

# WEST LONDON CONSTRUCTION EMPLOYER ADVISORY BOARD

## Notes & Actions

Quarterly meeting: Friday 13<sup>th</sup> March 2026 | Chair: Paul Skitt | Skills & Education Director | Flannery Plant

	<p><b>39 ATTENDEES: Unfortunately, the attendance file from Teams was corrupted so not listing attendees this time. Apologies!</b></p>																																												
1	<p><b>Welcome &amp; introductions</b>   Paul Skitt, Flannery Plant Hire</p>																																												
2	<p><b>Update from second meeting of the GLA’s pan-London Construction &amp; the Built Environment Interim Sector Talent Board</b>   Paul Skitt</p> <p><b>Key points</b></p> <ul style="list-style-type: none"> <li>Interim Construction &amp; Built Environment Talent Board (the Board) has been convened by the Deputy Mayor for Business &amp; 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.</li> <li>Three priority workstreams have been identified by employers to address - with work being handed over to a permanent board later this year. Priorities: <ul style="list-style-type: none"> <li>Tackling barriers to delivering outcomes</li> <li>Enabling business input into skills &amp; training</li> <li>Scaling up shorter courses to bridge gaps</li> </ul> </li> <li>With a cross-cutting workstream on mapping the skills &amp; training system – led by CTEC, working with CITB &amp; GLA</li> <li>GLA hosts meeting every six weeks – three meetings held to date. Work continues until the end of the summer at which point the interim board will hand over to a permanent board.</li> </ul> <p><b>MEMBERSHIP (INTERIM BOARD)</b></p> <table> <tr> <td>Anna Devlet [<b>chair</b>]</td> <td>Consultant</td> <td>Tom Arey</td> <td>Places for People Thrive</td> </tr> <tr> <td>Dan Clarkson</td> <td>Lee Marley Group</td> <td>Jean Duprez</td> <td>Be the Business</td> </tr> <tr> <td>Danny Farenden</td> <td>Barratt London</td> <td>Helen Gebhard</td> <td>Atkins Realis</td> </tr> <tr> <td>Elly Hoult</td> <td>Peabody</td> <td>Karima Khandker</td> <td>Thames Water</td> </tr> <tr> <td>Steve Martin</td> <td>RGE Services</td> <td>Kevin O’Connor</td> <td>Durkan</td> </tr> <tr> <td>Monica Paul</td> <td>Morgan Sindall</td> <td>Holly Price</td> <td>Keltbray</td> </tr> <tr> <td>Caroline Richardson</td> <td>Vistry Group</td> <td>Paul Skitt</td> <td>Flannery Plant Hire</td> </tr> </table> <p><b>ADVISORY MEMBERS</b></p> <table> <tr> <td>Sam Dillway-Davies</td> <td>New City College</td> <td>Carl Licorish</td> <td>CITB</td> </tr> <tr> <td>Nick McKeogh</td> <td>New London Architecture</td> <td></td> <td></td> </tr> </table> <p><b>GLA &amp; BLOOMBERG ASSOCIATE MEMBERS</b></p> <table> <tr> <td>Howard Dawber</td> <td>GLA Deputy Mayor for Business</td> <td>Beth Penwarden</td> <td>GLA [facilitator]</td> </tr> <tr> <td>Kashif Mirza</td> <td>GLA</td> <td>Christopher Barry</td> <td>Bloomberg Associates [facilitator]</td> </tr> </table> <p><b>Action:</b> See attached for the GLA’s Sector Talent Board update on Construction &amp; Built Environment  <b>Action:</b> 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 the GLA’s regular updates click <a href="#">here</a>.</p>	Anna Devlet [ <b>chair</b> ]	Consultant	Tom Arey	Places for People Thrive	Dan Clarkson	Lee Marley Group	Jean Duprez	Be the Business	Danny Farenden	Barratt London	Helen Gebhard	Atkins Realis	Elly Hoult	Peabody	Karima Khandker	Thames Water	Steve Martin	RGE Services	Kevin O’Connor	Durkan	Monica Paul	Morgan Sindall	Holly Price	Keltbray	Caroline Richardson	Vistry Group	Paul Skitt	Flannery Plant Hire	Sam Dillway-Davies	New City College	Carl Licorish	CITB	Nick McKeogh	New London Architecture			Howard Dawber	GLA Deputy Mayor for Business	Beth Penwarden	GLA [facilitator]	Kashif Mirza	GLA	Christopher Barry	Bloomberg Associates [facilitator]
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3	<p><b>GLA’s approach to reforming S106 in London</b>   Paul Skitt</p> <ul style="list-style-type: none"> <li>The GLA have defined the issue via a <b>Problem Statement</b> and have set out the <b>Aim, Scope</b> and <b>Outcomes</b> of a project to improve S106</li> <li><b>Problem statement:</b> 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.</li> <li><b>Aim:</b> Establish a clear picture on the challenge, bringing together a coalition of partners to propose options to maximise social value outcomes for Londoners.</li> <li><b>Scope:</b> Identify and amplify what works. Prototype for new approaches. Bringing together stakeholders to explore options in a neutral forum.</li> <li><b>Outcomes:</b> (i) A shared position on barriers and enablers to delivering social value outcomes (ii) Evidence base of what works well in terms of delivery and in collaboration between business and</li> </ul>																																												

	<p>planning authorities (iii) The permanent Board has a clear view on London’s landscape and is positioned to champion and lead best practice</p> <ul style="list-style-type: none"> <li>• Working Group on S106 is chaired by Caroline Richardson, Vistry Group</li> </ul>
4	<p><b>Introducing London’s Technical Excellence College (CTEC): How CTEC will support employers &amp; training providers</b>   Sam Dilliway-Davies   Programme Director   Construction Technical Excellence College (CTEC)   New City College</p> <p><b>Action:</b> See attached Presentation</p> <p><b>Key points:</b></p> <ul style="list-style-type: none"> <li>• One CTEC in each of the government regions</li> <li>• Objective: to boost construction skills in the capital – a key focus on homebuilding</li> <li>• Initially a four-year funded project – but the CTEC is looking towards the next 10-15 years</li> <li>• Currently in co-design phase with skills providers &amp; businesses, GLA DfE and nine other CTECs</li> <li>• £500k revenue funding per year for running the CTEC and capacity building</li> <li>• Capital and project-based funding arrangements to be confirmed by GLA</li> <li>• Initial priorities: (i) Understand London’s skills priorities (ii) Assessing occupational pathways (iii) Creation of a database of London’s skills provision – getting it in one place perhaps via an interactive map or app (iv) Developing a skills provider network – colleges, ITPs, Adult learning providers etc</li> <li>• CTEC has four key delivery partners covering London sub regions: HRUC, Barnet &amp; Southgate College, London South-East Colleges and South Thames Colleges Group</li> </ul>
5	<p><b>LSIP employer update on West London construction sector analysis &amp; recommendations</b>   Andrew Dakers   Chief Executive   West London Business</p> <p><b>Action:</b> See attached Presentation</p> <p><b>Key points:</b></p> <ul style="list-style-type: none"> <li>• Construction is now a priority sector in LSIP2 – previously it was a cross-cutting strand in LSIP 1</li> <li>• Priority sectors covered by the West London LSIP cover 63.9% of the West London workforce</li> <li>• 4.6% of West London Workforce employed in construction</li> <li>• Priorities going forward will include: (i) Advocate programmes for CSCS (ii) Supporting recruitment of specialist teachers/tutors (iii) Improving S106 (iv) Improving borough brokerages (v) Promoting training pathways for identified priority occupations in construction and green infrastructure</li> <li>• A lot of work has gone into mapping Apprenticeship Standards (slides 6 – 9)</li> <li>• Next steps: (i) LSIP with GLA and then SoS for DfE for approval (ii) West London Skills Hubs proposal with GLA for review - £300k/ annum for three years managed by WLA, supported by WLB</li> </ul>
6	<p><b>Latest from CITB</b>   Carl Licorish   Customer Engagement Manager   London</p> <ul style="list-style-type: none"> <li>• <b>Competency frameworks:</b> CITB is seeking help to define the Skills, Knowledge, Experience &amp; Behaviours, current work on groundworks, drainage, concreting, excavation and plant operators. Employers encouraged to get involved. Webinars being held.</li> <li>• <b>Open doors:</b> at time of meeting some sites still have spaces to fill</li> <li>• <b>New industry wide report</b> available: <a href="#">The Industry Picture</a>, identifies workforce pressures and what can be done to alleviate them.</li> </ul>
7	<p><b>Next meeting:</b> Friday 26<sup>th</sup> June, 9.00 to 10.00am via Teams</p>