

Committee(s) Education Board	01/07/2021
Subject: Livery Skills Initiative Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	3,5, 7, 8, 10
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Director of Children and Community Services	For Discussion
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Summary

On Wednesday 21 April 2021, the Livery Committee hosted the Liveries Skills Initiative to drive employment support for young people. The pandemic has highlighted the need for young people, not just to reconnect with traditional school education, but also to be given additional opportunities to consider their career options, learn new skills, and discover again what will be involved in life at work after lockdown. With hundreds of years of experience between the Livery Companies, Guilds, City & Guilds, the Livery Committee, and the City of London Corporation, a meeting was held to determine ways of collaboratively boosting skills development at this time.

An initial survey was sent out to all Liveries and Guilds to gather information on their skills provision, which came back with an impressive 97% response rate. The survey showed the significant contribution the liveries are already making. For example, 76% of liveries spend over £10,000 per year on skills development with 19% of liveries spending more than £100,000 per year supporting skills. The estimated value of expenditure on skills development by the liveries is more than £7.9 million annually. The Livery Companies have more than 3,562 strong and regular links with business.

From these findings, a virtual event was hosted with an attendance of 165 attendees from 93 Liveries and Guilds. The Lord Mayor warmly welcomed everyone to the event and focused on utilising challenging moments as a call to action to bolster and coordinate efforts to support skills and opportunities for young people. He highlighted that the role of Liveries and Guilds is crucial. The event focused on the needs and grant possibilities, a breadth of existing options, and potential opportunities and recommendations which Liveries and Guilds could take forward. The enthusiasm, desire, and urgency to do more was very clear in the comments and suggestions coming through from attendees.

Subsequently, a second survey was sent to all the Liveries and Guilds to gather details of specifically what programmes were occurring now to develop skills and the sorts of activities that the liveries would support going forward. As of June 22, there were 76 responses. These responses showed a large range of activity currently occurring and considerable keenness to do much more to support education, skills development, and lifelong learning. The results of the second survey are contained in **Appendix 1**.

Work is now underway with the Livery Committee to create both a physical and a virtual hub. Meetings are occurring with both government ministers, City and Guilds and the City of London Corporation to determine if this can be supported to occur immediately to bring impact now and into the future for young people post the pandemic. A bid has also been submitted to the European Social Fund to try to secure up to four employment officers to help coordinate and lead the work forward.

Recommendation(s)

Members are asked to note the progress of the Livery Skills Initiative and consider the results of the second survey in **Appendix 1**.

Key Data

1. The main data is contained in **Appendix 1**.

Corporate & Strategic Implications

2. This initiative has the potential to make a significant contribution to a flourishing society giving people an equal opportunity to enrich their lives and reach their full potential. Moreover, it supports a thriving economy by enabling industries to access to the skills and talent they need and ensuring the more individuals can reach their potential and secure good work. It shows that collaborative working can make the core city institutions even better connected and responsive to changed needs. It builds individual and systemic resilience by enabling structures which can be mobilised in the shorter-term but are able to continue in a sustainable manner for the longer term.

Financial and resource implications

3. The proposal does not seek additional funds or resources from the City Corporation as it aims to make better, more joined-up use of the existing £7.9 million the Livery companies currently dedicate to skills development work. There is also the potential to work more closely with business partners and the liveries to gain access to wider funding opportunities possible through the recently released government white paper "Skills for Jobs"¹ focusses on post-16 education reform. There are some officer resource implications in terms of time.

Legal implications

¹ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/953510/skills-for-jobs-lifelong-learning-for-opportunity-and-growth.pdf

4. The governance of the initiative is with the Livery Committee. The collaboration partners, including the livery and separate legal entities with their own decision-making processes.

Risk implications

5. There are risk implications of not completing the important and urgent recommended actions, and people failing to secure the skills they need to secure good jobs.

Equalities implications

6. Not every young person has access to a breadth of developmental relationships and life experiences, which facilitate and broker routes into employment. The least advantaged tend to not have access to networks, mentors, advocates, work experience opportunities, careers advice, and family support in the same way as their more advantaged peers. For example, only 46% of young people from low-income families take part in extracurricular activities, compared with 66% from higher income families and young people who attend private schools are twice as likely to get internships in London compared to state educated children. They are not supported to access potential pathways or understand how to reach their goals. There is a disconnect between what they learn in school and their aspirations and opportunities later in life. For example, in 1997, 42 per cent of 16-17 year old students were studying and working. By 2014 this figure had declined to 18 per cent.
7. A more equitable society is based on realising the potential of all people. This requires strong networks of support and trust. The livers could leverage that trusted network. They could use their connections to boost opportunities for structured work experience, internships, and employment. Young adults who have 'four or more employer contacts' are five times more likely to be in employment or training than those who have little or no contact with employers.
8. An equitable society is one where all people have access to meaningful and valued pathways, and opportunities to flourish and achieve success. There should be multiple pathways and routes in and out of learning throughout life, which is of benefit to us all.

Climate or Security Implications

9. There are no immediate Climate or Security implications.

Conclusion

10. The Livery companies and Guilds are considering how to co-ordinate and optimise ability of members to access increased funding for employment opportunities. This includes encouraging formation of new industry clusters to reflect opportunities.

Appendices

- **Appendix 1** – Copy of the PowerPoint slides from the Second Livery Survey, June 22, 2021.

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