

Date: 29 June 2022

Item: Everyone's Future Counts

This paper will be considered in public

1 Summary

- 1.1 This paper provides an update on the Everyone's Future Counts employability programmes, which seek to create opportunities and mitigate against barriers to employment for Londoners.

2 Recommendation

- 2.1 **The Panel is asked to note the paper.**

3 Background

- 3.1 On the 14 March 2022, we published our first document consolidating all our employability programmes in one place.
- 3.2 Our Everyone's Future Counts programmes are designed to support those whose education, careers and work prospects are most held back adversely affected because of the barriers they face. Our programmes provide targeted provision and skills development, helping reduce the impact of those barriers.

4 Why this is important to us

- 4.1 Even before the pandemic, many groups of people in London faced much higher levels of unemployment and underemployment. Addressing this inequality and other challenges people in this city face is fundamental to who we are as an organisation and the contribution we make to helping London, and the UK, recover.
- 4.2 These programmes deliver on our commitment as a founding signatory of the Anchor Institute Charter, an initiative to support the Mayors' London Recovery Programme.
- 4.3 This work also supports our own equality objectives, as well as the commitments from our Action on Inclusion Strategy, which will be published later in 2022.
- 4.4 These also enable us to address the skill shortages seen across our industry, through our own initiatives and through our supply chain which support 43,000 jobs across the UK.

5 Our Pathways

- 5.1 There are four key pathways by which we create opportunities and or remove barriers to employment. A brief summary of these is provided below. More detail on the individual programmes that sit within these pathways, along with case studies are provided in the full document (Appendix 1).

Education to Work

- 5.2 These programmes support young people in education and those starting their careers to overcome educational and experiential barriers. We work alongside our supply and industry partners to inspire and cultivate young people's interest in transport and infrastructure as a future career.

Ways into Work

- 5.3 These programmes support people with limited or no work experience to access their first opportunity in the workplace. These programmes help provide equal access to opportunities in TfL, our supply chain and beyond.

Routes back into Work

- 5.4 These programmes support people with significant work experience who have been out of the workplace for a period of time to rebuild their confidence and gain access to employment.

Starting Work

- 5.5 Our graduate, internship and apprenticeship programmes help support individual aspirations and the future skills needs for the organisation. These also help us to increase the diversity of our workforce and better reflect the city we serve.

6 Next Steps

- 6.1 We will continue to review our employability programmes to make sure all Londoners have equal access to employment opportunities at TfL and our supply chain.
- 6.2 We have key performance indicators for each of our employability programmes which will help us measure the impact of these, helping us better target the opportunities we provide.

List of appendices to this report:

Appendix 1 – Everyone's Future Counts

List of Background Papers:

None

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