



The Richmond Partnership Conference 2025

Wednesday 10th December 2025, 9:30am-1:30pm



Welcome & Housekeeping

Councillor Nancy Baldwin, Vice-chair of the Finance, Policy and Resources Committee (Spokesperson for Communities, Equalities & the Voluntary Sector), London Borough of Richmond upon Thames

Agenda

| | |
|----------------|--|
| 9:55am | Panel Discussion: Unlocking Local Talent, Skills and Employment Opportunities |
| 10:25am | Discussion Session |
| 10:45am | Refreshment and Networking Break |
| 11:05am | Panel Discussion: Making Best Use of Our Local Talent – Working in Partnership to Create a Flourishing Local Employment Economy |
| 11:30am | Workshop: Accessing And Shaping Future Employment and Skills Activity |
| 12:10pm | Plenary |
| 12:30pm | Roundup and next steps |
| 12:35pm | Networking lunch |



Opening Address

Andrew Travers, Chief Executive, London Borough of Richmond upon Thames



Reflecting on 2025

Councillor Julia Neden-Watts, Deputy Leader and Chair of the Environment, Sustainability, Culture and Sports Services Committee, London Borough of Richmond upon Thames



Help us celebrate Richmond's successes! What one milestone or achievement from 2025 stands out to you?

Centre Stage

Twickenham 60s Day

Scotts Restaurant

**Grimwood Road
community garden launch
- Habitats & Heritage**

**Red Roses winning in
Twickenham!**

**Grimwood Community
Garden Site**

**Richmond Station
refurbishment and
reopening**

**Receiving the accolade of
best London borough to live
in**

Collaboration

**Receiving a climate
microgrant**

**Twinning Reaffirmation
Weekend**

St Mary's 175th Anniversary

**The launch of Richmond Foundation's
first £1m Partnership Grant to help
narrow the attainment gap between
disadvantaged children from low-
income families and their peers**

**Repairing the riverbank and
getting our path back!**

Christmas

High Tide Festival

**Richmond's Children's
Services and early
intervention being rated
Outstanding by OFSTED**

**Collaboration
with Community
Centres in the
Borough**

**Becoming Richmond's new
leisure partner, a proud
milestone for us**

**Richmond residents shape
role of Physician Associates**

Of the Oak at Kew Gardens

**Community events, coming
together as one**

Hampton Pharmacy Opened

**250 Carers views inform the
Carers Charter**



Introducing...

Nazeya Hussain, Executive Director of Growth & Place, Richmond and Wandsworth Councils

Quiz Time!!!





Out of the 32 London boroughs, where does the London Borough of Richmond upon Thames rank in terms of jobs growth across London boroughs over the last 50 years?



In the London Borough of Richmond upon Thames, what is the most popular way people commute to work?



In the London Borough of Richmond upon Thames, what is the highest number of enterprises by size?



In a recent sector pay survey conducted by RVCS, what percentage of VCS respondents reported recruitment and retention difficulties?



In the London Borough of Richmond upon Thames, which sector has the highest number of employees?



By what percentage has Royal Botanic Garden, Kew's science staff headcount increased by in the last 8 years?

Unlocking Local Talent, Skills and Employment Opportunities (25 mins)



**Councillor Phil Giesler,
London Borough of
Richmond upon Thames
(Chair)**

**Rachael Prasher,
Managing Director,
Automotive Division -
Haymarket Media Group**

**Julie Gavin, Chief
Executive Officer,
Richmond CVS**

**Sheryl Brand, Social Care
Workforce Development Lead,
South London Partnership**

**Fay Cannings, Chief
Executive Officer,
Be Richmond BID**

**Sam Olsen, Executive Director
of Change and Innovation,
London Borough of Richmond
upon Thames**



Discussion Session (20 mins)

- Looking ahead, what future employment needs do you anticipate, and what are the key things we need to do to meet them?
- If we were sitting here in two years' time, what bold change would you want to see that transforms Richmond's employment landscape?

Refreshment and Networking Break (20 mins)



- We would like to encourage you to move tables during this break
- Please return to your seat for an 11:05am start.



Making Best Use of Our Local Talent – Working in Partnership to Create a Flourishing Local Employment Economy (25 mins)

**Cllr Piers Allen, London
Borough of Richmond
upon Thames (Chair)**

**Michael Guard, Virtual
School Deputy Head,
Achieving for
Children**

**Tim Emmett, Director -
Commercial and
Community, St Mary's
University**

**Matthew Gurmin,
Partnership Manager -
Job Centre Plus, DWP**

**Yaseen Akhtar, Managing
Director of WLIoT Business
Growth, Skills and
Partnerships, HRUC**

**Chantelle Daniel – Head of
Employment & Skills, London
Borough of Richmond upon
Thames**



Accessing And Shaping Future Employment and Skills Activity Workshop

Matthew Hamilton, Director, South London Partnership

Polly Persechino, Head of Employment & Skills, South London Partnership



SOUTH LONDON

SLP Skills and Employment



Please let us know your views to help shape the next phase of the South London annex to the London LSIP.

December 2025

Shaping the future workforce through the South London annex of the London Local Skills Improvement Plan (LSIP).

What does the South London Partnership Do?



South London Partnership
'Representing and connecting'

shaping input into the health and care landscape

supporting residents into employment & to develop new skills

building understanding, creating networks, forging relationships

supporting businesses to innovate and grow

improving digital and transport connectivity

supporting transition to net zero

This Is South London



£38BN

GVA regional economy



1.2M

Residents



0.5M

People in employment



55%

Educated to degree level



55,000

Businesses



WORLD LEADING

Research & teaching institutions



WELL LOCATED

Between the UK's two busiest airports



£13BN

Natural capital value



GLOBAL COMPANIES

eBay, Unilever, D&G, Lidl, Coty



ICONIC VENUES

Sporting, cultural & heritage assets



THRIVING & DIVERSE

High streets, retail & nightlife



EXCELLENT EDUCATION

From primary to university



HISTORIC PALACES

Gardens & estates



DIVERSE & WELCOMING

Communities



ABUNDANT PARKS

Green & blue spaces



South London's Growth Ambitions



INVESTMENT IN
PLACE



INVESTMENT IN
PEOPLE



INVESTMENT IN
INFRASTRUCTURE

OUR GROWTH AMBITION

To become a leading 'go-to and stay' place for inclusive, sustainable innovation

To deliver greater access for all our residents to do good work - higher quality, higher paid, & higher value jobs

To better connect people with opportunity to support polycentric growth

WHY IS THIS IMPORTANT?

Investing in place-based innovation could transform South London's contribution to London's economy and generate billions in additional GVA for the UK.

To unlock the potential of all our people by providing them with skills, qualifications and experience that South London needs to ensure its future sustainability, prosperity and success, and creating opportunity for everyone, everywhere.

By better connecting people with opportunity, be that skills, jobs or housing, we can boost South London's productivity and growth. Our infrastructure must match our ambitions for growth.





South London Annex to the London Local Skills Improvement Plan

3-YEAR PLAN

PRIORITY SECTORS



Five Key Sectors

Health & Social Care

Construction and the Built Environment

Information and Communication

Hospitality and retail

Education

Nine Key Priorities

Strengthening relationships between employers and providers

Provision of skills and training reflective of employer needs and benefits from industry expertise

Ensure provision of skills and training for current and future jobs demand that is accessible for all

Increasing use of Apprenticeships

Boosting learner demand for key sectors through pathways and progression routes

Promoting inclusion and diversity in the workforce

Ensuring that residents have the skills to succeed

Nurturing entrepreneurialism and innovation in SLP

Strengthening and embedding strong governance to ensure accountability and impact



How have we responded to employers' skills needs

Engaged with over **6535** stakeholders

Leveraged in over **£1.5m** investment in skill and employment support in priority sectors

Built the South London Skills and Employment Alliance and the Educational Partnership South London

Enabled **£2.5m** of Local Skills Improvement Fund investment, creating new educational facilities across south London

Launched the South London Skills and Employment Charter – setting out partnership expectations



SLP programmes



CONNECT TO WORK
Funded by **UK Government**

BIG SOUTH LONDON

Economic
Inactivity
Trailblazers

Youth
Guarantee
Trailblazers



RETROFIT SKILLS CENTRE
SOUTH LONDON PARTNERSHIP



What does data tell us? London context

Less hiring and more people looking for work in SLP

425k employee jobs, down from 447k in 2022

Job postings typically remain above 2019 levels, but have **fallen from 2022 peaks**

According to job postings – London employers are looking mainly for **transferable, specialist and digital skills**

1.2m residents in SLP
171k residents are either unemployed or economically inactive

Youth unemployment has increased in SLP by **13.7%** since this time last year – faster than London and the rest of UK

78% working-age residents qualified to **Level 3** or above, above the London (76%) and England (67%) averages



Challenges and what next for the LSIP?

- Ongoing population change, increased demand for health and care
- Changes in GenAI & digital reshaping job content and demand
- Employer confidence & costs
- Skills system reforms and changing funding and provision
- Digital, AI & cyber skills now essential across sectors; yet confidence & adoption uneven.
- SME engagement impacted by time, capacity & fragmented information landscape.
- Need for clearer progression pathways FE–HE–work, esp. in lower-paid sectors.
- Transport & housing costs impact recruitment/ retention for in-person roles (significant for priority sectors).
- LSIP refresh: Reframed sectors and cross cutting themes with a year 1 focus on Youth employment.

Health, Care and Life
Science

Visitor Economy:
Retail & hospitality

Information &
Communication
incorporating Creative
Digital

Education: The
Educator Gap

Construction,
Engineering and the
Built Environment:
Nature and Net Zero

Cross cutting: Future
Ready (AI, experience
gap, employer
engagement)

Cross cutting: Youth
Employment,
inclusive talent (early
careers, structural
barriers)

Cross cutting: Work
Health and Skills
(disability, long term
health conditions)



How are we looking to engage?

- 100 employers, 300 organisations through this summit, business outreach, surveys, forms, engagement events arranged by ERBs and BIDs.
- Draft refreshed annex by January 2025, testing and agreeing priorities with final version March 2025.

Have your say!

- Complete the survey – see the QR code on your agenda or on screen
- Give us your views as part of workshop discussions.
- Leave any comments or reflections on a post it with a member of the event team.
- Attend pan London or subregional sectoral events

Oct - Dec 25

- Survey Stakeholders
- Data collation and analysis
- Bullet draft

Jan 26

- Test initial findings
- Agree Priorities
- First full draft to BusinessLDN

Feb - March 26

- SLP final draft submitted
- BusinessLDN submit draft to GLA to agree



The Big Questions

Please nominate someone in your group to write down discussion headlines and to feedback at the end (Event team staff will also be able to support with this activity). Scribe sheets, post it notes and flipcharts are available for use.

What are the new challenges for skills provision and the changing needs of employers that need to be reflected in the refreshed LSIP?

- Inclusive talent?
- Changing workforce needs/volume?
- AI, Digital and cybersecurity?

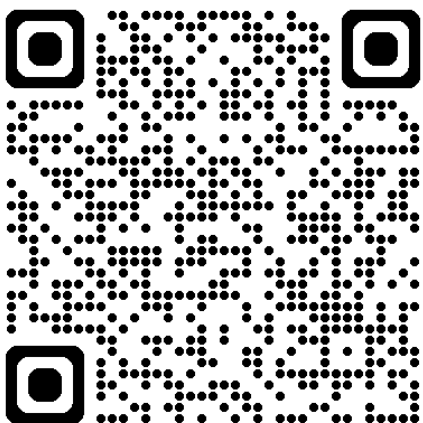
If we could only pick 3 priorities for Richmond, what would they be?

How do we work in partnership to create roles (and skills provision) that South London needs?
What can you commit to?



Don't miss your chance to pledge your support

Please sign the South London Skills and Employment Charter today.



Help young people tackle the experience gap
Can you offer...

- Work experience
- Placements
- Internships
- Job roles

Leave your name, commitment and contact details with a member of the team

South London Skills & Employment PARTNERSHIP CHARTER



Who are we

Under the leadership of the [South London Skills and Employment Alliance](#) the Skills and Employment partnership charter brings together a collaborative of employers, training providers, employment support organisations and Local Authorities that make up the skills and employment system in South London.

Vision

By signing the South London Skills and Employment partnership charter we're coordinating and collaborating on the action we commit to take to make the boroughs of the Royal Borough of Kingston and the London Boroughs of Croydon, Merton, Richmond and Sutton great places to live, learn and work.

Working in partnership we will build a more responsive skills and employment system that builds on growth and is shaped by the voice of business and industry. One that gives South Londoners the skills they need to work and opportunity for businesses to thrive. We recognise that the skills environment is ever changing so we will be agile and responsive to ever shifting skills needs in the capital.

South London will have committed and engaged employers working in partnership with responsive training providers. Our communities will have equitable access to a coherent skills and training offer that is built on employer's insight and partnership. We will, together, deliver the ambitions of the South London annex to the London Local Skills Improvement Plan and respond to the needs of the London Growth Plan and Skills England strategy.

Ambitions of the South London Local Skills Improvement Plan

- Strengthening relationships between employers and providers
- Provision of skills and training reflective of employer needs and that benefits from industry experience
- Provision of skills and training demand that is accessible for all
- Increasing use of apprenticeships
- Boosting learner demand of key sectors
- Promoting inclusion and diversity in the workforce
- Ensuring residents have the skills to succeed
- Nurturing innovation and entrepreneurship
- Strengthening and embedding strong governance to ensure accountability and impact.

Why?

As signatories we:

- Have pride and actively invest in South London as a great place to live, learn and work
- Improve the skills and employment system by being more responsive and agile
- Take action to boost economic productivity and inclusive growth
- Understand our role in shaping the skills provision and employment support programmes delivered in South London
- Understand our role and the part we play in an employment and skills system that responds to local needs and prepares a workforce equipped with the skills to get jobs now and in the future.
- Demonstrate our social value commitments and are well placed to apply for funding.

Commitments

| We are: | We will: | By: |
|-----------------------------|---|---|
| A partnership | <ul style="list-style-type: none"> • Actively work in partnership sharing resources and knowledge. | <ul style="list-style-type: none"> • Engaging with local employers or training providers • Building relationships with colleges, training providers and universities • Participating in sectoral advisory groups as required • Attending events to promote our business and industry |
| | <ul style="list-style-type: none"> • Have staff who can navigate the skills and employment system | <ul style="list-style-type: none"> • Staff have gained the skills and employment chartered credential |
| Agile and responsive | <ul style="list-style-type: none"> • Engage with the design of a South London shared skills curriculum | <ul style="list-style-type: none"> • Demonstrating how we have progressed actionable priorities defined with the South London LSP and reporting on action taken • Formalising pathways of progression from further education to higher education (skills providers) |
| | <ul style="list-style-type: none"> • To get involved when needed and to change what we do based on emerging needs | <ul style="list-style-type: none"> • Responding to annual surveys from South London Partnership and attending at least one South London Partnership event per year • Reviewing training and curriculum in line with skills needs (skills provider) • Informing skills providers about emerging and future skills needs (employers) |
| Inclusive | <ul style="list-style-type: none"> • Shape skills and training provision to meet the needs of and provide benefit to our communities and residents | <ul style="list-style-type: none"> • Seeking resident voices and actively demonstrate engaging with our communities and those that support residents. |
| | <ul style="list-style-type: none"> • Commit to boosting diversity and improving inclusivity within our organisations | <ul style="list-style-type: none"> • Review and implement changes to training and recruitment to support increasing diversity in the workforce. • Offer supported internship opportunities where possible • Being a Disability Confident organisation |
| | <ul style="list-style-type: none"> • Provide good work for South Londoners | <ul style="list-style-type: none"> • Adhere to good and fair work charters such as the GLA Good Work Standard and Good Business Charter • Advertise vacancies through employment support organisations, Job Centres and Council job brokerages |
| Sustainable | <ul style="list-style-type: none"> • Improve employability of young people and enhance links with local education providers | <ul style="list-style-type: none"> • Providing work experience, work shadowing and work trials for students • Achieve the CEC Employers Standards • Offer /deliver apprenticeships from level 2 upwards • Support school and careers events |

Signature: _____
 Organisation: _____
 Date: _____

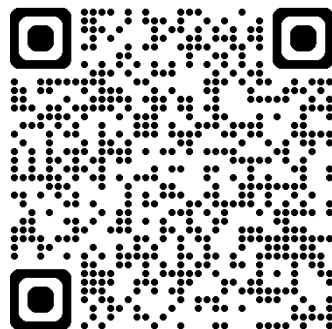




Learn more and access key resources:

Find out more about the South London LSIP

<https://southlondonpartnership.co.uk/south-london-skills-improvement-plan/>



Read the latest update and access the full report

<https://southlondonpartnership.co.uk/2025/06/30/how-south-london-is-equipping-residents-training-providers-and-employers-on-the-future-of-work/>





Plenary

Councillor Nancy Baldwin, Vice-chair of the Finance, Policy and Resources Committee (Spokesperson for Communities, Equalities & the Voluntary Sector), London Borough of Richmond upon Thames



Roundup and Next Steps

Councillor Nancy Baldwin, Vice-chair of the Finance, Policy and Resources Committee (Spokesperson for Communities, Equalities & the Voluntary Sector), London Borough of Richmond upon Thames



Thank you for attending

Please do stay for lunch!