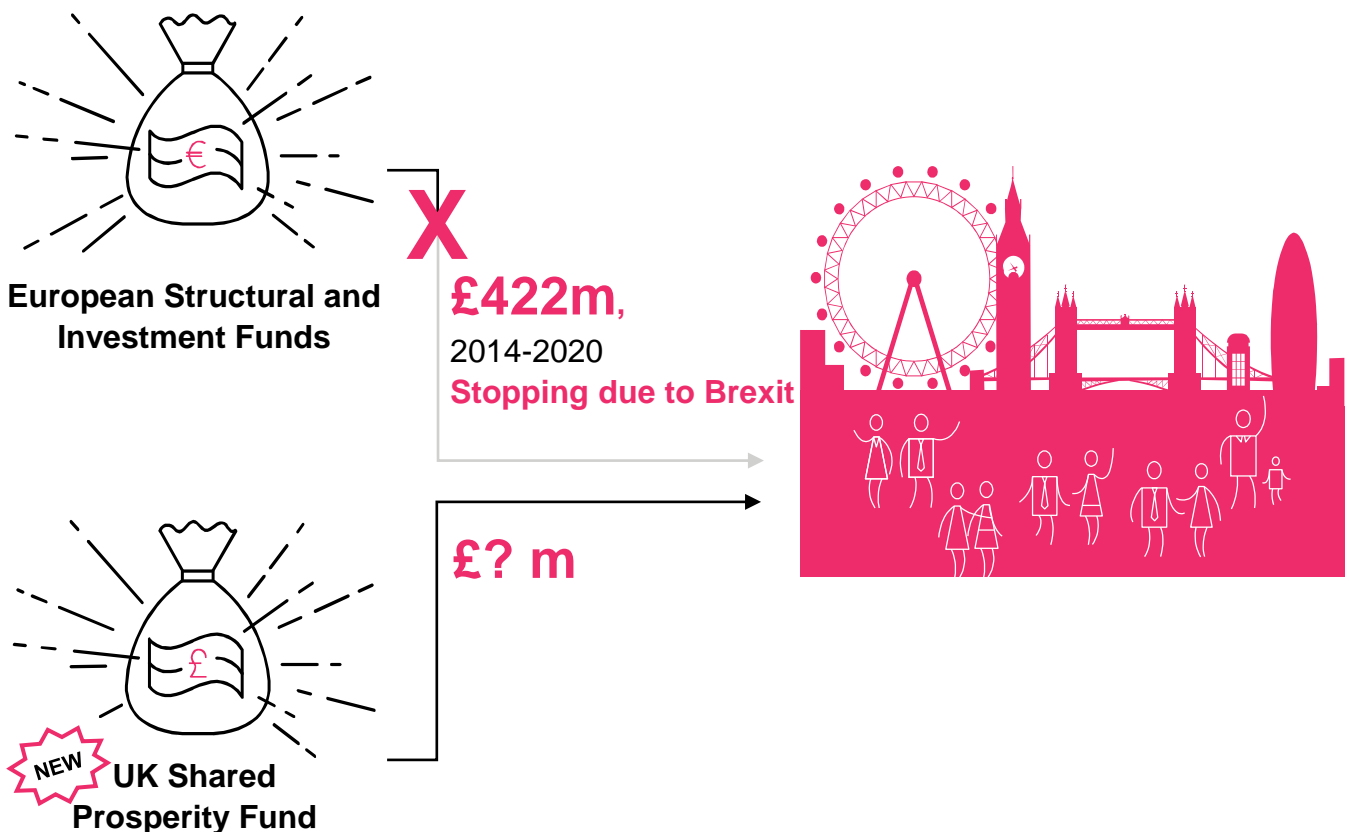
London's share of the UKSPF should be devolved in full, with support for the most disadvantaged Londoners moving into the capital's holistic employment and skills system.

London is currently responsible for commissioning European Structural and Investment Funds (ESIF), including the European Social Fund (ESF), which supports disadvantaged Londoners to access learning, work and enterprise, and to progress in their careers. London was allocated £422m through the 2014 – 2020 ESF funding round to support 399,000 disadvantaged Londoners.

The UKSPF is intended to replace ESIF following the UK's departure from the European Union.

Any decrease in the funding that currently supports disadvantaged Londoners through ESIF could increase poverty and inequality. Therefore, the UKSPF should be allocated to areas according to a fair funding formula relating to the needs of the population, rather than generic economic measures of growth. This funding should be at least that of current levels of ESIF.

Devolution of London's share of the UKSPF would allow London government to strategically coordinate funding to support the most disadvantaged Londoners and to tackle poverty, exclusion and inequality, building on the way City Hall has already matched ESF and AEB funds in its procurement.



LONDON'S CALL FOR ACTION

A LONDON SKILLS AND EMPLOYMENT SYSTEM

London's devolved skills and employment system should include:

10. IMMIGRATION SKILLS CHARGE

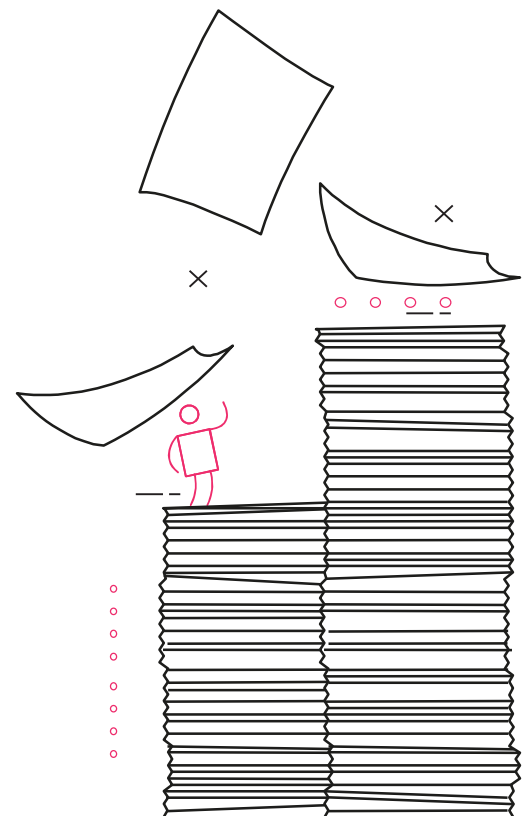
Government should review the Immigration Skills Charge and, should it decide to continue with it, it should devolve control over how London's share of the amount raised each year is spent on skills shortages in the capital.

The charge is a flat rate of up to £1,000 per person per year paid by employers recruiting non-EEA workers on a Tier 2 visa. Central government has indicated the charge will apply to EEA nationals, once the UK has left the EU and established its new skills-based immigration system.

The revenue raised from the charge in 2017-18 was £90m²⁹. It is distributed to the Department for Education and the devolved administrations using the Barnett formula (84.2 per cent to the Department for Education, 8.2 per cent to Scotland, 4.7 per cent to Wales, and 2.8 per cent to Northern Ireland)³⁰. Monies raised through the charge are intended to address skills gaps in the domestic workforce, although there is limited evidence that this is how it is being used.

The charge is already a significant cost to employers; extending the charge to employers recruiting EEA nationals will increase this burden, especially for SMEs. The Mayor's preference is for the charge to be abolished. However, if the Government decides to maintain the charge, it should devolve control over how London's share of the amount raised each year is spent on skills shortages in the capital.

If devolved, the funding could be used for tailored employment support and in-work training opportunities for under-represented groups in high growth sectors.



LONDON'S CALL FOR ACTION

LONDON'S OFFER

London government would use its convening powers and knowledge of London's diverse communities and business sectors to deliver a fully integrated and accessible skills and employment system.

The Mayor would use his reach and profile to promote new services and set out a clear offer to Londoners. He would also set out a strategic framework for skills and employment, underpinned by robust data analysis and a focus on outcomes.

The boroughs would develop gateways into careers, employment and skills services, using their links and local knowledge to reach into the most disadvantaged communities. These gateways would bring together a range of local services and stakeholders to provide an integrated, holistic service for those Londoners with complex needs, with delivery tailored to the local area and infrastructure.

This would include access to other local services such as housing, social services, youth provision and other community-based services, given the multiple and complex barriers experienced by many Londoners. These need to be addressed, alongside employment and skills support, to achieve positive outcomes.

London's businesses would be involved in the planning and design of London's skills and employment system at a regional, sub-regional and local level.

But to achieve this, London government needs the flexibility of a single skills and employment system, fully devolved to the capital and with funding restored to at least pre-austerity levels.

LONDON'S CALL FOR ACTION

WORKING IN PARTNERSHIP

London government is committed to working with partners to deliver inclusive growth in the capital, to meet businesses' needs and to

tackle poverty, exclusion and inequality whilst improving Londoners' health and wellbeing.

BUSINESSES

In a rapidly changing business landscape, London's employers need access to relevant skills to improve productivity, grow their businesses and meet the challenges of tomorrow. Skills shortages were one of the top concerns reported by London's businesses in London Councils and London Chambers of Commerce and Industry's *London Business 1000* survey over the last three years (2017-2019), and Brexit and other changes risk exacerbating the problem.

So London government is committed to working in partnership with businesses to develop a pipeline of talent to meet their needs and to involving them in the planning and design of London's skills and employment system at a regional, sub-regional and local level.

As part of this partnership, London government will work with London businesses to support them to consider their role in driving

improvements in the economic, social and environmental wellbeing of Londoners.

This means paying at least the London Living Wage to every worker, investing in training and careers advice, recognising trade unions, and taking action to promote diversity in their organisation.

All of these calls are set out in the Good Work Standard, the Mayor's new benchmark for good employment practice with fair pay and high-quality training at its heart. Many London boroughs have also developed charters and standards for businesses locally, and London Councils is developing its Charter for Business to show how boroughs can create a good environment for business growth.

This partnership between business and London government will ensure London's employers have access to the skills they need and all Londoners have access to high-quality work.

PROVIDERS AND OTHER STAKEHOLDERS

London government is also calling on FE and other learning and employment support providers to collaborate, rather than compete, in order to foster innovation and to work to a more integrated skills and employment offer in

the capital. This will require joint working across business, learning and employment support providers, community organisations, trade unions and other key stakeholders.

CONCLUSION

An integrated and properly funded skills and employment system will allow all of London's stakeholders to work together to tackle poverty, exclusion and inequality, embed a genuine culture of lifelong learning, support Londoners' health and wellbeing, and deliver inclusive growth in the capital.

For too long, London's skills and employment sector has been underfunded and undervalued.

But with concerns associated with Brexit and longer-term structural changes in the economy, like the increasing pace of technological development, a lifelong learning culture is needed more than ever, with Londoners needing to keep learning new skills throughout their career.

And learning is about more than employment, important though it is. Supporting more Londoners to learn throughout their lives improves health and wellbeing as well as providing Londoners with the confidence and means to participate more actively in their communities.

Addressing these challenges and delivering this vision will require London's government, businesses and stakeholders to work in new ways.

This is why London government is calling for a new devolution and funding deal, with the ability to raise money as well as spend it on meeting the capital's acute skills needs.



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Young People's Education and Skills Board

Policy Update

Item: 6

Date: 17 October 2019

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Summary This paper outlines the key changes affecting 14 to 19 policy since the last Young People's Education and Skills Board meeting.

Recommendation Board members are asked to note the information in this paper and decide any actions necessary.

1 New Government

- 1.1 Rt Hon Boris Johnson MP became Prime Minister on 24 July 2019 and appointed Rt Hon Gavin Williamson CBE MP as Secretary of State for Education. Rt Hon Nick Gibb MP remains Minister of State for Schools Standards and Lord Agnew is the Parliamentary Under Secretary of State for the School System.
- 1.2 Kemi Badenoch MP is the new Parliamentary Under Secretary of State for Children and Families (replacing Nadim Zahawi MP), with special educational needs and disabilities and high needs funding as part of her brief. Michelle Donelan MP will stand in for Ms Badenoch during her maternity leave.
- 1.3 There is no longer a position of Minister of State for Skills and Apprenticeships. The responsibilities previously undertaken by Anne Milton MP now fall directly onto the Secretary of State; a decision that has received a mixed reception in the sector. Jo Johnson MP had been appointed Minister of State for University and Science (jointly with the Department for Business, Energy and Industrial Strategy), but resigned from the position on 5 September and has been replaced by Chris Skidmore MP.
- 1.4 Both the Prime Minister and Secretary of State have emphasised that skills are a priority and that they are very aware of the issues affecting the post-16 sector, especially funding.

2 Spending Round

- 2.1 The Chancellor of the Exchequer announced the results of a fast-track one-year spending round (replacing the anticipated comprehensive review, which has been deferred until next year) on 4 September. Many of the changes formally announced in the House of Commons had been publicised prior to the Chancellor's speech. The main points on education spending were government is:
 - providing a £7.1 billion (£4.6 billion above inflation) increase in funding for schools by 2022-2023, which includes an increase of the minimum per pupil amount to £4,000 for primary schools and £5,000 for secondary schools;
 - providing an additional £700 million to support the education of children and young people with special educational needs;

- adding a further £400 million into further education funding, with £210 million of it going into targeted interventions such as English and Maths resits and T levels
 - increasing early years spending by £66 million to improve the hourly rate of childcare providers delivering the Early Years Free Entitlement
 - providing £7 million to expand Jobcentre adviser support in schools for young people with special educational needs and extending eligibility for Access to Work to internships for disabled people.
- 2.2 The Conservative Party Conference (29 September to 2 October) provided an opportunity for ministers to announce policies that can be expected to appear in the Queen’s Speech that is planned to be delivered on 14 October. These include:
- £120 million of additional funding will be provided to enable every region in England to establish a high-quality Institute of Technology (eight new Institutes)
 - a new Skills and Productivity Board will be established to provide the government with expert advice on how to ensure the courses and qualifications on offer to students are high-quality, are aligned to the skills that employers need for the future and will help increase productivity
 - a network of 11 Maths Free Schools will be opened and will cover every region of the country.
- 2.3 The Board meeting will be provided with a verbal update on the Queen’s Speech. Please see paragraph 6 for the relevant commitments announced at the Labour Party Conference and paragraph 7 for the Liberal Democrat Conference.

3 Publications and policies

- 3.1 *Under Pressure: an exploration of demand and spending in children’s social care and for children with special educational needs in London.*¹ London Councils commissioned a study to improve understanding of the financial pressures facing children’s services and explore how boroughs might mitigate or reduce pressures on budgets. The research concluded that urgent action is needed to address the sustainability of funding for children’s social care and meeting the needs of children and young people with special educational needs and disabilities (SEND) - and that must include early intervention. The report made 24 recommendations to local and national government.
- 3.2 *Inclusive Practice.*² London Councils conducted qualitative research into inclusive practice in mainstream schools to examine how mainstream schools provide opportunities for young people with SEND and explore concerns about inclusion. The research highlighted some excellent practice in schools and local authorities but could not conclude that all schools are inclusive by default. There was some evidence of unfair admissions practices, off-rolling and inappropriate exclusions. The report makes recommendations to councils, schools (and their governors), national government and Regional Schools Commissioners. Please see paragraph 13 of this report for the Royal Society for the encouragement of Arts, Manufactures and Commerce’s survey of teachers (RSA).

¹

https://www.londoncouncils.gov.uk/sites/default/files/ISOS%20Under%20Pressure%20children%27s%20services%20finance%20Final%20report_0.pdf

² <https://www.londoncouncils.gov.uk/sites/default/files/Inclusive%20Practice.pdf>

3.3 *County Lines*.³ London Councils commissioned YouGov to survey Londoners and people across the UK about their levels of awareness of the link between taking illegal substances and the exploitation of children and young people. Its key findings were:

- Unsurprisingly, significant numbers of people have a negative view about drug taking.
- However, there was a significant lack of awareness of “County Lines”, despite significant and widespread media coverage during recent months. There was a much more substantial level of awareness of Modern Slavery. This points towards the need to do more to raise awareness of the use of Modern Slavery within County Lines criminal exploitation. Furthermore, given the relatively big difference in relative level of concern about drug usage as a crime priority for London compared to knife violence, there appears to be little connection made being made between drug use, drug trafficking and gang related knife violence.
- Linked to levels of awareness about County Lines, there were very significant differences in the extent to which people think that Modern Slavery or County Lines are problems in their local area, compared to being a problem in the UK or London more generally.
- Again, surprisingly, when asked, people who have taken drugs in the past 12 months were more likely to have made a decision to stop buying goods or services because they felt or suspected they conduct their business in an unethical manner.
- In terms of changing opinion towards drug taking, significant shifts appear to be achievable when there is more awareness of the impact of County Lines on young people and the use of Modern Slavery. Notably, at the end of the poll, those who have used drugs in the last 12 months were significantly more likely to agree that recreational drug users should take responsibility for supporting the illegal drugs trade (39% at the start compared with 52% at the end).
- Finally, substantial numbers of Londoners felt that campaigns on raising the awareness of County Lines would be most effective if they focused on impacts on children and young people being groomed by drug gangs and then exploited to transport and sell drugs (49%) and the criminal exploitation of children and young people (42%).

4 SEND

4.1 *SEND Review*.⁴ The government has announced a major review into support for children with SEND to: improve the services available to families who need support; equip staff in schools and colleges to respond effectively to their needs; and end the ‘postcode lottery’ families often face.

4.2 *Not going to plan?*⁵ This report by the Local Government and Social Care Ombudsman (LGO) focuses on the complaints received about support for children with SEND. It shows that 87% of the complaints the Ombudsman investigates about SEND are upheld, compared with an uphold rate of 57% across all cases it looks at (discounting SEND cases). The issues identified by the LGO include:

- Severe delays when issuing a plan
- Poor planning and anticipation of needs

³ <https://www.londoncouncils.gov.uk/node/36201>

⁴ https://www.gov.uk/government/news/major-review-into-support-for-children-with-special-educational-needs?utm_source=d0af7e5c-13ad-49ae-885d-619b30bd5647&utm_medium=email&utm_campaign=govuk-notifications&utm_content=immediate

⁵ <https://www.lgo.org.uk/assets/attach/5693/EHCP%202019%20vfC.pdf>

- Poor communication and preparation for meetings
- Inadequate partnership working
- Lack of oversight from senior managers

4.3 *Support for pupils with special educational needs and disabilities in England.*⁶ This report from the National Audit Office assesses how well pupils with SEND are being supported and examines the system for supporting pupils with SEND and the outcomes it is achieving. Its conclusions were:

- How well pupils with SEND are supported affects their well-being, educational attainment and long-term life prospects. Some pupils with SEND are receiving high-quality support that meets their needs, whether they attend mainstream schools or special schools. However, the significant concerns that we have identified indicate that many other pupils are not being supported effectively, and that pupils with SEND who do not have EHC plans are particularly exposed.
- The system for supporting pupils with SEND is not, on current trends, financially sustainable. Many local authorities are failing to live within their high-needs budgets and meet the demand for support. Pressures – such as incentives for mainstream schools to be less inclusive, increased demand for special school places, growing use of independent schools and reductions in per-pupil funding – are making the system less, rather than more, sustainable. The Department needs to act urgently to secure the improvements in quality and sustainability that are needed to achieve value for money.

5 Careers Guidance/London Ambitions.

5.1 A draft of the version of a refreshed over-arching London Ambitions document (refreshed in the light of the Mayor's careers strategy) is being tabled and discussed at the meeting. Members will be invited to send comments to peter.obrien@londoncouncils.gov.uk.

6 T Levels

- 6.1 Linking London is contacting the schools that have been selected to deliver T levels in London to offer them free membership. This membership would provide schools with access to the networks' practitioner groups and a range of expertise in colleges and universities.
- 6.2 The government unveiled T level branding on 3 June and a policy update from the DfE provides details of grading & certification and UCAS Tariff Points.
- 6.3 The DfE has commissioned the Association of Colleges (and its partner The Challenge Network) to deliver a Transition Programme support package and the Education and Training Foundation will lead on the T Level Professional Development offer to delivery organisations' staff and employers providing industry placements.
- 6.4 The government published the results of its consultation on funding of T levels. The result of the key question "Do you agree with the proposals for funding bands and hours set out above? (i.e. in the consultation document)" was Yes: 38%; No: 62%. The government's response noted, however, that many of the negative responses gave some qualified support to the measures being proposed and consequently the government has said it intends to proceed with its proposals. Further detail is awaited.

⁶ <https://www.nao.org.uk/report/support-for-pupils-with-special-educational-needs-and-disabilities/>

- 6.5 The Secretary of State for Education said in an interview with the TES on 5 September that BTECs have an important value, but “the primary focus is increasingly going to be on T levels, and we’re going to continue to make sure that we drive up standards and that more and more children and young adults are achieving a level 3”.

7 Apprenticeships

- 7.1 *Learning on the job: improving the apprenticeship levy.*⁷ The Confederation of British Industry, responding to the two structural changes that it has identified taking place in the labour market (automation and artificial intelligence), reports on changes it recommends to the Apprenticeship Levy. These are:

- Increase transparency for employers and improve the use of data to measure the effectiveness of the Apprenticeship Levy
- Ensure that the apprenticeships system becomes more user-friendly and allows firms to access the right training
- Deliver a sustainable financial plan for the apprenticeship budget that allows firms to continue to invest in apprentices of all ages and levels
- Open-up conversations on the long-term, including a consultation on turning the Levy into a flexible ‘Skills Levy’

8 Labour Party Conference decisions

- 8.1 Matters relating to education included:

- a recommitment to creating a National Education Service and safeguarding / reinstating Sure Start centres (rebranded as “Sure Start Plus”)
- the Integration independent schools into the State system by scrapping tax breaks and controlling schools’ assets
- replacing Ofsted with a two-phase inspection system
- free lifelong education in FE Colleges, enabling everyone to upskill or retrain at any point in life
- reintroducing maintenance grants for university students and abolishing university tuition fees

9 Liberal Democrat Party Conference decisions

- 9.1 Matters relating to education included:

- raising the national funding rate per student for 16 to 19 education, so that sixth forms and colleges are paid the same amount per pupil as secondary schools
- introducing a ‘Young People’s Premium’ (extending the existing Pupil Premium policy to college students)
- scrapping the ‘learning tax’, by refunding the VAT colleges pay and giving them money to afford a pay increase for tutors
- a Personal Education and Skills Account for all, to help pay for education and training in later life - at least £3,000 three times over the course of adult life, from age 25

⁷ <https://www.cbi.org.uk/media/3419/learning-on-the-job-improving-the-apprenticeship-levy.pdf>

- replacing Standard Assessment Tests and league tables
- developing a new school inspectorate
- removing the English Baccalaureate for a slimmer curriculum entitlement
- the (possible) introduction of a graduate tax for HE.

10 Pearson Global Learner Survey⁸

10.1 Pearson published the results of its inaugural Global Learner Survey. The survey captured the views of 11,000 people in 19 countries and identified eight key trends:

- a ‘DIY’ mindset is reshaping education
- the 40 year career is gone and has been replaced by lifelong learning and diverse career paths
- people expect digital and virtual learning to be the new normal in the next decade
- confidence in education systems is wavering.
- some young workers think they can do OK in life without a degree
- markets like China and India are leading the world in upskilling while the US and UK lag behind
- learners see soft skills as the advantage over automation
- people now cite social media and bullying as contributing factors to school safety concerns.

11 Indices of Deprivation 2019⁹

11.1 The Office for National Statistics has updated the English Indices of Deprivation. These now replace the 2015 Indices and will be used to determine local areas’ eligibility for government support. The main index is the Index of Multiple Deprivation (IMD) and, for children and young people, the Income Deprivation Affecting Children Index (IDACI) is also relevant.

11.2 The London Datastore has produced an initial analysis of the data¹⁰, which headlines with: *“Overall, London is less deprived, compared to other parts of the country according to IMD2019 than was the case in IMD2015.”*

12 Organisation for Economic Cooperation and Development (OECD) - Education at a Glance¹¹

12.1 Education at a Glance is widely regarded as the authoritative source for information on the state of education around the world. It provides data on the structure, finances and performance of education systems across OECD countries and several partner economies. It provides key information on the output of educational institutions; the impact of learning across countries; access, participation and progression in education;

⁸ https://www.pearson.com/content/dam/one-dot-com/one-dot-com/global/Files/news/gls/Pearson_Global_Learner_Survey_2019.pdf

⁹ <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>

¹⁰ <https://data.london.gov.uk/blog/indices-of-deprivation-2019-initial-analysis/>

¹¹ <http://www.oecd.org/education/education-at-a-glance/>

the financial resources invested in education; and teachers, the learning environment and the organisation of schools. The 2019 edition includes a focus on tertiary education.

12.2 The Higher Education Policy Institute hosted the UK launch of the report and they have picked out the following 'stand-out facts' from the report:

- the UK is above average among OECD countries for the number of Bachelor's students but below average for the number of Master's students
- the returns from UK degrees are down somewhat on recent times but they still impressive, and the cause of the decline is not a general problem but reflects challenges at the margins – for example, with some courses not all
- in overall terms, the volume and proportion of NEETs is no longer the problem it once was, but it remains an issue in some localities and for some disadvantaged young people and communities
- professional experience matters less than might be expected in the UK, and less than in other countries, relative to qualifications
- the UK is, in relative terms, very good at extracting value from the skills that people have, so there is no widespread problem of 'overskilling'
- graduates from tertiary education do more lifelong learning than others (in other words, 'learning begets learning')
- the UK is top of the G7 countries for education spending, so, overall, the challenges our education system faces may have less to do with money and more to do with other things (for example, the distribution of spending)
- relative to other countries with high private spending on higher education (such as Japan and the US), our university system performs better on access
- people complete their studies in the allotted time more often in the UK than in any other OECD country
- the UK is a very attractive places for international students, despite high tuition costs
- the UK is an outlier in terms of the relative spend on academic education and vocational education (the UK spends more per student on the former even though the latter can cost more to deliver successfully)
- women earn less than men across the OECD, even within the same fields of study, so pay differentials are not just down to women and men choosing different routes
- the UK is unusual in paying primary teachers at the same levels as secondary school teachers, which the OECD regard as a 'good choice'.
- the UK occupies the 'risk quadrant' on the OECD's chart plotting teachers' pay and class sizes - as a result of spending choices, the former is falling in real terms while the latter is rising
- the UK has the youngest teachers in the OECD. This could have some advantages, although it is partly a reflection of older teachers leaving the profession.

13 School exclusions: the teachers' perspective¹²

13.1 The RSA undertook a survey to obtain teachers' perspectives about exclusions and found that:

¹² <https://www.thersa.org/discover/publications-and-articles/reports/teacher-survey>

- The vast majority of teachers do not feel that schools are “too quick” to exclude pupils.
- Teachers are largely supportive of the use of exclusions and classroom removals.
- Teachers believe that even internal exclusion can have a detrimental effect over time.
- Teachers want more support for at-risk pupils but would rather that came from professionals (Child and Adolescent Mental Health Services or early help services, for example).

14 Children’s Commissioner briefing: The children leaving school with nothing¹³

- 14.1 Prior to exercising her legal power to request that ministers take action, The Children’s Commissioner published research that highlighted the performance gap of young people based on their characteristics. The research reported that whereas 18 per cent of all children leave education at 18 without reaching level 2 attainment, the figure rises to 37% for those eligible for FSM and 45% for young people with SEND. It also reports that London has the lowest performance gap among the English regions.

¹³ <https://www.childrenscommissioner.gov.uk/2019/09/20/almost-one-in-five-children-left-education-at-18-last-year-without-basic-qualifications/>

Young People's Education and Skills Board

Performance Update: Participation, Achievement and Progression

Item: 7

Report by: Peter O'Brien **Job Title** Regional Commissioning Manager

Date 17 October 2019

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Summary This paper provides the Board with an update on the levels of participation of young Londoners in education and training, their level of achievement and progression at the end of learning.

Recommendations Board members are asked to note the content of the report.

1 **Background and introduction**

- 1.1 This paper provides the Board with an update on its three core themes: participation, achievement and progression.
- 1.2 As previously discussed at the Board, the government now publishes regional and local information annually and the relevant reports are presented to the Board meeting that occurs after the publication of provisional data (subsequent amendments are also reported to Board meetings).
- 1.3 The working arrangements established this year mean that the Operational Sub-Group scrutinise the performance information of each theme in turn during the course of the year.
- 1.4 Detailed data on achievements - at borough and provider level - is available through Intelligent London (www.intelligentlondon.org.uk) .

2 **Participation**

- 2.1 The latest monthly statistics from the National Client Caseload Information System (NCCIS) are shown below in Table 1. The figures for both NEET and activity not known are lower in London than the national average. The overall position in London is largely unchanged from the same period last year. Please note, this is unpublished data.

	Academic age 16-17						
	NEET	NEET %	Not known	% not known	NEET and NK	% NEET and NK	Quintile
ENGLAND	31,804	2.8%	27,132	2.4%	58,936	5.3%	
LONDON	3,337	1.9%	3,868	2.2%	7,205	4.2%	
Barking and Dagenham	189	3.2%	26	0.4%	215	3.7%	1
Barnet	98	1.3%	49	0.6%	147	1.9%	1
Bexley	102	1.8%	68	1.2%	170	3.0%	1
Brent	101	1.4%	83	1.1%	184	2.5%	1
Bromley	127	1.9%	48	0.7%	175	2.6%	1
Camden	84	2.7%	31	1.0%	115	3.7%	2
City of London	-	0.0%	1	1.9%	1	1.9%	
Croydon	246	2.8%	181	2.0%	427	4.8%	3
Ealing	94	1.3%	124	1.7%	218	2.9%	1
Enfield	115	1.4%	304	3.7%	419	5.1%	3
Greenwich	125	2.1%	173	2.9%	298	5.0%	3
Hackney	107	2.1%	105	2.1%	212	4.2%	2
Hammersmith and Fulham	18	0.8%	19	0.8%	37	1.6%	1
Haringey	107	2.0%	409	7.7%	516	9.7%	5
Harrow	60	1.2%	39	0.8%	99	1.9%	1
Havering	109	1.9%	50	0.9%	159	2.8%	1
Hillingdon	155	2.4%	139	2.1%	294	4.5%	3
Hounslow	109	1.9%	106	1.8%	215	3.7%	1
Islington	59	1.8%	94	2.9%	153	4.8%	3
Kensington and Chelsea	33	2.5%	27	2.0%	60	4.5%	3
Kingston upon Thames	56	1.8%	57	1.8%	113	3.7%	1
Lambeth	131	2.4%	329	6.1%	460	8.5%	5
Lewisham	115	1.9%	164	2.7%	279	4.6%	3
Merton	78	2.0%	44	1.1%	122	3.1%	1
Newham	175	2.1%	192	2.3%	367	4.3%	2
Redbridge	147	1.9%	83	1.1%	230	3.0%	1
Richmond upon Thames	52	1.8%	35	1.2%	87	3.1%	1
Southwark	120	2.3%	218	4.2%	338	6.5%	4
Sutton	55	1.3%	93	2.1%	148	3.4%	1
Tower Hamlets	183	3.1%	218	3.7%	401	6.8%	5
Waltham Forest	86	1.5%	122	2.1%	208	3.6%	1
Wandsworth	75	1.9%	218	5.5%	293	7.5%	5
Westminster	26	1.1%	19	0.8%	45	1.8%	1

Table 1: NEET and 'not known', NCCIS (July 2019)

3 Achievement

- 3.1 High level information about the attainment of GCSEs, A levels and Vocational Qualifications at the end of 2018/19 academic year has been released and the following is a summary:

A level outcomes across all subjects for all subjects, 2019					
A*	A and above	B and above	C and above	D and above	E and above
7.7%	25.2%	61.1%	75.5%	90.8%	97.5%

(Ofqual)

- 3.2 No further significant updates have been produced to the data previously reported to the Board. The position in London was discussed at the last Operational Sub-Group (OSG) meeting. The OSG is continuing to investigate local variations in performance and actions that are supporting young people's attainment.
- 3.3 The next major update on achievements will be the provisional analysis of 2018/19 academic year, which is expected before Christmas.

4 Progression

- 4.1 The destinations data given at the November Board meeting was final. Interim figures for 2017/18 are expected before the end of the year.

5 Performance Gaps

- 5.1 The last Board meeting requested information about the performance gaps based on student characteristics, specifically: young people who are entitled to Free School Meals; those with Special Educational Needs and / or Disabilities; and ethnicity. Information is not available for all of these characteristics based on the three aspects of performance that are reported regularly to the Board. The information that is available is provided as an annex to this paper.

6 Recommendation

- 6.1 Board members are asked to note the content of the report.

Annex: Performance of Young Lononders Based On Their Characteristics

	FSM entitled	Not entitled to FSM	With SEND	With SEN Support	Without SEND	White	Mixed Race	Black or British	Asian or British	Chinese	Other
Participation	This breakdown is not available below national level		92.30%	91.10%	95.30%	93.50%	93.80%	95.90%	97.60%	98.10%	96.20%
Average Progress 8 score	-0.13	0.30	-0.91	-0.24	0.35	0.07	0.07	0.65	0.09	0.99	Not available
Percentage of 19 year-olds qualified to Level 3	52.10%	68.50%	36.90%		71.40%	This breakdown is not available below national level					
Destination after KS5	87%	88%	School College (LLDD)	85%	89%	This breakdown is not available below national level					
				83%	86%						