

***Raising standards and developing skills  
in further education in Southwark  
– a prospectus for change***



**Raising standards and skills in further education in Southwark  
– a prospectus for change**

**What do we want for future Southwark learners?**

***“Our mission is that by 2016 Southwark learners will attend an innovative college that truly responds to the needs of our residents and local employers.***

***Working with partners, including schools and employers, who have a commitment to quality and improving the lives of Southwark residents, the council will commission learning from good or outstanding providers.***

***Intelligence will be gathered annually and the curriculum reviewed in the light of the potential supply of learners and demand from the labour market, to ensure a dynamic and relevant offer.***

***Learning will be delivered from our state of the art campus at Waterloo with satellite locations across the borough to deliver sector specialist provision (such as our proposed construction skills centre) and ensure we achieve our ambition of becoming a full employment borough at the heart of London.”***

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## 1. Introduction

Standards of general vocational learning have for a long time been unacceptable in Southwark. Over too many years, learners have not been given the opportunity to truly excel. Moreover, the learning opportunities have not fully matched the needs and demands of local employers yet at the same time the number of jobs available in the borough has significantly increased particularly in growing sectors such as finance, management, catering, health and construction.

The experience for learners in further education through the local college is in stark contrast to the academic outcomes achieved by learners in the borough's school sixth forms. For example, in 2014 Southwark A level students achieved an average of 718 UCAS points, out performing both the London and national averages. At the same time, the overall total of young people who achieved the level three threshold was some 6% below the London average and placed our performance at 27<sup>th</sup> out of the 33 London boroughs. It is very unusual and unacceptable to see such a divergence of outcomes. This divergence is indicative of the inadequacies of the offer at Lewisham Southwark College, made stark through the most recent Ofsted inspection.

However, it is too easy to fall into a trap of diagnosing the problem without proposing a robust case for positive change. Lewisham Southwark College must answer for its own performance delivery and respond to the findings from the inadequate Ofsted rating accordingly. This paper is not intended as a response to that.

The purpose of this paper is instead to propose a new and innovative approach to vocational learning in Southwark that will ensure all of our local learners are consistently amongst the highest achievers in the country. This approach builds on the early options that the Council put together in late 2014 where we felt we could best secure high quality post 16 learning for Southwark residents. These were shared with the funding agencies and the FE Commissioner's team to test our thinking.

The Council has a clear ambition to deliver a fairer future for all with a plan in place to 2018 to deliver on that ambition. The renewal and transformation of the local FE offer to learners is crucial to that plan for the borough, whether that's about delivering a guarantee for 18 year olds to have access to employment, education or training or creating 5,000 more jobs and 2,000 apprenticeships for our residents. It is also essential to big local employers like PWC, Guy's and St Thomas' and Lendlease who have articulated their desire to work alongside us to better match local skills needs with the offer available.

We have used the guidance on structure and prospects appraisals (SPA) of local FE provider (produced by BIS, April 2014) to help shape this document as an initial prospectus for change. This prospectus is intended to directly inform and influence the SPA process currently being undertaken by the FE Commissioner. Depending on that SPA, we will work to continue to put in place an improved local FE offer. One which can act as a beacon of good practice in London and nationally and act as a basis upon which to build an improved offer within and beyond our borough borders.

## 2. Southwark, the place

Southwark is a place of growth, of development, of opportunity. It is a borough with a rich and proud history, strong sense of community and a great ability to transform and renew, sometimes very much against the odds. Southwark possibly more than most boroughs typifies the changes, challenges and opportunities of being part of London as a global premier city and international destination of choice for business, enterprise, entertainment and the arts. It is a borough that brims confidence and ambition as does its residents and learners.

Southwark has always been a place of culture, diversity and vision. It was home to Alfred Salter, pioneering MP in the early 20<sup>th</sup> century, who brought one of the first public health services to this corner of London long before there was a national health service. Fast forward to the 21<sup>st</sup> century and Southwark again pioneered the roll out of a programme of free healthy school meals to all primary school children again ahead of the national roll out. Staying with health, Southwark is home to world class hospitals, such as Kings College and Guys and St Thomas', with the many opportunities for learners to excel and be at the forefront of designing the most innovative health solutions in the country.

Southwark is a very modern place. Regeneration and development abound with some of Europe's most exciting and complex schemes such as Elephant and Castle, Aylesbury, Canada Water and London Bridge Quarter being delivered in the borough bringing thousands of new homes and jobs. The extension of the Bakerloo line is planned to come right through the borough improving transport links and again creating more jobs and skills opportunities for local learners and residents.

It is a densely populated borough. In 2011, 288,300 resided across Southwark. By 2037, it's estimated some 376,000 will be living here. To help meet rising demand for homes, the council have plans to build 11,000 new council homes by 2043 and create thousands more affordable and new private homes as part of a wider programme of regeneration. Again this will create new job opportunities for future learners and residents.

Also, Southwark has particularly rich employment opportunities. External analysis shows that there are more jobs in Southwark alone (200,700) than in Lewisham and Lambeth combined with significant increases in high end, technical and financial roles in recent years. Other growth sectors include health, information technology/digital, managerial and the arts. However some 6% of residents across Lewisham, Lambeth and Southwark have never worked and although over two in every five residents have NVQ level 4 skills and above, around 16% have no qualifications whatever.

The borough also has a rich mix of employers, including internationally renowned names such as PWC, EY, News UK and Hilton hotels. The business mix ranges across construction, health and social care, retail, catering, hospitality, public sector and administration and finance and legal.

Southwark therefore represents a big challenge and opportunity for any ambitious learning provider. It is borough where such providers will thrive and prosper. This prospectus therefore builds a case for change and for ensuring the further education offer of the future is as rich and fulfilling as Southwark itself.

### 3. Council view of Lewisham Southwark College performance

Ofsted inspected Southwark College in December 2011 and found the provision to be inadequate. The inspection outcome coupled with significant financial problems resulted in the college being merged with Lewisham College. During the merger process Lewisham College were inspected and graded as satisfactory. Since that time the merged Lewisham Southwark College has received two inadequate judgements in November 2013 and February 2015 respectively.

The Council is very concerned at these external judgements, especially for the thousands of local learners, many of who receive a poor quality offer. This is at a time when such learners deserve the very best possible education and training offer so they can take up the wealth of employment opportunities that are available across Southwark at the heart of the central London economy.

Upon publication of the first inadequate rating early in 2014, the Leader of the Council put on record our deep disappointment at the performance at the then Lesoco (now Lewisham Southwark College). He remarked that the Council's priority was to ensure that local education, skills, training and apprenticeship provision should be of top quality, which consistently produces high performing, high skilled learners that are ready to face the world of work. This remains our firm view.

Ofsted, as the independent assessor of performance in our schools and local learning environments, judged that "teaching, learning and assessment are improving too slowly", "leaders and governors have failed to raise standards and expectations" and "the college curriculum does not meet local employment needs". The council believes this is a damning view of the learning offer from Lewisham Southwark College. Even looking to the future there is little comfort to be gained from Ofsted's view of delivery. The "college's precarious financial position" raises searching questions as to the institution's ability to effectively improve their offer to our local learners. The continued squeeze on public sector resources, especially within the adult skills sector recently announced, only adds to the sense of more than a mountain to climb to simply deliver the basics well.

At the time of the last inspection, the college had appointed a new chair of governors who has taken up post. A new principal will join the college later on in the summer. Work has been started to develop both a curriculum and financial recovery plan.

A clear curriculum strategy that fulfils the potential of local and future learners, is responsive to employers' needs and is affordable, is of paramount importance to the Council. We want to see a local quality college of choice where learners can fully realise their potential. We do not believe that the curriculum plan as presented is able to deliver on all these fronts for a number of reasons, grouped below.

The estate strategy for the college proposes the sale of the Camberwell campus. This is however a valued resource in the heart of the borough and the council would wish to see the site retained for educational purposes.

#### Outcomes for learners

The curriculum plan sets out some 9 strategic objectives resulting in an action plan that is repetitive and lacking focus. Whilst the Council would agree with the overall outcome that "learners at all levels are equipped to enter the workplace confidently", the action plan does not state how this will be effectively achieved. As a result, outcome measures need to be more specific, smart and properly describe what good looks like from a learner and employer experience.

#### Employer engagement

The link to employers is key and the curriculum plan as presented is explicit on this, however the references to employers and stakeholder groups are vague. The council would want to see a specific set of actions and descriptions on how the skills gaps in priority employment areas like construction and finance and administration are being narrowed as well what is being done to deliver high quality basic employability skills on literacy and numeracy. As a result, there needs to be more specific plans for local employer engagement and what such partnerships / relationships are aiming to achieve and over what timescale.

#### English and maths

The last inspection again judged the college as inadequate in the provision of English and maths. This is an area requiring significant attention. Outcomes for improvements in the quality of English and maths need to be more challenging, smart and specific.

#### Resources and financial recovery

Lewisham Southwark College wish to move to “good” and be on track to become “outstanding” as rated by Ofsted. In 2013, the college described a similar aim to become “outstanding” by 2016, yet was subsequently judged as “inadequate” on two separate occasions. Moving to outstanding requires an effective alignment between what the College plans to achieve for learners, how it will resource those plans and how the plans will be delivered including through the effective use of the existing and future estate. The lack of read across between strategic aims and financial and estate planning is therefore a significant weakness of the current offer. The resourcing, and financial implications behind the plan should be specifically set out, including financial targets. This would enable progress to be effectively monitored.

Moreover, the financial recovery plans makes very optimistic predictions about increasing learner numbers over the next couple of years but this is highly unlikely based on current evidence. Initial data returns and feedback from the college indicate that learner numbers are down on expectations across most sectors and this will have an impact on the financial viability of the college.

Overall 16-19 learner recruitment up until December 2014 stood at 1939 against a target of 2684. 19+ recruitment stood at 3566 against a target of 5119. This would represent a budget shortfall of some £8.4 million pounds.

Put very simply, a second inadequate rating is simply not good enough with a lack of imagination and robustness in curriculum, in strategic and financial planning. As a stakeholder with the interests of the Southwark learner front and centre, this is why we must now seriously re-evaluate the position of FE provision in the borough and describe a new prospectus, which this paper seeks to do.

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#### 4. Current learners and future learner demand and pathways

##### Current destinations of 16-19 learners

The following table illustrates the net export of post 16 learners to other boroughs in London. This represents the highest percentage of learners for any of the London boroughs and is in contrast to the position at 11-16 where we retain most of our residents. Whilst this is probably indicative of the poor quality provision offered by the college it does mean that there is a built in mitigation should the college close or face a radical restructure.

	Learners imported from other boroughs	Residents exported to other boroughs	Residents who remain in borough to learn	Total Resident Cohort 16-19 year olds
<b>SOUTHWARK</b>	699	4397	1485	5882

It is however important to note that Lewisham Southwark College still enrolls more Southwark residents than any other institution. This has decreased dramatically over the past few years. The profile of learner ages demonstrates this clearly with the profile inverted as to what would normally be expected.

Academic Year Group of Southwark residents at the college June 2013	
12	220
13	336
14	282
Grand Total	838

The table below shows the top 21 destinations for Southwark learners in September 2014.

Institution	Learner numbers at Sept 2014
Lewisham Southwark College	827
Christ The King 6th Form College	533
St Francis Xavier Sixth Form College (SFX)	411
Westminster Kingsway College - Kings Cross	254
Lambeth College	254
City of Westminster College	243
City of London Academy (SWK)	213
Charter School	207
South Thames College - Wandsworth	160
Bacon's College	152
St Saviours & St Olaves School	134
Walworth Academy	121
City and Islington College	120
St Charles Catholic Sixth Form College	117



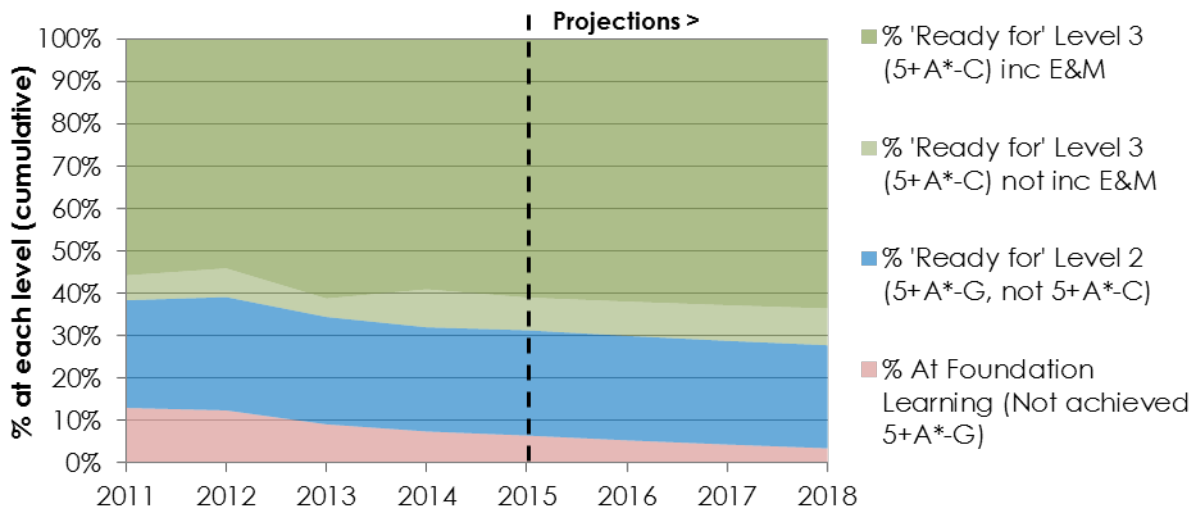
Croydon College	109
Harris Girls' Academy East Dulwich	108
Bromley College	103
St Michael's Catholic College (Southwark)	100
Harris Academy Peckham	95
Kingsdale Foundation School	94
Sacred Heart School (Southwark)	92

### Learner Demand

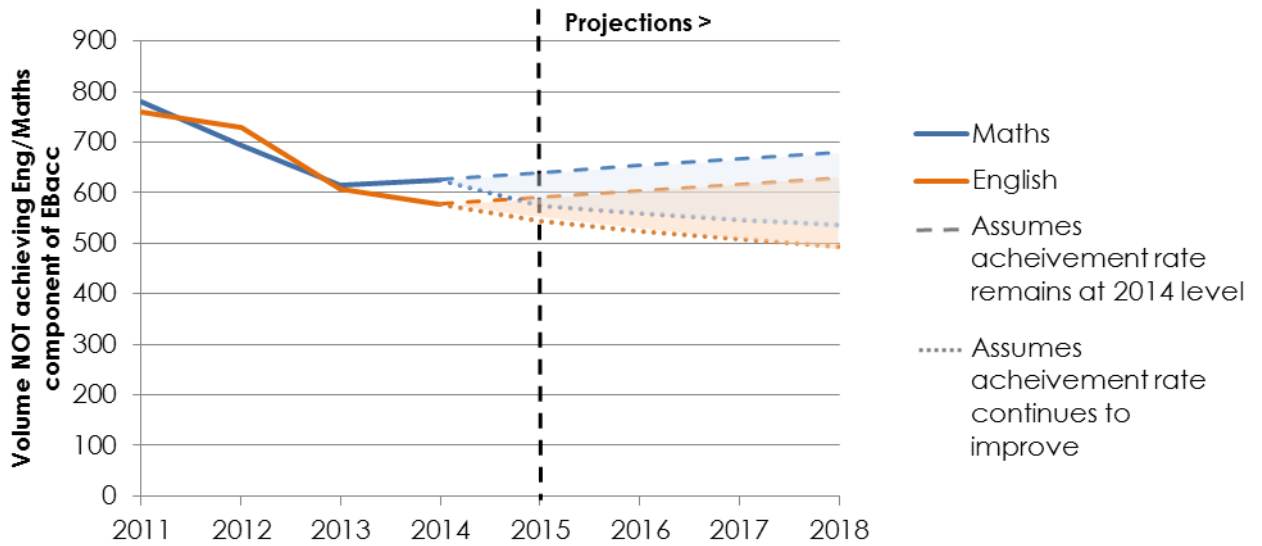
In local authorities where the FE College provides a good or better provision it would be expected that the college would be the key partner for the delivery of education and training in the following areas:

Sector	Description	Estimated number of learners
14-16 year old learners	Young people who have not got access to a mainstream school place. Also those attending PRU but need vocational learning. Part time learners from schools who require a vocational curriculum	200-300 part time 50-100 full time
16-19 year old learners	Schools provide a good range of academic courses and level 3 vocational. Need is for high quality level 1 and 2 provision. Many Southwark learners travel out of borough to access the quality of provision that best meets their needs.	Current Learner cohort is 5882 (838 June 2013 at LeSoCo)
Adult skills and learning	A substantial demand for English as a second language. Skills based training for the work place. General adult learning.	Current LeSoCo cohort 3566 for both Southwark and Lewisham
16-24+ High needs learners	Learners with complex needs who have been assessed and are funded under an EHC plan. Learners with additional needs but below the EHC threshold.	750 (86 currently at LeSoCo)

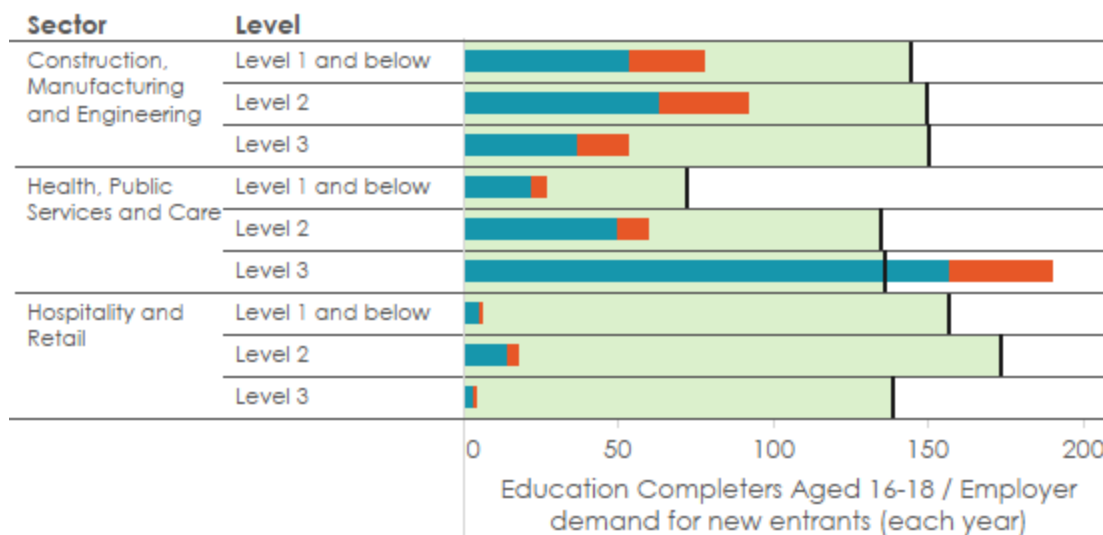
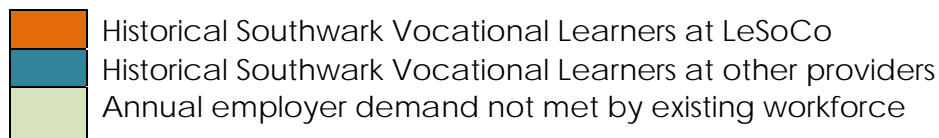
Projected demand based on levels



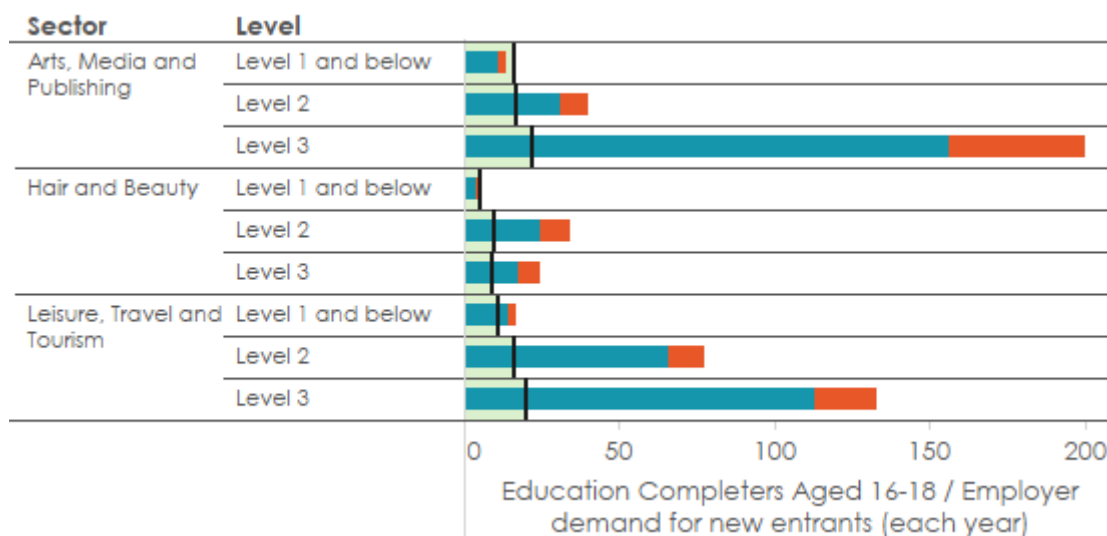
Post-16 estimated volume of need for GCSE English and Maths



### High demand vocational learning sectors



### Lower employer demand sectors



## Demand for vocational learners

The Centre for Economic & Social Inclusion (CESI) conducted an analysis of provision and the employer demand for skills for the boroughs of Lambeth, Lewisham & Southwark in 2014 (*CESI work to be attached*).

The analysis identified a gap between provision and employer demand and concluded that “Curriculum designers need better business intelligence ..... new needs arise but can't be predicted accurately. Course provision needs to quickly respond to new needs. It also identified the need for better outcome/destination information on employment outcomes, quality of jobs, earnings and progression).” A commissioned model as proposed address these gaps.

CESI identified the sectors within Southwark as likely to provide an increase number of jobs and/or salary conditions between now and 2020. We are able to cross reference this with our own local knowledge to recommend a curriculum focus on sectors to include:

- Construction
- Hospitality
- Health & Social Care
- Business & Professional Services
- ICT
- Retail
- Marketing

## Learning pathways

In 2013 the post 16 funding methodology was changed with the focus moved from the value of individual qualifications that made up a learner’s programme to funding based on learners and an overall study programme that included work experience and English and maths where the learner had not already achieved GCSEs in those subjects. There has also been a substantial redesign of the qualification framework with new examination and assessment processes across all academic and vocational subjects. The following table summarises the current learning pathways available to young people post 16.

Learning pathway	Qualification	Potential delivery model
	Continue with maths and English up until at least GCSE level	All providers need to be able to offer GCSE English and maths. Increasing demand for qualified teachers as opposed to traditional model of “instructors” in these areas.
Academic	A levels. A range of academic qualifications that support entry to university	Borough is very well served by schools and academies.
	Applied General. University endorsed	An area for development in schools.

	qualifications that offer the opportunity to gain applied knowledge and skills alongside A levels	Some experience of delivering level 3 vocational qualifications that is transferrable into this area. Need for coordinated training and development
Technical	Technical Level (Tech Level 3) Employer endorsed qualifications for those who want to specialise in a particular occupation or industry sector	To be delivered effectively there is a need for access to industry standard (college) teaching environments.
	Level 2 Technical Certificate Employer endorsed qualification for those who need initial training before starting a Tech Level or entering a skilled trade	As above. An area that needs to be expanded significantly.
Work Based	Apprenticeships A real job with training that leads to further employment opportunities or studying at university	Effective working partnerships between employers and quality training providers. Can be sector specific but is a need for borough level coordination
	Traineeships A scheme for young people who want to get a job or an apprenticeship but don't have the right skills and experience.	As above

## 5. Potential partners / future providers

Our ambition is to have an innovative college that truly responds to the needs of our young people, adult learners and local employers.

### Employer-led approach

We will work in partnership to deliver this proposed model and the role of employers will be fundamental to our approach.

In 2015, we established the Southwark Business Forum which is targeted at larger, strategic employers. This includes major hotel chains such as Hilton and Shangrai-La, major employers who have recently located into the borough such as News UK and more established employers in a range of sectors such as PWC, Lendlease, Sainsbury's and Guy's and St Thomas' hospital. Also in 2015 the Council launched a new borough-wide apprenticeship standard and we are working with a number of large (and smaller) employers in the borough to help achieve our target of 2,000 apprenticeships by 2018. Through this we have had direct engagement with employers like Notting Hill Housing Group, Norton Rose Fulbright, Mears and Interserve. We will bring these employers and others such as Shell group and Veolia direct to our senior leadership team to ensure that our plans for vocational learning are genuinely employer-led. We also have a fully established Education Business Alliance who undertake work in schools and learning providers with some of our biggest local employers.

Through these mechanisms, as well as one to one direct engagement and dialogue, we have a solid foundation to work with a range of employers from all sectors to support skills provision throughout Southwark. A letter of support from our major partners, and commitment to employer leadership as set out in this model, will be submitted directly to the Minister.

### Potential providers

More specifically, there are a number of providers who have expressed an interest in developing FE provision in Southwark. The following list only includes those with a good track record of delivery, are already contracted to the EFA or SFA and are currently are graded good or better by Ofsted (where applicable).

Partner	Description	Current Ofsted grade
London Southbank University	Previous FE delivery through National Bakery School and specialised sports provision. National leaders in provision of The Built Environment. Sponsor of New Engineering Academy (Southwark) and Engineering UTC (Lambeth). Strong interest in ensuring pathways into higher education and creating a wider vocational offer to learners who might not otherwise progress to University.	N/A
Central Training	A leading provider of apprentices in London. Also offer classroom based qualifications - Customer Service, Business & Administration, IT, Team Leading & Management, Graphic Design, Art & Design, Hairdressing & Beauty	Good
Barking and	College has a nationally recognised approach to developing work skills	Good

Dagenham College	for its students. Already involved in discussions about a potential Career College in the area.	
Schools	Schools in Southwark are already delivering an excellent range of A level courses through their sixth forms. There is also a limited range of level 3 vocational courses offered. Very little provision below level 3.	Good and Outstanding
Orchard Hill College	Main college in Sutton but already established in the borough with a college in Camberwell serving the needs of learners with learning difficulties.	Outstanding
Southwark Adult Learning	Based in the Thomas Carlton Centre the Adult Learning Service has an established contract with the SFA for Adult provision. Recently approved for 16-19 delivery by the EFA.	Good
Tri-borough construction partnership	Emerging partnership focused on delivering skills in the construction industry. Special purpose vehicle to be considered.	N/A

There will be other potential providers to consider in the local market such as Morley College, focused on particular sectors or learners. Work will continue to scope out potential providers.

The Council have also established innovative research partnerships with Oxbridge universities, which may again provide an opportunity to future provision and delivery.

Southwark Council's adult learning provision would be included in the mix to ensure that the new casting of provision in the borough is comprehensive and inclusive.

A coherent offer from a lead provider working with employers, schools and in partnership with specialist providers would secure the range of elements that come together to meet local need and to support our young people and adult learners to achieve their ambitions.

## **6. Recommended way forward and high level timeline for delivery**

This prospectus argues that Southwark's learners would be best served by closing Lewisham Southwark College in its present form, demerging provision and then setting up a new commissioned model based principally out of the Waterloo campus, with satellite provision and sector specific provision (e.g. construction) at other sites across the borough. The future of the Camberwell campus should be very carefully considered as part of the plan for future education provision. Past decisions by the college to sell the Bermondsey site and much of the Waterloo site have left a significant deficit in local community assets for the provision of education and options in central London are so limited that it would be irresponsible to further deplete local resource. The choice of provider(s) ensuring best in class learning that is sector specific and responsive to both learner and employer needs.

For too many years now FE Provision has been inadequate in Southwark. Standard approaches to college improvement have not been effective and our learners are not being offered the quality of provision that they need in vocational learning. Standards in Lewisham have seen a more dramatic decline in recent years but if there is still a belief that the existing college can meet the needs of Lewisham learners, disaggregation from the former Southwark provision may make this a more viable option. Further, the college's lack of debt and asset and capital rich nature removes the debt barrier that often stands in the way of practical solutions.

We feel that it is essential that the majority of provision is based at a central hub located in the Waterloo campus. The most conservative approach would be for the EFA and SFA to hold a competition to select a good or outstanding provider who would take over the delivery of all aspects of vocational FE and adult learning in the borough.

A more radical approach and our preferred option would be to start afresh, to devolve the commissioning responsibility and buildings in Southwark to the borough. The borough would then award the FE contract(s) and take responsibility for the provision. Southwark Council would be happy for this test model of devolution to be supervised and scrutinised to inform the wider dialogue on reform and devolution of FE.

The Waterloo campus would be at the heart of a comprehensive learning offer covering a wide range of sector specific learning, with other sites including employer sites and the Camberwell campus building the offer up to the full range required.

Closure of Lewisham Southwark College would of course be disruptive in the short term but we believe manageable. Experience in the school sector has shown that "fresh start" and the subsequent academy conversion programme have had a real impact on raising standards. Although a borough wide college is not a school and the scale and complexity differs, lessons learnt from these experiences can mitigate some of the negative impact that may arise. Full risk analysis would be worked up as a next stage of planning.

Many of our learners now travel out of borough for their post 16 study. Our Participation Education and Training Team are already engaged with tracking the intended destination of all learners and can offer targeted support to those who have expressed a preference for a course at Lewisham



Southwark College. We have also identified credible partners who would be willing to develop a refreshed FE College for the borough.

We therefore recommend that the college should be de-merged into the two distinct previous colleges with the provision currently delivered on the Southwark College sites being wound up over the coming months with closure in August 2015. Early indications from the destination survey suggest that very few Southwark residents are planning to attend the college from September. We will however offer a support and guidance service to secure alternative provision for those who have expressed a preference to attend the college. Students who are on two year courses would be supported to transfer to other colleges.

### High Level Timeline

More detailed plans will be developed with the EFA and SFA around a timeline for delivery that is both ambitious and achievable. The plan will need to be fully risk assessed with the opportunity to review progress. A phased process of change may therefore be an effective way forward, albeit focused on commencing new Southwark provision as soon as September 2016 with a transitional period of management between now and that time.

Date	Milestone
April 2015	Confirmation of Lewisham Southwark College in “administered status”, or special measure. All strategic decisions to be referred to Minister, including disposal of sites and assets (e.g. Camberwell).
May 2015	SPA process underway
May 2015	Southwark Council engagement with key stakeholders including local employers and potential provider(s) to inform prospectus for change
End May 2015	Southwark Council submits prospectus for change for FE in the borough for initial consideration by FE Commissioner
June 2015	Further work, including stakeholder planning session, on the future of local FE offer (including through the Southwark Business Forum)
End June 2015	SPA process anticipated to conclude
July 2015	Decision to de-merge Lewisham Southwark College.  Ministerial meetings with Leader of the Council as required.
End July 2015	Interim management team appointed to complete and close current Southwark provision (i.e. Southwark College formally ‘closes’)
August 2015	Prepare and put in place transition plans for on going learners of former college
September 2015	Transitional management team in place to prepare for new college and commissioned delivery Formal stakeholder meetings commence to agree strategic curriculum plan
Autumn 2015	Competition to select new provider(s)
Winter 2015/16	Conclude competitive process with phased plans in place on future provision
September 2016	New Southwark provision opens, phased delivery on provision
September 2017	College fully operational across curriculum programme

Appendix 1: Current vocational provision offered by school sixth forms and other local providers

	Type	Level	Bacon's College	Bosco	Charter School	City of London Academy	Globe Academy	Harris Peckham	Harris Girls	Harris Boys	Highshore School	Kingsdale School	St Michael's	St Saviours & St Olaves
Beauty Therapy	BTEC	2				Y								
Business Studies	BTEC	2				Y		Y					Y	
Business Studies	BTEC	3	Y		Y	Y	Y	Y	Y	Y		Y	Y	
Children's Play Learning and Dev	BTEC	3				Y								
Health and Social Care, Social Science	BTEC	2				Y								
Health and Social Care, Social Science	BTEC	3				Y		Y	Y	Y				
Hospitality	BTEC	3				Y				Y				
Fashion and Clothing	BTEC	2				Y								
ICT	BTEC	2						Y						
IT Practitioners	BTEC	3	Y		Y	Y		Y	Y	Y		Y		
Media	BTEC	3					Y		Y					
Applied Computer Science	BTEC	3										Y		
Applied Science	BTEC	3				Y								
Science	BTEC	2						Y						
Science	BTEC	3						Y						
Sport	BTEC	2						Y						
Sport	BTEC	3	Y		Y	Y		Y	Y				Y	
Sport and Exercise Science	BTEC	3							Y	Y				
Dance Performance	BTEC	3							Y					
Performing Arts	BTEC	3	Y		Y		Y	Y						Y
Music	BTEC	3						Y						
Music Technology	BTEC	2			Y	Y								
Travel & Tourism	BTEC	2			Y	Y								
Hairdressing	C&G							Y						
Beauty	C&G							Y						
Motor Vehicle Maintenance	C&G							Y						
Construction	C&G													
PL Engineering	AQA	3					Y					Y		
Media	AQA	3	Y											
NVQ Levels 1 and 2 - Front Office	AQA	1-2	Y											
Preparation for Working Life, Careers	AQA	2				Y					Y			
ESOL	AQA	E2						Y						
Functional Skills Maths	C&G	1-2		Y								Y		
Functional Skills English	C&G	1-2		Y								Y		
Functional Skills I.C.T	C&G	1-2		Y								Y		
Business and Administration	C&G	1		Y										
I.T for Users	C&G	1		Y										
Youthwork	ABC	1		Y										
Childcare	C&G	1		Y										
Sport	C&G	1		Y										
CoPE	ASD	1												Y
Drama	WJEC	1-2										Y		
Art	WJEC	1-2										Y		

Appendix 2: A Level provision map

	Bacon's College	Charter School	City of London Academy	Globe Academy	Harris Peckham	Harris Girls	Harris Boys	Kingsdale	Sacred Heart	St Michael's	St Saviours & St Olaves
Anthropology		Y									
Art		Y	Y			Y	Y	Y	Y	Y	Y
Biology	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Business Studies	Y		Y			Y	Y	Y	Y	Y	Y
Chemistry	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Computing		Y		Y							
Computing	Y		Y						Y		
Creative Writing								Y			
Critical Thinking								Y			
Design and Technology		Y								Y	Y
Food						Y					
Drama and Theatre Studies	Y	Y	Y	Y				Y	Y	Y	Y
Economics	Y	Y	Y	Y		Y	Y	Y	Y		Y
English Language	Y									Y	
English Literature	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y
Environmental Studies			Y								
Extended Project (AS level)	Y		Y								
Fine Art	Y										
Further Mathematics	Y	Y	Y	Y	Y			Y			Y
Geography	Y	Y	Y	Y		Y	Y		Y	Y	Y
Graphics	Y								Y		Y
Health and Social Care											Y
History	Y	Y	Y	Y					Y	Y	Y
ICT			Y			Y	Y			Y	Y
Law			Y							Y	
Mathematics	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Media Studies	Y	Y	Y	Y	Y	Y				Y	Y
Modern Foreign Languages	Y	Y	Y	Y		Y	Y		Y	Y	Y
Music			Y								
Music Technology	Y	Y	Y					Y		Y	Y
Performing Arts								Y			
Photography			Y					Y			Y
Physics	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Politics		Y	Y	Y				Y	Y		Y
Product Design			Y							Y	
Psychology	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y
Philosophy				Y				Y	Y		
Philosophy								Y	Y		
Philosophy of Religion and Ethics	Y	Y	Y			Y	Y	Y	Y		Y
Religious Studies										Y	
Sociology	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y
Sport			Y			Y			Y		Y
Textiles	Y		Y							Y	
Applied Travel and Tourism											Y

Appendix 3. CESI Skills analysis – Southwark, Lewisham and Lambeth

# Report for FE Commission: Local Needs Analysis – Lambeth, Lewisham, Southwark

## Business base

The combined business base across Lambeth, Lewisham and Southwark (LLS) is 35,575. However, residents are not parochially restricted to working within their boroughs and they have access to one of the largest labour markets in the world – across Inner and Outer London combined, there are over 400,000 enterprises (ranging from micro businesses to large businesses). Taking into account the South East region (352,725), there are over three-quarters of a million enterprises within the wider geographical region. And as the next section on sector growth demonstrates, it is vital to ensure residents across LLS are at the forefront of the race to secure the opportunities afforded by the burgeoning London labour market.

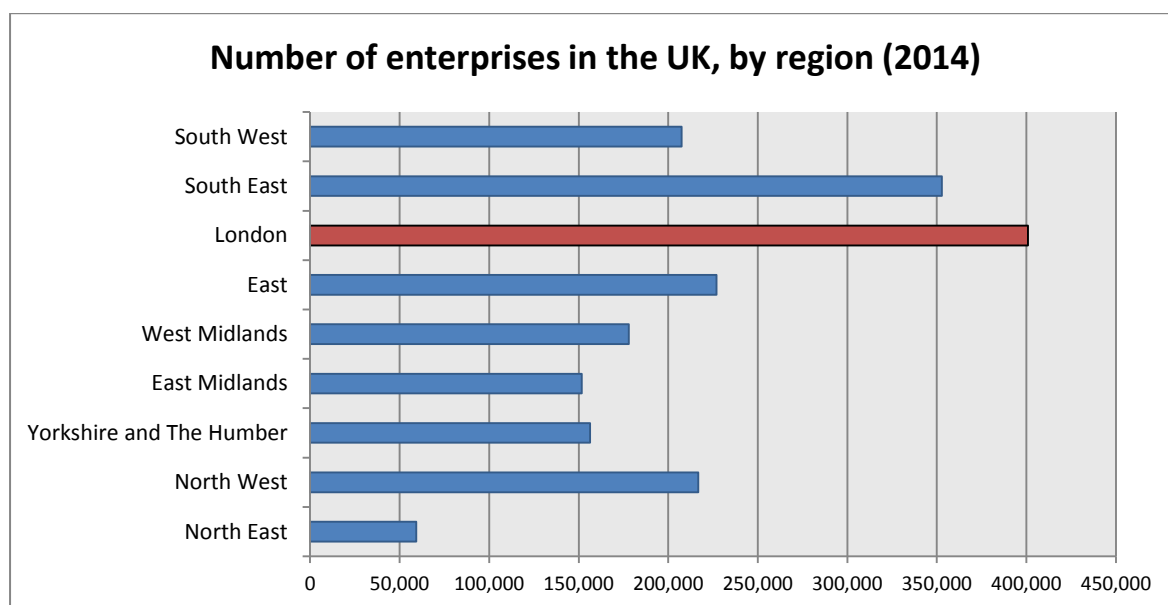


Chart 1 - ONS, Inter-Departmental Business Register (2014)

## Sector growth and decline

GLA Economics have forecast that by 2036 the London jobs market will have swelled by 860,867. The predominant sectors in London will be: professional, real estate, scientific and technical activities; administrative and support service activities; information and communication; and accommodation and food service activities. Conversely, the sectors set to experience the greatest decline are: manufacturing; wholesale; transportation and storage; and public administration and defence (see [Appendix 1](#)). Whilst construction as a whole is projected to undergo a small decline London-wide, feedback from employers indicates that the decline is chiefly amongst the self-employed and contractors. In contradistinction, the scale of current and upcoming major works in and around our three boroughs (see [Impending major investments](#)) underscores an urgent need to supply skilled local labour.

Comparing these growth sectors against the sectors in which LLS residents were employed in (as at the 2011 Census) shows that the proportion of residents working in health, education and the arts far outstrips the projected proportion these sectors are expected to comprise of 2036 London economy. The proportion working in professional/scientific/technical activities,

administrative/support, accommodation/food service and information/communication all lag behind the levels of the projected 2036 London economy – highlighting the need to equip and upskill residents in order to enable them to adequately compete for the jobs being created in these sectors.

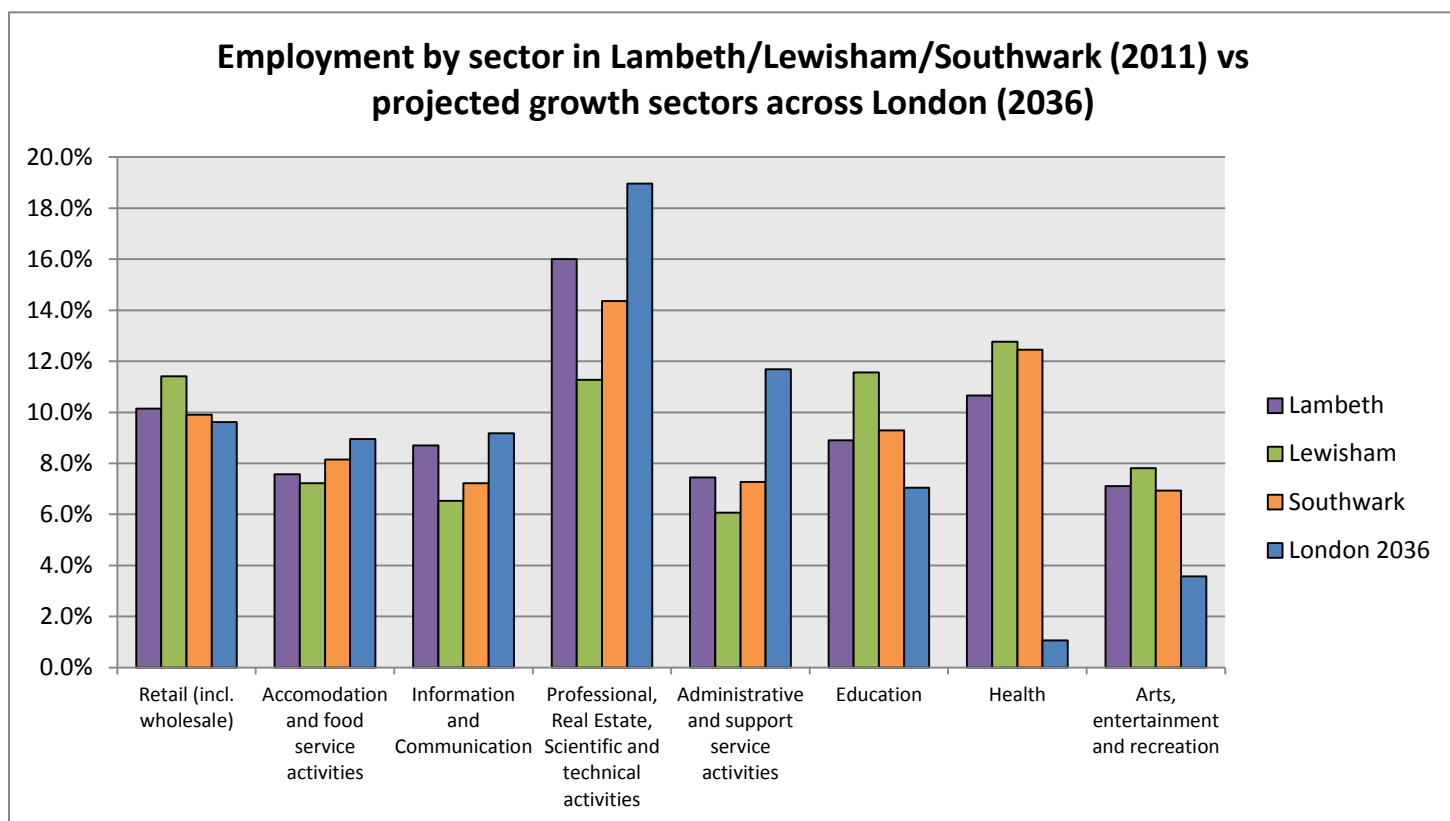


Chart 2 - borough-level sector employment rates (2011 Census) / projected proportion of London growth sectors in 2036 (GLA)

### Travel to work

With the vast majority of London jobs based in the central and riverfront areas of the city, the data on travel to work patterns across the three boroughs is not altogether surprising. This, allied to geographical factors, access to the London Underground and the territories over which the boroughs stretch, explains why almost 67% of Lambeth residents and over 70% of Southwark residents travel less than 10km to work, whereas the corresponding proportion in Lewisham is 55%. This shortfall, however, is largely made up when also adding in the proportion of residents who travel between 10km-20km – by which point approximately 77% of residents in each of the three boroughs have completed their commute. This indicates the vast majority of the population work within the London economy – be it inner London or outer London (confirmed by an average of just 2.7% who travel over 30km to work).

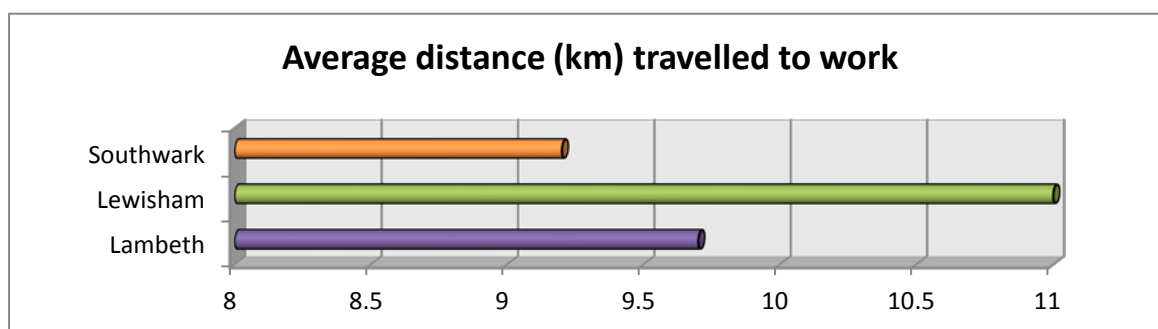


Chart 3 – distance travelled to work, 2011 Census

## Impending major investments

Research commissioned by QTS indicates there is over £10.7bn worth of construction works to be completed in Southwark (£3.9bn), Lambeth (£2.5bn), Lewisham (£1.1bn) and cross-borough (£3.2bn) between 2014 and 2017. When looking at London as a whole, the capital investment is huge. There is a total projected capital investment of £62bn between 2014-2017 (£17.6bn projected for 2014, £19.4bn for 2015, £13.5bn for 2016 and £11.5bn for 2017). Combined with the Nine Elms Vauxhall development in Wandsworth, worth an estimated £20bn over 4 years, the total exceeds that of the Olympics (£8.7bn) and Crossrail (£14.8bn).



Figure 1 – projected construction works, 2014-2017

Pipeline projects identified in the LLS region include: the Shell Centre (Lambeth), Elephant and Castle (Southwark) and the Lewisham Gateway. Alongside this is the forecast construction of 20,000 to 30,000 new homes within the region. This is in addition to the Nine Elms Vauxhall development. The scale and number of programmes in the pipeline highlight the acute need for talented, appropriately skilled labour.

## Unemployment rate

Mirroring both national and regional trends, unemployment has broadly declined across the three boroughs over the past 5 years. However, a sharp incline in both Lambeth and Southwark between April 2013 and March 2014 (mirrored slightly in Lewisham the year before) is cause for some concern. Similarly, the underlying data reveals that in spite of an overall downward trend, much of this is due to growth in the base population (those aged between 16-64), rather than any precipitous decrease in the number of those unemployed (for example, in Lambeth: 17,900 unemployed out of 176,800 in 2009/10 and 16,700 unemployed out of 199,500 in 2013/14).

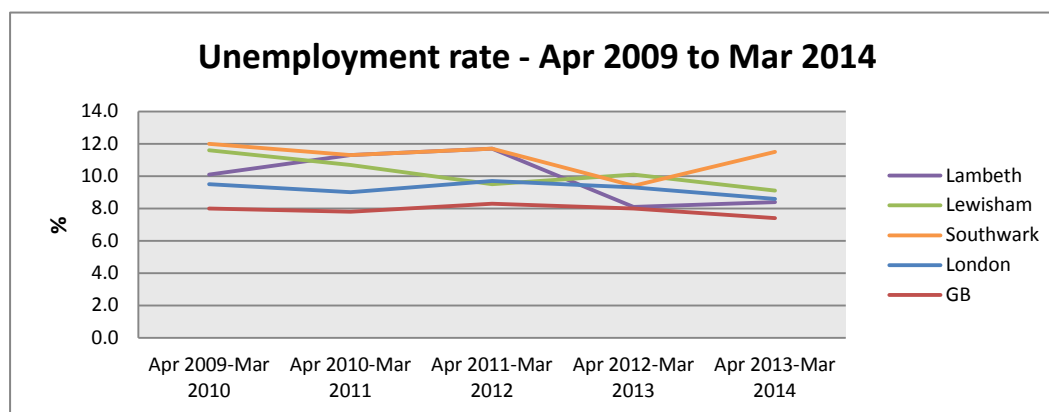


Chart 4 – unemployment rate (model-based estimates) - ONS

## Skills base

There are marginal differences between the three boroughs and London in terms of the level of qualifications held by residents. All three boroughs either match or outperform the Inner London average for the proportion of residents with Level 1 or Level 2 qualifications. Whilst Lambeth and Southwark have a similar proportion of residents qualified to at least Level 4 as Inner London, there is a lower proportion in Lewisham. Both Southwark and Lewisham have a higher proportion of residents with no qualifications than the Inner London average. Though the margins are fine, the

data indicates a need to improve the skills base of residents at those margins so that they can take advantage of the opportunities offered up by the London labour market.

Qualification	Lambeth	Lewisham	Southwark	Inner London	London
No qualifications	14.2%	17.7%	16.3%	15.8%	17.6%
Level 1	8.5%	11.1%	9.4%	8.5%	10.7%
Level 2	9.8%	12.5%	10.2%	9.4%	11.8%
Apprenticeship	1.1%	1.4%	1.1%	1.0%	1.6%
Level 3	9.7%	10.8%	10.5%	10.1%	10.5%
Level 4 and above	46.6%	38.0%	43.1%	44.7%	37.7%
Other	10.1%	8.5%	9.3%	10.5%	10.0%

Table 1 – Qualification level by local authority area (2011 Census)

Ward	No qualifications (aged 16-24)
Downham	16.8%
Whitefoot	14.2%
Bellingham	14.0%
Grove Park	12.9%
Gipsy Hill	12.8%
Rushey Green	11.3%
Lewisham Central	11.3%
Coldharbour	10.7%
South Bermondsey	10.7%
Perry Vale	10.4%

A ward-level analysis highlights the impact of geographical location upon attainment; the majority of the wards with the highest proportion of 16-24 year olds with no qualifications are towards the south of Lewisham. It is crucial to ensure the further education offer across the three boroughs takes these place-based factors into account, so that those furthest away from the jobs market – both in terms of attainment and geography – are not at risk of further disenfranchisement. With large-scale local developments in the pipeline, the reshaping of the local FE offer must focus on ensuring a consistent flow of talented, skilled local labour towards these impending opportunities.

Table 2 – qualification by ward and age (Census 2011)

## Alignment to LEP priorities

The aim to ensure local residents are adequately skilled to the commensurate level and in the disciplines required by employers is aligned with the London LEP ambition of developing Londoners' employability: "dramatically scal[ing] up efforts to ensure that everyone who grows up in London is equipped to compete for jobs in a changing and increasingly competitive labour market."<sup>1</sup> There is further resonance with the LEP priority on skills and employment: "In order for London's economy to grow, employers need to have a workforce with the knowledge, experience and skills to help them run and expand their operations."<sup>2</sup>

## The employer perspective

There are opportunities for realignment between the supply of skills in the tri-borough area and the demand of employers and businesses. A report prepared by Economic Modelling Specialists International (EMSI) (see [Appendix 2](#) for full data) for Lewisham Southwark College shows subject areas where the courses at Lewisham Southwark College are most sufficiently meeting local labour market needs (once the flow of JCP claimants are factored in) are: Horticulture (102%), Building and Construction 'not elsewhere classified' [n.e.c.] (94% - though an analysis of the types of courses and specific disciplines being offered indicates a mismatch in adequate levels of study and in supplying

<sup>1</sup> [London 2036: An Agenda for Jobs and Growth](#) – London Enterprise Panel

<sup>2</sup> [https://lep.london/content\\_page/our-work-and-priorities](https://lep.london/content_page/our-work-and-priorities)

the market with people who possess the right skills), IT User Skills (92%), Transportation Operations and Maintenance (91%), and Customer Services (90%).

The top five subject areas where the College supply points to an oversupply into the labour market are: Painting and Decorating (479%), Floorcovering Occupations (303%), Plastering (293%), Bricklaying (235%), and Floristry (191%).

Subject areas where there appears to be undersupply into the labour market in the College's catchment area include Business Management n.e.c. (1%), Hairdressing (2%), Accounting and Finance (11%), Mathematics (15%), Performing Arts (17%), ICT Practitioners (20%), Media and Communications n.e.c. (21%), Public Services (23%), Travel and Tourism (23%), Hospitality and Catering (24%), Engineering (24%), Applied Science (26%), Health and Social Care (27%), Crafts, Creative Arts and Design (39%), Education Support (41%) and Sports, Leisure and Recreation (46%), and Business Administration (62%).

As part of the aforementioned QTS research, data was gathered pertaining to the number and types of workers required to complete the construction projects up to November 2018 across the three boroughs (and including nearby Nine Elms Vauxhall). The table at [Appendix 3](#) lists the top ten trades and estimated volumes required. This data determined that the labour requirement for the entire area is 32,579. The training requirement (those who need to be in competency-based training) would be 6,515 (5% of the 32,579). The current number needed to be in training is 1,629. The competency-based training deficit (the numbers of workers who should be in training but are not) is therefore 4,889 workers or, calculated as a percentage of the deficit, 75%. This deficit demonstrates that there is a particular problem in LLS, compared to the London region deficit of 51%.

Research commissioned by LLS and delivered by the Centre for Economic and Social Inclusion (CESI) in 2013 on the supply and demand of skills across the three boroughs (as shown in tables 3.1 and 3.2 below) highlighted a proliferation of short courses at Level 1 and a number of courses covering subjects that did not match those needed for current and future occupations. Furthermore, there was a paucity of starters for the types of higher level courses employers look to for workers. Taken as a whole, the data highlights dissonance between the supply of skills in the region and those sought by the employer base.

Course Count									
Course type	Level						Total	%	
	Entry	Level 1	Level 2	Level 3	Level 4+	Unknown			
A, AS, A2 Levels	0	0	0	38	0	0	38	4%	
Advanced Apprenticeships	0	0	0	12	0	0	12	1%	
FE long courses	52	86	144	118	6	2	408	45%	
FE short courses	54	95	70	15	8	2	244	27%	
FE very short courses	21	38	16	0	2	0	77	8%	
Intermediate Apprenticeships	0	0	27	0	0	0	27	3%	
Workplace Learning	0	0	68	34	0	0	102	11%	
<b>Total</b>	<b>127</b>	<b>219</b>	<b>325</b>	<b>217</b>	<b>16</b>	<b>4</b>	<b>908</b>	<b>100%</b>	
%	14%	24%	36%	24%	2%	0%	100%		

Sum of starters									
Course type	Level						Total	%	
	Entry	Level 1	Level 2	Level 3	Level 4+	Unknown			
A, AS, A2 Levels	0	0	0	130	0	0	130	0%	
Advanced Apprenticeships	0	0	0	0	0	0	0	0%	
FE long courses	2,880	2,970	3,910	1,850	50	260	11,920	39%	
FE short courses	4,990	3,360	3,350	400	140	0	12,240	40%	
FE very short courses	400	2,720	700	0	0	0	3,820	13%	
Intermediate Apprenticeships	0	0	100	0	0	0	100	0%	
Workplace Learning	0	0	1,910	420	0	0	2,330	8%	
<b>Total</b>	<b>8,270</b>	<b>9,050</b>	<b>9,970</b>	<b>2,800</b>	<b>190</b>	<b>260</b>	<b>30,540</b>	<b>100%</b>	
%	27%	30%	33%	9%	1%	1%	100%		

Tables 3.1 & 3.2 – course types, levels and sum of starters across LLS region, 2012-13 (South London Tri Boroughs Skills and Jobs Matching – CESI)



The CESI research also emphasised the problem of inadequate provision at Level 3 and above across the region:

Local Authority of Provider (Main Address)	Provider (more than 1,000 learners)	Below Level 2	Skills for Life	Level 2	Full level 2	Level 3	Full level 3	Level 4 and above
Lambeth	LAMBETH COLLEGE	17%	25%	19%	15%	14%	10%	1%
Lambeth	MORLEY COLLEGE LIMITED	65%	10%	14%	1%	8%	2%	-
Lambeth	NACRO	52%	40%	6%	2%	-	-	-
Lambeth	LAMBETH LONDON BOROUGH COUNCIL	10%	85%	4%	1%	1%	-	-
Lewisham	LEWISHAM COLLEGE	15%	21%	24%	21%	9%	9%	0%
Lewisham	CHRIST THE KING SIXTH FORM COLLEGE	16%	5%	31%	2%	29%	17%	-
Lewisham	LEWISHAM LONDON BOROUGH COUNCIL	16%	58%	15%	6%	3%	3%	-
Southwark	SOUTHWARK COLLEGE	11%	20%	30%	21%	8%	8%	0%
Southwark	SOUTHWARK LONDON BOROUGH COUNCIL	10%	78%	10%	2%	-	-	-

Table 4 – skills provision across LLS region, 2012-13 (South London Tri Boroughs Skills and Jobs Matching – CESI)

This again highlights alignment problems between the provision of courses and the requirements of the labour market. Alongside data which shows a preponderance of short courses and the subjects needed for current and future job demand, the pressures on FE colleges are eminently clear.

Subject area	Occupations matched to subjects by volume 2013 %	Occupations matched to subjects by volume 2020 %	No of college courses	%	No of starters	%
Business Management	16%	17%	53	6%	1,470	5%
Administration	11%	9%	48	5%	630	2%
Preparation for Work/Foundations for Learning and Life	10%	10%	213	23%	15,510	51%
Health and Social Care	8%	9%	55	6%	2,380	8%
Accounting and Finance	5%	5%	27	3%	940	3%
Media and Communication	5%	5%	16	2%	70	0%
Nursing & medical Subjects/Vocations	4%	5%	2	0%	60	0%
Teaching and Lecturing	4%	4%	13	1%	140	0%
Retailing and Wholesaling	4%	3%	3	0%	130	0%
ICT for Users	3%	4%	33	4%	1,310	4%
ICT Practitioners	3%	4%	22	2%	620	2%
Marketing and Sales	3%	3%	3	0%	30	0%
Manufacturing Technologies	3%	3%	2	0%	0	0%
Public Services	3%	3%	14	2%	570	2%
Hospitality and Catering	3%	2%	31	3%	220	1%
Transportation Operations/Maintenance	2%	2%	7	1%	60	0%
Child Development and Well Being	2%	2%	20	2%	210	1%
Sport, Leisure and Recreation	2%	2%	30	3%	1,140	4%
Law and Legal Services	2%	2%	4	0%	0	0%
Travel and Tourism	1%	1%	14	2%	80	0%
Medicine and Dentistry	1%	1%	1	0%	130	0%
Other Languages, Literature and Culture	1%	1%	23	3%	150	0%
Crafts, Creative Arts, and Design	1%	1%	20	2%	110	0%
Engineering	1%	1%	31	3%	1,080	4%
Science	0%	0%	17	2%	300	1%
Sociology and Social Policy	0%	0%	2	0%	40	0%
Building and Construction	0%	0%	99	11%	1,650	5%
Urban, Rural and Regional Planning	0%	0%	1	0%	40	0%
Horticulture and Forestry	0%	0%	2	0%	30	0%
Performing Arts	0%	0%	26	3%	180	1%

Table 5 – subjects for current and future job demand, 2012-13 (South London Tri Boroughs Skills and Jobs Matching – CESI)

There is a worrying lack of supply for the future growth sectors, and almost half of all starters are enrolling onto Preparation for Work/Foundations for Learning and Life. There is pressure on colleges to keep courses short and popular so that payments can be quickly claimed upon completion. In large part, this reflects the way in which funding rules work, discouraging providers from putting on longer courses where there is a risk people may drop out before completion. The perversity of this is that it

becomes riskier to enrol learners who are likely to drop out – single parents, those with criminal records, and even those who are likeliest to find employment. Colleges also face supply/demand pressures from the learner marketplace, in that young learners do not want to study courses perceived as boring or uninteresting. In order to remain viable, therefore, colleges must respond to demand from learners for short courses and specific areas (e.g. hairdressing), otherwise private providers will fill the gap and colleges will face a funding shortfall. Once again, the perversity of this is that it entrenches a sharp divide between the supply of skills and the demand of employers. Unpicking this supply/demand relationship and rebalancing it is central to ensuring a supply of high-quality skills provision to meet employer demand and equip residents for the jobs of the future London labour market.

## Summary

- Large employer bases in Lambeth and Southwark; smaller in Lewisham.
- Small and medium enterprises dominate in all three boroughs.
- Professional, real estate, scientific and technical activities; administrative and support service activities; information and communication; and accommodation and food service activities are forecast to grow to 2036 across London.
- Manufacturing; wholesale; transportation and storage; and public administration and defence are set to wane.
- Construction forecast to decline slightly across the city by 2036, but local programmes over the coming years are worth over £10bn (over £30bn when Nine Elms Vauxhall is factored in) and have begun to sharpen the demand for skilled local labour.
- The overwhelming majority of residents in the three boroughs work within the London economy. Those located further south, with no access to the Underground, face longer commutes.
- Residents across the three boroughs are well-qualified, with strong cores of people qualified to and beyond Level 4.
- However, data points to a stratum of residents with no qualifications – and further analysis points to a number of wards with a high proportion of residents with no qualifications (again chiefly towards the south).
- It is crucial to ensure the further education offer across the three boroughs takes these place-based factors into account, so that those furthest away from the jobs market – both in terms of attainment and geography – are not at risk of further disenfranchisement.
- The reshaping of the local FE offer must focus on ensuring a consistent flow of talented, skilled local labour towards the impending opportunities provided by the London labour market and by the large-scale regeneration work across the three boroughs.
- Ensuring local residents are adequately skilled to the commensurate level and in the disciplines required by employers aligns with the London LEP ambition of developing Londoners' employability so that "everyone who grows up in London is equipped to compete for jobs in a changing and increasingly competitive labour market".
- Research highlights the misalignment between the supply of skills in the region and the demands of employers. Whilst market needs are met and even surpassed for certain sectors, others are woefully undersupplied.
- Even with sectors that appear to be adequately supplied, such as construction, further analysis demonstrates a mismatch between courses on offer (too short, pitched at the wrong level, not covering the right disciplines) and the skills employers are seeking.

- A future needs analysis of the construction labour demand in the area, brought on by the wave of large-scale development, highlights a supply deficit of 75% (compared to a London region deficit of 51%).
- The primary goal must therefore be a systematic realignment between the supply of skills in the tri-borough area and the demand of employers and businesses.

## Appendix 1 - GLA Economics, London Employment Projections (2013) to the year 2036

Sector	Growth/contraction
Professional, Real Estate, Scientific and technical activities	421,686
Administrative and support service activities	210,045
Information and Communication	168,186
Accommodation and food service activities	158,065
Health	61,232
Education	52,464
Other services	51,958
Arts, entertainment and recreation	41,415
Retail	18,600
Construction	-6,595
Primary & utilities	-18,034
Financial and insurance activities	-21,731
Public Admin and defence	-48,331
Transportation and Storage	-65,846
Wholesale	-66,116
Manufacturing	-95,132
<b>All sectors</b>	<b>860,867</b>

Source: <http://data.london.gov.uk/dataset/gla-employment-projections>

## Appendix 2 - Comparison between Jobcentre Plus Claimants, Lewisham Southwark College Course Completions by Subject Area and Market Demand

Discipline /SSA3	Demand		Supply		Supply / Demand Ratio
	2014-19 Annual Openings	College Completions	JC+ Claimants 2014		
<b>Accounting and Finance</b>	14,669	265	1,288	11%	
Accounting	7,335	167	644	11%	
Bookkeeping	7,335	98	644	10%	
<b>Agriculture</b>	821	8	522	65%	
Land Based Studies	821	8	522	65%	
<b>Horticulture &amp; Forestry</b>	353	27	365	111%	
Horticulture	316	3	318	102%	
Floristry	37	24	47	191%	
<b>Business Administration</b>	18,996	531	11,153	62%	
Business Administration.	11,243	354	7,462	70%	
Typing and Information Processing	986	74	215	29%	
Property and Facility Services	3,342	15	488	15%	
Customer Service 1	3,425	88	2,989	90%	
<b>Building and Construction</b>	6,066	557	5,133	94%	
Building and Construction n.e.c.	453	35	146	40%	
Bricklaying	67	67	90	235%	
Carpentry	235	62	230	124%	
Construction	3,805	227	2,934	83%	
Plumbing	371	41	230	73%	
Plastering	56	34	131	293%	
Electrical and Electronic Technology	856	36	409	52%	
Painting and Decorating	195	40	893	479%	
Floorcovering Occupations	28	15	71	303%	
<b>Business Management</b>	160,269	347	7,157	5%	
Business Management.	16,930	9	2,814	17%	
Business Management n.e.c.	123,065	159	1,181	1%	
Business	20,274	179	3,163	16%	
<b>Child Development and Well-Being</b>	1,655	159	1,189	81%	
<b>Crafts, Creative Arts and Design</b>	4,095	203	1,410	39%	
Art and Design	1,319	160	535	53%	
Applied Art and Design	2,308	24	636	29%	
Fashion and Textiles	467	19	238	55%	
<b>Education Support</b>	1,635	12	660	41%	
<b>Engineering</b>	1,731	88	332	24%	
Engineering (General)	1,731	88	332	24%	
<b>Foundations for Learning and Life</b>	399	37	189	57%	
English Language and Literature	399	37	189	57%	
<b>Health and Social Care</b>	19,164	501	4,710	27%	
Health and Social Care.	9,710	346	1,856	23%	
Care Services	9,127	140	2,794	32%	
Counselling	327	15	60	23%	

Source:

Discipline /SSA3	Demand		Supply		Supply / Demand Ratio
	2014-19 Annual Openings	College Completions	JC+ Claimants 2014		
<b>Hospitality and Catering</b>	14,012	172	3,160	24%	
Cookery and Catering	3,986	89	847	23%	
Tourism and Hospitality	1,875	60	226	15%	
Food and Beverage Services	8,152	23	2,087	26%	
<b>IT User Skills</b>	1,436	495	826	92%	
<b>ICT Practitioners</b>	15,660	213	2,902	20%	
IT/Computing	9,100	183	1,540	19%	
ICT Systems Support	6,559	30	1,362	21%	
<b>Mathematics</b>	533	61	19	15%	
<b>Media and Communication n.e.c.</b>	3,893	36	763	21%	
<b>Performing Arts</b>	7,924	281	1,044	17%	
Performing Arts.	641	142	380	81%	
Stage Management	1,783	14	545	31%	
Music	5,499	125	119	4%	
<b>Public Services</b>	13,267	317	2,731	23%	
Housing and Property Services	4,023	48	523	14%	
Public Services.	6,324	261	1,172	23%	
Security Operations	2,920	8	1,037	36%	
<b>Applied Science</b>	954	32	212	26%	
Science (General)	666	29	141	26%	
Science n.e.c.	288	3	71	26%	
<b>Service Enterprises in Hair &amp; Beauty</b>	17,503	200	935	6%	
Hairdressing	15,292	49	284	2%	
Hairdressing and Beauty Therapy	1,562	17	431	29%	
Beauty and Complementary Therapies	649	134	220	55%	
<b>Transportation Operations and Maintenance</b>	319	51	240	91%	
Automotive Maintenance and Repair	243	1	220	91%	
Aircraft Operations	76	50	19	91%	
<b>Travel and Tourism</b>	1,508	91	257	23%	
<b>Sport, Leisure and Recreation</b>	2,988	202	1,166	46%	
Sport	904	123	382	56%	
Sport, Leisure and Recreation n.e.c.	1,434	13	582	42%	
Fitness Instruction	252	55	169	89%	
Leisure Management	398	11	33	11%	

Source: EMSI Covered Employment - 2015.1

**Appendix 3 - Labour requirement and training requirement by trade area, to deliver the pipeline of projects for 2014-17 across tri-borough and Nine Elms Vauxhall**

Trade	Lambeth	Southwark	Lewisham	Tri-borough	Tri-borough peak profile	NEV	Total incl. NEV	Profiled peak total incl. NEV	Annual training demand (lower estimate)	Annual training demand (upper estimate)
Wood trades and interior fit-out	2,236	2,723	1,031	5,990	5,054	1,051	7,041	6,105	305	352
Plumbing, heating, vent & air con	1,420	1,733	654	3,807	3,209	685	4,492	3,894	195	225
Electrical installation	1,386	1,685	636	3,707	3,132	667	4,374	3,799	190	219
Painters & decorators	1,101	1,338	504	2,943	2,478	668	3,611	3,146	157	181
Labourers	981	1,195	453	2,629	2,212	455	3,084	2,667	133	154
Building envelope	811	985	372	2,168	1,830	479	2,647	132	115	132
Bricklayers	735	894	341	1,970	1,667	730	2,700	135	120	135
Non-construction operatives	615	753	283	1,651	1,383	n/a	1,651	83	69	83
Civil engineering operatives	497	602	227	1,326	1,113	362	1,688	84	74	84
Specialist building operatives	482	587	222	1,291	1,080	n/a	1,291	65	54	65
<b>Total for top ten</b>	<b>10,264</b>	<b>12,495</b>	<b>4,723</b>	<b>27,482</b>	<b>23,158</b>	<b>5,097</b>	<b>32,579</b>	<b>20,110</b>	<b>1,412</b>	<b>1,630</b>

Source: QTS Ltd: South London Construction Training Network report, February 2015