

INCLUSIVE TALENT STRATEGY

2025 - 2030



Lambeth Council's Reverse Jobs Fair 2025,
credit: Sunzidha Meah


Lambeth



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Foreword

I'm proud to introduce Lambeth's Inclusive Talent Strategy 2025 – 2030 – setting out our approach to support our communities to access opportunities and benefit from inclusive and sustainable growth in our dynamic and innovative economy.

Our ambition is to make Lambeth a place of inclusive economic growth and opportunity.

This ambition is critical to enabling the ambition of the Lambeth Growth plan, that Lambeth and our partners are recognised nationally as a leader in building an innovation led, sustainable and inclusive economy. Our Lambeth 2030 Borough Plan, and particularly its ambition to make Lambeth a place we can all call home, is fundamental to this strategy and to the approach we will take in it.

This strategy will allow us to continue to support residents, particularly

residents who experience inequities in the labour market, to benefit from opportunity. Setting direction for our work will help us target those who need support most and will allow us to tailor our activity to the needs of industry.

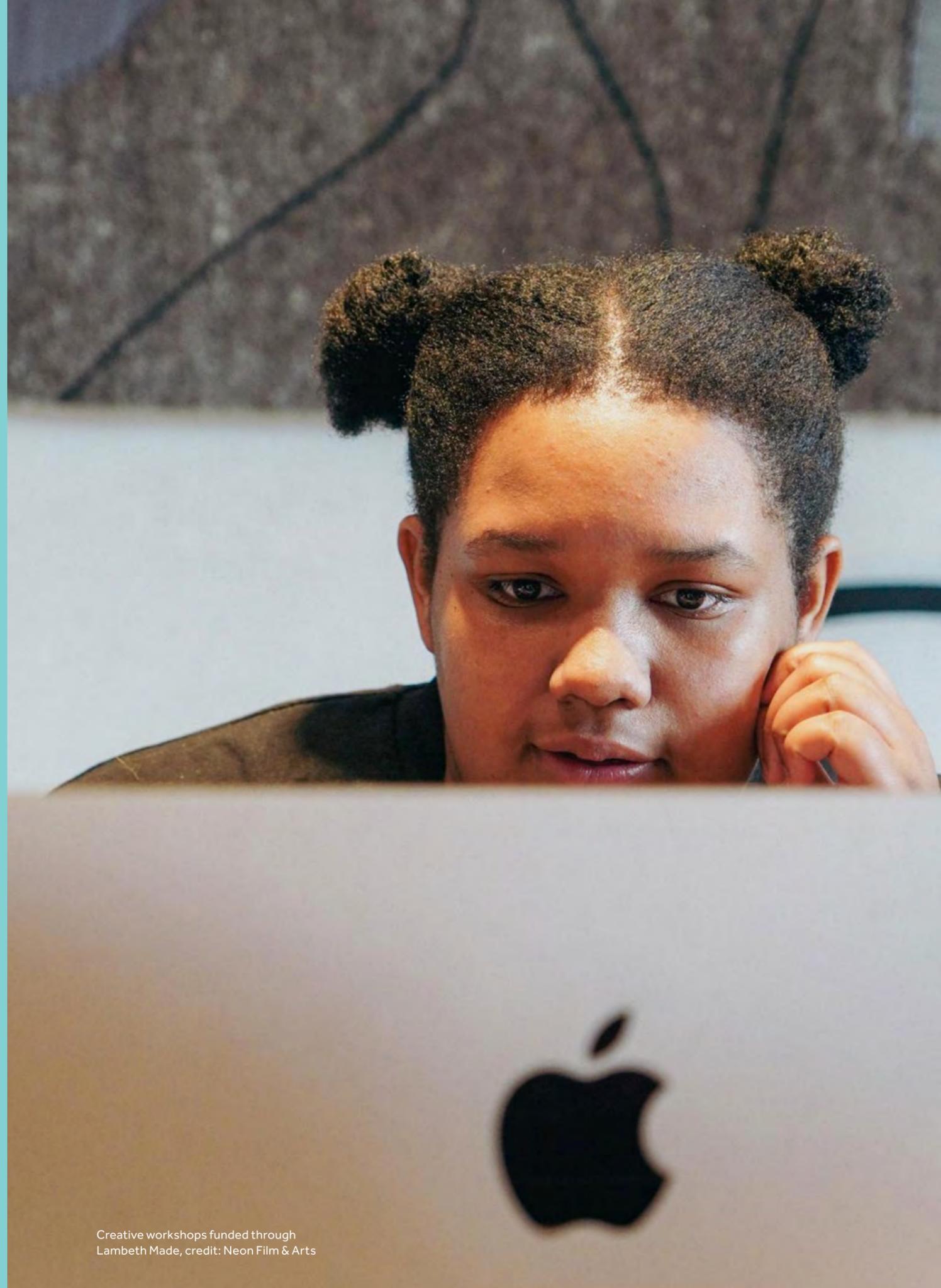
We are working in a time of change. Achieving our ambitions will require innovative thinking and ambitious approaches, including securing the funding needed to make our strategy a reality and ensure that we reach those who need our support the most.

Our partners across the skills and employment ecosystem

have been fundamental to developing this strategy and will be to delivering it – thank you to all our partners who have helped shape this strategy and will work with us to achieve an inclusive economy in Lambeth.



Cllr Marcia Cameron, Cabinet Member for Economic Inclusion



Executive Summary

Since the launch of our previous Strategy in 2020, Lambeth and our partners have delivered high quality support for residents across our borough. We have achieved many things through our strategy, but we are particularly proud of:

- Relaunching a **Lambeth Employment brokerage** supporting over 5,000 residents, maximising Lambeth's potential to coordinate the delivery of employment support locally and reflecting the importance of devolving employment support locally.
- Growing **Lambeth Made Education, Skills and Employment (LMESE)** into a sector leading youth employment service supporting of our most marginalised young people. 63% of young people supported by LMESE are of Black origin, 17% care experienced, and 24% have a special educational need or disability.
- Through partnerships with our Skills and Employment Board and with major employers, **engaging with 150+ employers** through a range of initiatives from starting on our journey to become a Living Wage Borough to growth sector specific programming, equipping residents to gain the skills needed by industry.
- Developing **high-quality skills infrastructure** in the borough to deliver green skills and **enable the transition to a green economy**. This has included working with Morley College, who have been nationally recognised as leaders in green skills provision through the Green

Gown awards and have worked with the council to bring climate literacy micro-credentials into community learning settings. The Lambeth Southbank Technical College has also developed into a leading institution in the field, with an innovative and transformative approach to learning. We have supported them to build the infrastructure they need to deliver first rate training on key green skills, including electric vehicle charging and retrofit.

- Building strong partnerships with our talented local voluntary and community sector. In particular, our Adult Community Learning

service has supported 7000-8000 learners through a network of commissioned training providers integrated into Lambeth's local communities, with Ofsted describing this as ensuring that 'provision helps to meet both the council's strategic aims and the needs of local residents'.

- Strengthening relationships with local NHS trusts, who are our largest employer with over 40,000 jobs in NHS trusts that have a footprint in the borough. These partnerships have built strong pathways for local residents, including through vocational training courses and through our supported internship programmes for young people with Special Educational Needs (SEND) and learning difficulties/ disabilities - one of the groups most underemployed in Lambeth.

- Exceeding our already ambitious manifesto commitments for 2,500 apprenticeship starts in the borough – with 2,830 apprenticeships started since 2020. Partnerships

with significant construction employers like Berkeley Homes have facilitated local residents accessing opportunities created through local growth.



King's College Hospital Trust, credit: KCH comms



London Southbank Technical College, green skills training facilities, credit: LSBTC



Morley College building, credit: Morley College

Developing this strategy has been a collective effort.

We know that our approach must be shaped by our residents, skills providers and employers to realise our vision. Their voices have shaped our ambitions and actions – setting out a refreshed and re-energised vision for our borough.

Our refreshed strategy reflects the changing environment we work in. In the past five years there have been many macro-economic challenges to our borough.

These have significantly impacted residents, particularly the cost of living crisis and the Covid-19 pandemic. At the same time there have been new and emerging sectors and careers, with technology

and innovation continuing to provide exciting opportunities for growth. We anticipate that in the coming five years there will be even more changes, and these may affect the labour market in a wide variety of ways.

Automation and AI are two significant unknowns which we will need to be able to respond to with flexibility – adapting our skills provision to changing employer

needs to mitigate possible challenges, while building on the strengths of our growth sectors – creative and cultural industries, the health and life sciences sector, and the green economy - which offer residents secure and high-quality opportunities.

Our strategy responds to these challenges and opportunities, ensuring Lambeth becomes home to inclusive growth and

London South Bank University Group is committed to supporting growth in Lambeth, and ensuring it benefits local communities, by providing joined up learning pathways that lead local residents to good or better jobs.

As an anchor institution in the Borough, through creating connection and close partnership with Lambeth Council, employers and the wider skills and employment system, we help deliver inclusive growth for all.

Paul Kett, CEO and Vice Chancellor, LSBU Group



Lambeth's Living Wage Action Group, credit: Sunzidha Meah

that residents can benefit from skills and employment support that adapts to the changing needs of the local economy. This is an exciting moment for Lambeth, with a thriving local economy benefiting from iconic employers and dynamic talent.

Our role is to ensure that this moment provides opportunity to all our residents, who often face inequities and disadvantages

that we want to address through our support. We will use our strategy to create accessible pathways for all our residents into all areas of our economy, building a borough where everyone is able to benefit from growth. We also know that delivering on our ambitions requires active partnership working and shared approaches. We'll use our Inclusive Talent Strategy Action Plan to set our plans in motion, working with the Lambeth Skills and

Employment Board to refresh these actions throughout the strategy.

Taking this new approach will help us work with our partners on challenges that reach across our borough and the systems we work in, evaluating our success and setting out our objectives through active partnership and consultation.

Our Vision for Skills and Inclusive Talent in Lambeth

Lambeth is home to an exciting, growing and dynamic economy and plays a key role in London's wider economic development. Lambeth's residents, communities and our local businesses and organisations are essential drivers of this growth.

Our Inclusive Talent Strategy 2025 - 2030 sets out our ambitious vision for inclusive growth for Lambeth and how we want to achieve it. This strategy will provide a roadmap to achieve the ambition laid

out in our borough plan, Lambeth 2030, to 'Make Lambeth a Place We Can All Call Home'. In the Skills and Employment context, this means making the borough a place of inclusive economic development and opportunity, with local communities benefiting from opportunities across our borough, including in our future growth industries.

Lambeth 2030 is underpinned by a commitment to our golden thread of delivering equity and justice for our residents, and these principles

drive our approach. We know that our residents do not experience economic opportunity equally, with poverty and racism entrenching inequalities that affect many in our communities. Significant barriers also exist for Disabled residents, younger residents and older residents, and for those with English as an additional language. Inequity is created both through demographic inequality, and through geographic inequality, with many residents, particularly in the South of the borough, less able to access

Learners at High Trees, credit: High Trees



opportunities. We recognise that often these inequities are caused by systemic issues and require working across our skills and employment system to begin to resolve them, using our understanding of models including the social model of disability to provide support that is informed by the principles of equity and justice.

The Inclusive Talent Strategy will help empower the Council, our delivery partners and local employers to come together to proactively tackle inequalities. We will achieve this by tailoring our support to the needs of local communities, recognising the specific needs of groups who are disadvantaged in

our local labour market and targeting our support offer to meet those needs. In doing so, we will be playing our part in delivering the national government mission to break down the barriers to opportunity.

Our strategy will be guided by four ambitions with measurable outcomes to achieve by 2030. We have set out these areas following active consultation, reflecting the voice of residents, employers, and providers across Lambeth. Our Inclusive Talent Strategy Action Plan sets out how we will achieve these in further detail.

Ambition 1

All residents, at all stages of education or career readiness, can access pathways into good work opportunities

- Target support at residents who are most disadvantaged, tailoring our offer to their needs and commissioning support as and when it is best suited to the needs of different demographics and reducing barriers to employment.
- Ensure that learning is available for residents to progress through their employment journey, supporting them to develop the skills and confidence they need, and improve their wellbeing.
- Encourage employers to act inclusively and to engage with our programmes, offering opportunities which are accessible to residents from our priority groups.
- Ensure that our approach is data driven and facilitates access to data and research on local inequities wherever possible for local providers.



Construction training, credit: Sunzidha Meah

Ambition 2

An economy of good work, where residents are financially resilient

- Provide residents with accessible financial advice and targeted advice services, tailored to the needs of Lambeth's communities.
- Use available levers through Social Value and S106, as well as wider employer engagement, to encourage employers to provide high quality work opportunities.
- Become a Living Wage borough, using a place-based approach to support families, communities and our local economy by uplifting low-paid workers to the real Living Wage, supporting our goals of tackling poverty and maximising income.
- Set a clear expectation that in our commissioning and delivery, we expect employment outcomes to constitute good work. Clearly communicate what we understand to constitute good work and the benefits of good work to business.
- Ensure that advice sector is better connected, facilitating clear referral pathways and strengthening capacity.

Ambition 3

A Skills and Employment system that works hand in hand with industry

- Provide support to engage residents with employment pathways, including in growth sectors, ensuring that they are aware of the career opportunities available and feel that these are accessible to them.
- Support and encourage employers in targeted sectors, with a focus on those in growth sectors, to create career pathways, including through apprenticeships and other training opportunities, that are accessible to local residents.
- Work in partnership with education providers to develop and strengthen our skills infrastructure, ensuring that this is informed by employer needs, with employers and providers working in tandem to create pathways into careers and equip residents to enter them.

Find-your-Feet bootcamp, funded through Next-Us, credit: Samuel Sowemimo



Ambition 4

A Skills and Employment system where partnerships are strong and founded on shared ambitions

- Provide a clear front door to our services, using digital and physical methods to ensure that all residents can access support.
- Use partnerships such as the Skills and Employment board to encourage collaboration between employers and providers and use our power as a convener to strengthen collaboration.
- Integrate our services with other areas, particularly healthcare services, where residents with multiple barriers to work are often receiving wider support, creating a more holistic offer.
- Strengthen our networks and partnership forums to facilitate the exchange of information and data, collaborating with our skills and employment system as effectively and efficiently as possible.



Learners at High Trees, credit: High Trees

This strategy will be underpinned by an action plan which will set out our plans to deliver against our strategic ambitions and which will allow us to respond to shifts in our economic or funding context, as well as enabling ongoing consultation and evaluation of our work with our partners. The action plan will be refreshed every 18 months, and the evaluation and refresh of this action plan will be guided by our Lambeth Skills and Employment Board.

This will require action across our skills and employment ecosystem. Each of these ambitions has clear relevance to our three main stakeholder groups: residents, employers and providers, and action

needs to be taken in partnership with all of these. In the context of restricted funding, close partnership working, including with employers, will be crucial and we will keep in mind the needs of these partners.

Lambeth Council will both deliver support and lead the convening of partners to achieve these shared ambitions.

Achieving this vision will be facilitated by the wider success of our Lambeth 2030 Borough Plan, and we will work closely with other teams across Lambeth, recognising that there are many strategic ambitions within the council that connect to our own.

The Inclusive Talent Strategy plays **a critical role in many of the council's strategic ambitions**. It is a cost-effective intervention that delivers for residents, the community and the economy. It offers an impactful early intervention and prevention tool to support residents. Supporting residents towards good work directly benefits their health and wellbeing, allows them to thrive, and takes pressure away from other council services. Providing a skilled workforce and meeting employer needs is also crucial for delivering on our planning and development aims, and for our transition to a green economy.

We believe that to do this best, we will need to take an approach that is:

1 **Person-centred and trauma-informed,** recognising the different needs of individuals, and avoiding a one size fits all approach, embedding an approach that recognises the impact of structural disadvantage of individuals' lives, in order to provide impactful support with long-term outcomes.

2 **Targeted to local needs,** tailoring our support to the needs of local communities and employers and ensuring that we are led by the voices of local communities and local organisations in developing our approach. This should include targeting identified priority groups, and working at a neighbourhood level to work with areas that are most disadvantaged in the labour market, including with community-led and user-led organisations to ensure that our work is rooted in lived experience and drives inclusion.

3 **Flexible and data-driven,** responding to a fast-changing economic context and using data to anticipate and respond to the needs of residents and employers, with both qualitative and quantitative data informing our approach and with intersectional experiences captured in data wherever possible.

Our Context

National and London Context:

Challenges:

- The wider economic picture has been a challenging one, with the Covid-19 pandemic and the continued cost of living crisis continuing to impact the UK economy.
- While the overall employment rate has recovered in the past few years, nationally, there has been an increase of around 500,000 in people who are not working due to health conditions or disabilities. This trend is reflected locally and regionally, although exact statistics on this are hard to collect at a local level due to national challenges with the collection of this data by the ONS.
- London has maintained a relatively strong economic position, in terms of vacancy levels and economic growth, however within this there are significant numbers of Londoners who continue to be in low quality work



Lambeth Town Hall,
credit: Lambeth Council

Opportunities:

- Developing a strong skills and employment system is a key priority for the government, with commitments to funding employment support targeting residents who face barriers to employment, particularly those with disabilities and health conditions, and to delivering on a youth guarantee to increase the employment rate for young people – giving us the chance to continue

to innovate and target our support at those who need it most.

- Lambeth is home to thriving sectors of future growth. In health & life sciences the SC1 Innovation District is home to world leading research and offers huge potential for future development and is predicted to provide 23,000 additional jobs. Meanwhile Lambeth's Green Economy provides over 7,090 jobs in the borough, with a 9% increase since 2020. Our Creative and Cultural Industries also continue to flourish with more than 2,000 creative businesses and 31,726 adults working in creative roles.
- Our strategy requires well-coordinated delivery across the skills and employment system, facilitated by employer engagement and investment in the system. Lambeth has the opportunity to work with major employers across the borough – from growth sector hubs like the London Institute



GLA youth trailblazers event

for Healthcare Engineering, the Southbank Centre and the National Theatre, and local climate tech cluster Sustainable Ventures, to high employment sectors through organisations like Park Plaza, and construction employers like Berkeley Homes or Wates, enabling those employers to deliver support that helps pave the way to a truly inclusive labour market.

These are exciting opportunities for the delivery of Skills and Employment support, and we will advocate for local needs and priorities, using our role as a convenor and leader in the borough to ensure these are as fully

represented as possible. In particular, we will work to influence policy on:

- 1) **Devolution of Skills and Employment Support** locally, so that support can be tailored as flexibly as possible to local needs.
- 2) Safeguarding of the **ASF (Adult Skills Fund) budget**, proving the benefits of devolution and ensuring that no resident is left behind
- 3) Providing businesses complete flexibility with their **'growth levy' spend**, enabling Local Authorities to support their economy, with a skills system tailored to local need.

Lambeth Context:

We know that our borough is home to a diverse and skilled workforce, but that inequities impact who benefits from local growth and opportunity. We will monitor data wherever possible to inform our approach and to identify priority groups for support, including using localised data to understand needs at neighbourhood levels. We understand that data is

often limited, particularly at a local level, and we will work with partners to develop as clear a picture of local need as possible. We know that this need may also change over time, particularly with an ageing population, meaning that the needs of our residents may also change, and we will continue to review what we know about the context we work in.

The impacts of the Covid-19 pandemic and the increase in the cost-of-living are still being felt by local communities, with the financial resilience of many of the residents we support severely impacted.

For many residents, multiple barriers make it challenging to improve their skills levels and enter work.

Population 317,600

Average age 33

13.2% Lambeth residents disabled

38.6% of residents born outside the UK, 130 languages spoken

1 in 2 people 50+ living with at least 1 long term health condition

23.7% of households have dependent children

5% of residents are Care Experienced (2023)

Over the next 10 years, population 50+ to increase by 13% and 65+ by 40%

State of the borough

Skills and Employment in Lambeth:

Number of businesses 13,190 (2024)

1,105 small businesses (10-49 employees)

11,850 micro businesses (0-9 employees)

152,000 jobs in Lambeth

38,000 jobs in Health and Social Work (2023)

Disabled and non-disabled employment rate gap 17.3% (2024)

Unemployment for those aged 50+, 8.5% (April 2025)

Youth Unemployment Claimants aged 18 to 24, 6.6% (April 2025)

10.8% of jobs pay below the London Living Wage (2024)

1,400 apprenticeships started in Lambeth (2023/24)

Black/ Black British residents 3x more likely to be long-term unemployed than white/ White British

Residents with care experience are more likely to be paid below the London Living Wage or be economically inactive

Residents who cannot speak English well or at all 2x more likely to work in routine/manual occupations or be long-term unemployed

1 in 5 jobs are expected to need new skillsets in the transition to the green economy

Priority skills needs for Central London include digital skills and creative skills. Hard to recruit to sectors include social care and hospitality & retail



Creative workshops funded through Lambeth Made, credit: Neon Film & Arts



Lambeth Council Reverse Jobs Fair 2025, credit: Sunzidha Meah

Our priority groups:

Given this context we know we need to target our support towards priority groups who face disadvantage in the labour market. Three core groups are those who are disadvantaged, and often systemically discriminated against, due to disability, race and age (both older aged 50+ and younger residents). Within this, we know that intersectionality often compounds existing inequities and must be recognised in the design of support. We also know that there are often more granular needs faced by groups within our wider priority groups.

These include, but are not limited to:

- Young people with Special Educational Needs and learning difficulties/ disabilities
- Homeless, and at risk of becoming homeless
- Care experienced young people
- Young people known to the criminal justice system
- Older residents (aged 50+), particularly economically inactive residents
- Economically inactive residents, particularly any who are economically inactive due to chronic health conditions
- Residents with significant disabilities and learning disabilities
- Residents with mental health needs
- Black, Asian and Multi-Ethnic residents, particularly Black/Black British communities and Portuguese/Spanish speaking communities
- Sanctuary seekers
- Parents, or other returners to work
- People with low levels of qualifications, including at Level 2 and below

Our strategy is all about a targeted approach that supports our priority groups. One way we do this is by embedding the Social Model of Disability in our approach



I never thought I would get a job and be offered a full-time position.

You helped me believe in myself and supported me every step of the way. Thank you so much for everything.

Participant on our Full Potential programme for care experienced young people



Lambeth Made Dragons Den event 2025, credit: Sunzidha Meah

Lambeth Growth Plan:

Aligning with the new government's bold focus on growth, and with the London Growth Plan and the Local Growth Plan by the GLA, we have produced a Lambeth Growth Plan to set the ambition for long term economic and inclusive growth for the borough. This growth plan aligns with national priorities while boldly setting our own local vision to energize our communities, empower our partners, and inspire employers to join us in building a thriving, inclusive economy. The growth plan acts as an important signal to the market of where investible opportunities exist in the borough, and that Lambeth as a council is primed to support investment. The Inclusive Talent Strategy is a foundational enabling strategy supporting delivery of the ambitions of this Growth Plan, and to demonstrating the benefits of Lambeth's vision for inclusive growth for local communities and for businesses.

We also know that there are inequities felt by residents in different areas of the borough, often at a ward or neighbourhood level. Grassroots and neighbourhood-based work is often key to supporting our most disadvantaged residents, and Lambeth's rich and varied system of employment and training providers, as well as a neighbourhood approach to our own delivery, can help us address this. Working with colleagues in housing and

regeneration, aligned with the Lambeth Growth Plan, will help us unlock the benefits of growth at a very localised level.

We will ensure both that our support meets the needs of these groups, and that we provide targeted support where that is most appropriate – recognising that different groups might benefit from specific types of support. We will also adapt to provide the support that our communities tell us they

need and be flexible if those needs change with shifts in demographics or in economic trends – developing new programmes to meet these.

Our support will recognise that where residents are facing barriers to employment, particularly when these are compounded by intersectionalities, they may have wider support needs, and we will work closely across the council and with other teams to address these.

Berkeley is committed to ensuring local residents can access jobs, skills and long-term career pathways.

At Oval Village, we are proud to deliver on this commitment by providing apprenticeships, high-quality training programmes and employment opportunities for local people. We work closely with Lambeth Council to maximise these benefits and make sure our investment directly supports the borough and its communities.

Paul Vallone, Divisional Chairman, Berkeley



Adult and Community Learning Celebration Event 2025, credit: Sunzidha Meah

Case study of success: Building skills and confidence through Adult Learning

S spoke very little English when she came to Lambeth Adult Learning, she was isolated and was in an abusive relationship. After progressing through different levels of ESOL training she took a Digital Skills for Work course and successfully passed her English Functional Skills exam. This helped her gain self-belief and the courage to exit her relationship. As a first step in her employment journey, she was supported to apply for work and now has a job in hospitality that helps her support herself to live independently. S now plans to study graphic design to achieve her long-term career goals.

When you believe in yourself you can do anything.

S, Adult and Community Learning participant

Who we are:

The Skills and Employment Service sits within the council's Growth & Environment Directorate, and works to support residents to gain skills, find jobs, and improve their financial resilience. Our work achieves

a broad range of outcomes and supports a range of groups whose different needs require support of different levels of intensity. Often, our work helps someone take the first steps on a wider journey to employment, breaking

down barriers that they face – we map out these stages to employment and how our programmes fit into them in more detail in appendix 1 of this strategy.

Adult and Community Learning

Engaging and supporting disadvantaged adults of all ages in community-based learning, giving them the skills and confidence to move

on to further learning and/or employment, improve their health and wellbeing, and play a more active role in their communities.

Lambeth Made Education Skills and Employment

Supporting young people aged 18-30 to move towards employment, targeting those with complex barriers to work e.g. care-leavers, young

people who are known to the criminal justice system, and young people with health conditions or disabilities.

Case study of success: Supporting NEET young people to be ready to look for work

MAS came to us having been out of work for 4 years since leaving further education.

He was on Universal Credit, but it wasn't enough, and he was growing increasingly anxious about his future. He was given support to ensure he was receiving all

the benefits he was entitled to and supported through employability and life skills workshops. With support he gained 4 job interviews within 6 weeks of the course. He was successful in two of those interviews and he gained full-time employment.

I came to Big Local Works not knowing where else to turn.

I was so isolated when I was unemployed, and I needed support and mentoring... I can't thank you enough!

MAS, a local young person supported through Lambeth Made



Lambeth Made engagement



Construction training, credit: Sunzidha Meah

Case study of success: Supporting local people into the Green Economy

Working with Niblock, who are contracted through the council's decarbonisation programme, we secured apprenticeship commitments for local residents. Queen, a 29-year-old resident who grew up in Lambeth, registered

interest in the opportunity and was supported to apply for a role and gained experience, learning about green construction. She has now been offered a permanent position and says:

I'm really happy, it's the perfect opportunity for me, and my family are really proud.

Also, my little daughter is really jealous of the high vis vest and other equipment I have for my new job!

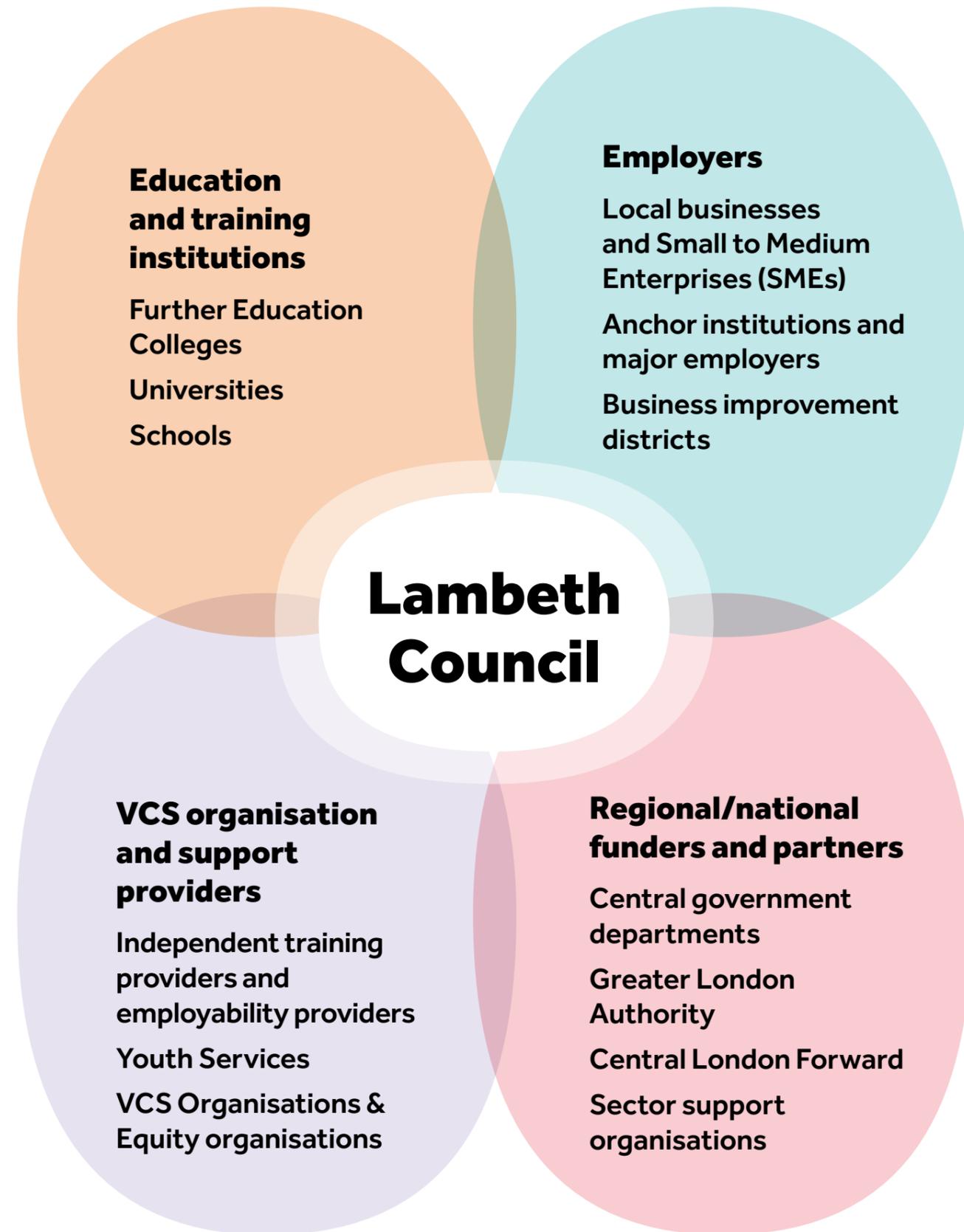
Queen, a 29 year old resident who was supported into a job in Green Construction

Economic Inclusion

Supporting residents of all ages, with a focus on our priority groups, to access jobs and opportunities, including brokering opportunities through S106 and social value opportunities, and supporting residents to improve their financial resilience.

How we work:

One of Lambeth's strengths is the diverse mix of partners we are able to work with. We want to create change across our borough, and to achieve that we need to work in partnership with employers, providers of support, and with regional and national government to create an inclusive economy in Lambeth.



Find Your Feet CIC was born out of my own journey as a Lambeth resident — shaped by struggle, strengthened by community.

What started with one idea in my local area is now a movement delivering borough-wide and UK-wide impact. Lambeth was the first to invest in our vision, and that backing helped us grow into a trusted provider for the GLA and other national partners. We are proof that real change begins when local people are empowered to lead it.

Find your Feet CIC, local grassroots organisation



Trash Gxng training provision: credit, Trash Gxng

Ambition 1

All residents, at all stages of education or career readiness, can access pathways into good work opportunities

What we mean by this:

We will create pathways for all residents, across our priority groups, recognising that many may need targeted or tailored support, with different levels of support needed for different groups.

We want to ensure support is accessible to all residents, at all stages of education and skills levels, recognising that some may be on a longer

journey towards being ready for work, and that developing core skills are a critical element of this.

Our Adult Community Learning provision and our work with the education system more broadly will be key to delivering on this, including through breaking down barriers to work that come from residents having low levels of qualifications. Core skills like English, Maths, Digital Skills and

ESOL are fundamental in enabling residents to take the first steps in their journey to employment, while developing softer skills and broader qualifications can help our residents gain the confidence to progress towards work.

We know that many of our priority groups benefit from more tailored support offers, particularly where they face particular barriers to work or structural disadvantages.



Outreach in Lambeth 2023: credit, Gorm Ashurst

For some, this may involve offers like supported employment, which involve active engagement with an employer throughout the process of support. For others, it may mean providing support in community settings or integrated with other services like healthcare or Children's Centres or embedded with mental health, substance misuse or housing support. Our Connect to Work programme, tailored towards Disabled residents and those with health conditions, is one key example of how we will deliver programmes to meet this ambition.

To deliver on this we will take a person-centred and trauma-informed approach that allows us to meet individual needs and is led by what we know about the communities we work for.

Our ambition in context:

There is a growing recognition that employment support needs to be tailored to particular needs, with an increased focus on more innovative methods like supported employment models. Many key national organisations have highlighted the need to

reform employment support so that it is better targeted and more flexible.

This recognition is anticipated to lead to funding opportunities, and we will work to influence the devolution of employment support funding to local authorities and for multi-year funding settlements at local authority level to allow for flexible and strategic approaches.

To support our priority groups effectively, we need to understand their needs using local data as far as possible. Often, this data can be hard to collect, and we need to work to ensure that we have

access to as much information as possible, and that we are working creatively to continue to understand our borough better. One part of this involves looking at where we can understand very local data on a neighbourhood level and using this to paint a picture of our residents' needs.

We know that many of our residents who need skills and employment support also struggle with housing. Using data from our housing services, we can gather a snapshot of this challenge and understand what the need is.

- Central Hill Estate has an average of 5.9% of residents unemployed and looking for work, and this number rises to 5.8% among council tenants and 6.3% among those in temporary accommodation.
- South Lambeth Estate has an unemployment rate of 4.7% across all housing types, and 7.7% among council tenants.
- Westbury Estate has a particularly high rate of unemployment at 10% of respondents.
- Central Hill Estate has a rate of 4.57% of residents unable to work due to disability, and 3%

who are looking after the home. 6.3% of temporary accommodation residents are sick/Disabled, and 7.8% are looking after the home (compared to 1.9% and 0% of council homeowners).

- South Lambeth Estate has a rate of 5.2% of residents unable to work due to disability, and 4.7% who are looking after the home, with a particularly high rate of disability among council tenants.
- Westbury Estate has a rate of 4% of residents who are sick/Disabled and 4% of residents who are looking after the home.

What works: providing long-term skills support to build confidence and help residents progress

Train2Work Academy has given me the confidence to apply for this position and the learning helped all areas of my life, especially with my work.

I now feel more confident in my actions and dealing with others. My confidence and interaction with others has really improved.

Estefany

Estefany started an ESOL Entry 1 course with Lambeth Adult Learning at Train2Work Academy in 2024. Estefany was an unemployed single parent with two young children under the age of five. Estefany was determined to improve her English as well as find a job. Train2Work supported her with this and at the beginning of January 2025, Estefany started a job paying above the London Living Wage as a part-time cleaner at a sixth form college. Despite being in the position for a short time, Estefany was promoted to a supervisor position and will be responsible for managing a small team of cleaners.

What works: providing tailored support and internship placements for young people with Special Educational Needs

Rhodein is a 22-year-old Lambeth resident with an Education Health Care (EHC) Plan who benefited from Lambeth's supported internship programme.

Supported internships are a one-year programme where young people with learning disabilities and/or autism gain work experience, while supported by a Job Coach from a local community organisation and a college tutor.

Myco Ltd. are one of Lambeth's Section 106 developers, who as part of their commitments provide employment opportunities for local residents – Lambeth Council have recently added to these commitments providing supported



Myco development site: credit, Myco

employment opportunities, innovating how S106 is used to support disadvantaged groups. They were able to offer Rhodein a 10-week rotation at Myco.

On his rotation, Rhodein created homeowner packs for the residents of the new apartments, including manuals and keys, and used their in-house system to update workers' induction documentation. Rhodein

also went on-site to inspect both finished and unfinished apartments, wearing appropriate protective gear.

Rhodein said: **"The team at MYCO are incredibly helpful and supportive especially my manager who helps me and advises me through my daily tasks. They have helped me understand a great deal about the administrative side of construction."**



Lambeth supported internship assessment day, 2025, credit: Sunzidha Meah

By 2030...

Residents:

Can access support that is targeted to their needs.

We will: Target support at residents who are most disadvantaged, tailoring our offer to their needs and providing support as and when it is best suited to the needs of different demographics.

Ensure that learning is available for residents to progress through their employment journey, supporting them

to develop the skills and confidence they need, and improve their wellbeing.

Employers:

Are encouraged and enabled to work with specific priority groups.

We will: Maximise our employer partnerships to understand and overcome the barriers to providing meaningfully inclusive workplaces, from inclusive recruitment to management practices, generating long-

term impact and accessible opportunities for our residents.

Providers:

Are enabled to provide support that meets community needs.

We will: Ensure that our approach is data driven and provide access to data and research on local inequities wherever possible to local providers.



Lambeth Living Wage Action Group,
credit: Sunzidha Meah

Ambition 2

An economy of good work, where residents are financially resilient

What we mean by this:

Many of the residents we want to support are struggling more broadly with finances, and we want to ensure that they have the support they need, providing high quality advice services offering debt, welfare benefits and legal advice to deliver critical

support enabling residents to progress and benefit from wider support and from growth.

The support we provide should be focussed towards securing good work for residents, including London Living Wage as a minimum standard, recognising that good work may look different according to each resident's

individual needs. Residents have told us that getting the right hours, or finding a workplace where they feel accepted and included can be as important as pay for them, and we will consider this when working with business and residents. We also know from employers that their workforce is more likely to thrive and be productive if they are in good work.

Our Responsible Procurement Policy has a requirement that contractors pay the London Living Wage, driving the creation of good work opportunities. Additionally, Lambeth contractors are required to engage with social value commitments, including providing employment and training opportunities for Lambeth residents. We align closely with this policy, working with employers to deliver on these commitments is an important element in our work to secure good work outcomes for Lambeth residents. Skills and Employment has an important, preventative role to play in many of the council's agendas and is a driver for improved financial resilience for residents, in turn facilitating inclusive growth.

Our ambition in context:

Good work is crucial for supporting residents to find sustainable ways out of poverty, and it also helps businesses grow sustainably, supported by a dedicated workforce with improved wellbeing. This should encompass fair pay and other elements of good work, including secure and flexible

What works: encouraging employers to commit to London Living Wage accreditation

hours, inclusive workplace culture, and opportunities for progression. We need to clearly communicate the benefits of good work for both residents and businesses, and for achieving long term growth.

Lambeth's ambition to tackle poverty is fundamental to this. Half of all residents feel unable to afford a £50 per

month increase in the cost of living, and this is even more pronounced among women and residents who are Disabled, economically inactive, Black and Multi-Ethnic, and/or social renters. 1 in 6 residents feel they could not afford even a £5 per month increase.

One significant element of good work is fair pay - 10.8%



Lambeth supported internship assessment day, 2025, credit: Sunzidha Meah



Lambeth Living Wage Celebration event 2023, credit: Sunzidha Meah

of jobs in Lambeth pay below the London Living Wage – a significant improvement on previous data, and below the London average of 13.8%, but still a number that we want to see decrease as much as possible. As we've promoted the benefits of paying the London Living Wage and accrediting with the London Living Wage foundation, we have seen more employers engaging with this message. However, there is still work to be done to create an economy of good work across the borough.

What works: providing advice and support through Lambeth Advice Services

Paige is a lone parent in part-time employment who had been renting privately for over 5 years. She had been required to move from 'legacy' benefits (Housing Benefit and Tax Credits) to Universal Credit (UC). Shortly before her deadline to move to UC, her landlord increased the rent and decided to

issue a revised fixed-term tenancy agreement. The timing of these events created complications in the client's application of the UC housing element, resulting in no award for rent in her first two monthly payments. She continued paying full rent to her landlord but was left with little income for living costs.

The advice agency checked through what benefits Paige was entitled to and how she had calculated these. They supported her to provide the right documents and to follow up formally. These

steps eventually resulted in Paige being paid housing support and receiving advice that helped her improve her housing situation.

The total financial outcome for the client was £4,053.36. Her monthly total UC payments, once corrected, was £2,560.33. In addition, Paige was more confident in managing her costs and was able to afford to move into a new home.

After this support had been provided Paige got in touch to say "I wanted to share with you good news. Today I was invited to view a property. And I accepted. Hopefully soon I'm moving to the new house. I want to thank you so, so much for all the help you gave me".

Lambeth has been working closely with local employers to encourage them to accredit with the London Living Wage Foundation and demonstrate long-term commitment to paying the London Living Wage. In January 2025 Lambeth met a milestone of 300 Living Wage Accredited businesses – meaning that 7.5% of all London's Living Wage Accredited businesses are found in our borough.

Employers of all sizes and across a range of sectors



Kinde, local Living Wage Accredited employer, credit: Sunzidha Meah

have told us that paying the London Living Wage is not just good for their workforce – it helps their business grow.

- Art gallery Studio Voltaire: "Living Wage tells you a lot about commitment. It's a way of telling people we will look after them. Paying a Living Wage means that work is liberating, supporting people to stand on their own two feet."
- Media agency KINDE: "I definitely recommend becoming an accredited Living Wage Employer to any business wanting a team behind you motivated to push your business

forward. It increases your chances of finding the team to make millions."

- Esports Youth Club: "Living Wage is the right thing to do and pays off in staff satisfaction, plus service users gain trust in the organisation, knowing they look after staff fairly."
- IT consultants Team Jump say: "Being a Living Wage Employer isn't ticking a few boxes to earn a badge. It is part of a larger picture to ensure you are looking after your employees' wellbeing."

Team Jump, local Living Wage Accredited employer, credit: Sunzidha Meah



By 2030...

Residents:

Can access good work opportunities and financial advice and support.

We will: Set a clear expectation that in the support we provide, we expect employment outcomes to constitute good work.

Provide residents with accessible advice and support, with targeted services available.

Employers:

Understand how good work benefits businesses, drives growth, and improves residents' lives.

We will: Use available levers through Social Value and S106, as well as wider employer engagement, to encourage employers to provide high quality work opportunities.

Clearly communicate what we understand to constitute good work and engage.

employers with this message.

Providers:

Are able to refer residents to financial advice and support as needed.

We will: Provide advice services and signpost residents to further advice as needed, recognising the importance of wider financial resilience to ensure inclusive growth, and adapting this to specific needs that arise.

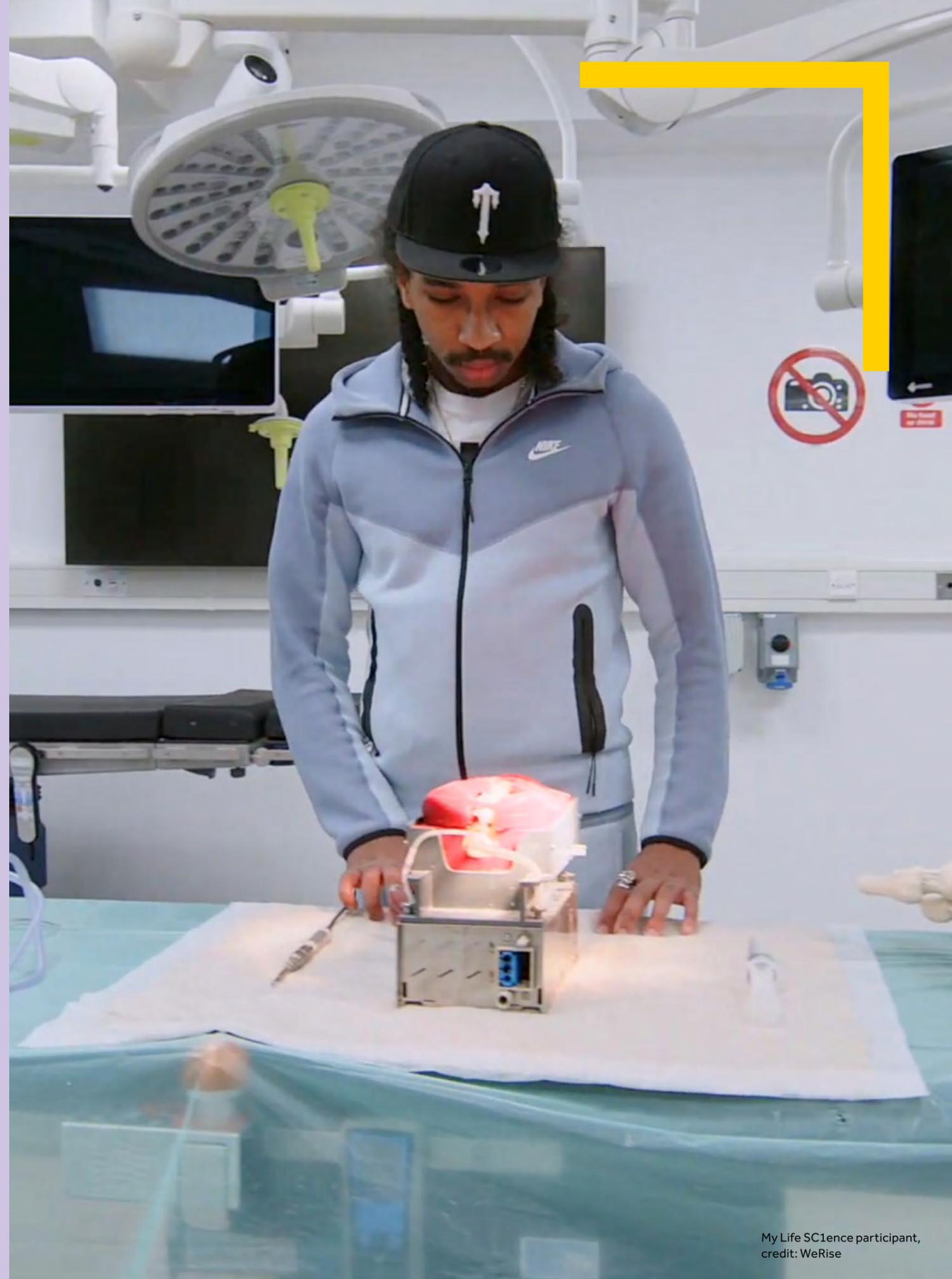
At first I didn't think I could lead or even work in a big group, but being trusted as project manager for On That Beat changed everything.

I've built my confidence, learned how to plan events, and I now know I want to become an Artistic Director. The support from NEON and Code7 has given me skills and opportunities I never thought possible.

Ebun, supported through creative sector programming provided by NEON Film & Arts

Ambition 3

A Skills and Employment System that is responsive to changing labour market needs



My Life SC1ence participant, credit: WeRise

What we mean by this:

We want to provide clear pathways into work for residents that reflect the skills needs of local employers, and we know that sectors where there is predicted to be strong growth are likely to offer high quality jobs with good opportunities to progress, as well as having wider benefits for local economic development. Lambeth is a home to a vibrant economy with many areas of future growth. The Green Economy, Health and Life Sciences and Creative and Cultural Industries are all predicted to grow locally in coming years, and to provide significant economic benefits to the local area.

We have asked our partners what we should do to build a strategic approach to driving sectorally specific inclusive growth. They've told us the importance of building awareness of careers and developing clear pathways that they can understand. They've also told us that in new and emerging sectors employers needs can change quickly, and we need to respond agilely and build employer voices into the



Creative workshops funded through Lambeth Made, credit: Neon Film & Arts

design of our interventions. Our work to deliver on this will include all elements of our skills and employment eco-system and encompass all stages of support – from community-based learning provision to employability support.

- 1) **Community capital:** do residents feel that a sector is accessible to them, are aware of how they would be able to enter them and are equipped with the skills to make the first steps to access them?
- 2) **Skills and Employment system:** do staff working in education and in employment provision have the knowledge, resource, and practical infrastructure needed to train residents for the sector and to signpost them to pathways into the sector?
- 3) **Career pathways:** are there clearly accessible pathways into entry-level roles with a variety of possible routes including apprenticeships and training pathways?

We also want to ensure that we are flexible to changes in what these sectors look like, and to include the everyday

or foundational economy – sectors that may be more familiar, and where many of our residents want to work, but where there may be pockets of low pay or other signs of poor-quality work. We will support residents to develop the skills needed for career pathways in sectors of high growth and sectors of high employment, maximising the benefits of our dynamic labour market for all the communities we serve in the borough.

Our ambition in context:

Skills shortages and sectoral needs:

Employers consistently report challenges meeting their skills needs, while at the same time residents report wanting to enter work but feeling unable to access work that's right for them. Lambeth has a highly skilled population, but many disadvantaged groups lack the qualifications that are needed to progress in the labour market, including English language skills, and core skills like English, Maths and Digital skills. There is a risk that without support these groups, particularly younger or older residents,

will become further excluded from the workforce. Our role is to resolve this by ensuring residents can access the right support for them, and that this support is tailored to the needs of local businesses.

Nationally there has been increasing focus on targeting support towards growth sectors, and while the specifics of identified sectors may change, emerging government industrial strategy is well aligned with the plans we have in place.

Lambeth's Inclusive Talent Strategy is supported by a number of sector specific strategies including Lambeth's Green Economy Strategy, Lambeth's Creative Economy Strategy and the SC1 Skills and Employment Action Plan, which set out in more detail how we will work to create pathways into opportunities created by growth, enabling the aims set out in the Lambeth Growth Plan.

Lambeth's Growth Sectors: Our growth sectors have been chosen based on research into local need and on wider economic and social benefits to targeting the development of a particular sector, and to ensuring that local residents benefit from economic growth and from high quality job opportunities. All of these



Construction training, credit: Sunzidha Meah

sectors have specific and emerging skills needs, as well as creating indirect job growth generated by their development, and all align with regional and national growth strategies.

1 Green Economy: What is the green economy?

Jobs in the green economy are very varied but are all directly contributing to achieving our ambitions to become net-zero. Roles in the green economy include sustainable construction practices like retrofit, the development of clean technology, and environmental science, as well as many more.

Why is the green economy important for Lambeth?

In 2020, 3.7% (5,800) of Lambeth's jobs were considered green jobs, and this is expected to increase 5-fold by 2050 with the green economy across Central London anticipated to grow to provide 505,000 jobs by 2030. This includes both the creation of new jobs and a shift in the skills requirement for existing jobs, with 1 in 5 jobs expected to experience a shift in demand for skills through the transition to net-zero. Additionally, developing a Green Economy is crucial to realising our broader ambitions to become a Net-Zero borough by 2030, and building green skills locally will allow the transition to

a green economy to be an inclusive one.

2 Health & Life Sciences: What are health and life sciences?

Health and life sciences is a sector built around innovation and development, supporting the growth of medical research and the health sector's ability to provide clinical support and

treatment of health issues. The sector covers a wider range of jobs, requiring many different skill sets, from diagnostic technicians, to researchers, to communications and marketing professionals.

Why are health and life sciences important for Lambeth?

Health and life sciences is a growing sector in Lambeth

and in Southwark with 23,000 life science jobs predicted to come to the area, including 10,000 jobs directly requiring life sciences skills and qualifications.

This sector also provides a space for innovation and the development of crucial medical technology. Increasing diversity and ensuring local voices are heard in the development of this sector is an important



Life sciences work experience: credit, Motivez

way to reduce health inequity and ensure that innovation is led by our communities.

3 Creative & Cultural Industries:

What are creative and cultural industries?

The creative economy is a dynamic and evolving concept that encompasses advertising, architecture, design, fashion, film, music, performing arts, publishing, software, TV, and gaming. Roles that are both directly creative and support creative activities are part of the creative and cultural industries.

Why are Creative and Cultural Industries important for Lambeth?

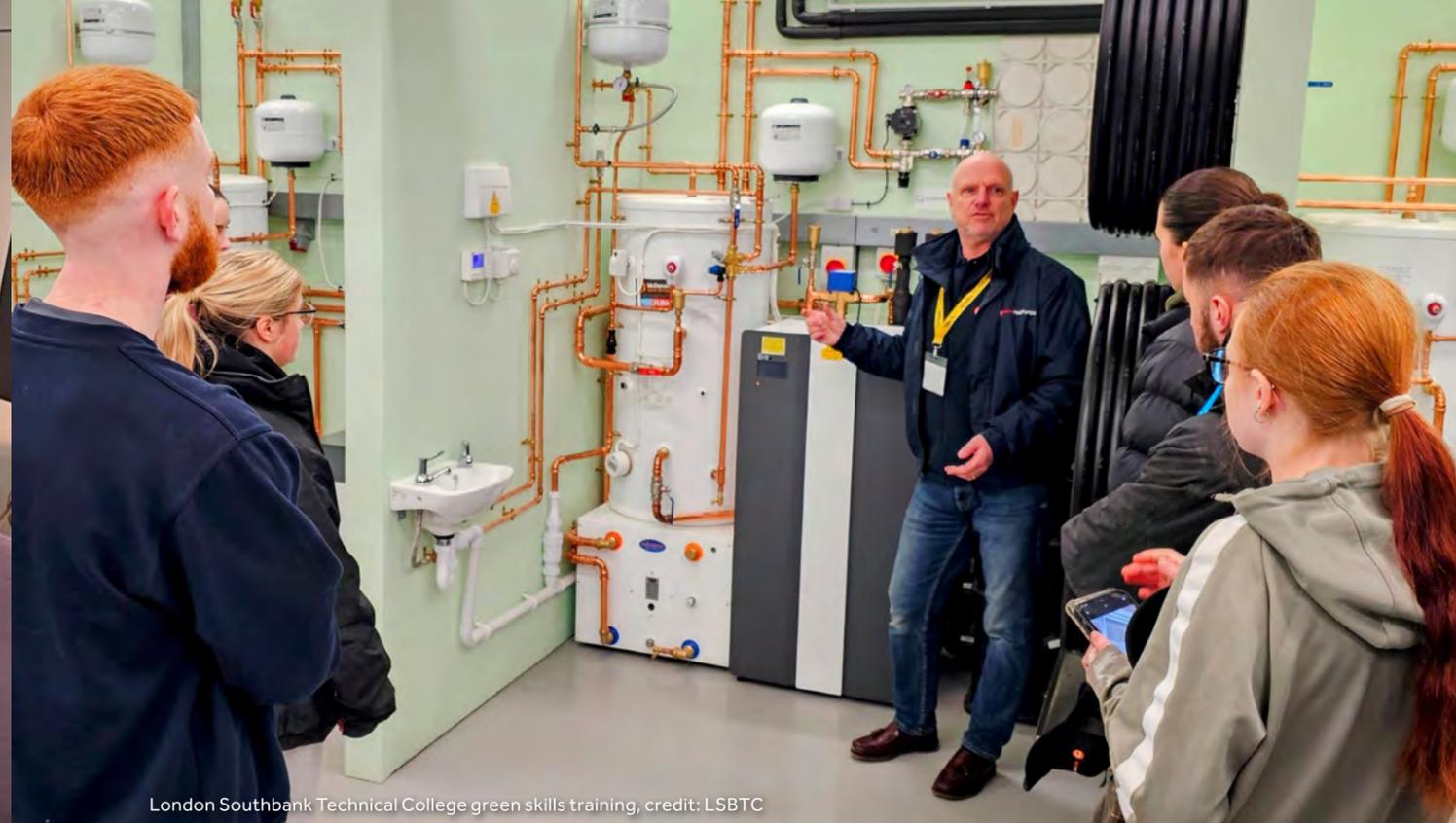
31,726 adults work in Lambeth's cultural sector – representing 17% of the borough's workforce. This is more than double the national average and above the London average. Creativity and culture are some of Lambeth's key strengths and are part of what makes our borough distinctive.



Creative workshops funded through Lambeth Made, credit: Neon Film & Arts



Life Sciences Innovation Fund Celebration Event 2025, credit: Sunzidha Meah



London Southbank Technical College green skills training, credit: LSBTC

Lambeth's high employment density sectors: There are also a number of sectors or areas where employers report particular skills needs, and where there is high employment. These high employment density sectors often overlap with elements of our growth sectors but have their own distinct needs.

Construction: Construction industries, and in particular net-zero and sustainable construction are another area where there is a need for significant investment in long-term skills development. More than 251,500 extra construction workers are needed over the next five years, with construction employment rising to 2.75m by 2028. The London Skills Improvement Plan identifies that from

a net zero perspective "in 2022 there were a total of just 506 TrustMark retrofit co-coordinators accredited across the UK, out of the 30,000 required to reach the 2030 government target, and it has already been identified that over the next six years, 2,000-3,000 heat pump engineers will need to be trained annually".

Lambeth is a borough of significant development with over twenty development sites live at any given time in 2024-25. The Lambeth Local Plan and other policies and processes require concrete commitments that benefit local residents through local recruitment, apprenticeships, supported employment processes, and engagement with young people on opportunities in

construction and net zero careers, ensuring that this growth benefits local people and businesses. A local workforce, and support with engaging with local talent, also provides significant long-term benefits to employers, helping them meet their own business needs.

Health and Social Care:

The Health and Social Care sector is closely connected to Health and Life Sciences, but with the majority of employment in clinical or administrative roles. 12.6% of Lambeth's population reported working in Health or Social Care in the 2021 census, and the two NHS trusts in the borough provide 38,000 jobs, making it a core part of our foundational economy. There is clear scope to engage more

with local NHS trusts on employing local residents – for example, Guy's and St Thomas's NHS trust directly employs 1,900 local residents, equal to 8.5% of their workforce. Within Health and Social Care, employers have reported that labour shortages are a larger concern than skills shortages, and with an ageing population and a stalling healthy life expectancy we anticipate only needing more care workers and seeing a growing skills shortage in this space. We know that people can be discouraged by concerns around low pay and a lack of career progression in the sector, and our focus on good work is important for reducing this barrier – as an example of best practice Lambeth have committed to the Unison Ethical Care Charter to improve conditions for care workers. There are also specific logistical barriers to entering NHS careers, which are being worked on in anchor institution networks at a London wide level. We will work with this sector to encourage the provision of good work opportunities and will work strategically with partners both locally and regionally to break down barriers residents may face to entering NHS careers.

Digital: Digital skills are reported as the largest skills



My Life SC1ence participants, credit: WeRise

need across all sectors of the economy – London has notably high digital skills compared to the wider UK with employers reporting a need for basic skills and for advanced or specialist skills like web design or data analytics, which sometimes include sector specific needs. Increasingly, all jobs require a level of digital skills, with elements of many roles becoming digitised and/

or automated. The 2019 Employer Skills Survey found three quarters (75%) of establishments in central London with hard-to-fill vacancies highlighted a lack of skills, qualifications or work experience among applicants. There are also London specific challenges with high levels of digital poverty and exclusion, and we know that many of our residents face digital exclusion and would

benefit from skills provision at all levels. Continuing to provide training below level 2, building on existing strengths within our Adult Community Learning provision, and supporting employers to engage with skills training, including smaller businesses, have been highlighted as important interventions.

Our role is to centre inclusion and the needs of local

residents, while ensuring that we are effectively aligned with wider strategies and growth planning.

**What works:
Partnering
with education
institutions
to build skills
infrastructure**

The tri-borough partnership of Lewisham, Lambeth and Southwark supported local colleges to secure £2.7M funding to install facilities and train staff to offer low carbon heat and energy training courses, drastically improving the net zero local skills offer.

The project resulted in 42 new collaborations, which are helping to reshape local provision to meet the



My Life SC1ence participants, credit: WeRise

demands of the industry. It created 31 new teaching and learning resources, with a focus on hands-on experience. The project provided over 1,300 hours of training for FE staff through industry placements, and over 1,500 hours of external training. As a result, more than 1,700 learners are now being taught by teachers who have undertaken high quality professional training, ensuring the very latest industry standards.

The project invested heavily in new equipment to give our learners a highly specified learning experience, and over 1,100 learners will have used new industry standard equipment. We've also consulted with over 50 employers to ensure that the training meets their needs.

Lambeth Council partnered with King's College London's

What works: A youth-led approach to breaking down barriers

London Institute for Healthcare Engineering (LIHE) – a global leader in medical device development – to open their doors to local school pupils and young people not in education, employment or training.

The two groups joined a month-long work experience programme run by youth engagement experts in collaboration with the Brixton Project and King's College London and supported by Lambeth Council and funded by UK Shared Prosperity Funding. Working with technicians, academics, students and entrepreneurs, the young people developed, scripted and filmed videos and social media content to demystify jobs and break

down barriers to life sciences opportunities.

Created by young people for young people, the groups produced shareable content that would answer their questions and appeal to their interests and networks.

'In MedTech, innovation thrives on diverse voices and experiences, and young adults bring perspectives that the industry needs', said Dr Valentina Vitiello, Head of Clinical Translation and Governance, London Institute for Healthcare Engineering at King's. 'I hope I was able to inspire them by sharing my career path in MedTech, just as I was inspired by their insights and curiosity.'

By 2030...

Residents:

Can access pathways into employment in all sectors.

We will: Provide support to engage residents with sectors, including growth sectors, ensuring that they are aware of the career opportunities available and feel that these are accessible to them.

Employers:

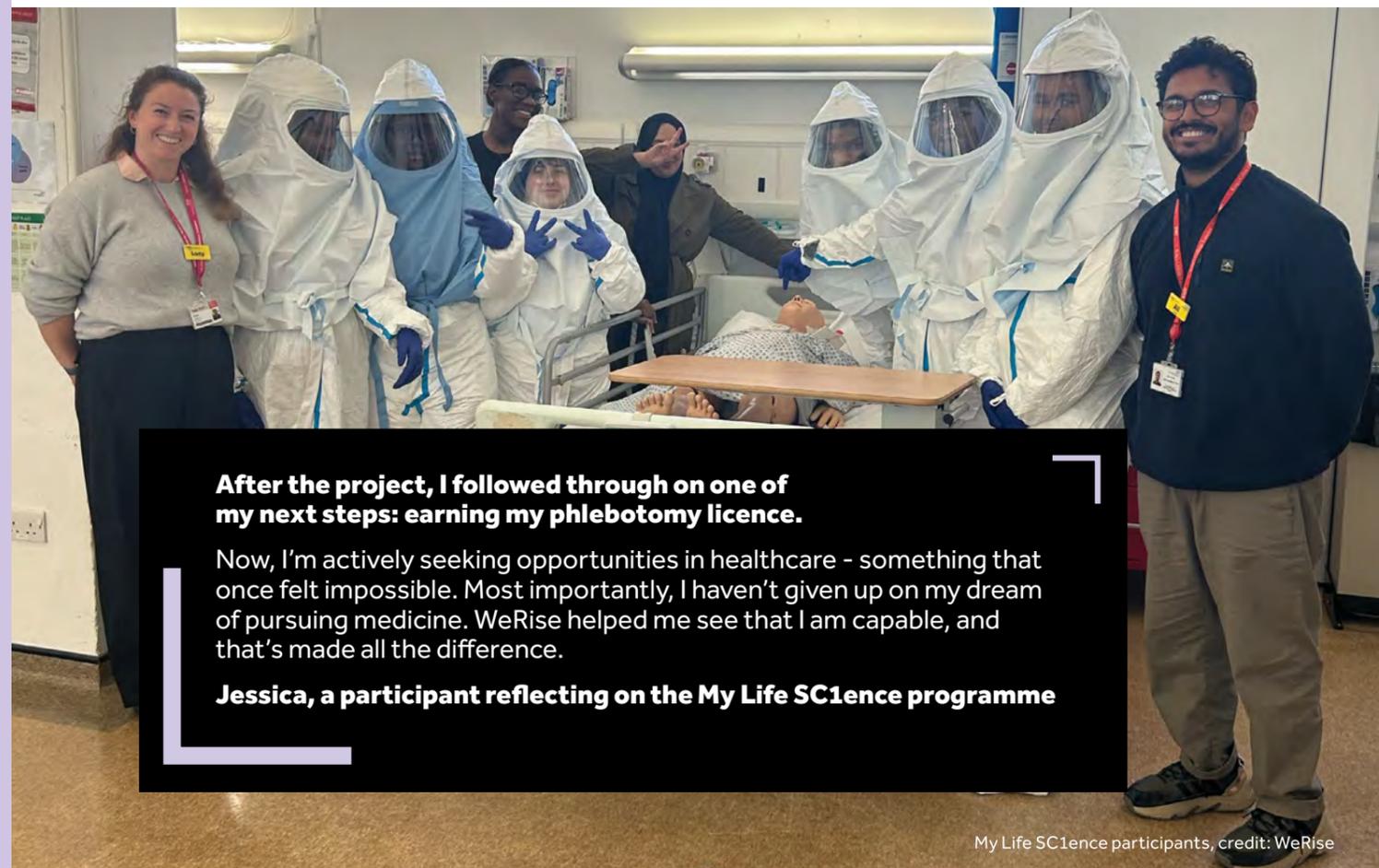
Create a wide range of inclusive pathways, into all areas of the economy

We will: Support and encourage employers in targeted sectors to create career pathways, including through apprenticeships and other training opportunities, that are accessible to local residents.

Providers:

Are able to provide support that is flexible and responsive to labour market needs.

We will: Work in partnership with education providers to develop and strengthen our skills infrastructure, ensuring that this is informed by employer needs, with employers and providers working in tandem to create pathways into careers and equip residents to enter them.



After the project, I followed through on one of my next steps: earning my phlebotomy licence.

Now, I'm actively seeking opportunities in healthcare - something that once felt impossible. Most importantly, I haven't given up on my dream of pursuing medicine. WeRise helped me see that I am capable, and that's made all the difference.

Jessica, a participant reflecting on the My Life SC1ence programme

To ensure local residents can access meaningful opportunities in Lambeth, we need to work alongside communities and across systems.

As an anchor institution in the borough, King's College London is deeply committed to our neighbourhoods. This commitment is made possible through the partnerships we forge. By working closely with Lambeth Council, enabled by the Inclusive Talent Strategy and collaborations such as the Lambeth Skills and Employment Board, we can better support local people to access and benefit from the opportunities available at King's.

Professor 'Funmi Olonisakin, Vice President (International, Engagement & Service)

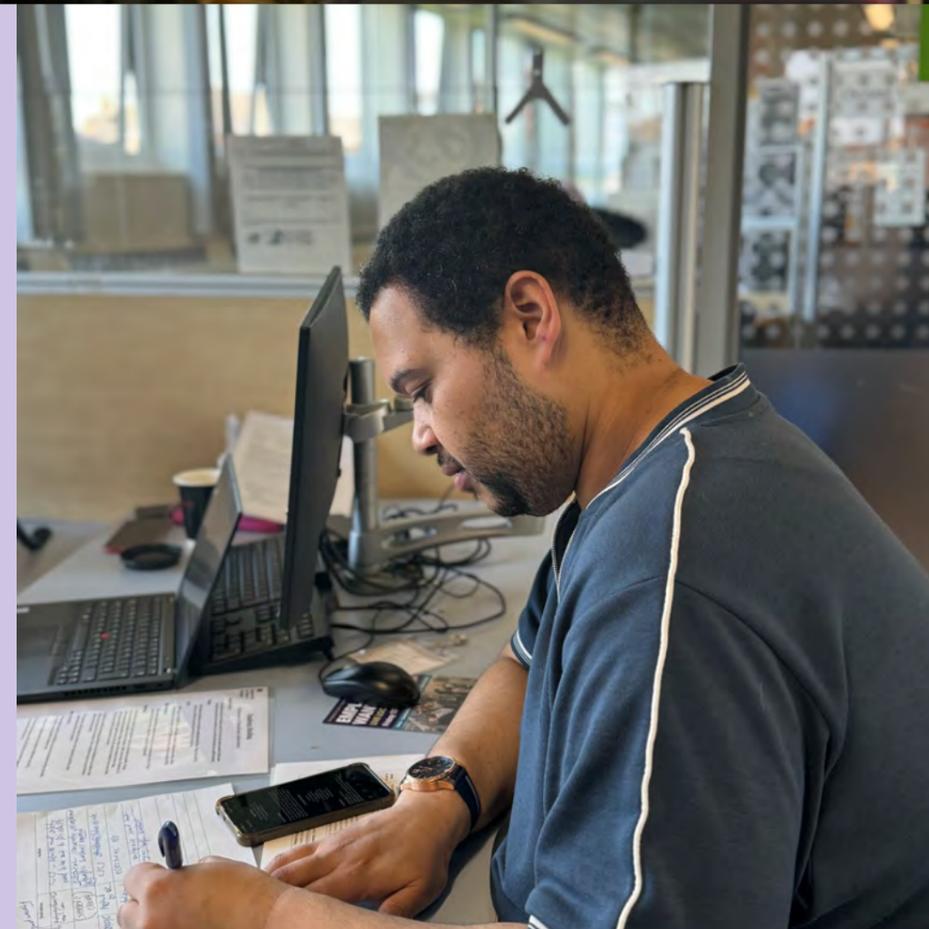


Ambition 4

A Skills and Employment system where partnerships are strong and founded on shared ambitions

What we mean by this:

We want to play a role as a leader in the local area by building networks and strengthening forums in which we are able to bring organisations together. This should include offering capacity building and support where it is needed as well as sharing our strategic approaches and building on these in partnership with the borough. The ambitions laid out in this strategy are large scale, and many require systems approaches to achieve in full. Where we are intervening under the previous



3 ambitions laid out in this strategy, we want to do so in partnership, and to ensure that we share our strategic ambitions with our partners.

We recognise that our service has a preventative function, preventing residents from developing further challenges that would lead them to need other council services, like housing, Public Health, or Adult Social Care, as well as supporting these services in working with residents who are dealing with multiple and complex disadvantages. We will work closely with these services, ensuring that residents are given the best support offer possible.

We also want to maximise our convening power, facilitating collaboration and the exchange of information across our borough. This should include collecting and sharing data and building on the expertise and knowledge that exists across the borough. Doing this successfully will include working with networks where residents have lived experience to strengthen consultation and co-design of our programming, building on the strengths of grassroots organisations in the borough. It will also involve building on our strategic partnerships, and relationships with



Lambeth Careers Network event, credit: Sunzidha Meah



Next Steps Careers event, credit: Sunzidha Meah

partners of all sizes across the borough.

At the same time, our role as a leader in the local area allows us to look outwards and engage with regional and national partners and work with these partners to shape policy and strategy in larger geographical contexts, ensuring that the needs of our borough are represented in these.

Our ambition in context:

Lambeth is home to a strong but complex Skills and Employment ecosystem, in which the council plays a

key role as a convenor, as well as providing support to residents. Lambeth's ecosystem includes two Grade 2 Further Education colleges, as well as two universities with a footprint across the borough, and a broad range of VCS organisations providing skills and employment support. 81% of Lambeth residents have qualifications at Level 3 or above, reflecting both the strong educational provision in the borough and high proportion of students locally.

However, this ecosystem faces significant challenge. A large amount of local provision is delivered by very

small organisations, who may struggle financially, particularly in the current economic context. Residents may also struggle to understand how to access the support that is right for them, and there may be gaps in the available pathways, particularly for residents with low qualification levels.

Investment is also being committed to providing more integrated employment support, particularly in healthcare settings, addressing the significant growth in economic inactivity caused by health conditions or disability. We are excited to further our work with

residents who are facing multiple barriers to work and who will benefit from support that is well connected with the other services they are being supported by. We will work more closely with local healthcare partners, including primary care partners, NHS Trusts, and the Integrated Care Board, to deliver on our shared ambitions.

We will also work closely in partnership with contractors and developers to ensure that residents benefit directly from opportunities caused by growth and that growth is inclusive, building on our approach outlined under Ambition 2.

What works: developing our Be Lambeth Skills and Employment Portal to improve our reach into communities

In 2024 Lambeth Skills and Employment launched the Be Lambeth Skills and Employment portal, to provide a digital front door to our services, as well as providing a portal for employers to post vacancies and training opportunities, and for residents to submit interest in these vacancies

and apply for support to access them successfully. The portal is focussed on opportunities brokered by the council, primarily through S106 and Social Value, which are made directly available for Lambeth residents, and support is given with the application process to increase the likelihood of successful applications.

This digital front door has been supported by a wider comms rollout, with services promoted in key locations such as libraries, GPs and family hubs, as well as through other council services like housing and through active outreach across the borough. This has allowed us to engage more with harder to reach individuals, as well as those referred to us through organisations like the local JobCentres.

Since the launch of the portal, we have seen an increase in the number of residents and employers using our digital platforms and have been told that it supports residents to better access jobs and opportunities in the borough.



Lambeth employment support, credit: Sunzidha Meah

What works: working with career leads to share our growth sector strategies

Our Lambeth Schools Careers Network is part of our early years work engaging with schools and working closely with Children's Service. The Network meets quarterly to bring together Career Leads and SEND co-ordinators across Lambeth's schools.

In 2024/25, we used these sessions to talk to the network about growth sectors. At the start of this process, career leads told us they had a limited understanding of what careers in health and life

sciences, net-zero and creative industries could look like, and were particularly unsure what jobs in life sciences or net zero involved – even though they knew young people expressed interest in them.

As a result, we ran sessions focussed on these sectors, with industry professionals providing talks and interactive experiences, and hosted in spaces relevant to the sector like the London Institute of Healthcare Engineering, and the Imperial War Museum.

The feedback from Career Leads was that these were very useful to them, highlighting the 'fresh and dynamic' approach to career information and the unique information provided.



Next Steps Careers event, credit: Sunzidha Meah

By 2030...

Residents:

Can navigate a joined-up skills and employment system, with no wrong door to accessing support.

We will: Provide a clear front door to our services, using digital and physical methods to ensure that all residents can access support.

Integrate our services with other areas, particularly healthcare services, where residents with multiple barriers to work are often receiving wider support, creating a more holistic offer.

Employers:

Are well connected with providers and understand how the local Skills and Employment system can support their business.

We will: Use partnerships such as the Skills and Employment board to encourage collaboration between employers and providers and use our power as a convener to strengthen collaboration.

Providers:

Share an understanding of what constitutes good support for residents, and what support is needed in our labour market.

We will: Strengthen our networks and partnership forums so that providers are connected both with each other and with the council and are able to clearly understand the council's approaches.

What success looks like:



We ensure that we gather data to inform the design of our programmes, and that we set clear targets, including targets to support different demographic groups, across our work, monitoring our success. Within this, we distinguish between economic indicators, which are important to inform our work and ensure that we understand the economic context in which we are operating, but which will not be within our remit to fully influence, and programme level KPIs through which to evaluate our delivery. We will also work with our Skills and Employment board to baseline data and measure shared success where our strategy seeks to achieve systems change.

Across our programmes the end goal will be for

participants to access advice and support and enter into employment, or into further education/training. However, many of the residents from our priority groups face many complex barriers to support, and for these residents there may be many steps they need to take towards employment. Recognising the importance of supporting wellbeing and soft skills development, including building confidence, will allow us to better meet the long-term needs of these groups. This aligns with Lambeth Council's wider emphasis on early intervention and prevention, with skills and training interventions supporting residents before they need more intense and costly support through health, housing or social care avenues.

Our support offer is designed to help residents at all stages of career readiness, recognising that different approaches are needed to help different groups.

Economic Indicators:

- Overall employment rate
- Rate of residents claiming out-of-work Universal Credit
- Employment rate gaps between our priority groups and the overall population
- Rate of jobs in the borough paid the London Living Wage, and other available indicators of good work
- Levels of qualification across the borough, and within priority groups
- Sectoral data relating to employment

- Economic inactivity date (at a national/regional level where this is more accurate)

KPIs:

- Number of residents engaged in Adult Community Learning
- Number of residents supported into employment, training or education (year to

date). This will include residents supported by the Connect to Work programme.

- Number of sessions provided through Lambeth commissioned Advice Services (year to date)
- Residents engaged with growth sector specific programmes

Thank you...

Hearing the voices of our partners and resident groups has been crucial to developing a strategy that works for our community. We wouldn't have been able to write this strategy without the support and input of partners including our Lambeth Skills and Employment Board, local community organisations and Lived Experience Leads. We are very grateful to have been able to work with you all, and commit to evaluating and maintaining our action plan in partnership.

Lam[be]th

A borough of
equity and justice

