

SECTOR TALENT BOARD UPDATE: CONSTRUCTION & BUILT ENVIRONMENT

OVERVIEW

The Interim Construction & Built Environment Talent Board (the Board) has been convened by the Deputy Mayor for Business and Growth. The Board is part of a package of work focused on establishing an employer-led skills and talent system, a core ambition set out in London's [Inclusive Talent Strategy](#).

The Board brings together key industry stakeholders and is Chaired by Anna Devlet (Strategic Advisor, The Crown Estate). It aims to strengthen collaboration and align priorities for talent development.

PURPOSE OF THE BOARD

The Board has been convened to:

- Identify priority workstreams supported through co-investment from the GLA
- Direct delivery resource on behalf of the future permanent Board, including:
 - A Pan-London Hub for the sector
 - London's Construction Technical Excellence College (London's CTEC)
- Develop a blueprint for the future permanent Board
- Shape London's Local Skills Improvement Plan (LSIP)

It will hand-over to a permanent board Summer 2026. The priorities of the permanent board will be delivered by a pan-London hub, working closely with New City College – London's CTEC.

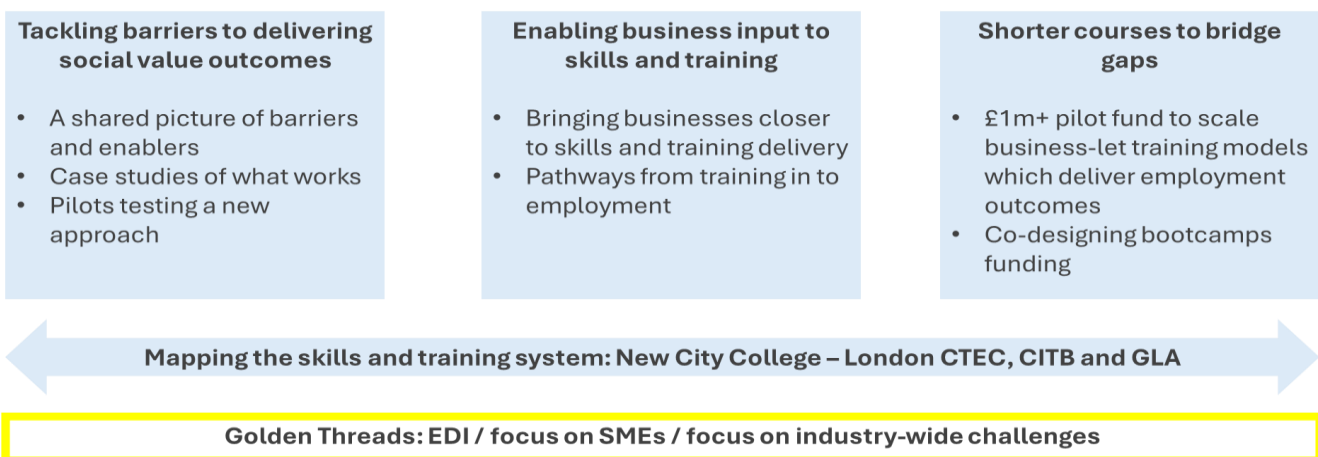
MEMBER ORGANISATIONS

The Crown Estate (Chair) | AtkinsRéalis | Barratt London | Durkan | Flannery Plant Hire | Lee Marley Group | Morgan Sindall Construction | Peabody | Places for People Thrive | RGE Services | Thames Water | Vistry Group

ADVISORY MEMBERS: CITB | New City College | NLA

ESTABLISHING AN EMPLOYER-LED APPROACH TO SKILLS AND TRAINING

The Board has identified three workstreams to start delivering change now, and to establish new approaches to co-commissioning to inform future funding. Find out more in the appendix.



HOW TO GET INVOLVED

If you would like to get involved, support a workstream, hear more about the work of the interim Board and London's CTEC, or keep in touch via our regular updates please let us know [here](#).



APPENDIX

Workstream: Tackling barriers to delivering outcomes**Problem Statement**

Employers consistently report challenges in delivering employment and skills requirements set out in S106 agreements, and social value targets set out in other public sector procurement agreements. The Board think more can be done to deliver good social value outcomes through our work, and we think a flexible approach to delivery could be part of the solution.

Aim	Scope
Establish a clear picture on the challenge, bringing together a coalition of partners to propose options to maximise social value outcomes for Londoners.	Identify and amplify what works. Prototype for new approaches. Bringing together stakeholders to explore options in a neutral forum.

Outcomes

- A shared position on barriers and enablers to delivering social value outcomes
- Evidence base of what works well in terms of delivery and in collaboration between business and planning authorities
- The permanent Board has a clear view on London's landscape and is positioned to champion and lead best practice

Workstream: Enabling business input to skills and training**Problem Statement**

The current skills and training offer is not always effectively meeting the needs of all employers. While there is some good practice, in many cases candidates are not arriving on site competent and ready to work. The range of employers engaging with the skills and training offer does not reflect industry – SMEs are underrepresented in particular.

Aim	Scope
Harness the unique expertise of business, working in partnership with providers and other stakeholder to align provision to employer needs.	Navigation, packaging and confidence for employers, targeted focus on SMEs and supply chain, drawing on best-practice from business and industry.

Outcomes

- Practical case studies of employers actively shaping or using provision
- Small set of tested employer-engagement models suitable for scale
- Key intermediaries are engaged and understand how they can work with the Board

Workstream: Shorter courses to bridge gaps**Problem Statement**

Candidates are not always work-ready at interview or on site. Short courses exist but are not always clearly aligned to live employer need, and not routinely scaled. Retention and progression are weak points (people “sit on the fence”, fall off route, or need more guidance).

Aim	Scope
Address blockers around access to, and retention in, the sector.	Short, practical training (days / weeks) including “bridging” into work, new roles or upskilling. Focus on priority trades/ occupations where employer demand is not being met.

Outcomes

- Clear view of which short courses work, for which stakeholders, and why
- Employer-backed pilots delivering job entry, progression and retention
- Improved access and retention for priority and under-represented groups

