

# Overview & Scrutiny

## Skills, Economy and Growth Scrutiny Commission

All Members of the Skills, Economy and Growth Scrutiny Commission are requested to attend the meeting of the Commission to be held as follows:

**Tuesday 25 April 2023**

**7.00 pm**

**Room 102, Hackney Town Hall, Mare Street, London E8 1EA**

The press and public are welcome to join this meeting remotely via this link:

<https://youtu.be/AHTy7SI781w>

Back up live stream link

<https://youtu.be/UpahFanI9R8>

If you wish to attend please give notice and note the guidance below.

**Mark Carroll**

**Chief Executive, London Borough of Hackney**

Contact:

Tracey Anderson

☎ 020 8356 3312

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**Members:** Cllr Polly Billington (Chair), Cllr Clare Potter (Vice-Chair), Cllr Gilbert Smyth, Cllr Anna Lynch, Cllr Jon Narcross, Cllr Fliss Premru, Cllr Jessica Webb, Cllr Joe Walker and Cllr Claudia Turbet-Delof

## Agenda

**ALL MEETINGS ARE OPEN TO THE PUBLIC**

- 1 Apologies for Absence**
- 2 Urgent Items / Order of Business**
- 3 Declarations of Interest**
- 4 Cabinet Question Time (7:05 - 8:30pm)** (Pages 7 - 86)
- 5 Minutes of Previous Meeting (8:30 - 8:35pm)** (Pages 87 - 118)
- 6 Skills, Economy and Growth Scrutiny Commission Work Programme 2022/23 (8:35 - 8:50pm)** (Pages 119 - 132)
- 7 Any Other Business**

## Access and Information

### Public Involvement and Recording

#### Public Attendance at the Town Hall for Meetings

Scrutiny meetings are held in public, rather than being public meetings. This means that whilst residents and press are welcome to attend, they can only ask questions at the discretion of the Chair. For further information relating to public access to information, please see Part 4 of the council's constitution, available at <https://hackney.gov.uk/council-business> or by contacting Governance Services (020 8356 3503)

Following the lifting of all Covid-19 restrictions by the Government and the Council updating its assessment of access to its buildings, the Town Hall is now open to the public and members of the public may attend meetings of the Council.

We recognise, however, that you may find it more convenient to observe the meeting via the live-stream facility, the link for which appears on the agenda front sheet.

We would ask that if you have either tested positive for Covid-19 or have any symptoms that you do not attend the meeting, but rather use the livestream facility. If this applies and you are attending the meeting to ask a question, make a deputation or present a petition then you may contact the Officer named at the beginning of the agenda and they will be able to make arrangements for the Chair of the meeting to ask the question, make the deputation or present the petition on your behalf.

The Council will continue to ensure that access to our meetings is in line with any Covid-19 restrictions that may be in force from time to time and also in line with public health advice. The latest general advice can be found here - <https://hackney.gov.uk/coronavirus-support>

#### Rights of Press and Public to Report on Meetings

Where a meeting of the Council and its committees are open to the public, the press and public are welcome to report on meetings of the Council and its committees, through any audio, visual or written methods and may use digital and social media providing they do not disturb the conduct of the meeting and providing that the person reporting or providing the commentary is present at the meeting.

Those wishing to film, photograph or audio record a meeting are asked to notify the Council's Monitoring Officer by noon on the day of the meeting, if

possible, or any time prior to the start of the meeting or notify the Chair at the start of the meeting.

The Monitoring Officer, or the Chair of the meeting, may designate a set area from which all recording must take place at a meeting.

The Council will endeavour to provide reasonable space and seating to view, hear and record the meeting. If those intending to record a meeting require any other reasonable facilities, notice should be given to the Monitoring Officer in advance of the meeting and will only be provided if practicable to do so.

The Chair shall have discretion to regulate the behaviour of all those present recording a meeting in the interests of the efficient conduct of the meeting. Anyone acting in a disruptive manner may be required by the Chair to cease recording or may be excluded from the meeting.

Disruptive behaviour may include moving from any designated recording area; causing excessive noise; intrusive lighting; interrupting the meeting; or filming members of the public who have asked not to be filmed.

All those visually recording a meeting are requested to only focus on recording Councillors, officers and the public who are directly involved in the conduct of the meeting. The Chair of the meeting will ask any members of the public present if they have objections to being visually recorded. Those visually recording a meeting are asked to respect the wishes of those who do not wish to be filmed or photographed. Failure by someone recording a meeting to respect the wishes of those who do not wish to be filmed and photographed may result in the Chair instructing them to cease recording or in their exclusion from the meeting.

If a meeting passes a motion to exclude the press and public then in order to consider confidential or exempt information, all recording must cease, and all recording equipment must be removed from the meeting. The press and public are not permitted to use any means which might enable them to see or hear the proceedings whilst they are excluded from a meeting and confidential or exempt information is under consideration.

Providing oral commentary during a meeting is not permitted.

## Advice to Members on Declaring Interests

### Advice to Members on Declaring Interests

Hackney Council's Code of Conduct applies to all Members of the Council, the Mayor and co-opted Members.

This note is intended to provide general guidance for Members on declaring interests. However, you may need to obtain specific advice on whether you have an interest in a particular matter. If you need advice, you can contact:

- Director of Legal, Democratic and Electoral Services
- the Legal Adviser to the Committee; or
- Governance Services.

If at all possible, you should try to identify any potential interest you may have before the meeting so that you and the person you ask for advice can fully consider all the circumstances before reaching a conclusion on what action you should take.

#### **You will have a disclosable pecuniary interest in a matter if it:**

- i. relates to an interest that you have already registered in Parts A and C of the Register of Pecuniary Interests of you or your spouse/civil partner, or anyone living with you as if they were your spouse/civil partner;
- ii. relates to an interest that should be registered in Parts A and C of the Register of Pecuniary Interests of your spouse/civil partner, or anyone living with you as if they were your spouse/civil partner, but you have not yet done so; or
- iii. affects your well-being or financial position or that of your spouse/civil partner, or anyone living with you as if they were your spouse/civil partner.

#### **If you have a disclosable pecuniary interest in an item on the agenda you must:**

- i. Declare the existence and nature of the interest (in relation to the relevant agenda item) as soon as it becomes apparent to you (subject to the rules regarding sensitive interests).
- ii. You must leave the meeting when the item in which you have an interest is being discussed. You cannot stay in the meeting whilst discussion of the item takes place, and you cannot vote on the matter. In addition, you must not seek to improperly influence the decision.
- iii. If you have, however, obtained dispensation from the Monitoring Officer or Standards Committee you may remain in the meeting and participate in the meeting. If dispensation has been granted it will stipulate the extent of your

involvement, such as whether you can only be present to make representations, provide evidence or whether you are able to fully participate and vote on the matter in which you have a pecuniary interest.

**Do you have any other non-pecuniary interest on any matter on the agenda which is being considered at the meeting?**

You will have 'other non-pecuniary interest' in a matter if:

- i. It relates to an external body that you have been appointed to as a Member or in another capacity; or
- ii. It relates to an organisation or individual which you have actively engaged in supporting.

**If you have other non-pecuniary interest in an item on the agenda you must:**

- i. Declare the existence and nature of the interest (in relation to the relevant agenda item) as soon as it becomes apparent to you.
- ii. You may remain in the meeting, participate in any discussion or vote provided that contractual, financial, consent, permission or licence matters are not under consideration relating to the item in which you have an interest.
- iii. If you have an interest in a contractual, financial, consent, permission, or licence matter under consideration, you must leave the meeting unless you have obtained a dispensation from the Monitoring Officer or Standards Committee. You cannot stay in the meeting whilst discussion of the item takes place, and you cannot vote on the matter. In addition, you must not seek to improperly influence the decision. Where members of the public are allowed to make representations, or to give evidence or answer questions about the matter you may, with the permission of the meeting, speak on a matter then leave the meeting. Once you have finished making your representation, you must leave the meeting whilst the matter is being discussed.
- iv. If you have been granted dispensation, in accordance with the Council's dispensation procedure you may remain in the meeting. If dispensation has been granted it will stipulate the extent of your involvement, such as whether you can only be present to make representations, provide evidence or whether you are able to fully participate and vote on the matter in which you have a non-pecuniary interest.

**Further Information**

Advice can be obtained from Dawn Carter-McDonald, Director of Legal, Democratic and Electoral Services via email [dawn.carter-mcdonald@hackney.gov.uk](mailto:dawn.carter-mcdonald@hackney.gov.uk)

## Getting to the Town Hall

For a map of how to find the Town Hall, please visit the council's website <http://www.hackney.gov.uk/contact-us.htm> or contact the Overview and Scrutiny Officer using the details provided on the front cover of this agenda.

## Accessibility

There are public toilets available, with wheelchair access, on the ground floor of the Town Hall.

Induction loop facilities are available in the Assembly Halls and the Council Chamber. Access for people with mobility difficulties can be obtained through the ramp on the side to the main Town Hall entrance.

## Further Information about the Commission

If you would like any more information about the Scrutiny Commission, including the membership details, meeting dates and previous reviews, please visit the website or use this QR Code (accessible via phone or tablet 'app')  
[Skills, Economy and Growth Scrutiny Commission](#)





<b>Skills Economy and Growth Scrutiny Commission</b> <b>25<sup>th</sup> April 2023</b> <b>Item 4 – Cabinet Question Time</b>	Item No <b>4</b>
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## **Outline**

A key element of the scrutiny function is to hold the Mayor and Cabinet to account in public as part of a Cabinet Question Time session.

In the municipal year, the Commission holds a question time session with the Cabinet and Senior Officers to ask questions about performance and decision making within the Council related to their portfolio areas within the remit of the Skills, Economy and Growth Scrutiny Commission.

## **Purpose**

The purpose of this item is to hold the Executive to account. The Cabinet Member has been asked to provide information to the scrutiny commission about the work the Council is doing in the topic areas outlined below.

- Employment and Skills for the green and circular economy
- Adult Learning - A look at the redevelopment and changes to adult learning courses and support to refugees and migrants entering the UK.

## **Reports in the agenda:**

To support this discussion the following reports are provided for background information.

- London Green Jobs and Skills
- Identifying Green Occupations in London.

## **Invited Attendee**

### **London Borough of Hackney**

- **Cllr Carole Williams**, Cabinet Member Employment, human resources and equalities

Cllr Williams has lead responsibility within Cabinet for the following areas:

- Employment strategy and partnerships
- Hackney Works
- Apprenticeships – including Hackney apprenticeships network and the apprenticeship levy
- Employment programme including supported employment, adult trainees and paid work experience
- Human resources and organizational development
- Relationship with trade unions
- Adult learning English to speakers of other languages (ESOL) – delivering excellence

- Post 18 skills, including further and higher education
- Supporting the London living wage
- Equalities and anti-racism
- Refugees and vulnerable migrants
- Windrush
- Policy, strategy and devolution
- Fair trade with the climate justice and fair trade champion
- Volunteering.

Also in attendance will be:

- **Stephen Haynes**, Strategic Director Inclusive Economy, Corporate Policy & New Homes
- **Dujon Harvey**, Head of Employment, Skills & Adult Learning.

### **Action**

The Commission is asked to note the update and ask questions.





# London Green Jobs and Skills

## Cross-London final report summary

Prepared by WPI Economics on behalf of the sub-regional partnerships of London

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- [Jobs at risk from decarbonisation](#)
- [Contact us](#)

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This is a summary of the report ***London Green Jobs and Skills*** carried out by WPI Economics and the Institute for Employment Studies for the sub-regional partnerships of London. The full report, including all sources and reference for the information in this slidepack, can be found at: <http://wpieconomics.com/publications/green-jobs-and-skills-in-london-cross-london-report>

# Key findings

## Green jobs now

- The term “green job” is directly related to policies aiming to deliver environmental goals, so we define **green jobs as those jobs that facilitate meeting net zero and broader environmental goals**
- We estimate there were some **234,300 green jobs** in the capital in 2020, **4.4% of total employment**. The largest sectors were Power (83,000 jobs), Homes and Buildings (58,200) and Green Finance (50,700)
- Green jobs in London are predominantly high-level managerial, professional and associate professional/technical roles. There is also an over-representation in skilled craft jobs (**19%, compared with 6% of all jobs in London**)
- The green workforce is male dominated (66% as compared to 54% of all workers in London are men) and there is a lower proportion of workers from Black, Asian and Minority Ethnic backgrounds in comparison with all sectors in London (30% as compared with 36% of all workers).
- The green workforce is highly qualified, and two thirds have first degrees or equivalent or higher qualifications. Among those with vocational qualifications the most common subject areas are building and civil engineering, and electricity and energy

## Skills supply considerations

- Green sectors tend to draw staff from other sectors, rather than straight from education: around **1% of the workforce enter straight from full-time education each year, compared with 3% across all sectors**
- There is a substantial pool of relevant skills in other sectors, but this is **lowest for homes and buildings and the associated skilled-craft occupations**

# Key findings

## Green jobs in the future

- Our central projection finds a potential for green jobs to increase to **505,000 by 2030 and over 1 million in 2050** in London if a net zero pathway is followed. Green jobs would increase by **8% per year** this decade, which is double the rate of the fast-growing Information and Communication sector in the decade preceding the pandemic
- There is substantial uncertainty in projecting green jobs; projections made in the report present a range of **0.6 to 1.8 million green jobs**.
- These are not net jobs as existing jobs may be lost and replaced with green jobs. However, we find that **net jobs in London could increase by around 50,000 in 2030** due to positive macroeconomic impacts.
- The central projection implies **an increase of around 140% in skilled craft workers by 2030** (including electricians, gardeners and landscape gardeners, and plumbers and heating & ventilation engineers). Nationally, there are currently skills shortages for many of these occupations – electricians, plumbers, and production managers in construction, in particular. We also project **an increase of around 120% in managerial and professional employment**; however, there is currently a greater pool of people with relevant skills in non-green jobs.
- To ensure a sufficient supply for these new jobs, there is an urgent need to increase education provision in relevant subjects and courses, increase the proportion of those taking relevant courses who progress to green employment, and increase the flows from other, non-green, sectors into green sectors, including through re-skilling training. This is most urgent in skilled craft occupations.

## Jobs in carbon intensive sectors

- The research finds that London has **390,000 jobs (7% of London employment) in carbon intensive sectors** that will need to change substantially due to the transition. Construction, land transport and aviation account for the majority of these jobs.
- **38% of people in these sectors identify as non-White** versus 11% nationally. However, this is in line with London employment more broadly, where 36% of employees identify as non-White. We also find that these sectors are likely to be male-dominated with **female workers accounting for only 18% of the employees in these sectors nationally**.

# Project goals and method

# Project goals

1. Develop a shared definition of green jobs to facilitate collaboration and joint working between London's sub-regional partnerships.
2. Understand demand for green jobs and skills to help member authorities shape employment and skills provision.
3. Develop a shared narrative on green jobs and skills, emphasising the sub-regional partnerships' collective commitment to de-carbonisation, to support their public affairs work.

## How the project was carried out

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**Literature review:** Review of literature on the definition of green jobs and skills, how to quantify them and sources for projecting growth in green jobs over time

**Engagement with boroughs and stakeholders:** Extensive engagement with sub-regional partnerships, borough Skills Officers and Recovery Leads, range of external public and private stakeholders

**Data analysis:**

- Mapping of Low Carbon and Environment Goods and Services sector data to jobs in eleven key green policy areas
- Supervised machine learning to understand companies active in the green economy across sectors
- Analysis of Labour Force Survey data on current green skills and flows into and out of relevant occupations
- Analysis of Business Register and Employment Survey data for jobs at high risk from the transition, and the equalities implications

# Defining green jobs

# Existing definitions

We reviewed six potential approaches:

- i. Environmental Goods and Services Sector (EGSS)
- ii. Low Carbon and Renewable Economy survey (LCREE)
- iii. Low Carbon and Environmental Goods and Services Sector (LCEGS)
- iv. International Labor Organization (ILO) definition
- v. Task based approach (American examples using O\*Net data)
- vi. Mission-based approach (Green Jobs Taskforce approach)

Through desk-research and stakeholder engagement we assessed the pros and cons against several criteria – see table overleaf. We concluded that there is no definition of the terms green jobs or the green economy that is divorced from policy goals – the terms exist because of the imperative to deliver on net zero and broader environmental goals.

We therefore recommended a practical “mission-based” definition:

***Green jobs are those jobs that facilitate meeting net zero and broader environmental goals.***

To decide which activity is likely to facilitate meeting net zero goals we follow the Committee on Climate Change’s recommended pathways.



# Summary prioritisation table for definitional approaches

Name	Definition	Government recognised definition?	Comprehensibility & strength of relationship to political narrative	Feasibility	Sector coverage		
					Broader than net zero?	Up to date with modern economy	In London context?
<b>Environmental Goods and Services Sector (EGSS)</b>	<i>Areas of the economy engaged in producing goods and services for environmental protection purposes, as well as those engaged in conserving and maintaining natural resources</i>	✓✓✓ National statistic	✓	✓✓ Would require ONS to provide data	✓✓✓	✓ Based on SIC codes	✓
<b>Low Carbon and Renewable Energy Economy estimates (LCREE)</b>	<i>Economic activities that deliver goods and services that are likely to help the UK generate lower emissions of greenhouse gases, predominantly carbon dioxide</i>	✓✓✓ National statistic	✓✓	✓✓ Would require ONS to provide data	X	✓✓ Survey updated annually but still misses areas due to SIC code limitations	✓
<b>Low Carbon and Environmental Goods and Services Sector (LCEGS)</b>	<i>EGSS sectors expanded to include activities that contribute and enable growth in the sector, including value and supply chains</i>	✓✓ GLA commissioned report	✓✓	✓✓✓ Requires data purchase	✓✓✓	✓✓✓ Approach updated regularly	✓✓✓
<b>Task-based approaches</b>	<i>Approaches typically from the United States that identify green tasks, and then the proportion of each job type that is spent on green tasks</i>	X Current applications US based	✓✓✓	X Timescale too short	✓✓✓	✓✓✓ Depending on approach	✓✓✓
<b>International Labor Organization</b>	<i>Jobs which reduce the consumption of energy and raw materials, limit greenhouse gas emissions, minimize waste and pollution, protect and restore ecosystems and enable enterprises and communities to adapt to climate change. In addition, green jobs have to be decent.</i>	✓ Internationally recognised	✓✓	X Not operationalised	N/A	N/A	N/A
<b>Mission-based definition following Green Jobs Taskforce</b>	<i>Employment in an activity that directly contributes to - or indirectly supports - the achievement of the UK's net zero emissions target and other environmental goals, such as nature restoration and mitigation against climate risks. 7 specific policy areas identified</i>	✓✓ National Government commissioned report	✓✓✓	✓✓✓ With modern methods ✓✓ With publicly available data	✓✓✓	✓✓✓ Can use modern methods	✓✓
<b>Mission-based definition: tailored to London context</b>	<i>Same as above but tailored to London context - suggested 11 areas including Green Finance, Environmental R&amp;D and Reducing Localised Pollution (air, water and noise)</i>	✓ Adapting a government recognised approach	✓✓✓	✓✓✓ With modern methods ✓✓ With publicly available data	✓✓✓	✓✓✓ Can use modern methods	✓✓✓

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# Mission-based definition: sectors for a London based definition

To develop a mission-based definition for London we reviewed three key sources:

- The sectors used by the [Green Jobs Taskforce](#) (2020/2021)
- The London Councils and London Environment Director's Network [Joint Statement on Climate Change](#)
- The Mayor of London's [London Environment Strategy](#) (2018)

Page 18 Combining these three sources we proposed 11 policy areas that reflect both net zero and broader environmental policy goals, shown overleaf. Although for this analysis it is useful to split these areas, it is important to stress that environmental policy crosses these boundaries – in particular, broader environmental goals and contribute to net zero and vice versa.

# Mission-based definition: sectors for a London based definition

## Net zero focus

1. **Homes and buildings:** Including retrofit, building new energy-efficient homes, heat pumps, smart devices and controls, heat networks and hydrogen boilers.
2. **Low carbon transport:** Including low or zero emission vehicles, aviation and maritime, rail, public transport and walking or cycling.
3. **Power:** Including renewables (such as wind, solar and hydropower), nuclear power, grid infrastructure, energy storage and smart systems technology.
4. **Industrial decarbonisation, hydrogen and carbon capture and storage:** Including hydrogen production and industrial use, carbon capture, utilisation & storage (CCUS) and industrial decarbonisation.
5. **Green Finance:** The concentration of financial activity in Central London means that in our context Green Finance could be a key area to identify separately.
6. **Climate change research & development:** Including private sector, academic and public research.
7. **Climate change strategy, policy, monitoring and planning:** Including public, private and NGO sector strategy and policy, outreach to citizens, environmental monitoring and use of planning system to achieve net zero.
8. **Climate adaptation:** Including flood defences, retrofitting of buildings to be resilient to extreme climate events, nature-based solutions to reduce climate impacts and civil and mechanical engineering for infrastructure adaptation.

## Broader environmental goals (may have some impact on climate change goals)

1. **Reducing localised pollution:** Including air pollution, water pollution and noise; London has ambitious goals across all three of these areas.
2. **Reduce, reuse, recycle:** Including waste management and circular economy.
3. **Green infrastructure:** Within a London context this will focus on urban green infrastructure, and include activity aimed at increasing biodiversity directly or through offsetting.

# Green jobs and skills in London: now

# Quantifying green jobs - sources

To quantify the gross number of jobs in London in the eleven green sectors we use two sources:

## 1) The Low Carbon Environmental Goods and Services (LCEGS) sector dataset

This dataset is prepared by the consultancy kMatrix and commissioned regularly for London by the Greater London Authority, and includes a broader set of activities than official definitions such as the ONS EGSS and LCREE data. However, we could not map our Climate Adaptation and Green and Blue infrastructure sectors sufficiently well so used the Data City tool discussed below. To allocate the jobs identified within LCEGS to our sectors these results we:

- Mapped data from the 2017/18 LCEGS dataset to our green jobs categories
- Estimated 2020 job figures using UK growth rates from the most recent LCEGS estimates. London figures for the period 2018/19 to 2020/21 have not been published yet, so we have currently assumed that growth for London has been in line with UK growth rates.

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## 2) The Data City Real-Time Industrial Classification tool

This guided machine learning tool allows us find companies working within specific fields, based on the way companies actually describe themselves on their websites. We worked with the Data City team to provide an initial “training set” of companies and keywords, and then iteratively improve the results by guiding the machine learning algorithm on which companies should be excluded or included. This tool allows us to identify data for the two sectors that the LCEGS data does not and identify a broad range of companies within each sector that are operating within London. As it is a tool ultimately geared towards finding companies, it is limited in its ability identify green jobs within firms that are not fully within our definition of the green economy.

# Estimated green jobs in London, 2020

- Using these two sources, gives us these estimates of green jobs in London in 2020

Sector	London		
	Numbers of jobs	% of green jobs	% of total employment
Climate adaptation	2,500	1%	0.0%
Climate change Research and Development	3,700	2%	0.1%
Climate change strategy, policy, monitoring and planning	4,100	2%	0.1%
Green and blue infrastructure	1,600	1%	0.0%
Green finance	50,700	22%	0.9%
Homes and Buildings	58,200	25%	1.1%
Industrial decarbonisation, hydrogen and carbon capture	900	0%	0.0%
Low Carbon Transport	13,700	6%	0.3%
Power	82,900	35%	1.5%
Reduce, reuse, recycle	14,500	6%	0.3%
Reducing localised pollution	1,600	1%	0.0%
<b>Total</b>	<b>234,400</b>	<b>100%</b>	<b>4.4%</b>

Source: WPI Economics calculations based on data supplied by kMatrix on their Low Carbon Environmental Goods and Services methodology and The Data City, and ONS Business Register and Employment Survey for total employment

# Estimated green jobs in London

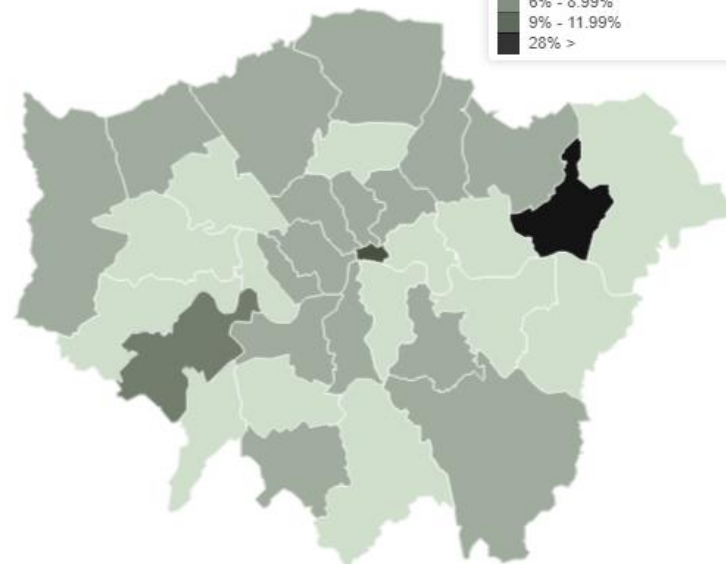
Total estimated green jobs by borough, 2020

Note: Analysis relates to the location of the job, not the location of the worker



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Estimated green jobs as a proportion of total employment by London borough, 2020



Note that this borough-level data represents 2017 data updated by UK growth rate of green jobs to 2020, so will not reflect areas that may have seen growth out of line with national averages due to e.g. the establishment of a large local green employer since 2017. 2020/21 data is expected to be available shortly

Predominance of green finance means the City of London has the highest number of green jobs, and there are relatively greater numbers of green jobs in many central London boroughs in line with the majority of jobs being located in Central London

However, as a proportion of total employment, there is less variation across London with the notable exception of Barking & Dagenham. The presence of the B&D Energy District Heating network is likely to explain this

Source: WPI Economics calculations based on data supplied by kMatrix on their Low Carbon Environmental Goods and Services methodology and The Data City, and ONS Business Register and Employment Survey for total employment by borough.

# Understanding green skills in London

Best place to start in understanding skills needed for green jobs, is to consider the skills of those currently in green jobs.

We have used Labour Force Survey data to understand the skills and demographic characteristics of those working in green jobs, through identifying the most common SIC codes within each sector.

The table shows the three most common sector classes (4-digit SIC) within each of our sectors. This illustrates both:

- a good matching (eg electrical installation in Low Carbon Transport, or plumbing in Homes and Buildings),
- but also a shortcoming of SIC codes in that many green companies fall into ‘other activities not elsewhere classified’.

The skills analysis has combined these sectors into four broader ones:

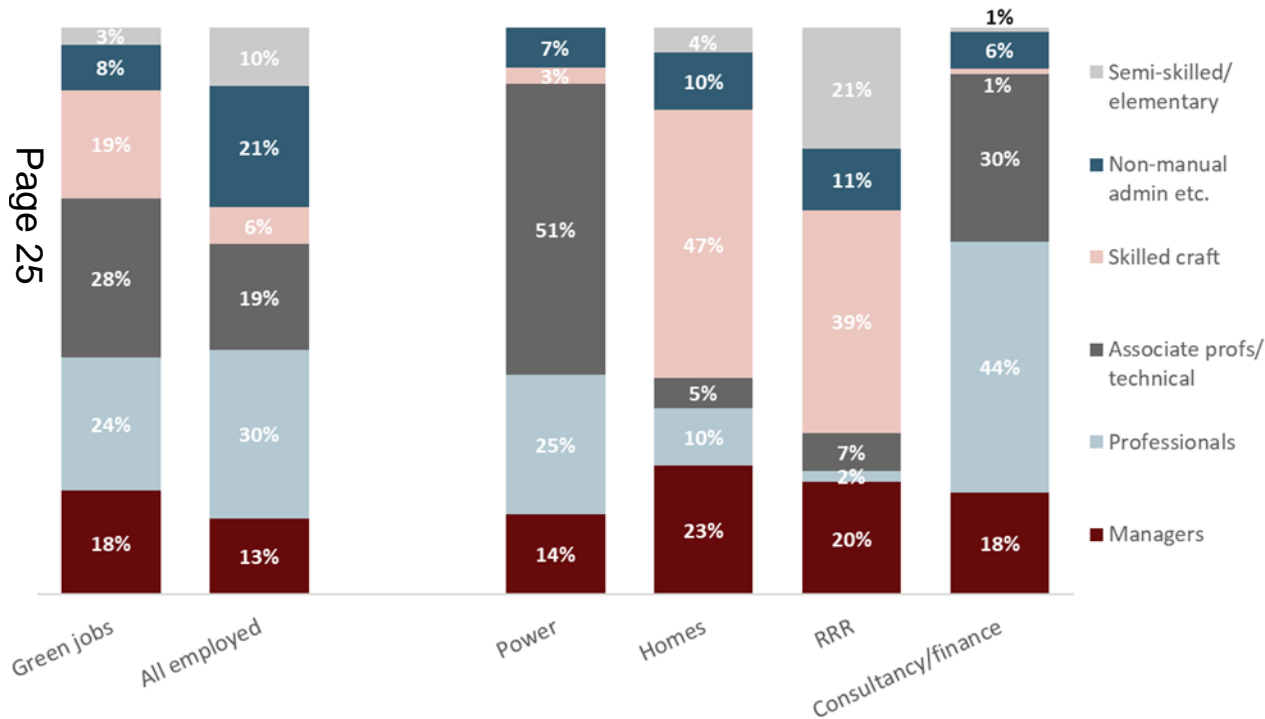
- Power
- Homes, buildings and infrastructure (including transport, industry and localised pollution)
- Reduce, reuse, recycle
- Consultancy/finance (including climate adaptation and strategy)

<b>Climate adaptation</b>		<b>Climate change strategy, research &amp; monitoring</b>		<b>Green Finance</b>	
Environmental consulting activities	21	Environmental consulting activities	75	Management consultancy activities other than financial	20
Engineering related scientific and technical consulting	11	Management consultancy activities other than financial	59	Other business support service activities n.e.c.	14
Management consultancy activities other than financial	11	Other business support service activities n.e.c.	38	Financial intermediation not elsewhere classified	12
<b>Green and blue infrastructure</b>		<b>Homes and Buildings</b>		<b>Industrial decarbonisation, hydrogen and CCUS</b>	
Other business support service activities n.e.c.	11	Plumbing, heat and air-conditioning installation	59	Engineering related scientific and technical consulting	11
Landscape service activities	8	Other business support service activities n.e.c.	27	Other business support service activities n.e.c.	8
Environmental consulting activities	8	Electrical installation	16	Management consultancy activities other than financial	8
<b>Low Carbon Transport</b>		<b>Power</b>		<b>Reduce, re-use and recycle</b>	
Electrical installation	29	Production of electricity	409	Collection of non-hazardous waste	34
Retail sale via mail order houses or via Internet	19	Other business support service activities n.e.c.	140	Recovery of sorted materials	31
Other business support service activities n.e.c.	12	Management consultancy activities other than financial	82	Treatment and disposal of non-hazardous waste	30
<b>Reducing localised pollution</b>					
Environmental consulting activities	37				
Other professional, scientific and technical activities n.e.c.	25				
Engineering related scientific and technical consulting	16				



# Occupational patterns of employment

- Green jobs in London are predominantly high-level managerial, professional and associate professional/technical roles (70%); however, professional jobs are under-represented compared with all sectors in London
- There is also an over-representation in skilled craft jobs (19%, compared with 6% of all jobs in London)
- Power, and consultancy/finance have the highest concentrations of managerial/professional/technical jobs, while homes, buildings and infrastructure and reduce, reuse, recycle have substantial proportions of skilled craft roles



The detailed occupations reflect the main activities within each sector, for example:

- Electricians, gardeners and plumbers in homes, buildings and landscape
- Management consultants and other finance, sales and marketing professionals and managers in consultancy/finance

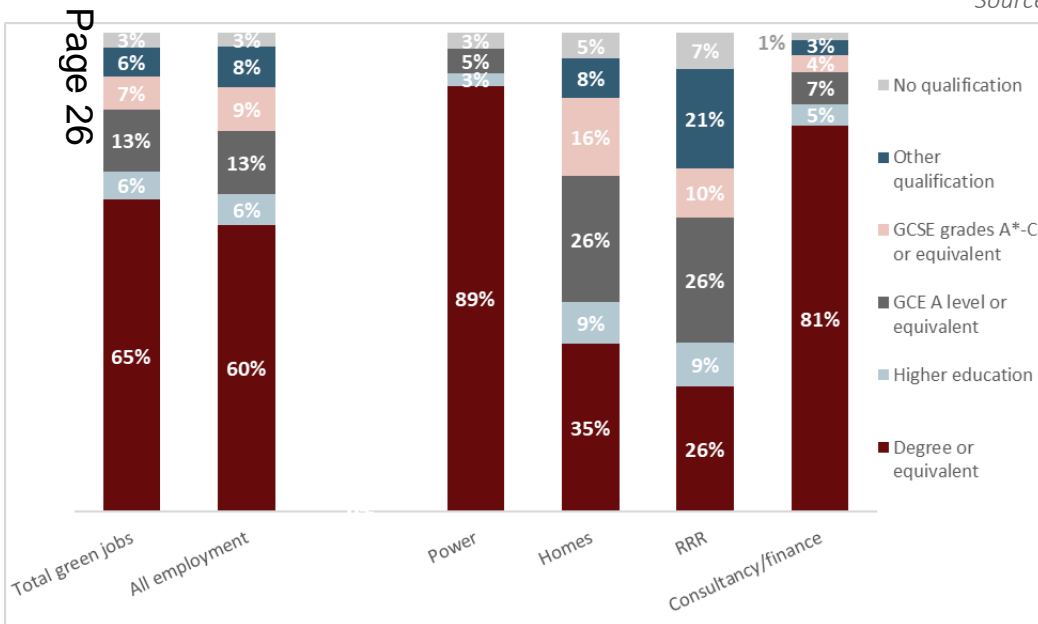
Source: Quarterly Labour Force Survey, Jan-Mar 2020 to Oct-Dec 2020 combined

# Demographics and qualifications of the workforce

- The green workforce is male dominated, with a lower proportion of workers from Black, Asian and Minority Ethnic backgrounds in comparison with all sectors in London
- The consultancy/finance sector has the highest proportion of female workers, while the reduce, reuse, recycle sector has the highest proportion of workers from Black, Asian and Minority Ethnic backgrounds

	All green jobs	All sectors	Power	Homes	Reduce, re-use and recycle	Consultancy / finance
Male	66%	54%	77%	80%	77%	59%
Female	34%	46%	23%	20%	23%	41%
White	70%	64%	94%	72%	64%	70%
Black, Asian and Minority Ethnic	30%	36%	6%	28%	36%	30%

Source: Quarterly Labour Force Survey, Jan-Mar 2020 to Oct-Dec 2020 combined



Source: Quarterly Labour Force Survey, Jan-Mar 2020 to Oct-Dec 2020 combined

- The green workforce is highly qualified, and two thirds have first degrees or equivalent or higher qualifications (more than four fifths in power, and consultancy/finance)
- Engineering graduates, those with physical/environmental science degrees, and those with business/finance degrees are over-represented
- Among those with vocational qualifications (mainly in homes, building and landscape, and reduce, reuse, recycle sectors), building and civil engineering, and electricity and energy are the most common subject areas

# Skills supply considerations

## Green sectors tend to draw staff from other sectors, rather than straight from education

- Around 1% of the workforce enter straight from full-time education each year, compared with 3% across all sectors
- Entrants from other sectors to green sectors make up 6% of the current workforce each year
- Manufacturing sectors are a key source of labour and skills

## There is a substantial pool of relevant skills in other sectors

- The number of workers in key occupations related to green sectors but working in non-green sectors is around twice as large as the current green workforce
- This additional 'pool' is largest for consultancy/finance, and smallest for homes, buildings and landscape

## Provision in the FE sector

- Just over 20,000 learners in relevant courses in FE; stable over recent years, but large increases in numbers in building and construction courses
- Similarly, around 20,000 apprenticeship starts in relevant sector subject areas - mostly in business apprenticeships rather than craft apprenticeships
- Around 7,000 apprenticeship achievements
- Learners in FE/apprenticeships are just under 20% of the size of the workforce

## Provision in the HE sector

- There is a large HE student population in London, c. 250,000 first degree students
- The number of business/finance graduates each year is almost half the size of the workforce with these degrees
- However, new engineering graduates represent a quarter of the number of employed in green sectors
- And new graduates in physical/environmental sciences represent 15% of the graduate workforce

# Green jobs and skills in London: the future

# Projections for growth in jobs

- We reviewed a wide range of UK based and international literature to gather sources for anticipated growth rates in green employment in each of the policy areas. Where available we have used London specific data
- Key sources include:
  - CCC (2017): UK business opportunities of moving to a low carbon economy
  - LGA / Ecuity (2020): Local green jobs - accelerating a sustainable economic recovery
  - Building the net zero energy workforce (National Grid)
  - Net Zero Housing workforce / London Councils Pathways Report (Parity Projects)
  - ILO (2020) The employment impact of climate change adaptation
  - Vivid Economics and Barton Willmore (2020) Levelling Up and Building Back Better Through Urban Green Infrastructure: An Investment Options Appraisal
  - Green Alliance / Wrap (2015) Opportunities to tackle Britain's labour market challenges through growth in the circular economy
- We constructed a central scenario on the basis of the apparently most likely outcomes, and a low and high scenario that represent issues such as:
  - **Low:** More likely outcome if there are green skills shortages, lower uptake rates of green technology and / or less effective policy
  - **High:** Possible outcome if London captures a greater share of exportable green services and makes fast progress towards the 2030 net zero target that allows London green industry to capture more of the market both in London and outside

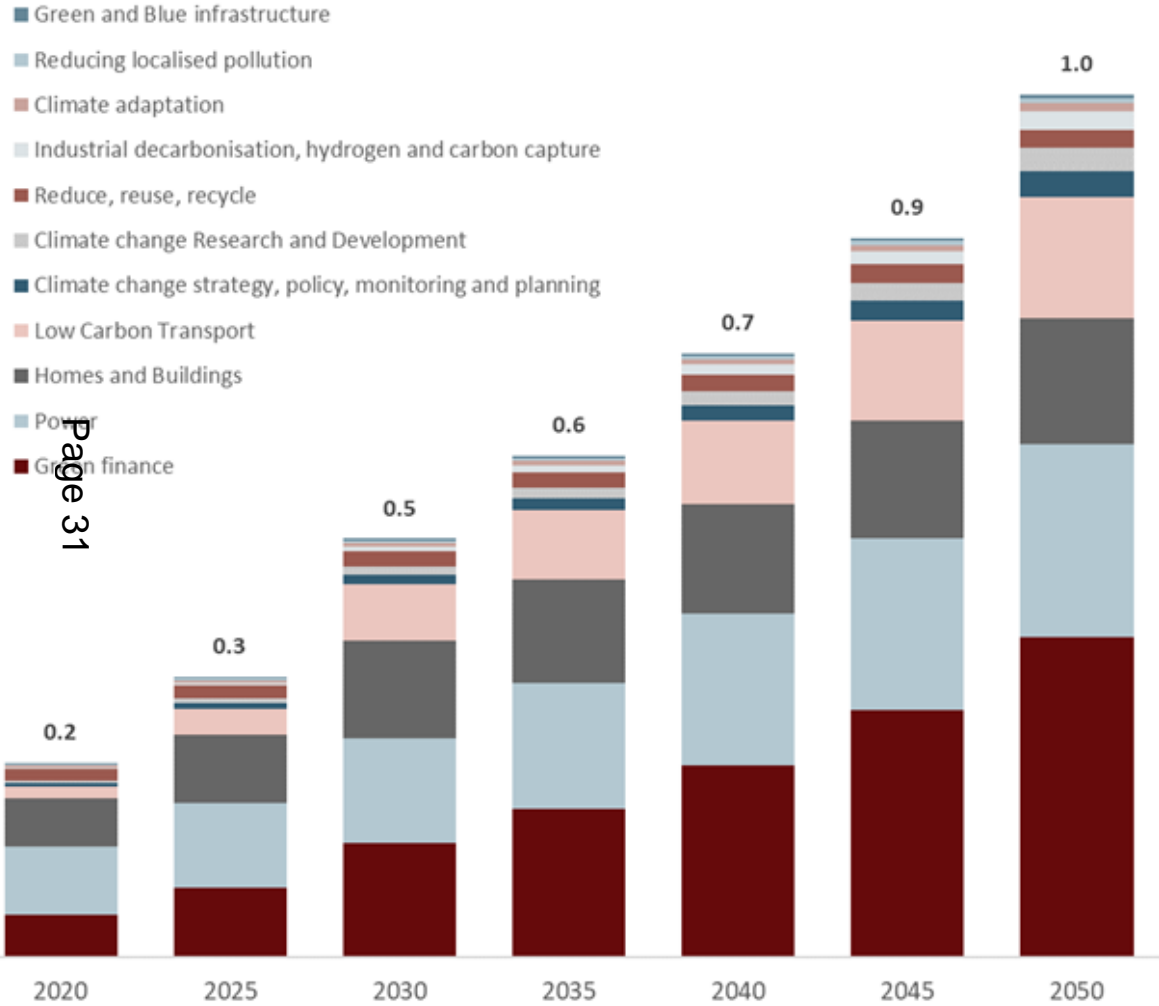
# Projections of yearly growth rates of green jobs by sector, central scenario (gross increase)

	2021-2030	2031-2040	2042-2050
<b>Green finance</b>	11%	5%	5%
<b>Power</b>	4%	4%	2%
<b>Homes and Buildings</b>	7%	1%	1%
<b>Low Carbon Transport</b>	18%	4%	4%
<b>Climate change strategy, policy, monitoring and planning</b>	11%	5%	5%
<b>Climate change Research and Development</b>	11%	5%	5%
<b>Reduce, reuse, recycle</b>	2%	1%	1%
<b>Industrial decarbonisation, hydrogen and carbon capture</b>	22%	6%	6%
<b>Climate adaptation</b>	5%	5%	5%
<b>Reducing localised pollution</b>	5%	5%	5%
<b>Green and Blue infrastructure</b>	4%	2%	2%
<b>Total</b>	8%	4%	4%

Source: WPI Economics calculations

# Central projection for 1 million green jobs by 2050

## Projections of green jobs in London (millions)

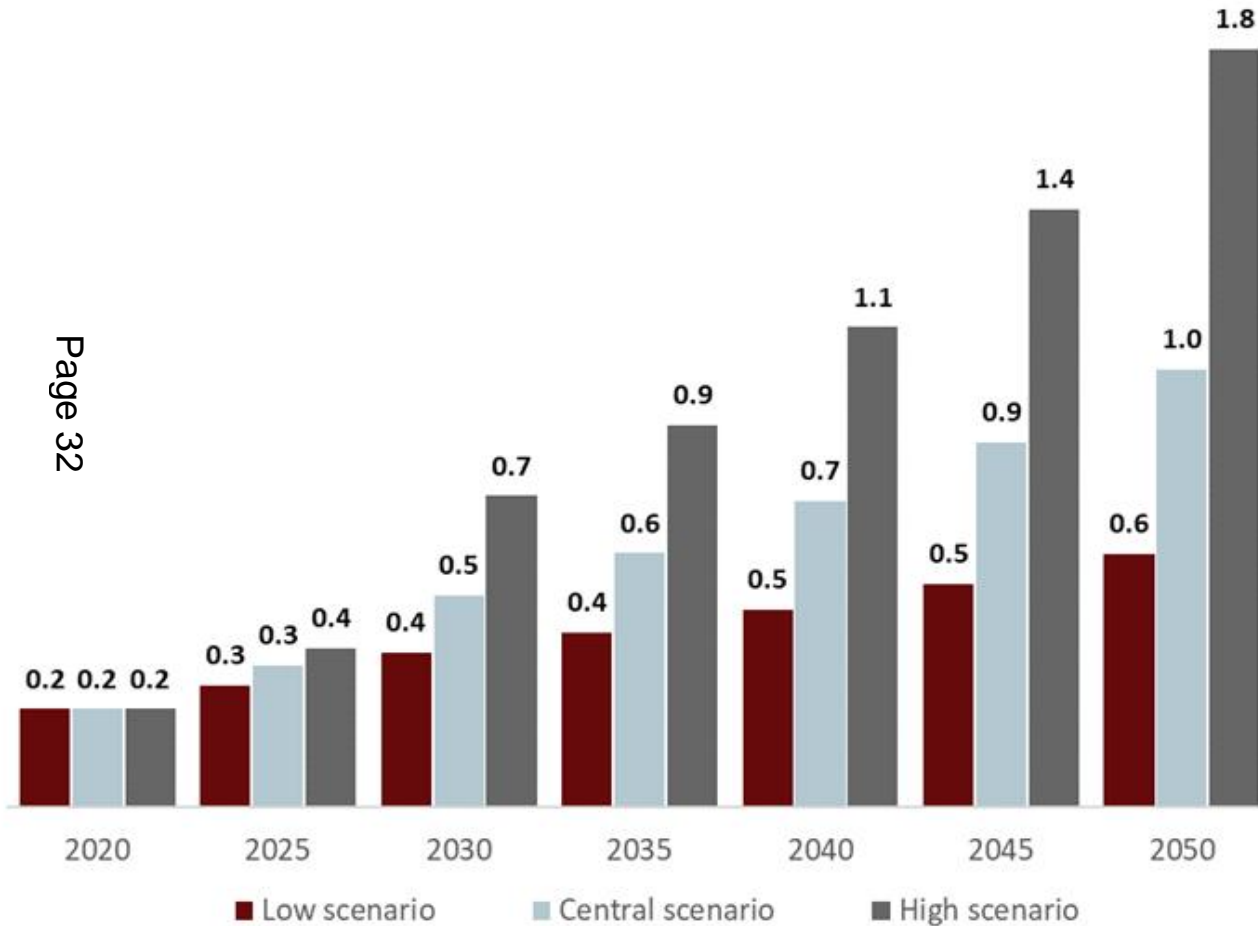


Source: WPI Economics calculations

- Our central projection is for around half a million green jobs in London by 2030 and around 1 million by 2050
- Average rate of growth:
  - 8% per year between now and 2030
  - 4% per year between 2030 and 2050
- This represents extremely fast growth. Over the decade preceding the pandemic, total employment grew by 13% over the whole period, or **1.2% per year**
- The fastest growing sectors were:
  - Real Estate activities: **4% per year**
  - Information & Communication: **4% per year**
  - Professional, Scientific and Technical activities: **3% per year**

# The number of green jobs in the next three decades is highly uncertain

Scenarios for projections of total green jobs in London (millions)



- Our low projection still sees substantial growth, but to only around 600,000 green jobs by 2050 rather than 1 million. This represents the potential impact of skills shortages, lower uptake rates and / or less effective policy
- Our high projection represents the potential for London to capture a greater share of the green services sector globally, and the potential benefit of moving faster to meet the 2030 net zero target – this could lead to up to 1.8 million green jobs by 2050

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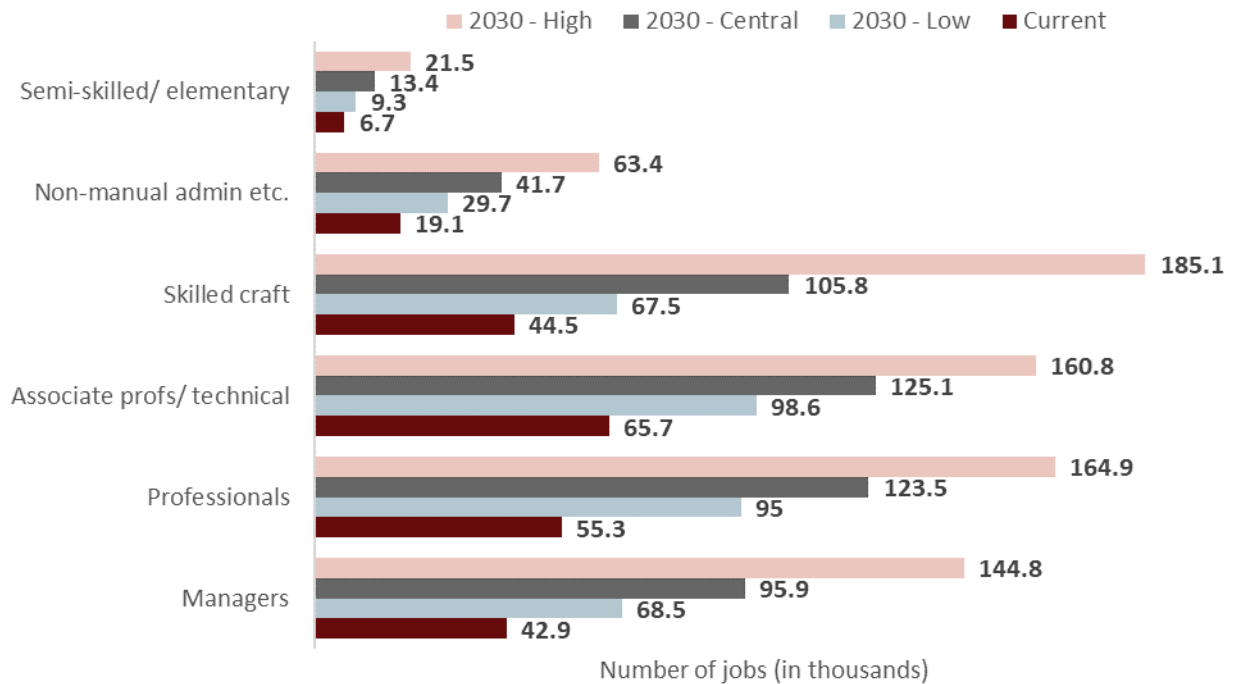
Source: WPI Economics calculations



# Projections of jobs by occupation to 2030

- The implications of the central scenario for employment by occupation to 2030 are an increase of 138% in skilled craft workers, and increases of 123% in managerial and professional employment; associate professionals are projected to grow more slowly (90%)
- In 2030, there would be 125,000 associate professional workers, a similar number of professionals, 106,000 skilled craft workers, and 96,000 managers
- But under the high growth scenario, the number of skilled craft workers in 2030 would be 185,000, more than four times the current level ...
- ... with a threefold increase in managers and professionals
- These occupational projections assume the occupational mix within each of the four broad sectors will remain the same over time, but each sector grows at a different rate

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# Detailed occupational changes, and skills supply implications

## Largest increases to 2030 among skilled craft workers under central scenario

- 17,500 more electricians – 140% increase
- 12,600 more gardeners and landscape gardeners – 161% increase
- 9,900 more plumbers and heating & ventilation engineers – 161% increase

## Largest increases to 2030 among man/prof/technical workers under central scenario

- 24,900 more business associate professionals (business systems analysts, data analysts etc.) – 61% increase
- 15,200 more management consultants – 167% increase
- 9,800 more production managers in construction – 161% increase

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- Nationally, there are skills shortages currently for many of these occupations – electricians, plumbers, and production managers in construction
- Green sectors currently draw substantially more staff from other sectors, than straight from education – but if all new jobs were filled by entrants from education, the sector would need to attract half of all FE/HE leavers with relevant skills
- To ensure a sufficient supply for these new jobs, there is an urgent need to:
  - Increase education provision in subjects and courses that are relevant for green jobs
  - Increase the proportion of those taking relevant courses who progress to employment within green sectors; and
  - Increase the flows from other, non-green, sectors into green sectors, including through re-skilling training

# Impact of net zero on the total number of jobs in London

# Overall impact on employment

All these jobs are not all additional jobs to the London economy because:

- A non-green job may have become a green job;
- Some jobs may cease to exist.

But [modelling for the CCC](#) has found that there will be an increase in the **net number of jobs in the UK** due to the change to a net-zero carbon economy by 2050 because:

- i. The transition to a low carbon economy requires that investment is brought forward into capital-intensive technologies, stimulating economic demand;
- ii. The decarbonisation of power reduces the imports of oil and gas, which in turn increases domestic production, leading to increases in GDP and employment; and
- iii. Electricity prices are expected to fall, as economies of scale for low carbon energy technologies are substantial. Low electricity prices boost GDP and employment and also reduce consumer prices across the economy.

**Employment is projected to be around 1% higher by 2035, equivalent to 300,000 net jobs across the whole of the UK economy.**

We have estimated the impact on the London economy of the move to net zero policies by overlaying these sectoral changes on London's pattern of sectoral employment.

*Estimated impact of net zero policies on net employment in the UK, by sector*

Sector	Employment, UK (% change from baseline of current policies rolled forward)	
	2030	2050
Agriculture	4.2%	2.9%
Mining and refinery	-7.8%	-11.0%
Utilities	4.5%	35.5%
Manufacturing and construction	1.1%	0.5%
Distribution, retail, hotel and catering	1.8%	0.9%
Transport and communications	2.0%	0.1%
Services	0.2%	0.0%

*Source: Climate Change Committee (2020) Economic Impact of the Sixth Carbon Budget (Cambridge Econometrics)*

# Estimated impact of net zero policies on net employment in London

## Estimated impact of net zero policies on net employment in London

- We find that if London's sectoral changes are in proportion to the rest of the UK then overall employment in London could increase by around 50,000 by 2030, and 20,000 by 2050 due to the move to net zero policies compared to current policies
- This is a positive, although represents only a small proportion of overall employment (less than 1%)

Sector	Jobs in London, 2019	Estimated jobs in London, 2030			Estimated jobs in London, 2050		
	Latest data	Based on current policies	With net zero policies	Change due to net zero policies	Based on current policies	With net zero policies	Change due to net zero policies
Agriculture	1,800	1,600	1,600	0	1,200	1,300	100
Mining and refinery	2,500	2,300	2,100	-200	1,700	1,600	-100
Utilities	28,000	25,300	26,500	1,200	19,600	26,500	6,900
Manufacturing and construction	328,000	325,900	329,500	3,600	311,400	312,900	1,500
Distribution, retail, hotel and catering	1,054,000	1,106,800	1,126,800	20,000	1,134,900	1,145,100	10,200
Transport and communications	708,000	766,900	782,200	15,300	838,000	838,800	800
Services	3,246,000	3,624,200	3,631,500	7,300	4,136,000	4,136,000	0
<b>Total</b>	<b>5,368,000</b>	<b>5,853,000</b>	<b>5,900,000</b>	<b>47,200</b>	<b>6,443,000</b>	<b>6,462,000</b>	<b>19,400</b>

Source: WPI calculations based on Climate Change Committee (2020) Economic Impact of the Sixth Carbon Budget (Cambridge Econometrics) and ONS Business Register and Employment Survey

# Jobs at risk from decarbonisation

# Carbon intensive industries

Following the method in the report *Greening the Giants (Onward, 2021)* we gathered information on “carbon intensive sectors” i.e. those sectors that either have emissions above 100tCO<sub>2</sub>e per job or which contribute more than 2% of annual total UK emissions. These are:

- Agriculture
- Aviation
- Carbon intensive manufacturing
- Coal and lignite mining
- Construction
- Electricity, gas, steam and air conditioning supply
- Land Transport
- Oil and gas
- Retail\*
- Shipping and fishing
- Steel
- Waste and sewerage

\*In common with Onward, we exclude retail from the cross-sectoral analysis because the sector has been assessed as having 91% of jobs not exposed to the transition. We also exclude Coal and lignite mining, as there are no jobs in this sector in London in 2019.

# Jobs in carbon intensive sectors, London

## Jobs in carbon intensive sectors

	SIC code section	Employment, 2019	Proportion of employees that identify as an ethnicity other than "White"		Proportion of people in employment that identify as female	
			London	London	Great Britain	London
<i>NB/ This data is at the SIC code section level only</i>						
Construction	F	205,000	24%	7%	-	14%
Land Transport	H	112,700	55%	18%	39%	22%
Aviation	H	37,000	55%	18%	39%	22%
Waste and sewerage	E	12,750	56%	7%	-	23%
Electricity, gas, steam and air conditioning supply	D	12,000	44%	10%	-	23%
Carbon intensive manufacturing	C	6,260	38%	9%	-	27%
Shipping and fishing	Mostly H	3,050	55%	18%	39%	22%
Oil and gas	B	1,750	44%	7%	-	23%
Agriculture	A	1,000	4%	1%	-	26%
Steel	C	185	38%	9%	-	27%
<b>Total in carbon intensive sectors</b>		<b>390,000</b>	<b>38%</b>	<b>11%</b>	<b>-</b>	<b>18%</b>
<b>All industries</b>		<b>5,252,000</b>	<b>36%</b>	<b>13%</b>	<b>-</b>	<b>48%</b>

Source: ONS Business Register and Employment Survey (BRES) and Annual Population Survey (APS).  
Notes: The data on gender breakdown of industries in London for SIC codes A-F is not available; the ONS say the figures are suppressed as they are statistically unreliable.

- Although it is not possible to get demographic data at a detailed industrial breakdown, we can establish the likely picture by using the broad section level SIC codes for each of the ten areas

- We identify that 390,000 of London's 5.3m jobs (7%) are in carbon intensive industries and therefore at highest risk of change. This is slightly lower than the rest of the economy (11%)

- The ethnic mix of these sectors is approximately in line with London employment as a whole

- National data suggest that the carbon intensive industries have relatively more male employees, with female workers accounting for only 18% of the employees. London data is not available for many of the SIC codes from the ONS unfortunately; and

- There is no strong pattern in the age of workers in the 11 carbon intensive sectors.



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Working Paper 99

# Identifying Green Occupations in London

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## Executive summary

In this paper we use an O\*NET-based<sup>1</sup> classification of green jobs to identify occupations that are likely to be affected by the transition to a low-carbon circular ('greener') economy. This approach provides a broad and inclusive framework for exploring the impacts of green activities and technologies on jobs and skills in London. It allows us to identify occupations where a process of greening will result in:

- an increase in demand for existing jobs and skills, without significant changes in work or worker requirements (e.g. construction operatives for insulation work or bus and coach drivers);
- significant changes in tasks and skills for existing job roles (e.g. vehicle technicians for work on electrical vehicles or construction managers to apply new green building strategies); or
- new and emerging job roles with unique green skill areas (e.g. management consultants focused on sustainability issues or marketing professionals focused on green marketing).

This paper adds to previous GLA Economics research on the impacts of the transition to a greener economy based on analysis of greenhouse gas emissions by industry group.<sup>2</sup> Our findings have also been used to inform GLA-commissioned research which aims to identify Adult Education Budget (AEB) courses related to green jobs and explore ways for the AEB to meet green skills needs in future.

## Background

Delivering a green economic recovery and reducing greenhouse gas emissions in pursuit of net zero could have a significant impact on London's labour market. A variety of jobs are likely to change as the result of the transition to a low-carbon circular economy, in both the short term and the longer term.

Identifying which jobs and skills will be affected by these changes, and integrating this information into education and training provision, is a priority for mayoral and national climate policy. This is important for both meeting green skills needs and preparing people for work in a greener economy.

## Key findings

- **There were 1.5m jobs in occupations affected by greening in London in 2019**, which equates to over a quarter of all jobs (28%) in London. This figure is higher than estimates derived from other approaches. Our approach is relatively broad and includes all of the jobs in a 'green' occupation, whereas other green definitions tend to focus on jobs or businesses directly involved in low-carbon or environmental activities.
- **The rate of jobs growth in occupations affected by greening has been higher than for non-green occupations in recent years.** The number of jobs in green occupations increased by 4.1% per year from 2015 to 2019 against an average of 0.6% in non-green occupations. This suggests that the impact of greening could, to some extent, already be taking place within these occupations.
- **The number of London-based jobs in green occupations is highest in the managerial, professional, and associate professional and technical groups.**<sup>3</sup> Some 72% of jobs in occupations affected by greening were in these groups in 2017-19 and a further 14% were in skilled trades roles. While most green occupations will face changes as a result of the transition to a greener economy, this

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<sup>1</sup> Occupational Information Network (O\*NET), an occupational database produced by the United States Department of Labor.

<sup>2</sup> GLA Economics (2021): [Just transition: initial analysis by industry group in London](#).

<sup>3</sup> Major groups 1-3 of the UK SOC2010 classification.

profile suggests that the need to upskill or reskill could be especially relevant to higher-skilled occupations.

- **The sectors with the highest shares of jobs in green occupations also tend to be relatively high emitting.** This includes electricity and gas (70% of jobs), construction (65%), manufacturing (42%) and transport & storage (36%). At the same time, greening in London will also have a major impact on activities that indirectly support the pursuit of net zero, such as finance and professional services.
- **The transition to a greener economy will have wide-ranging and variable impacts on skills and training requirements.** We identify a range of occupations where workers will need to carry out new or enhanced green tasks, with implications for education provision and workforce training. But our findings also indicate the need to address existing skills shortages to support the transition to a greener economy in London, even where there is less of a need for new or enhanced green skills.
- **The quality of jobs is likely to vary between different green occupational categories.** Overall, employee jobs in green occupations are more likely to be permanent and command higher pay than jobs in non-green occupations. This is particularly true for those in green enhanced skills and green new and emerging occupations, but not for employee jobs in green increased demand occupations.
- **The proportion of workers who participate in job-related training in green occupations is lower than for non-green occupations.** Only a fifth (20%) of individuals surveyed in 2017-19 who worked in a green occupation in their main job reported receiving training in the past three months, compared to a quarter (25%) of workers in non-green occupations. Receipt of job-related training is, however, far higher in green new and emerging occupations than in green increased demand occupations.
- **There is scope to increase the diversity of employment in occupations affected by greening.** Jobs in green occupations are more likely to be held by men than women (73% of jobs in green occupations were held by men in 2017-19) and a relatively high proportion of job holders are from a White ethnic background (74% compared to 67% for non-green occupations) with fewer from ethnic minorities.

## Limitations and caveats

There are limitations to our approach to be aware of. Our analysis of green occupations relies on a novel application of research originally carried out in the United States and any mapping between occupational taxonomies is likely to be imperfect. Green occupational requirements will also vary between regions and evolve over time as the transition to a greener economy takes place.<sup>4</sup>

For these and other reasons, our findings should be interpreted with caution. This research is not definitive and there are, for example, likely to be occupations affected by greening we do not identify. It's also worth noting that the occupation-based classification we adopt here should only be considered complementary to other definitional approaches. The Low Carbon and Environmental Goods and Services (LCEGS) data produced for the Greater London Authority (GLA) remains vital for quantifying and monitoring the impact of key sectors supporting the transition to a low-carbon circular economy.<sup>5</sup>

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<sup>4</sup> Ultimately, most jobs and skills will need to become 'greener' to achieve net zero emissions targets.

<sup>5</sup> See: kMatrix (2020) [London's Low Carbon and Environmental Goods and Services Sector: Interim Report - November 2020](#)

### Illustrative examples of green occupations and related jobs

<b>Green category</b>	<b>Examples of SOC2010* occupations</b>	<b>Examples of green-related jobs</b>
Green increased demand	Construction operatives n.e.c. ** Carpenters and joiners Bus and coach drivers	Insulation installers Construction carpenters Bus drivers
Green enhanced skills	Plumbers and heating and ventilating engineers Vehicle technicians, mechanics and electricians Finance and investment analysts and advisers	Renewable energy engineers Electric vehicle mechanics Directors of sustainability
Green new and emerging	Management consultants and analysts Actuaries, economists and statisticians Marketing associate professionals	Sustainability consultants Environmental economists Green marketers

Source: GLA Economics analysis of O\*NET and Emsi.

\*UK Standard Occupational Classification 2010. \*\* Not elsewhere classified.



# 1 Introduction

Delivering a green economic recovery and reducing greenhouse gas emissions in pursuit of net zero could have a significant impact on London's labour market. A variety of jobs are likely to change as the result of the transition to a low-carbon circular economy ('greening').<sup>6</sup> These changes will have important implications for education and training in London, in both the short term and the longer term.

For analysis to inform skills and other policy interventions, it is necessary to adopt criteria to classify jobs as 'green'. There are already several different approaches to defining and measuring green jobs in the UK. These work well for quantifying and monitoring the impact of key sectors, but face limitations when it comes to understanding how different jobs and skills will be affected by greening. As the Green Jobs Taskforce (2021) puts it, 'The UK's climate ambition will entail an economy-wide transformation.'

Every job has the potential to become green or be affected by greening, but not all jobs or sectors will be impacted in the same way or at the same time. Research shows that future demand for green skills is likely to sit on a spectrum – ranging from specific technical requirements in activities directly supporting the transition to a greener economy (e.g. renewable energy), to more general skills needed across sectors. In this context, it makes sense to adopt a more scaled approach, rather than a binary classification of jobs as 'green' or 'not green'.

In this paper we explore an alternative US O\*NET-based classification of green jobs.<sup>7</sup> We use this classification to identify which UK occupations (SOC2010) are likely to be affected by the transition to a greener economy. This approach, although not perfect, provides a broad and inclusive framework for exploring the potential impacts of green activities and technologies on jobs and skills in London.

Here we apply this framework to consider the following:

- What kinds of occupations will be affected by the transition to a low-carbon circular or 'greener' economy in London?
- What are the likely implications of this transition in terms of skills, qualifications and workforce requirements?
- What do we know about the types of jobs and characteristics of workers in occupations affected by the 'greening' of the economy?

The rest of the paper is organised as follows:

- Section 2 sets out some of the challenges of defining green jobs and describes the O\*NET-based classification we adopt to identify occupations affected by the transition to a low-carbon circular economy or 'greening' of the economy.
- Section 3 summarises our data sources and draws attention to some key data-related limitations.
- Section 4 explores our findings. We discuss the number and types of jobs in occupations affected by greening in London and how this has changed in recent years. We also provide initial evidence on job type, workforce characteristics and location of jobs in occupations affected by greening.

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<sup>6</sup> In this paper: the 'green economy' or 'low-carbon circular economy' refers to economic activity related to reducing fossil fuel usage, decreasing pollution and greenhouse gas emissions, recycling materials, increasing energy efficiency, and developing/adopting renewable energy sources; 'greening' is the extent to which green economy activities and technologies increase the demand for existing occupations, shape the work and worker requirements needed for occupational performance, or generate unique work and worker requirements; and 'green skills' are skills needed by the workforce, across all sectors and levels, to help the adaptation of products, services and processes to changes due to climate change and to environmental requirements and regulations. See the glossary of key terms for more details.

<sup>7</sup> Occupational Information Network (O\*NET), an occupational database produced by the United States Department of Labor.

## 2 Methodology

### 2.1 Defining green jobs

This section outlines some of the challenges of defining green jobs and skills from a labour market perspective. It then describes the alternative US O\*NET-based classification of green jobs we have used to identify occupations that are likely to be affected by the transition to a low-carbon circular or 'greener' economy in London.

#### Background

Delivering a green economic recovery and reducing greenhouse gas emissions in pursuit of net zero could have a significant impact on the labour market in London. While the exact impacts will be shaped by a range of factors,<sup>8</sup> there are three main ways that jobs could be affected by 'green-biased' change:

- Structural changes could lead to increased demand for some jobs and decreased demand for others.<sup>9</sup>
- Existing jobs could experience changes in tasks or duties to be carried out, which may require adjustments to training and qualification frameworks.
- Green economic activities and technologies could create demand for new or renewed job roles and related qualifications and skills profiles.

Identifying which jobs and skills are likely to be affected by these changes, and integrating this information into education and training provision, is a priority for mayoral and national climate policy (Committee on Climate Change, 2020; Green Jobs Taskforce, 2021). This is important for both meeting green skills needs (i.e. avoiding skills bottlenecks) and preparing people for work in a greener economy.<sup>10</sup>

#### Challenges of defining green jobs

For analysis to inform skills and other policy interventions it is necessary to adopt working criteria to classify jobs as 'green'. There are, however, several different approaches to measuring green jobs in the UK with no universally agreed definition. As the ONS (2021a) puts it:

'The term "green job" has no one particular meaning, so this is a complex area. Often, more than one definition is cited, and different definitions can suit different uses.'

Different statistical frameworks are available to quantify and monitor the impact of key sectors supporting the transition to a low-carbon circular economy (Table 1). These approaches provide valuable insights but also face limitations when it comes to understanding how different jobs and skills will be affected by green-biased change. For example:

- They tend to focus on a somewhat narrow range of green activities or sectors, based on their final outputs or 'green credentials' (Sofroniou and Anderson, 2021). For example, data on the environmental goods and services sector (EGSS) produced by the ONS focuses exclusively on jobs engaged in 'producing goods and services for environmental protection purposes' and 'conserving and maintaining natural resources' (ONS, 2021a). While clearly important, this kind of approach does not cover the *full* range of jobs that could be affected by the move to a greener economy.

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<sup>8</sup> According to the ILO (2019) '[t]he changing environment, policies and regulations, green technology and innovation, green productivity and green markets are all stimulating demand for skills for green jobs, both directly and indirectly through supply chains.'

<sup>9</sup> In this paper we mainly focus on increases in demand. However, for initial analysis on high greenhouse gas emitting sectors, see GLA Economics (2021).

<sup>10</sup> For example, '[a] major role going forward for public actors will be to provide direction and co-ordination for skills development and training activities to occur' (OECD/Cedefop, 2014).

- They typically do not map directly on to other standard job classifications. For example, the LCEGS data produced for the GLA by kMatrix operates on a ‘bottom up’ basis with unique sectoral categories. The process helps to classify and quantify otherwise difficult-to-measure green activities and their supply chains. But it also means the data cannot be easily translated into other relevant datasets, thereby limiting the range of further (e.g. labour market-related) analysis that can be carried out.

Looking ahead, the demand for green skills is also likely to sit on a spectrum with varying requirements across different areas of the economy. This will include significant changes in terms of the technical skills and knowledge required in activities directly supporting the transition to a greener economy (e.g. renewable energy) as well as changes in general or core skills requirements across a range of other sectors (International Labour Organization (ILO), 2019).<sup>11</sup> In this context, it makes sense to adopt a more disaggregated approach rather than adopting a binary classification of jobs as ‘green’ or ‘not green’ (Auktor, 2020).

**Table 1: Examples of existing approaches to defining green jobs in the UK**

Definitional approach	Criteria
EGSS – ONS	Economic activities that produce goods and services for environmental protection, as well as those engaged in conserving and maintaining natural resources. Excludes goods and services produced for purposes that, while beneficial to the environment, primarily satisfy technical, human and economic needs or are requirements for health and safety.
Low-carbon and renewable energy economy – ONS	Economic activities that deliver goods and services that are likely to help the UK generate lower emissions of greenhouse gases, predominantly carbon dioxide. Activities such as recycling and the protection of biodiversity are not among the sectors included in this definition.
LCEGS – kMatrix	The LCEGS sector has been defined using 24 sub-sectors which are grouped into three broad categories: environmental; renewable energy; and low carbon. This bottom-up and inclusive approach measures the core activities within each sector along with those in the supply chain.

### **O\*NET classification of green occupations**

In the rest of this paper we explore an alternative way of identifying green jobs and skills. The approach we adopt is based on research originally carried out in the United States by Erich Dierdorff and colleagues (Dierdorff et al., 2009; 2011) and their resulting O\*NET-based classification of green jobs.

This O\*NET-based classification, which should be considered complementary to other definitional approaches, is unique in several respects.

<sup>11</sup> Ultimately, most jobs and skills will need to become ‘greener’ to achieve net zero emissions targets (Skills Development Scotland, 2020). However, recent analysis also suggests that relatively few skills are specific to green jobs (Bowen et al., 2018).

First, it takes a scaled approach to identifying green jobs, highlighting the differential impacts of the transition to a greener economy through a process of ‘greening’. That is:

‘... the extent to which green economy activities and technologies increase the demand for existing occupations, shape the work and worker requirements needed for occupational performance, or generate unique work and worker requirements’ (Dierdorff et al., 2009; 2011).

Second, it distinguishes between three categories of green jobs. This step – which is based on a judgement about the impact of green economy activities and technologies on occupational demand and worker requirements – is considered essential for ‘locating, describing, and forecasting potential workforce consequences of the green economy’ (Dierdorff et al., 2011). The resulting categories are:

- **Green ‘increased demand’ occupations** – these green occupations are not subject to any significant change in work and worker requirements, but are in increased demand due to greening. The context of work might change but the competencies and tasks remain the same.
- **Green ‘enhanced skills’ occupations** – these green occupations are not new but are subject to significant changes in work and worker requirements, which may or may not be associated with a change in demand. The essential purposes of the role remain the same, but tasks, skills, knowledge and external elements, such as credentials, are altered.
- **Green ‘new and emerging’ occupations** – the impact of green economy activities and technologies is sufficient to create the need for unique work and worker requirements, resulting in the generation of new or renewed roles. These new roles could be entirely new or ‘born’ from existing occupations.

Third, the O\*NET classification is also more occupation-centric than other approaches. It focuses on the impact that greening has on occupations rather than on the outputs from a given occupation on the environment or green economy (Dierdorff et al., 2011). In short, it identifies occupations that are likely to be affected by greening as opposed to jobs that are inherently green.

This reflects the idea that a wide range of jobs will increasingly adopt or engage with green activities or technologies, to varying degrees, as a result of the transition to a greener economy. But it also means that the O\*NET-based classification is comparatively broad since it includes all of the jobs within a given occupation regardless of whether the work is currently directed towards green tasks or duties.<sup>12</sup>

In practice the jobs within an occupation can vary considerably in their task make-up and economic sector. It is important to bear this point in mind when interpreting the findings in this paper. As noted above, the O\*NET-based classification should be seen as complementary to other definitional approaches that remain useful for monitoring and quantifying the impact of those sectors, including those contained in the LCEGS grouping, that are key to enabling the transition to a greener economy.

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<sup>12</sup> For example, a marketing manager would usually be counted as a ‘green job’ if the worker was employed in a firm in the renewable energy sector, but not if they were working for a firm in a ‘non-green’ sector, even if the tasks and skills involved were mostly the same. The O\*NET classification includes all marketing managers as being affected by greening (also see Bowen et al., 2018).

**Table 2: Summary of O\*NET methodology for classifying green occupations**

In the United States, the National Center for O\*NET Development, as part of efforts to keep up with the changing world of work, investigated the 'impact of green economy activities and technologies on occupational requirements' (Dierdorff et al., 2009; 2011; also see Bowen et al., 2018).

The research, first produced in 2009 and updated again in 2011, involved identifying and classifying different categories of green jobs using a multi-stage research and screening process:

- Collected and reviewed numerous publications related to the green economy from reputable sources such as academic journals and governmental technical reports
- Accumulated a list of specific job titles that were referenced in these sources, along with the sectors commonly used to categorise these green jobs.
- Sorted job titles into relevant clusters matched to O\*NET occupations and organised them into an interpretable schema of broad sector groups.
- Reviewed the overlap with existing O\*NET occupations and assigned jobs to different categories depending on whether they were:
  - a direct match (green increased demand)
  - a close but not exact match (green enhanced skills)
  - possibly new and unique (green new and emerging).

Two occupational analysts conducted this assignment process independently and then resolved any disagreements among themselves.

- Carried out further rigorous research to assemble and consolidate the evidence related to possible green new and emerging occupations.

This multi-stage process identified 204 green O\*NET occupations from 467 initial green job titles (64 as green increased demand, 60 as green enhanced skills, and 78 as green new and emerging).

## 2.2 Identifying green occupations

This section summarises our approach to mapping between US and UK occupational taxonomies. It then provides a brief overview of the occupations we identify as being affected by greening. More detail on each of these areas can be found in Appendix A and Appendix B.

### Mapping from O\*NET to UK SOC

To apply the O\*NET classification of green jobs in a London and UK context, we map between US and UK occupational taxonomies using a 'crosswalk' based on the application programming interface for the LMI for All database (under o-net/onet2soc/).<sup>13</sup>

<sup>13</sup> A 'crosswalk' is a process for matching up the elements or variables of one list with the closest equivalent on another. In this case US occupation categories were 'crosswalked' to UK occupation categories.

This approach builds on the work of Sofroniou and Anderson (2021) by mapping directly from green O\*NET occupation codes to the UK Standard Occupational Classification (SOC2010).<sup>14</sup> We also identify occupations at the most detailed, four-digit level of the UK classification.

It is important to note that this mapping process is not entirely automated, and for a variety of reasons the match between US and UK taxonomies cannot be perfect. There are, for example, significantly more occupations in the O\*NET database than in the UK SOC2010 framework. Appendix A discusses our methodology for mapping between taxonomies in detail. There are three key points to be aware of:

- Where a direct single match between taxonomies is not possible, we apply judgement to identify the most appropriate UK SOC code to match to.
- In cases where a UK SOC code matches to multiple green O\*NET codes, we also apply judgement to determine which green category to assign to the relevant UK SOCs.
- We have also manually added one UK SOC code (SOC 5113: Gardeners and landscape gardeners) to reflect GLA policy priorities.

It is worth reiterating that the research underpinning this approach was originally carried out in the United States and was last updated in 2013.<sup>15</sup> Ideally our analysis would be based on present-day research focused on London or the UK. However, the extensive analysis and screening process required to produce the O\*NET green jobs classification (see Table 2, on page 9) was beyond the scope of this paper.

Notwithstanding these limitations, the approach outlined here provides a broad and inclusive framework for exploring the potential impacts of the transition to a greener economy in London.

The occupations we identify as being subject to greening appear reasonable and coherent with other recent green-occupational analyses (e.g. Department for Business, Energy and Industrial Strategy (BEIS), 2020). As Table 3 shows – and as we come on to in section 4 – there are also clear benefits to adopting an occupation-based approach; for example, to gain an understanding of skills and workforce requirements and for linking with other relevant datasets.

### Table 3: Example use case for occupation-based approach

The GLA recently commissioned RCU Ltd to undertake research to understand the landscape for green skills provision in London.

The classification of occupations affected by greening presented here played a key role in that work. It was used by the research team to map between 'green' four-digit SOC2010 codes and the Sector Subject Area system used to classify post-16 qualifications (refined at the level of individual courses).

This approach allowed the research team to identify areas of green skills provision across a broad range of jobs and sectors; explore provision in relation to occupations at different skills levels; and investigate skills requirements in terms of different green occupational categories.

The final outputs from this research are forthcoming.

<sup>14</sup> A similar crosswalking exercise is also adopted by Bakhshi et al. (2017). For more information about the LMI for All database, see Barnes et al. (2021), [Enhancing a labour market information database: LMI for All](#).

<sup>15</sup> See: National Center for O\*NET Development (2013), [Greening of the World of Work: O\\*NET Project's Book of References](#).

## Identifying green occupations

Overall, we identify 100 out of 369 UK SOC unit groups as occupations potentially subject to or affected by greening ('green occupations').

As outlined above, these are occupations where jobs are likely to undergo changes as a result of the transition to a greener economy. These changes could be in relation to an increase in demand for existing jobs; changes in the duties and tasks being carried out within existing jobs; or the appearance of new job roles with unique skill areas. While we do not focus on the occupations most at risk from greening, many of the changes in skills and workforce requirements in green enhanced skills and green new and emerging occupations reflect the pressure for economic activities to become more sustainable.

More specifically, we identify:

- 41 green 'increased demand' occupations – where the impact of green activities and technologies is expected to lead to increased demand for jobs without significant changes in skills requirements (e.g. for electricians, construction operatives, bus drivers)
- 33 green 'enhanced skills' occupations – where the impact of green activities and technologies is expected to lead to significant changes in work or worker requirements within existing jobs (e.g. for construction managers, financial advisers, plumbers and heating engineers)
- 26 green 'new and emerging' occupations – where the impact of green activities and technologies is enough to create the need for new work and worker requirement (e.g. for sustainability consultants, green marketers, environmental economists).

Two further points are worth highlighting before we examine our findings. First, for the purpose of this paper there is considerable overlap between the 'green new and emerging' and 'green enhanced skills' categories. Both imply important changes in skills requirements as a result of greening and we are not advocating changes to the UK SOC system here.<sup>16</sup> Setting aside imperfections in our mapping process, the distinction may be understood as one of degrees, with inclusion in the 'green new and emerging' category indicating the potential for unique green job roles within an occupation.

Second, due to data limitations (see section 3) most of the analysis presented in this paper is at the level of these three green occupational categories rather than for individual occupations. However, it is important to note that where analysis is based on aggregate-level data, it is likely to conceal variations at the level of individual occupations and jobs. The relative presence of different occupations (in jobs terms) in London compared to other parts of the country will also have an impact on our findings.

Figure 1 shows the 10 largest occupations, in terms of total jobs by place of work, within each green category in London. Appendix B provides a full breakdown of our green occupations.

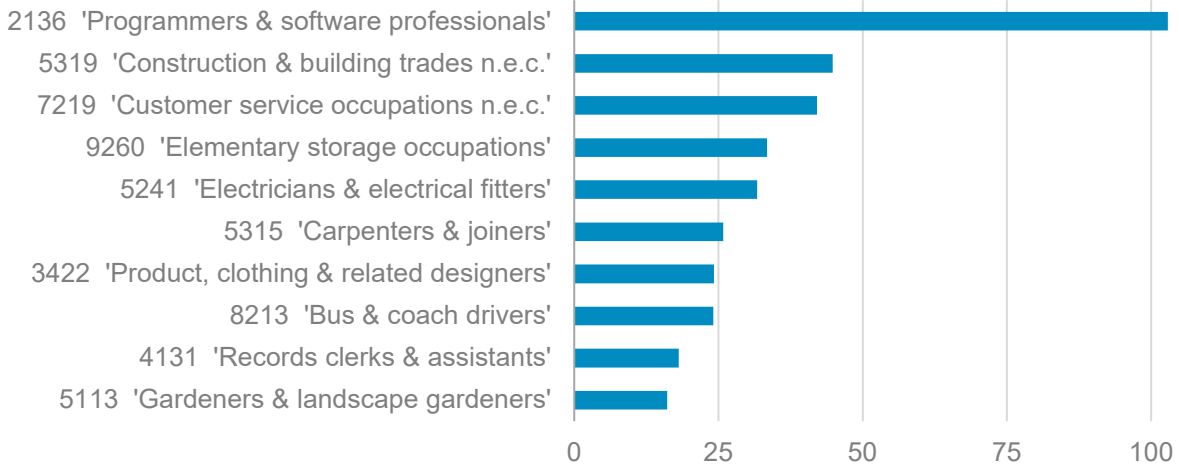
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<sup>16</sup> Whereas in the original research, the inclusion of occupations in the green new and emerging category was related to established criteria for incorporating new occupations into the O\*NET occupational taxonomy. In relation to the O\*NET system, new and emerging occupations are defined as occupations that: involve significantly different work from that performed by incumbents of other occupations; and are not adequately reflected by the existing O\*NET system (Dierdorff et al., 2009).

**Figure 1: Top 10 occupations by green occupational category**

London, 2017-19, estimated total jobs in thousands (000s)

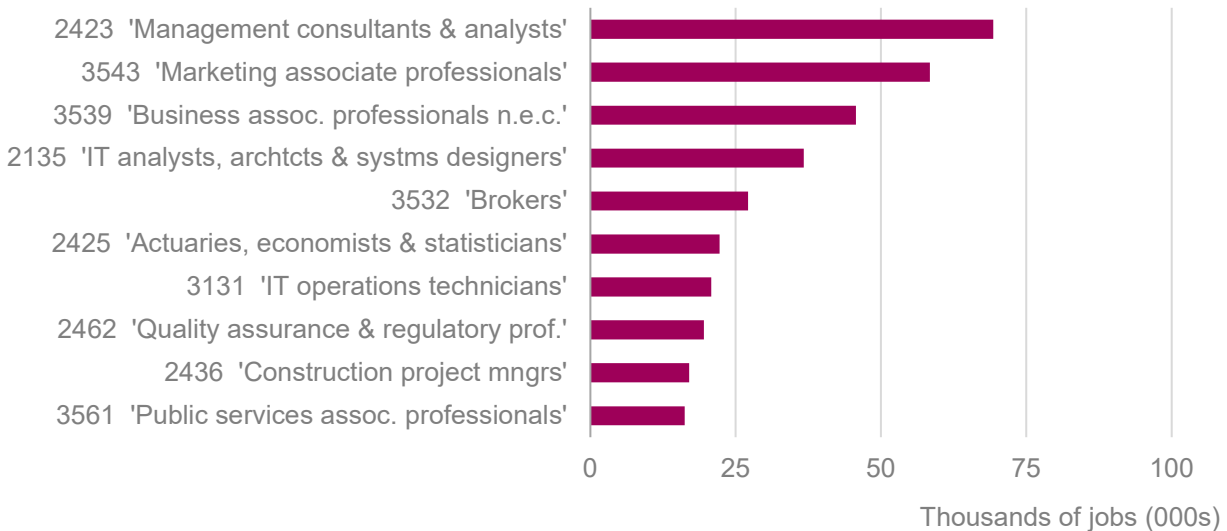
**Green increased demand**



**Green enhanced skills**



**Green new & emerging**



Source: GLA Economics analysis of ONS Annual Population Survey (2017-19, three-year pooled).



### 3 Data sources

A feature of our approach to identifying green occupations is that it allows us to carry out further analysis using standard UK labour market datasets. As we come onto in the next section, this includes analysis of the types of jobs affected by greening as well as breakdowns of workforce characteristics.

The findings presented in this paper draws on three main datasets: the ONS Annual Population Survey (APS), the ONS Annual Survey of Hours and Earnings (ASHE) and the UK Employer Skills Survey (ESS). In addition to limitations related to our methodological framework, our analysis of these datasets is also subject to several sources of data-related uncertainty. This includes issues related to the following:

- Data sources – imperfect (e.g. survey) data means that confidence intervals can be large. This is especially true for detailed occupations and at a sub-national level. As a result, most of the analysis in this paper is at the level of green occupational categories as opposed to four-digit occupations. For more robust estimates we also draw on three-year pooled data from the APS for 2017-19.
- Assumptions – where data is missing at a London level, we also impute figures based on what information is available. For example, where there is missing data at the London level, we impute estimates of median weekly earnings. As with any labour market modelling, this requires the use of judgement and modelled estimates should be treated as indicative rather than exact.
- COVID-19 impacts – there are, for example, concerns around the reliability of recent APS estimates related to changes in data collection and changes in demographic trends as a result of COVID-19.<sup>17</sup> Our analysis therefore focuses on 2019 as the latest year of data rather than 2020. This means that our findings do not reflect the (ongoing) impacts of the coronavirus pandemic.

It's also worth noting that where possible our analysis is carried out on a 'workplace jobs' basis, i.e. based on the sum of main and second jobs based in London. This includes people working but not living in London; but excludes residents who (only) work in jobs based outside of the capital. The total number of jobs in London also differs from the number of workers, because some people have more than one job.

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<sup>17</sup> This is particularly because LFS responses, from which the APS data are derived, were at the time of producing this analysis based on demographic trends pre-dating the pandemic (see ONS, 2021).

## 4 Findings

### 4.1 Jobs in green occupations

Having outlined our approach, we now turn to look at the number of London-based jobs in occupations affected by greening and how this has changed over time. We also present analysis on the profile of jobs by green occupational category, in terms of both broad occupation and industry groups.

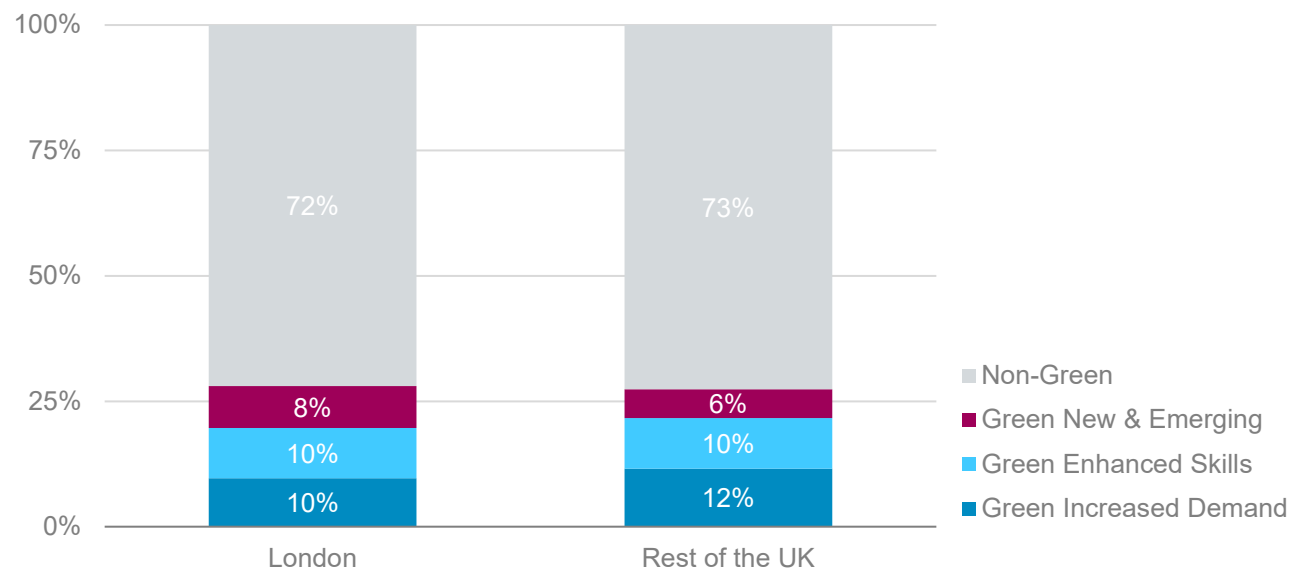
#### Proportion of jobs affected by greening

Figure 2 shows the proportion of total jobs (by place of work) by green occupational category for London and the rest of the UK. It shows that while the majority of jobs are in non-green occupations, over a quarter (28%) of jobs in London were in occupations subject to greening in 2019: 10% green increased demand, 10% green enhanced skills, and 8% green new and emerging.

Together these green occupations account for around 1.5m jobs in the capital. This figure is higher than estimates derived from other definitional approaches and is likely to represent an upper bound.<sup>18</sup> The difference is largely down to the way green jobs are defined. Our approach is relatively broad and includes all of the jobs in an occupation affected by greening, whereas other methodologies tend to focus on jobs or businesses directly involved in low-carbon or environmental activities (section 2.1).

**Figure 2: Estimated proportion of jobs by green occupational category**

Percentage of total jobs, London and rest of the UK, 2019



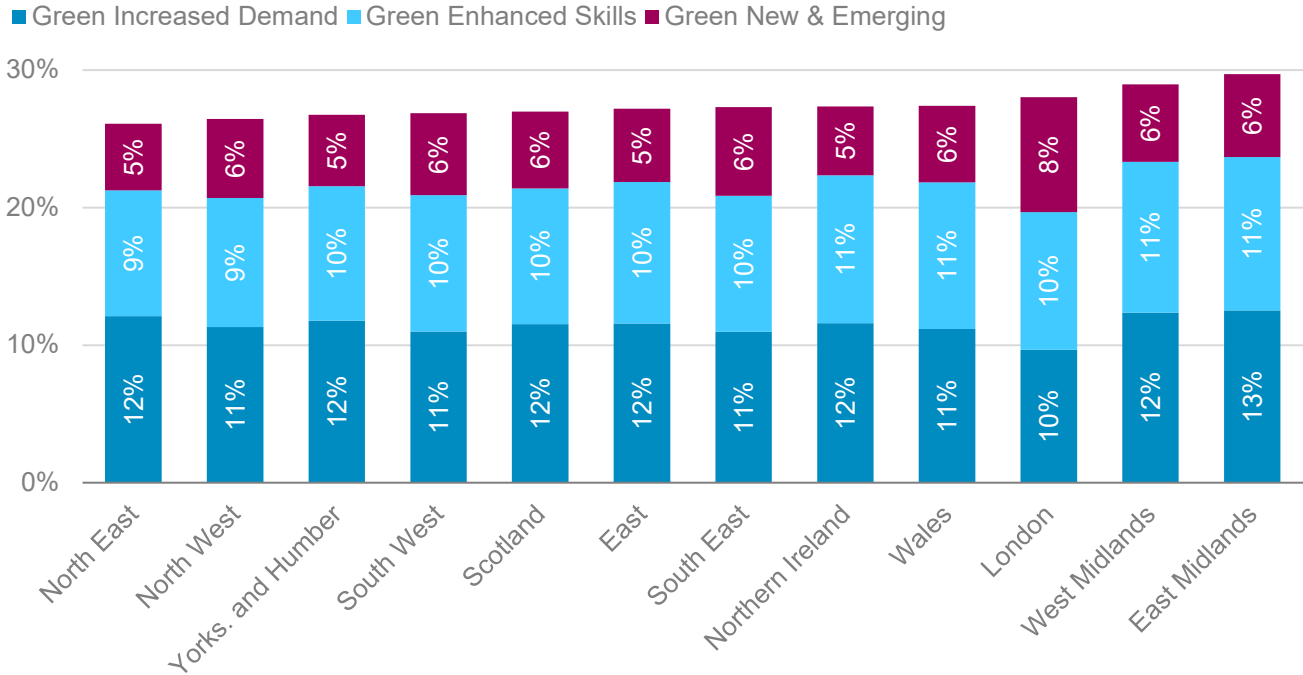
Source: GLA Economics analysis of the ONS APS.

The overall proportion of jobs in occupations affected by greening is similar for London and the rest of the UK. But there is variation at the sub-national level and between green categories (Figure 3). By UK region/country, the total proportion of jobs in green occupations ranges from almost 30% of jobs in the East Midlands to 26% in the North East of England. London had the highest share of jobs in green new and emerging occupations in 2019, but the lowest share of jobs in green increased demand occupations.

<sup>18</sup> For example, employment in London's LCEGS sector was estimated at around 317,000 in 2018-19 (kMatrix, 2020). Using the O\*NET classification Bowen et al. (2018) also estimate that around 20% of jobs in the US were green in 2014. Our estimate may be higher in part because UK SOC codes are generally more aggregated than the detailed O\*NET occupations that are being mapped to them.

**Figure 3: Estimated proportion of jobs by green occupational category**

Percentage of total jobs, by UK country/region, 2019

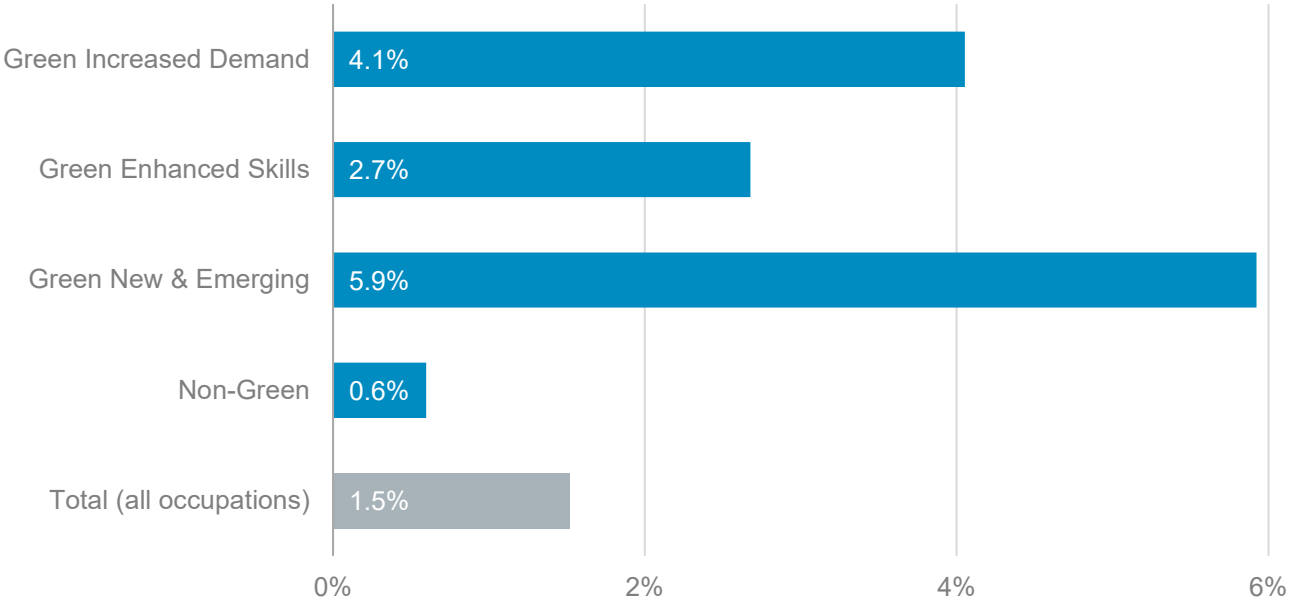


Source: GLA Economics analysis of the ONS APS.

There are also differences in employment trends between different green occupations in London. Figure 4 compares the annual rate of jobs growth for green and non-green occupations from 2015 to 2019. It shows that occupations affected by greening recorded a relatively strong increase in jobs during this time (increasing by 4.1% per year on average), with a faster rate of growth in each green occupational category than in non-green occupations (which increased by only 0.6% per year on average).

**Figure 4: Estimated jobs growth by green occupational category**

Compound annual growth rate, London, 2015-19



Source: GLA Economics analysis of the ONS APS.

These trends are not necessarily a direct consequence of the transition to a greener economy. Several other factors also influence labour market demand and jobs growth.

However, as we might expect as greening occurs, the number of jobs in green increased demand occupations has shown strong growth since 2015 (rising by 4.1% per year on average).<sup>19</sup> This suggests that, to some extent, the impact of greening could already be taking place within these occupations and may continue in future. At the same time, it is jobs in the green new and emerging category that have recorded the strongest rate of growth recently (up by 5.9% per year on average since 2015).<sup>20</sup>

### **Green occupations by major occupational group**

To see what kinds of jobs will be affected by greening, we can look at green occupations by SOC2010 major group.<sup>21</sup> These occupational groups reflect the nature of qualifications, training and experience associated with jobs at different skill levels. For example, major groups 1 to 3 typically have degree-level qualifications associated with entry routes, while occupations in major group 9 only require a general level of education, usually acquired by this time a person completes compulsory education.

As Figures 5 and 6 show, the transition to a greener economy is likely to have an impact on a wide range of occupations across various fields and skill levels. That said, we get a different picture depending on whether we look at jobs by major occupational group in absolute terms or in relative terms.

In absolute terms, the number of London-based jobs in green occupations is relatively high in the managerial, professional, and associate professional and technical groups (SOC major groups 1-3). More than two-thirds (71%) of jobs in occupations affected by greening were in these groups in 2017-19 and only 14% were in skilled trades (SOC major group 5). Yet this is partly explained by the structure of the capital's economy, which is generally weighted towards jobs in higher-skilled occupations.<sup>22</sup>

To account for this, Figure 6 shows the percentage of jobs in green occupations within each major group. On this basis green occupations still account for around a third of jobs in the professional and associate professional and technical groups (32% and 36%). However, jobs in green occupations are also highly concentrated within skilled trades (55%) and process, plant and making operatives (34%) roles.

Looking more closely at Figures 5 and 6, the profile of jobs also varies between green categories. Jobs in green increased demand occupations are relatively prominent further down the SOC hierarchy, particularly within skilled trades roles. Jobs in green new and emerging occupations are located almost exclusively in SOC major groups 1-3, especially in professional and associate professional roles.

While most green occupations will face changes as a result of the transition to a greener economy, this profile suggests that the need to upskill or reskill could be especially relevant to higher-skilled occupations. By comparison, the changes in skills required in medium- and lower-skilled occupations could be more limited and generic (ILO, 2019). Yet, as we come onto in section 4.2, we also need to account for the existing recruitment challenges associated with green increased demand roles.

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<sup>19</sup> Led by an increase in programmers and software developers, construction and building tradespeople, and natural and social science professionals.

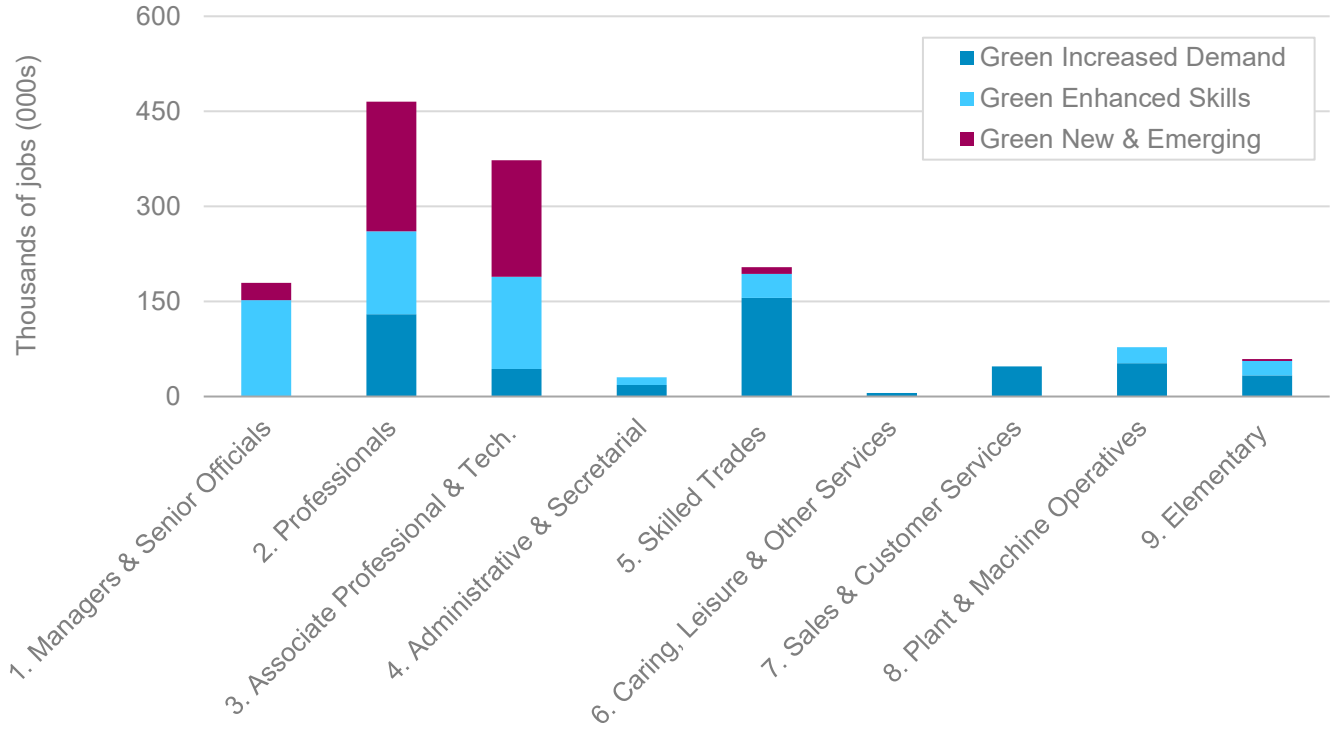
<sup>20</sup> Led by an increase in management consultants and IT systems designers.

<sup>21</sup> The major group structure is a set of broad occupational categories that bring together unit groups that are similar in terms of the qualifications, training, skills and experience commonly associated with the competent performance of work tasks.

<sup>22</sup> In the rest of the UK, less than half of jobs in green occupations were in major groups 1-3 in 2017-19, and a quarter of jobs in green occupations, were in skilled trades positions.

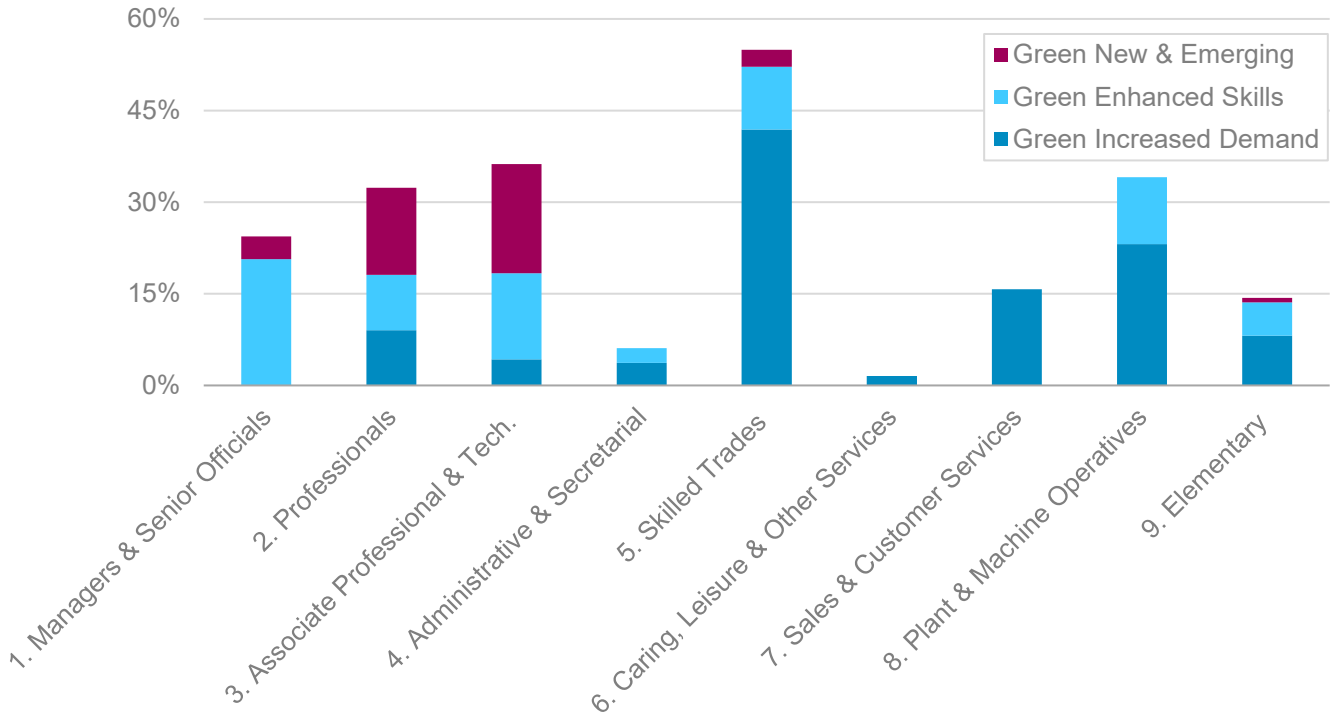
**Figure 5: Number of jobs by green occupational category by major group**

Estimated number of jobs in thousands (000s) by major SOC2010 group, London, 2017-19



**Figure 6: Percentage of jobs by green occupational category by major group**

Estimated percentage of jobs by major SOC2010 group, London, 2017-19



Source: GLA Economics analysis of the ONS APS.

Note: For more robust estimates the analysis uses three-year pooled data from the APS.

## Green occupations by industry group

We can also examine where jobs in occupations affected by greening are located by industry group based on the UK Standard Industrial Classification (UK SIC 2007). It's worth noting that this classification relates to the industry where jobs are based, rather than the jobs performed by individual workers.<sup>23</sup> The workers classified to a particular occupation may be found in different industries (see section 2.1).

Figure 7 shows the proportion of jobs in green occupations by industry section. It highlights a cluster of highly affected industry groups where green occupations account for over 40% of jobs in London, including electricity and gas (70% of jobs), construction (65%) and manufacturing (42%) – with a large share of these jobs expected to require upskilling or reskilling to meet new green skills needs.

These are areas where we would expect the transition to a greener economy to have a major impact. They tend to feature prominently in other definitional approaches.<sup>24</sup> They also account for a relatively high share of industrial greenhouse gas emissions (GLA Economics, 2021; Nesta, 2020), and part of the impact of greening will relate to increasing the sustainability of processes in these areas. For example:

- Construction managers (green enhanced skills) will need to apply new green building strategies to reduce energy costs, or minimise carbon output or other sources of harm to the environment, in their approach to construction.
- Engineering technicians (green new and emerging) will need to develop new or improved sustainability of manufacturing technologies to reduce greenhouse gas emissions and minimise environmental impact.

There is another band of industries where jobs in green occupations account for between one-fifth and two-fifths of jobs in London (20-40% of jobs). This includes the transport and storage sector, the industry group with the highest greenhouse gas emissions in London (GLA Economics, 2021). Occupations affected by greening account for around 36% of jobs in this industry sector in London, rising to 45% of transport and storage jobs in the rest of the UK. This largely reflects the need to increase the efficiency and/or reduce the environmental impact of various modes of transportation (Dierdorff et al., 2011).

This also takes in the information and communication, professional, scientific and technical, and finance and insurance sectors.<sup>25</sup> The importance of green occupations here reflects the impact of greening in activities such as architecture and engineering, green finance, energy consulting and research (Dierdorff et al., 2011). These are the kinds of areas where London has traditionally specialised but where there are likely to be significant new green skills requirements associated with greening (including in contribution to climate change mitigation and adaptation efforts in London and across the UK).

Less than a fifth of jobs are in occupations affected by greening in the remaining industry groups. These are mainly people-facing service activities which tend to account for a relatively low share of industrial greenhouse gas emissions.

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<sup>23</sup> SIC classifications are determined according to the principal activity of a unit. For more information see:

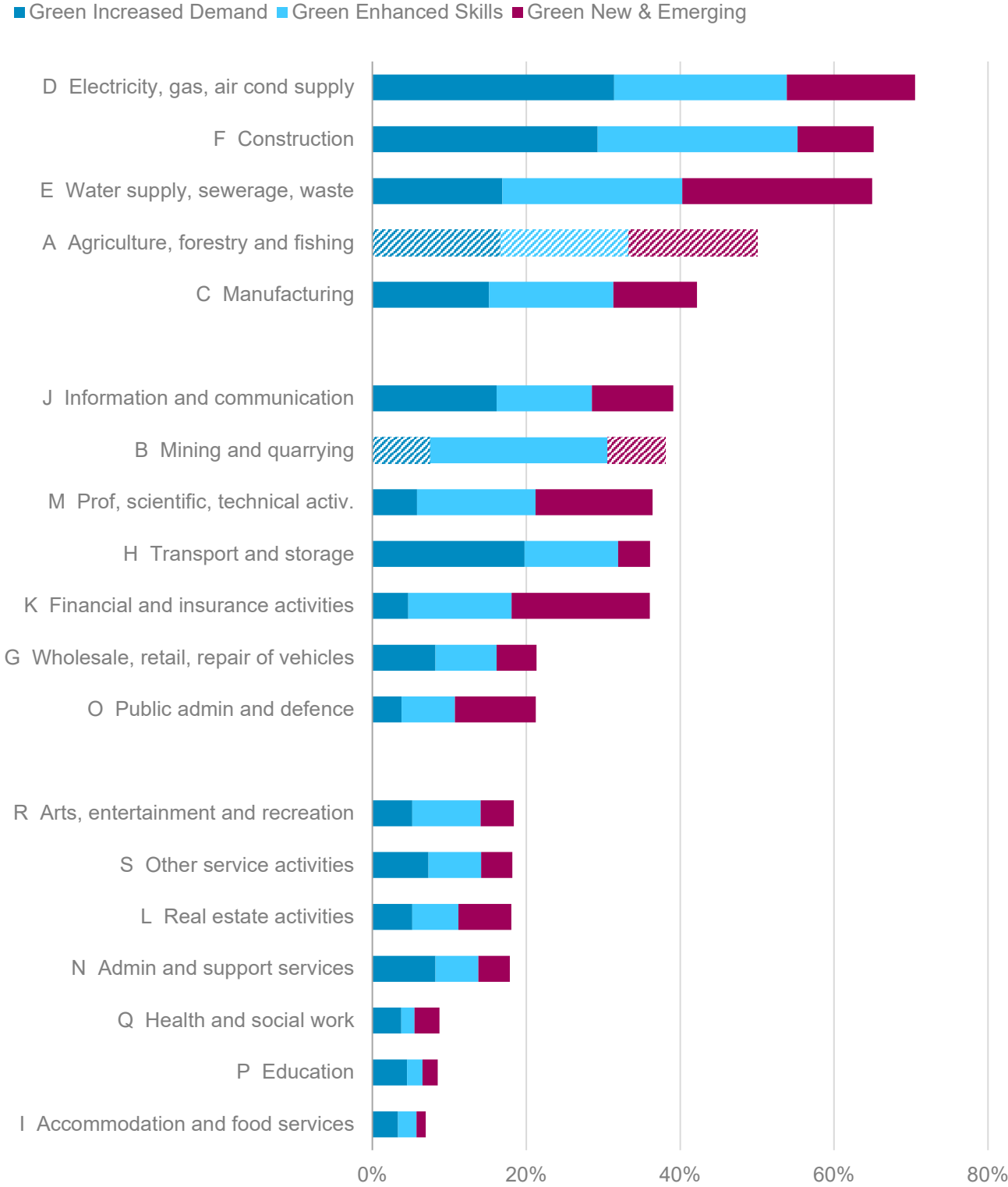
[www.ons.gov.uk/methodology/classificationsandstandards/ukstandardindustrialclassificationofeconomicactivities/uksic2007](http://www.ons.gov.uk/methodology/classificationsandstandards/ukstandardindustrialclassificationofeconomicactivities/uksic2007).

<sup>24</sup> For example, the ONS environmental goods and services, and low-carbon and renewable energy sector definitions.

<sup>25</sup> In London, around 39% of jobs in information and communication activities were in occupations affected by greening in 2017-19; 36% of jobs in professional, scientific and technical activities; and 36% of jobs in finance and insurance activities.

**Figure 7: Jobs in London by green occupational category by industry section**

Estimated percentage of jobs by industry group (sections A-S only), London, 2017-19



Source: GLA Economics analysis of the ONS APS.

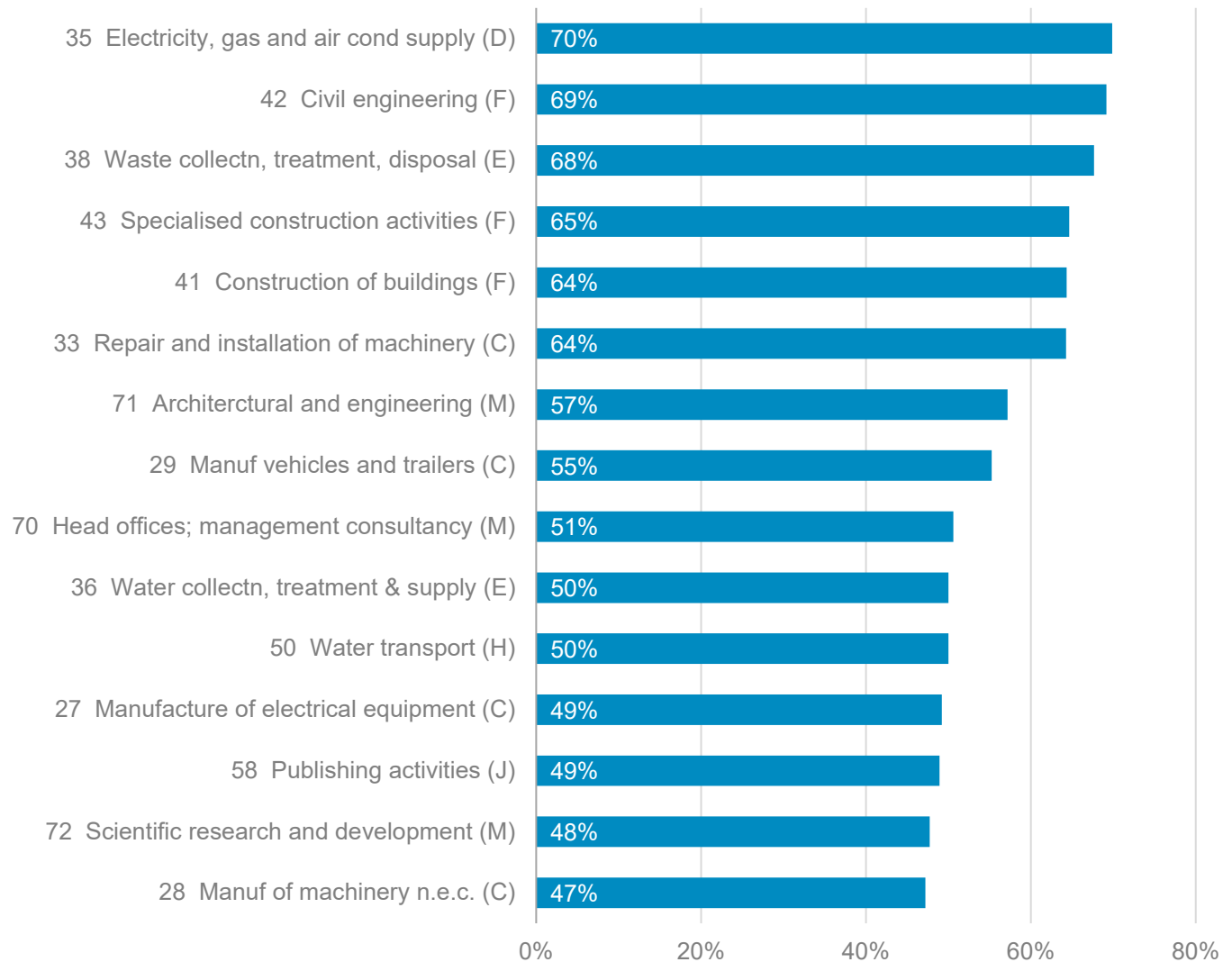
Notes: For more robust estimates the analysis uses three-year pooled data from the APS. Full breakdowns by green occupational category are unavailable for sections A and B.

We can also explore where occupations affected by greening are located at the more detailed division level of the SIC framework (although breakdowns by green category are generally unavailable at this level, and some estimates are missing due to small sample sizes).

Figure 8 shows the 15 industries at division level with the highest proportion of jobs in occupations affected by greening. Reflecting our findings at the section level, it draws attention to specific areas of activity where greening is expected to have a major impact – including electricity and gas, civil engineering, waste collection and treatment, and specialised construction activities.<sup>26</sup>

**Figure 8: Top 15 industry divisions for jobs in occupations affected by greening**

Estimated percentage of jobs by industry division (top 15 only), London, 2017-19



Source: GLA Economics analysis of the ONS APS.

Notes: For more robust estimates the analysis uses three-year pooled data from the APS. Breakdowns by green occupational category are generally unavailable at division level.

<sup>26</sup> This division includes specialised construction activities, i.e. the construction, or preparation for construction, of parts of buildings and civil engineering works. Also included is the installation of various utilities (e.g. plumbing, air conditioning) and insulation work.



## 4.2 Qualifications, pay levels and skills challenges

This section looks more closely at the level of qualifications held by job holders in occupations affected by greening. We then explore what existing data sources can tell us about employee earnings and skills-related recruitment challenges in relation to green occupations.

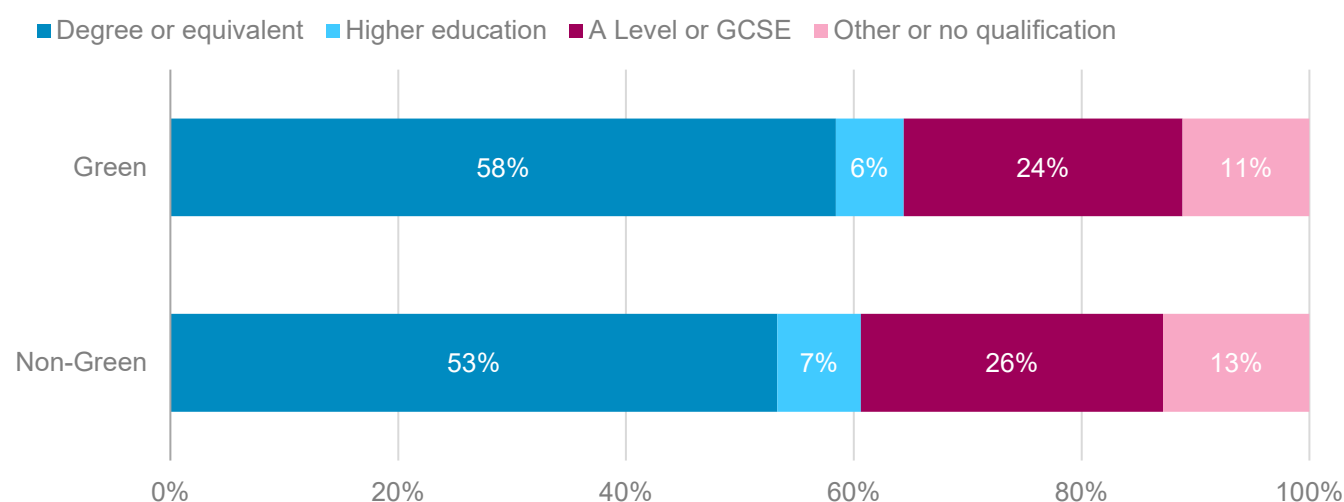
### Qualifications

As discussed above, a wide range of different jobs are likely to be affected by the move to a greener economy. This is expected to include a significant number of jobs in occupations requiring higher-level skills and qualifications, particularly in London given the structure of the capital's economy.

This point is further illustrated in Figure 9. It compares the highest level of qualifications achieved by people working in jobs in green and non-green occupations in London for 2017-19. Overall, it suggests that job holders in occupations affected by greening are relatively highly qualified – around 58% held a qualification at degree level or above in 2017-19, compared to just 53% in non-green occupations. Another 6% of job holders in occupations affected by greening held a higher-level qualification below degree-level only; 24% at A-level or GCSE level only; and 11% held other or no formal qualifications.

**Figure 9: Jobs in green and non-green occupations by qualification attainment**

Highest qualification held by job holders, London, 2017-19



Source: GLA Economics analysis of the ONS APS.

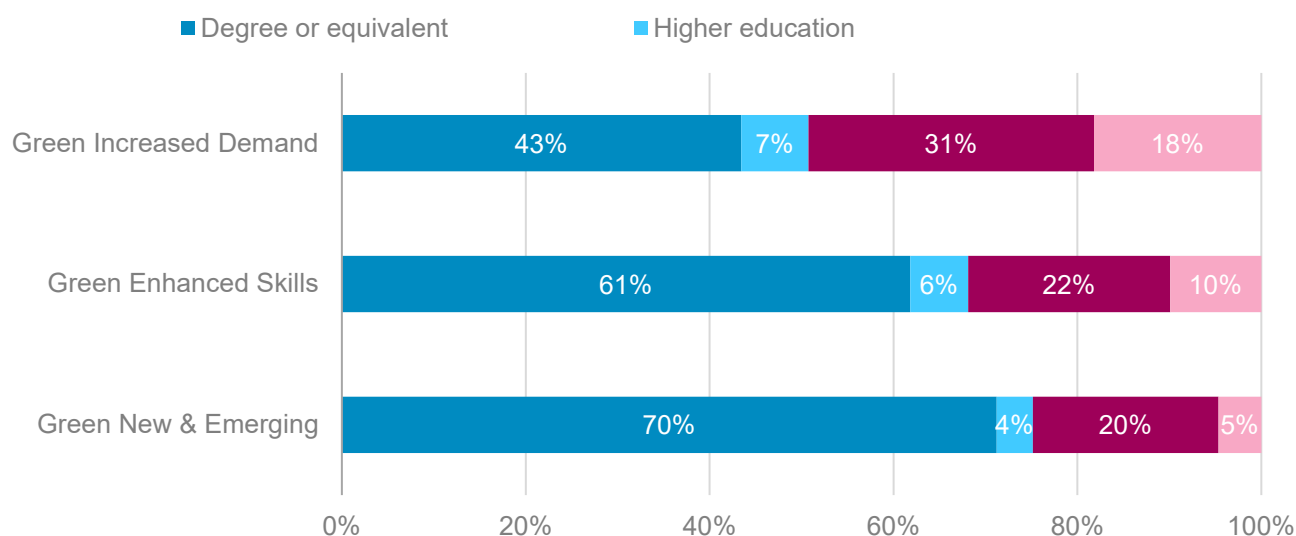
Notes: For more robust estimates the analysis uses three-year pooled data from the APS. Individual figures may not sum to 100% due to the inclusion of unknown/missing values.

These headline findings are partly explained by the general profile of London's labour force. There is, however, a large degree of variation between different green categories. Only 43% of jobs holders in green increased demand roles held a degree-level qualification in 2017-19, considerably below the proportion for green enhanced skills (61%) and green new and emerging (70%) occupations (Figure 10).

At the same time, a relatively high proportion of jobs in green increased demand roles were held by workers whose highest qualification was at A-Level or GCSE (31%); or by workers who had other or no formal qualifications (18%). This reflects the prominence of green increased demand occupations within the skilled trades, and process, plant and machine operative groups (SOC major groups 5 and 8) – areas with typically fewer formal academic entry requirements and a greater emphasis on vocational qualifications.

**Figure 10: Jobs by green occupational category and qualification attainment**

Highest qualification held by job holders, London, 2017-19



Source: GLA Economics analysis of the ONS APS.

Notes: For more robust estimates the analysis uses three-year pooled data from the APS. Individual figures may not sum to 100% due to the inclusion of unknown/missing values.

Again, it is notable that more jobs in occupational categories expected to require new green skills<sup>27</sup> are held by workers with higher-level qualifications. As Table 4 shows, the nature of occupational and skill change is likely to vary according to skill level (ILO, 2019). That said, the need to address existing skills shortages could also generate training and retraining requirements at intermediate levels (see below).

**Table 4: Indication of main changes in skills required by skill level of occupation**

Broad skill level	Nature of change	Typical skills response	Example job roles
Lower-skilled occupations	Job roles mainly change in a generic way, e.g. requiring increased environmental awareness or adaptations to work procedures	On-the-job learning or short reskilling/upskilling programmes	Bus and coach drivers; refuse and salvage occupations
Medium-skilled occupations	<ul style="list-style-type: none"> <li>Some new green job roles</li> <li>Significant changes to some existing job roles in terms of technical skills and knowledge</li> </ul>	Short-to-longer upskilling and reskilling programmes; TVET* courses	<ul style="list-style-type: none"> <li>New job roles: wind turbine technicians; solar panel installers</li> <li>Changing job roles: roofers, plumbers; ventilation and air conditioning installers</li> </ul>
Higher-skilled occupations	<ul style="list-style-type: none"> <li>Locus of most new green job roles</li> <li>Significant changes to some existing job roles in terms of technical skills and knowledge</li> </ul>	University degree; longer upskilling programmes	<ul style="list-style-type: none"> <li>New job roles: energy auditors, environmental economists; climate change policy analysts</li> <li>Changing job roles: civil engineers, architects, town planners</li> </ul>

Source: adapted from ILO (2019). \* Technical and vocational education and training.

<sup>27</sup> That is, jobs in the green enhanced skills, and green new and emerging occupational categories.

## Pay levels

Reflecting this overarching pattern of occupations and qualifications, occupations affected by greening also cover jobs with varying levels of pay. Figure 11 shows estimates of median weekly earnings for full-time employee jobs at the level of different green categories. Due to data limitations our analysis only covers employee jobs and not the self-employed; it is also based in part on modelled pay estimates at the London level. As a result, this analysis should only be regarded as indicative of likely trends.<sup>28</sup>

Notwithstanding these limitations, there appears to be a considerable disparity in average pay levels between different green occupational categories. On average, employee jobs in occupations affected by greening are relatively highly paid compared to non-green occupations. Median weekly earnings for full-time employees reached approximately £814 per week for green occupations in April 2019. This was considerably above the average for non-green occupations (£721 per week).

### Figure 11: Illustrative gross weekly earnings (£) for full-time employee jobs

London, weighted average, 2019 (includes imputed estimates)



Source: GLA Economics analysis of the ONS ASHE 2019.

Notes: Values imputed for 117 out of 369 four-digit occupations – this is done by applying the ratio of pay between two-digit and four-digit occupations at the UK level to two-digit occupations in London.

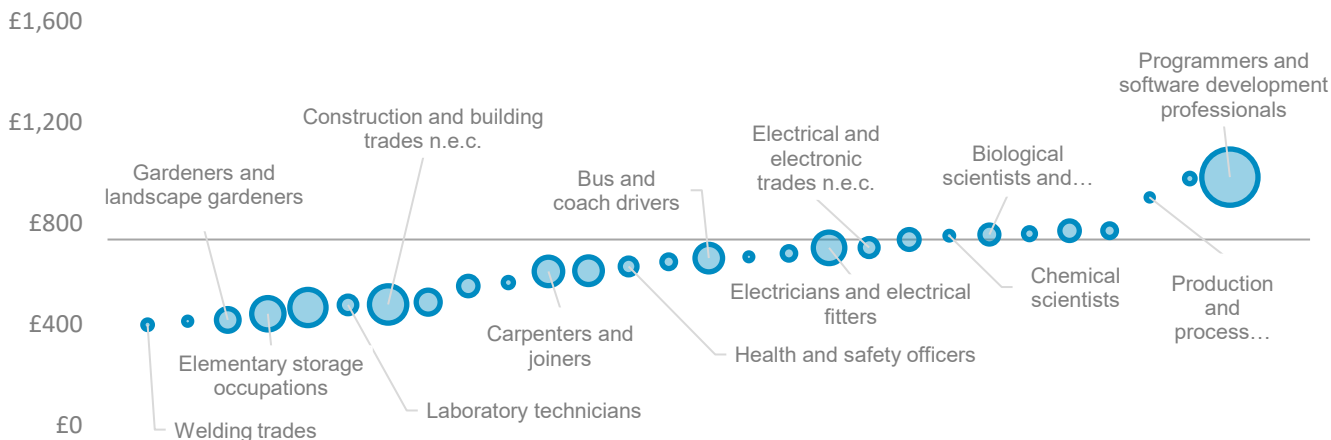
With median weekly earnings of around £911 per week, the green enhanced skills group was the highest-paying green occupational category in April 2019, closely followed by green new and emerging occupations (£863 per week). By contrast, average median weekly pay in green increased demand occupations was significantly lower than the average for non-green occupations – at only £668 per week. There is also significant variation within each green category (see Figure 12).

<sup>28</sup> Our analysis is based on published estimates from the ONS ASHE. Where median earnings are missing for four-digit occupations at a London level, but are available at the UK level, we impute an estimate – this is done by applying the ratio of pay between two-digit and four-digit occupations at the UK level to two-digit occupations in London; and affects 117 out of 369 occupations. Pay data is missing for 13 out of 369 four-digit occupations, all of them non-green occupations.

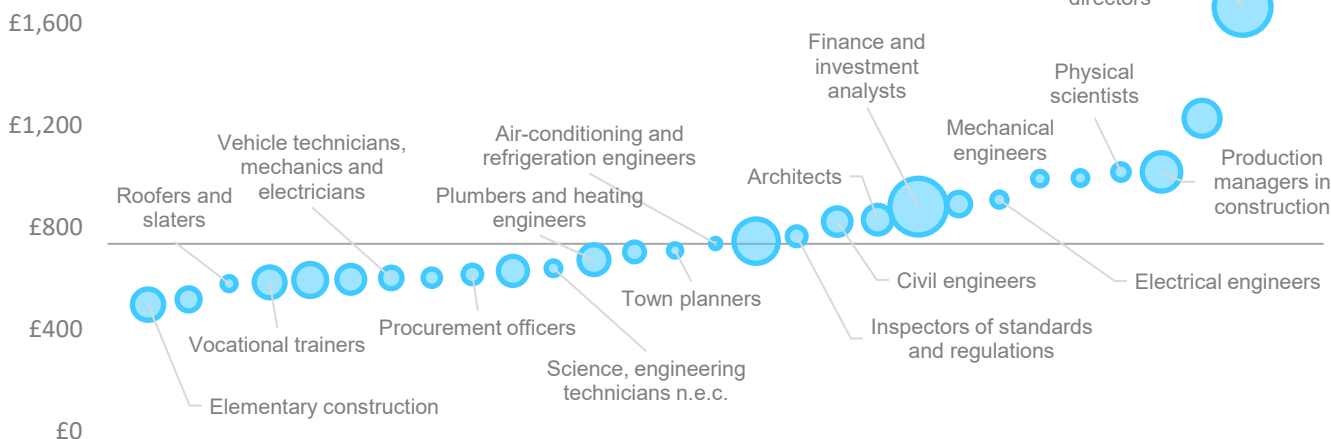
**Figure 12: Gross weekly earnings (£) for full-time employee jobs by occupation by green category**

London, 2019, circle size = total jobs, horizontal axis = London average (includes imputed estimates)

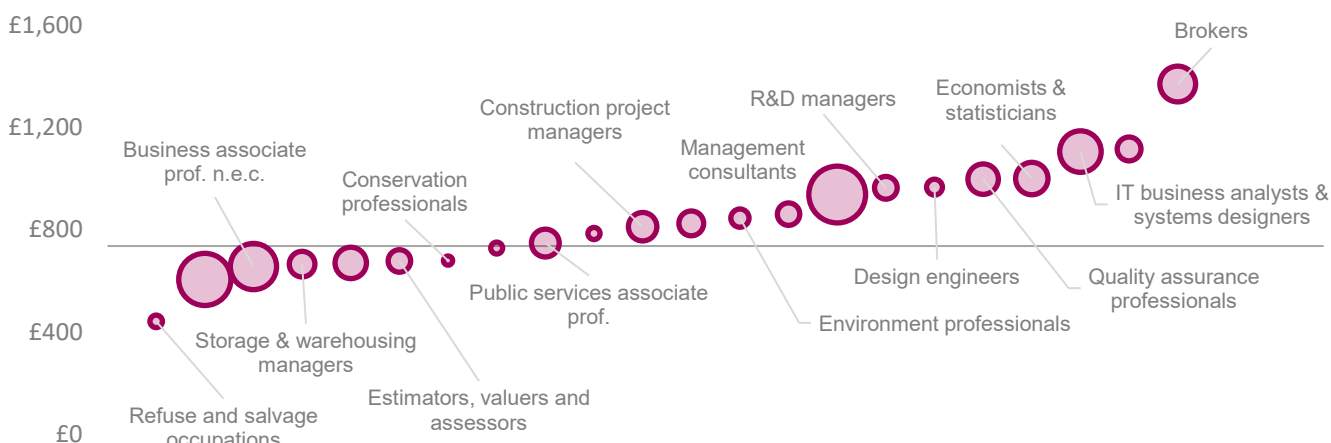
**Green increased demand** (estimates for 28 out of 41 four-digit occupations)



**Green enhanced skills** (estimates for 28 out of 33 four-digit occupations)



**Green new and emerging** (estimates for 22 out of 26 four-digit occupations)



Source: GLA Economics analysis of ONS ASHE 2019.

Notes: Excludes 22 occupations where London-level jobs data is missing. Pay estimates imputed for 16 green increased demand, five green enhanced skills, and seven green new and emerging occupations (see footnote 21).

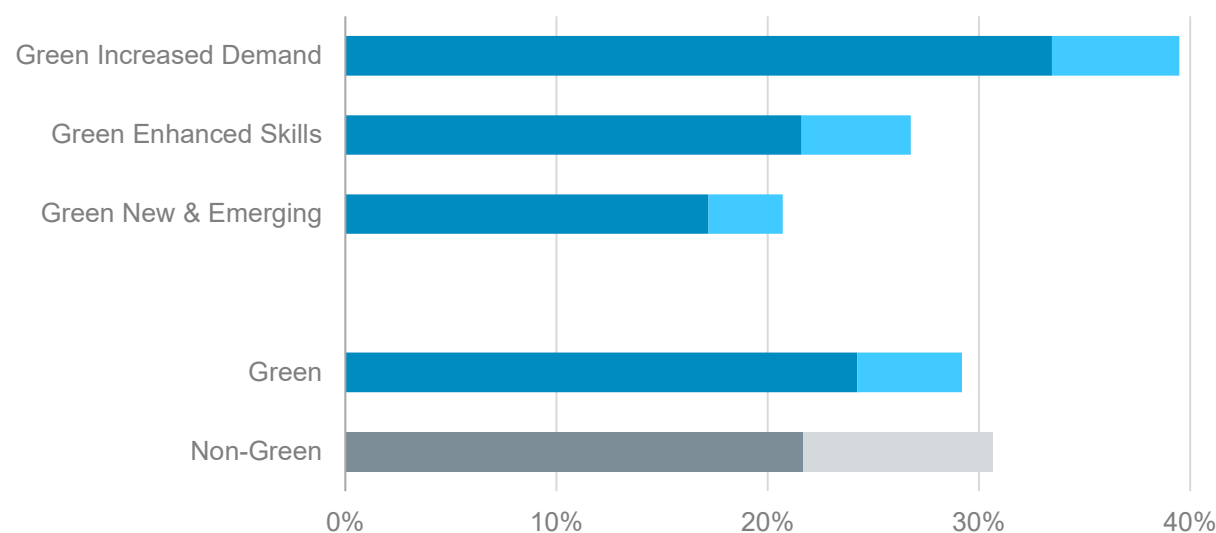
## Skills challenges

To get an idea of where current skills challenges are likely to be most significant among occupations affected by greening, we can turn to London data from the Employer Skills Survey 2019.<sup>29</sup> Since reliable estimates are generally unavailable at the level of four-digit SOC codes in London, we explore data at the two-digit level of the SOC framework for London and the UK.<sup>30</sup> As with our analysis of employee pay levels, these weighted estimates should only be taken as indicative of likely skills challenges.

On this basis Figure 13 shows the proportion of 2019 vacancies reported as hard to fill due to skill shortages or other reasons for each green occupational category. A stark picture emerges. Although the overall level of pay and qualification attainment associated with jobs in green increased demand occupations is lower on average, our analysis suggests that the percentage of hard-to-fill vacancies is likely to be higher than for other green categories or non-green occupations.

We estimate that a third (33%) of 2019 vacancies in green increased demand roles would have been hard to fill due to skills-related reasons, and another 6% of vacancies for other reasons. This compares with just over a quarter of vacancies being hard to fill in enhanced skills (22% skills-related and 5% other reasons) and a fifth in green new and emerging occupations (17% skills-related and 4% other reasons).

**Figure 13: Illustrative vacancies that are hard to fill due to skills shortages or other reasons**  
Percentage of vacancies, London, 2019 (includes imputed estimates)



Source: GLA Economics analysis of Employer Skills Survey data, accessed via LMI for All API.

Note: In most cases these weighted estimates are based on hard to fill vacancy data for two-digit SOC codes.

These high-level findings are consistent with the long-standing difficulties reported by employers when recruiting for skilled trades positions (e.g. electricians, plumbers, carpenters and joiners). They suggest that, as well as meeting the demand for new green skills, addressing existing shortages of technical and intermediate level skills also has an important role to play in the transition to a greener economy.

<sup>29</sup> The Employer Skills Survey is a biennial survey conducted by IFF Research on behalf of the Department for Education.

<sup>30</sup> Our analysis is based on estimates from the UK ESS accessed via the LMI for All API (under `ess/region/{region}/{soc}`). Reliable estimates of recruitment difficulties are missing in most cases for four-digit occupations at a London level. So in most (73%) cases we apply the estimate for the relevant two digit-occupational group at the London-level. This approach generally assumes that estimates at the two-digit level provides a reasonable indication of recruitment difficulties at the four-digit level. In a minority (23%) of cases where data at the two digit-level isn't available for London, we apply the UK level estimate for the relevant two-digit occupational group.

Of course, these aggregate-level findings may conceal recruitment-difficulties at the level of individual occupations or jobs. And while providing an initial insight, difficulty in filling vacancies is not always a precise way of measuring skills shortages. Reported skills shortages can in some cases reflect issues related to pay or wider working conditions rather than a genuine lack of skills or qualifications.<sup>31</sup>

It is also important to note that this analysis only reflects how prevalent skills challenges were in 2019. Although recruitment issues currently seem less pressing in green enhanced skills and green new and emerging occupations, it is these areas that are expected to see more significant changes in work and worker requirements as a result of the transition to a greener economy. This could lead to an increase in skills-related recruitment challenges, especially if education and training provision fails to keep pace.

### 4.3 Quality of work and workforce diversity

Occupations affected by greening are also not the same in terms of other characteristics. In this section we provide initial evidence on the types of jobs and diversity of the workforce in green and non-green occupations. The analysis draws, again, on three years of pooled data from the ONS APS (for 2017-19).

#### Job-related variables

Table 5 provides a breakdown of descriptive statistics based on selected job-related variables for different categories of occupations affected by greening. It also includes a comparison with non-green occupations. Several points stand out:

- **Job status:** while most (79%) are employees, a relatively high proportion of job holders in occupations affected by greening are self-employed – 21% in 2017-19 compared to 18% for non-green occupations. This is partly driven by the particularly high rate of self-employment in green increased demand occupations (26%) and, to a lesser extent green enhanced skills occupations (23%). Only 13% of job holders in green new and emerging occupations were self-employed.
- **Employee job type:** of those who work in employee jobs, the vast majority are in permanent positions – 94% for job holders in occupations affected by greening in 2017-19 compared to 92% for job holders in non-green occupations. At 8% of employee jobs, the rate of temporary employment among employee job holders in green increased demand roles is higher than in other green occupational categories, although it remains in line with the non-green occupational average.
- **Full-time/part-time:** the majority of workers whose main occupation is affected by greening work full-time (89% in 2017-19). The rate of part-time working is relatively low in green occupations – 11% of job holders were working part-time in 2017-19 compared to 24% for non-green occupations. As we discuss below, this relatively low share of part-time working could be one factor influencing the demographic make-up of the workforce in green occupations.
- **Receipt of job-related training:** the proportion of workers who participate in job-related training in occupations affected by greening is lower than for non-green occupations. Only a fifth (20%) of those surveyed in 2017-19 who worked in a green occupation in their main job reported receiving training in the past three months, compared to a quarter (25%) of workers in non-green occupations. The rate of job-related training was similar for green enhanced skills (20%) but even lower for green increased demand (16%) occupations, which may be linked to higher rates of self-employment.

The low rate of participation in job-related training in green occupations in recent years may be of particular concern here, especially for workers in green enhanced skills occupations. It is worth noting that a variety of factors influence adult participation in education and training. People on low incomes, people who are self-employed, and men in routine and manual roles are all groups who have been shown to receive less training

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<sup>31</sup> In these cases, improving working conditions or salaries can play an important role in resolving skills shortages (ILO, 2019).

than others (Social Mobility Commission, 2019). Current participation in adult learning is also a strong predictor of future learning (Learning and Work Institute, 2019).

**Table 5: Selected job-related variables by green occupational category**

London, 2017-19

	Green increased demand	Green enhanced skills	Green new and emerging	Green	Non-green
<i>Job status</i>					
Employee	74%	76%	87%	79%	81%
Self-employed	26%	23%	13%	21%	18%
<i>Employee job type*</i>					
Permanent	92%	95%	95%	94%	92%
Non-permanent	8%	5%	5%	6%	8%
<i>Full-time/part-time**</i>					
Full-time	86%	91%	90%	89%	76%
Part-time	14%	9%	10%	11%	24%
<i>Training in past 13 weeks**</i>					
Yes (in receipt of training)	16%	20%	26%	20%	25%
No (not in receipt of training)	83%	78%	73%	78%	73%

Source: GLA Economics analysis of the ONS ASHE 2017-19.

Notes: For more robust estimates the analysis uses three-year pooled data from the APS. Individual figures may not sum to 100% due to the inclusion of unknown/missing values (\*except for employee job type).

\*\*Full-time/part-time and receipt of training are based on main job only.

### Demographic variables

Table 6 provides a breakdown of selected demographic variables for different categories of occupations affected by greening and non-green occupations.

- **Age:** overall, workers in green occupations are relatively young compared to the average for non-green occupations. Around 23% of job holders were aged between 16 and 29 years in 2017-19, in-line with the average for non-green occupations (22%). At the same time, only 23% of job holders were aged 50 or over, compared to 27% in non-green occupations. This pattern is consistent across green occupational categories, although there may be variation for individual occupations or jobs.
- **Sex:** nearly three-quarters (73%) of jobs in occupations affected by greening were held by men in 2017-19 and only 27% by women (compared to 49% and 51% in non-green occupations). The share of jobs held by women increases to one-third (33%) in the green new and emerging occupation category; but falls to less than a quarter in green increased demand occupations (23%). This is likely to reflect in part long-standing diversity challenges in areas such as construction and manufacturing. It could also be linked to the low percentage of part-time jobs in occupations affected by greening.
- **Ethnic background:** a relatively high proportion of job holders in occupations affected by greening are from a White ethnic background (74% compared to 67% for non-green occupations). This holds true across all green occupational categories, but especially for green enhanced skills (79%) and to a lesser

extent green new and emerging (74%) occupations. There is a particularly low representation of workers from a Black or Asian ethnic background in jobs in green enhanced skills occupations.

- **Disability:** the overall proportion of workers who are recorded as disabled according to the Equality Act in green occupations is lower than in non-green occupations on average (9% compared to 11%). The representation of disabled workers is lowest for jobs in green enhanced skills occupations (8%).

**Table 6: Selected demographic variables by green occupational category**  
London, 2017-19

	Green increased demand	Green enhanced skills	Green new and emerging	Green	Non-green
<i>Age group</i>					
16-29	25%	20%	25%	23%	22%
30-49	53%	54%	55%	54%	52%
50+	22%	27%	20%	23%	27%
<i>Sex</i>					
Male	77%	73%	67%	73%	49%
Female	23%	27%	33%	27%	51%
<i>Ethnic background</i>					
White	69%	79%	74%	74%	67%
Asian	16%	11%	14%	14%	15%
Black	9%	4%	6%	6%	10%
Mixed	3%	2%	2%	2%	3%
Other	4%	4%	3%	4%	5%
<i>Disability status</i>					
Equality Act disabled	10%	8%	9%	9%	11%
Not Equality Act disabled	89%	91%	90%	90%	88%

Source: GLA Economics analysis of the ONS ASHE 2017-19.

Notes: For more robust estimates the analysis uses three-year pooled data from the APS. Individual figures may not sum to 100% due to the inclusion of unknown/missing values.

These headline findings suggest that there is considerable scope to increase the diversity of employment in occupations affected by greening, including with regards to gender and ethnicity. This is important for increasing the pool of talent available to employers and meeting future recruitment needs (BEIS, 2020). It is also important for distributing the opportunities associated with greening more equally and ensuring a just transition. That said, the key diversity-related challenges facing individual green occupations or jobs are likely to vary, and further research is needed to understand this area in detail.

#### 4.4 Geography

The proportion of jobs in occupations affected by greening is also not evenly distributed across London. The City of London recorded the highest overall percentage of jobs in green occupations in 2017-19, with over a third (34%) of jobs in occupations affected by greening. This was followed by Southwark (31%) and Islington (29%). At the same time, there were three London boroughs where less than a fifth of jobs were in green occupations – Waltham Forest (19%), Barnet (18%) and Lewisham (17%).



As Table 7 indicates, there is also variation in the profile of jobs in different categories of green occupations across London. This suggests that the labour market in some parts of the capital could be more affected by the move to a greener economy than in others, and in different ways. However, it's worth noting that this analysis is based on where jobs were located in 2017-19. That is not the same as where workers live, and is not necessarily where jobs will be located in the future.

Appendix C provides a more detailed geographic breakdown of jobs by green occupational category.

**Table 7: Highest and lowest proportions of jobs by green occupational category by London authority**

Percentage of total jobs by local authority, London, 2017-19

**Green increased demand**

Top five with <b>highest</b> percentage of jobs in green increased demand occupations (2017-19)		Bottom five with <b>lowest</b> percentage of jobs in green increased demand occupations (2017-19)	
Enfield	14%	Havering	8%
Islington	13%	Sutton	8%
Harrow	12%	Lewisham	7%
Barking and Dagenham	12%	Tower Hamlets	6%
Redbridge	11%	Westminster	6%

**Green enhanced skills**

Top five with <b>highest</b> percentage of jobs in green enhanced skills occupations (2017-19)		Bottom five with <b>lowest</b> percentage of jobs in green enhanced skills occupations (2017-19)	
Richmond upon Thames	13%	Haringey	7%
Sutton	13%	Newham	7%
Hillingdon	12%	Harrow	6%
City of London	12%	Waltham Forest	6%
Southwark	11%	Barnet	5%

**Green new and emerging**

Top five with <b>highest</b> percentage of jobs in green new and emerging occupations (2017-19)		Bottom five with <b>lowest</b> percentage of jobs in green new and emerging occupations (2017-19)	
City of London	13%	Kingston upon Thames	6%
Southwark	9%	Havering	4%
Islington	6%	Waltham Forest	4%
Richmond upon Thames	7%	Barnet	5%
Hounslow	7%	Lewisham	3%

Source: GLA Economics analysis of the ONS APS.

## Glossary of key terms

**Green economy** – economic activity related to reducing fossil fuel usage, decreasing pollution and greenhouse gas emissions, recycling materials, increasing energy efficiency, and developing/adopting renewable energy sources. Otherwise termed the ‘low-carbon circular economy’.

**Greening** – the extent to which green economy activities and technologies increase the demand for existing occupations, shape the work and worker requirements needed for occupational performance, or generate unique work and worker requirements.

**Green increased demand** – existing jobs that are expected to be in high demand due to ‘greening’, without requiring significant changes in tasks, skills, or knowledge.

**Green enhanced skills** – existing jobs that require significant changes in tasks, skills, and knowledge as a result of ‘greening’.

**Green new and emerging** – new jobs with unique worker requirements that meet the specific needs of the green economy.

**Green job/occupation** – any job classified by O\*NET to be affected by ‘greening’, which could involve increased demand, changes in worker requirements, and the use of new worker requirements. All other jobs are considered ‘non-green’.

**Green skills** – the skills needed by the workforce, in all sectors and at all levels, in order to help the adaptation of the products, services and processes to the changes due to climate change and to environmental requirements and regulations.

**Job** – defined as a set of tasks or duties to be carried out by one person. The notion of a job represents a basic element in the employment relationship. Jobs are recognised primarily by the associated job title. In occupational classifications, jobs are classified in terms of their skill level and skill content.

**LMI for All** – a careers labour market information database that uses several data sources to inform and support decision-making about careers. This service is provided by the Department for Education, and delivered by the Institute for Employment Research at the University of Warwick.

**O\*NET** – a main source of occupational information in the United States. The O\*NET database contains a rich set of variables that describe work and worker characteristics, including skill requirements. The O\*NET-SOC taxonomy currently includes a total of [923 occupations](#).

**Skill** – ‘skill level’ is defined in terms of the nature and duration of the qualifications, training and work experience required to become competent to perform the associated tasks in a particular job. A related concept is ‘skill specialisation’ which refers the field of knowledge required for competent, thorough and efficient conduct of the tasks.

**UK SOC 2010** – the ONS’s Standard Occupational Classification 2010. Provides a common classification of occupational information. Classifies different job roles in terms of their skill level and skill content.

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## Appendix A – bespoke crosswalk from O\*NET to UK SOC2010

A comprehensive list of occupations identified as green is published on the O\*NET website.<sup>32</sup> This is a list of 204 six-digit O\*NET-SOC codes.

To apply this O\*NET classification in a London and UK context, we perform a bespoke crosswalk between US and UK occupational taxonomies based primarily on the application programming interface for the LMI for All database (under o-net/onet2soc/).

However, this mapping process is not entirely automated and for a variety of reasons the match between US and UK taxonomies cannot be perfect. There are, for example, significantly more occupations in the O\*NET database than in the UK SOC 2010.

We take the following steps to generate our bespoke crosswalk.

### O\*NET matches to more than one UK SOC

For each of the 204 green O\*NET codes, we use the general LMI for All crosswalk to identify the three most likely four-digit UK SOC2010 matches (if there are that many).

- In around half (103) of cases, the LMI for All crosswalk matches the green O\*NET code directly to one UK SOC code; in these cases, we continue with the direct single match.
- In another 70 cases the LMI for All crosswalk matches a green O\*NET code to two UK SOCs, and in 31 cases it matches to three UK SOCs (101 multiple matches); in these instances, we need to identify the best possible single match.<sup>33</sup>

The results of the LMI for All crosswalk are in order of closest match, so in theory the first-matched occupation should be the most relevant. But an element of judgement is also called for with regards to this research.<sup>34</sup> To inform that judgement, we check each O\*NET to UK SOC2010 match against a similar existing crosswalk (Bakhshi et al., 2017) and carry out additional checks using the [Cascotweb](#) tool.

- In 43 cases where there is a multiple match, we stick with the first-matched UK SOC code.<sup>35</sup>
- In 41 cases we match to the second-matched UK SOC code.
- in 12 cases we match to the third-matched UK SOC code.
- In five cases we select a match informed by an alternative crosswalk rather than the original LMI for All results.

### UK SOC matches to more than one O\*NET group

From the 204 O\*NET codes we identify 99 unique UK SOC2010 codes. Of these, there were 50 UK SOC codes that match against a single green O\*NET code. There is no problem in determining which green occupational category (green increased demand, green enhanced skills, or green new and emerging) to assign these occupations to.

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<sup>32</sup> [https://www.onetcenter.org/dictionary/22.0/excel/green\\_occupations.html](https://www.onetcenter.org/dictionary/22.0/excel/green_occupations.html).

<sup>33</sup> A feature of O\*NET is that there are significantly more occupations in the database than there are at the four-digit level of the UK SOC. However, matching to multiple UK SOC codes in each case identifies a disproportionate share of employment as green in the UK context.

<sup>34</sup> There is, for example, a risk that some highly relevant UK SOC2010 occupations would be excluded from our green classification if only first matches were kept. This is the case with, for example, the UK SOC codes 5319 and 5224.

<sup>35</sup> Overall, 146 out of 203 green O\*NET occupations are matched to the 'first-matched' UK SOC from the LMI for All crosswalk. So in most cases we have worked with the first result from the LMI for All crosswalk.

However, there are also 49 UK SOC codes that match with multiple green O\*NET codes. Of these:

- There are 15 cases where the UK SOC code matches to multiple O\*NET codes *with the same green category*. Again, we have no problem determining the green category in these cases.
- But there are also 34 cases where a UK SOC code matches against multiple O\*NET codes *with different green categories*. In these cases, we need to determine which green category each UK SOC should be assigned to.<sup>36</sup>

To do this, we look at employment estimates from the Bureau of Labor Statistics (BLS) Occupational Employment Statistics.<sup>37</sup> We assign the relevant UK SOC2010 code to the green occupational category where the highest level of US employment is found. This simple rule weights our final mapping towards the occupational greening categories which would have been more prominent in the original work.

### Manual check

We also manually check of our classification of 99 green UK SOC2010 occupations to review their relevance. Through this process we added one UK SOC code (SOC 5113: Gardeners and landscape gardeners) to our list of green increased demand occupations to reflect GLA policy priorities.

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<sup>36</sup> In most of these cases the relevant UK SOC is matched to only two or three O\*NET codes. But in a handful of cases the UK SOC is matched to many more O\*NET codes in different green categories. This includes UK SOC 2129 (matched to 11 O\*NET codes), UK SOC 3113 (matched to 10 O\*NET codes), and UK SOC 2142 and 8124 (both matched to seven O\*NET codes).

<sup>37</sup> We use May 2019 data from the BLS National Occupational Employment Statistics (see [here](#)). As the O\*NET occupational classification (eight-digit) is slightly more detailed than the six-digit 2010 occupational system for which employment is reported, we are required to ignore the last two digits. This approach should be considered approximate.

## Appendix B – summary of green occupations

SOC2010 Unit Group Titles	SOC2010 4-digit	Green Category
Production managers and directors in manufacturing	1121	Green Enhanced Skills
Production managers and directors in construction	1122	Green Enhanced Skills
Production managers and directors in mining and energy	1123	Green New and Emerging
Marketing and sales directors	1132	Green Enhanced Skills
Purchasing managers and directors	1133	Green New and Emerging
Managers and directors in transport and distribution	1161	Green Enhanced Skills
Managers and directors in storage and warehousing	1162	Green New and Emerging
Managers and proprietors in agriculture and horticulture	1211	Green Enhanced Skills
Waste disposal and environmental services managers	1255	Green New and Emerging
Chemical scientists	2111	Green Increased Demand
Biological scientists and biochemists	2112	Green Increased Demand
Physical scientists	2113	Green Enhanced Skills
Natural and social science professionals n.e.c.	2119	Green Increased Demand
Civil engineers	2121	Green Enhanced Skills
Mechanical engineers	2122	Green Enhanced Skills
Electrical engineers	2123	Green Enhanced Skills
Electronics engineers	2124	Green Enhanced Skills
Design and development engineers	2126	Green New and Emerging
Production and process engineers	2127	Green Increased Demand
Engineering professionals n.e.c.	2129	Green New and Emerging
IT business analysts, architects and systems designers	2135	Green New and Emerging
Programmers and software development professionals	2136	Green Increased Demand
Conservation professionals	2141	Green New and Emerging
Environment professionals	2142	Green New and Emerging
Research and development managers	2150	Green New and Emerging
Management consultants and business analysts	2423	Green New and Emerging
Actuaries, economists and statisticians	2425	Green New and Emerging
Architects	2431	Green Enhanced Skills
Town planning officers	2432	Green Enhanced Skills
Chartered architectural technologists	2435	Green Increased Demand
Construction project managers and related professionals	2436	Green New and Emerging
Quality control and planning engineers	2461	Green New and Emerging
Quality assurance and regulatory professionals	2462	Green New and Emerging
Journalists, newspaper and periodical editors	2471	Green Enhanced Skills
Public relations professionals	2472	Green Enhanced Skills
Laboratory technicians	3111	Green Increased Demand
Electrical and electronics technicians	3112	Green New and Emerging
Engineering technicians	3113	Green Enhanced Skills
Planning, process and production technicians	3116	Green New and Emerging
Science, engineering and production technicians n.e.c.	3119	Green Enhanced Skills

SOC2010 Unit Group Titles	SOC2010 4-digit	Green Category
IT operations technicians	3131	Green New and Emerging
Product, clothing and related designers	3422	Green Increased Demand
Estimators, valuers and assessors	3531	Green New and Emerging
Brokers	3532	Green New and Emerging
Finance and investment analysts and advisers	3534	Green Enhanced Skills
Business and related associate professionals n.e.c.	3539	Green New and Emerging
Buyers and procurement officers	3541	Green Enhanced Skills
Business sales executives	3542	Green Enhanced Skills
Marketing associate professionals	3543	Green New and Emerging
Conservation and environmental associate professionals	3550	Green Increased Demand
Public services associate professionals	3561	Green New and Emerging
Vocational and industrial trainers and instructors	3563	Green Enhanced Skills
Inspectors of standards and regulations	3565	Green Enhanced Skills
Health and safety officers	3567	Green Increased Demand
Records clerks and assistants	4131	Green Increased Demand
Transport and distribution clerks and assistants	4134	Green Enhanced Skills
Farmers	5111	Green Enhanced Skills
Horticultural trades	5112	Green Increased Demand
Gardeners and landscape gardeners ( <i>added manually</i> )	5113	Green Increased Demand
Agricultural and fishing trades n.e.c.	5119	Green Increased Demand
Sheet metal workers	5213	Green Enhanced Skills
Pipe fitters	5216	Green Enhanced Skills
Metal plate workers, and riveters	5214	Green Increased Demand
Welding trades	5215	Green Increased Demand
Metal machining setters and setter-operators	5221	Green Increased Demand
Metal working production and maintenance fitters	5223	Green Increased Demand
Precision instrument makers and repairers	5224	Green Increased Demand
Air-conditioning and refrigeration engineers	5225	Green Enhanced Skills
Vehicle technicians, mechanics and electricians	5231	Green Enhanced Skills
Rail and rolling stock builders and repairers	5237	Green Increased Demand
Electricians and electrical fitters	5241	Green Increased Demand
Electrical and electronic trades n.e.c.	5249	Green Increased Demand
Skilled metal, electrical and electronic trades supervisors	5250	Green Increased Demand
Steel erectors	5311	Green Increased Demand
Carpenters and joiners	5315	Green Increased Demand
Construction and building trades n.e.c.	5319	Green Increased Demand
Roofers, roof tilers and slaters	5313	Green Enhanced Skills
Plumbers and heating and ventilating engineers	5314	Green Enhanced Skills
Construction and building trades supervisors	5330	Green New and Emerging
Rail travel assistants	6215	Green Increased Demand
Communication operators	7214	Green Increased Demand
Customer service occupations n.e.c.	7219	Green Increased Demand

<b>SOC2010 Unit Group Titles</b>	<b>SOC2010 4-digit</b>	<b>Green Category</b>
Chemical and related process operatives	8114	Green Increased Demand
Quarry workers and related operatives	8123	Green Enhanced Skills
Energy plant operatives	8124	Green New and Emerging
Metalworking machine operatives	8125	Green Increased Demand
Assemblers (electrical and electronic products)	8131	Green Increased Demand
Routine inspectors and testers	8133	Green Enhanced Skills
Assemblers (vehicles and metal goods)	8132	Green Increased Demand
Assemblers and routine operatives n.e.c.	8139	Green Increased Demand
Road construction operatives	8142	Green Increased Demand
Rail construction and maintenance operatives	8143	Green Increased Demand
Construction operatives n.e.c.	8149	Green Increased Demand
Bus and coach drivers	8213	Green Increased Demand
Large goods vehicle drivers	8211	Green Enhanced Skills
Mobile machine drivers and operatives n.e.c.	8229	Green Increased Demand
Forestry workers	9112	Green Increased Demand
Elementary construction occupations	9120	Green Enhanced Skills
Refuse and salvage occupations	9235	Green New and Emerging
Elementary storage occupations	9260	Green Increased Demand



## Appendix C – breakdown by London authority

**Table C1: Percentage of jobs by green occupational category**

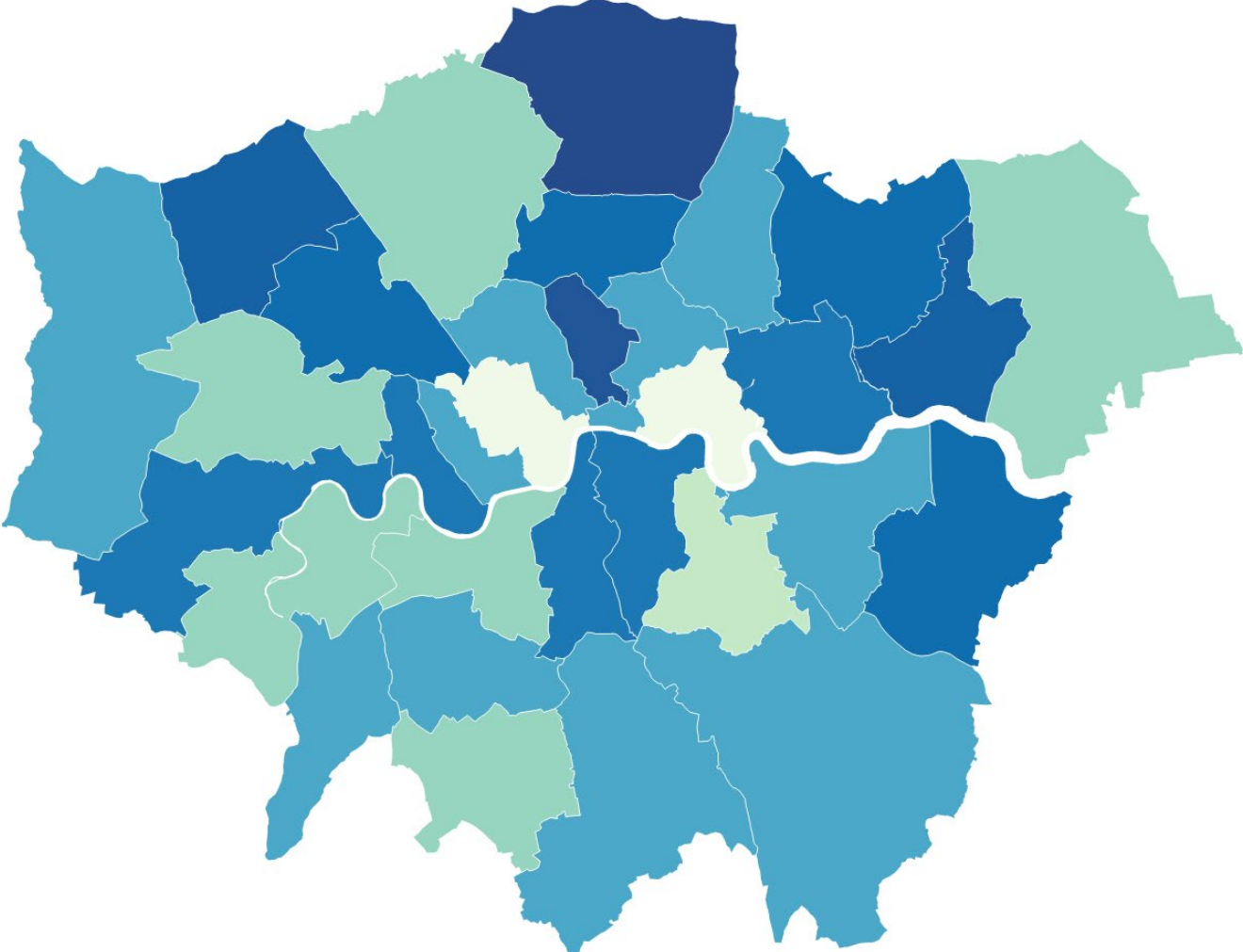
London authority, 2017-19

	<b>Green Increased Demand</b>	<b>Green Enhanced Skills</b>	<b>Green New and Emerging</b>	<b>Green</b>	<b>Non- Green</b>
Barking and Dagenham	12%	9%	5%	26%	74%
Barnet	8%	5%	5%	18%	82%
Bexley	11%	8%	6%	25%	75%
Brent	11%	8%	5%	24%	76%
Bromley	9%	9%	5%	23%	77%
Camden	9%	10%	8%	27%	73%
City of London	9%	12%	13%	34%	66%
Croydon	9%	8%	6%	23%	77%
Ealing	8%	10%	5%	24%	76%
Enfield	14%	8%	4%	26%	74%
Greenwich	9%	9%	9%	26%	74%
Hackney	9%	9%	4%	22%	78%
Hammersmith and Fulham	10%	10%	6%	26%	74%
Haringey	11%	7%	4%	22%	79%
Harrow	12%	6%	5%	24%	76%
Havering	8%	8%	4%	20%	80%
Hillingdon	9%	12%	6%	27%	73%
Hounslow	10%	10%	7%	27%	73%
Islington	13%	10%	6%	29%	71%
Kensington and Chelsea	9%	11%	7%	27%	74%
Kingston upon Thames	9%	7%	6%	21%	79%
Lambeth	10%	9%	5%	24%	76%
Lewisham	7%	7%	3%	17%	83%
Merton	9%	9%	6%	24%	76%
Newham	10%	7%	7%	24%	76%
Redbridge	11%	8%	4%	24%	76%
Richmond upon Thames	8%	13%	7%	28%	72%
Southwark	10%	11%	9%	31%	69%
Sutton	8%	13%	6%	26%	74%
Tower Hamlets	6%	9%	10%	25%	75%
Waltham Forest	9%	6%	4%	19%	81%
Wandsworth	8%	9%	5%	22%	78%
Westminster	6%	11%	10%	27%	73%
London (total)	9%	10%	8%	27%	73%

Source: GLA Economics analysis of the ONS APS. Note: Figures may not sum due to rounding.

**Map C1: Jobs in green increased demand occupations by London authority**

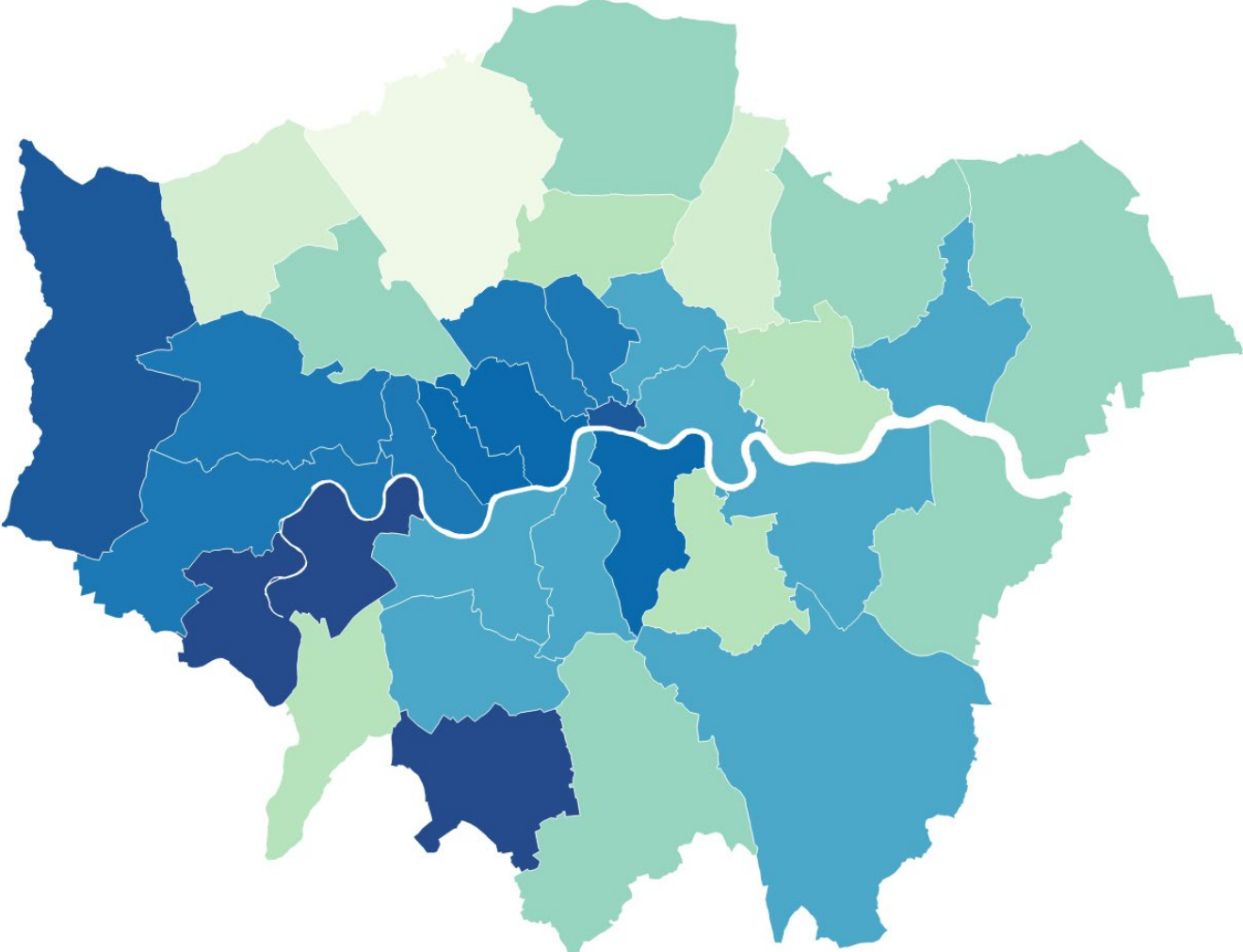
Percentage of total jobs, 2017-19



Map: GLA Economics analysis of ONS APS • Map data: © Crown copyright and database right 2018

**Map C2: Jobs in green enhanced skills occupations by London authority**

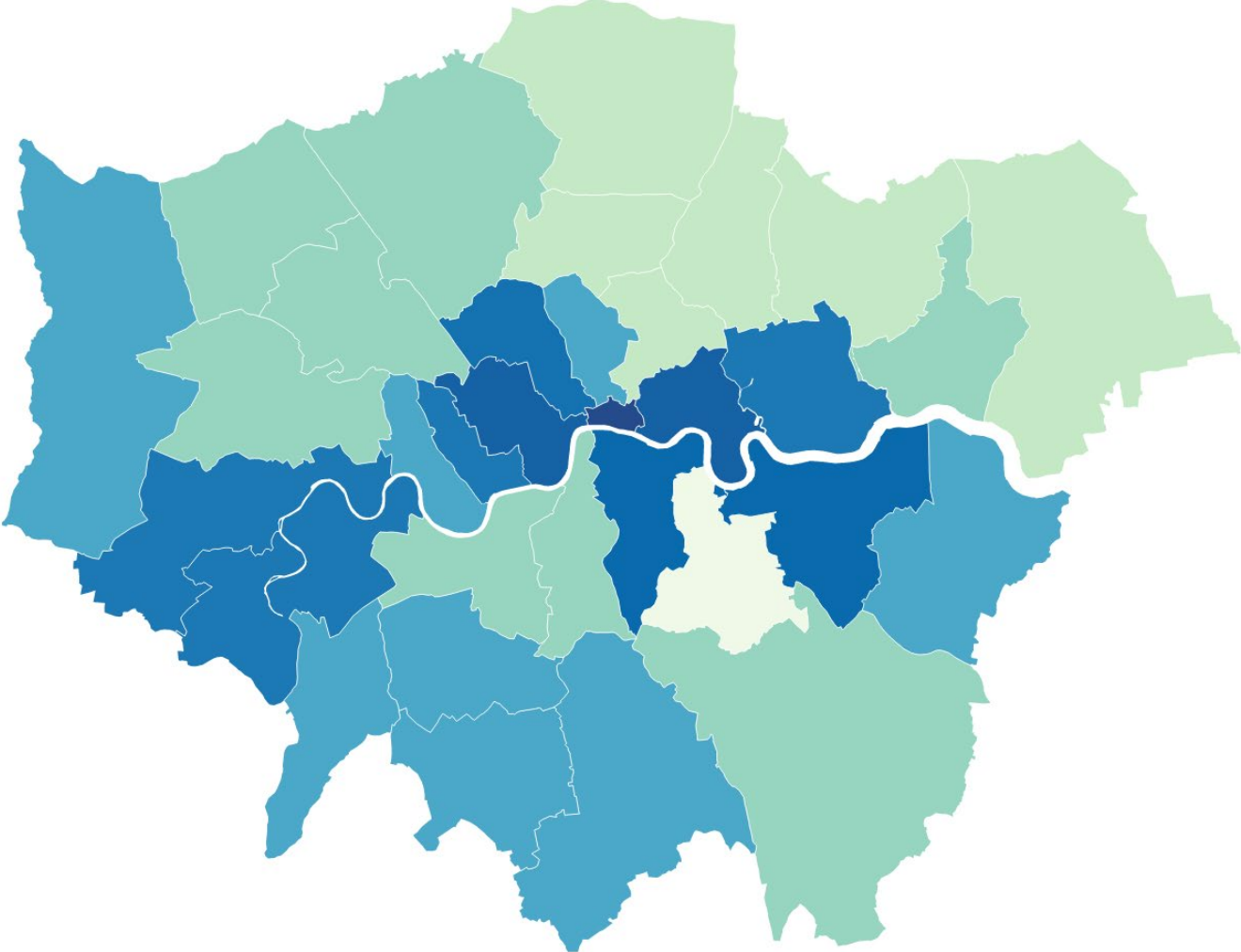
Percentage of total jobs, 2017-19



Map: GLA Economics analysis of ONS APS • Map data: © Crown copyright and database right 2018

**Map C3: Jobs in green new and emerging occupations by London authority**

Percentage of total jobs, 2017-19



Map: GLA Economics analysis of ONS APS • Map data: © Crown copyright and database right 2018

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<b>Skills Economy and Growth Scrutiny Commission</b> <b>25<sup>th</sup> April 2023</b> <b>Item 5 Minutes of the previous meeting and Matters Arising</b>	Item No  <b>5</b>
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## **OUTLINE**

Attached are the draft minutes for the meeting on 9<sup>th</sup> January 2023.

## **ACTION**

The Commission is requested to agree the minutes and note the action updates.

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London Borough of Hackney  
Skills, Economy and Growth Scrutiny Commission  
Municipal Year 2022/23  
Date of Meeting Monday 9 January 2023

Minutes of the proceedings of  
the Skills, Economy and  
Growth Scrutiny Commission  
held at Hackney Town Hall,  
Mare Street, London E8 1EA

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<b>Chair</b>	<b>Councillor Polly Billington</b>
<b>Councillors in Attendance</b>	<b>Cllr Clare Potter (Vice-Chair), Cllr Gilbert Smyth, Cllr Anna Lynch, Cllr Jon Narcross, Cllr Fliss Premru and Cllr Jessica Webb</b>
<b>Apologies:</b>	<b>Cllr Steve Race and Cllr Joe Walker</b>
<b>Officers In Attendance</b>	<b>Ceylan Ismail (Hackney Young Futures Representative), Mia Guercini (Management Trainee), Luyanda Muraya (Hackney Young Futures Representative), Silvia Perin (Strategic Delivery Officer), Thierry Shillingford-Brown (Hackney Young Futures Representative), Sudenaz Top (Hackney Young Futures Representative), Polly Cziok (Strategic Director, Engagement, Culture and Organizational Development), Brian Debus (Branch Chair), Matthew Paul (Joint Branch Secretary) and Petra Roberts (Strategic Service Head for Culture, Libraries and Heritage)</b>
<b>Other People in Attendance</b>	<b>Isobel Hunter (Libraries Connected)</b>
<b>Members of the Public</b>	
<b>Officer Contact:</b>	<b>Tracey Anderson</b> ☎ 020 8356 3312 ✉ <a href="mailto:tracey.anderson@hackney.gov.uk">tracey.anderson@hackney.gov.uk</a>

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## Councillor Polly Billington in the Chair

- 1 **Apologies for Absence**
  - 1.1 Apologies for absence from Cllr Walker and Cllr Race.
  - 1.2 Apologies for lateness from Cllr Potter.

## **2 Urgent Items / Order of Business**

- 2.1 There were no urgent items, and the order of business is as laid out in the agenda.
- 2.2 The meeting is dedicated to the discussion about library services and Hackney's Library Strategy.

## **3 Declarations of Interest**

- 3.1 The declaration of interest were as follows:
  - 3.1.1 Cllr Smyth declared he is a member of the Musicians union and was a member of an Executive task and finish group for the libraries review.
  - 3.1.2 Cllr Narcross declared he is a member of Unison.
  - 3.1.3 Cllr Lynch declared she is a member of the Royal College of Nursing (RCN) and an accredited trade union steward for RCN.
  - 3.1.4 Cllr Premru declared she is a member of National Unions of Rail, Maritime and Transport Workers (RMT) and Transport Salaried Staff' Association (TSSA).
  - 3.1.5 Cllr Webb declared she is employed by the RMT and a member of GMB.
  - 3.1.6 Cllr Billington declared she is a member of Unite, Unison and GMB.
  - 3.1.7 Cllr Potter declared she is a Member of the Council Joint Committee (CJC) and they have discussed library services at their previous meeting. Cllr Potter was also part of the Members task and finish group and attended the first meeting and a member of Unite.

## **4 Future of Libraries and Hackney's Library Strategy**

- 4.1 The Chair informed the Commission that the discussion would commence with 2 presentations one from Libraries Connected and the second from Hackney Young Futures Commission. This would be followed by a Q&A from Members of the Commission.
- 4.2 The last 2 presentations would be from Hackney Council and the second one from Unison representatives in Hackney. This would be followed by a Q&A from Members of the Commission.
- 4.3 The Chair informed the Commission that written information and the presentations were provided in advance (in the agenda pack) from Hackney Council, Unison and Libraries Connected.
- 4.4 The Chair provided background information about the Libraries Services review which was launched in April 2021 by Hackney Council.

- 4.5 The review of Hackney's library services entailed extensive conversations about libraries with residents and stakeholders to measure the satisfaction levels of the current service provision and identify the local needs and aspirations for the future of the service.
- 4.6 A new library strategy was developed following engagement with residents, councillors, staff and relevant council departments.
- 4.7 Hackney Council's Library Strategy and associated service objectives, transformation vision, and service model was adopted by the Council in October 2022.
- 4.8 This meeting is to review the implementation plan for the library strategy, consider the future plans for library spaces and the workforce changes.
- 4.9 The Chair explained the purpose of this meeting was not to comment on the strategy itself because the strategy and vision had already been formally agreed by the Council's Executive.
- 4.10 The Chair welcomed to the meeting the following attendees:
- Libraries Connected
- Isobel Hunter, Chief Executive
- London Borough of Hackney
- Polly Cziok, Strategic Director, Engagement, Culture and Organizational Development and
  - Petra Roberts, Strategic Service Head for Culture, Libraries and Heritage.
- Unison
- Matthew Paul, Joint Branch Secretary and
  - Brian Debus, Branch Chair.
- Hackney Young Futures (HYF)
- Thierry,
  - Luyanda,
  - Sudenaz, (virtual) and
  - Ceylan (virtual).
- Also in attendance from London Borough of Hackney to support the HYF representatives was:
- Silvia Perin, Strategic Delivery Officer
  - Mia Guercini, Management Trainee Policy and Strategic Delivery.
- 4.11 **Presentation by Libraries Connected**
- 4.11.1 The Chief Executive from Libraries Connected (LC) commenced her presentation and the main points from the presentation were:
- 4.11.2 Libraries Connected is the membership body for public libraries in England, Wales, Northern Ireland and the crown dependencies.

- 4.11.3 Libraries Connected are funded by the Arts Council as a sector support organization.
- 4.11.4 Their main work is to network libraries and support them in areas of innovation and service development.
- 4.11.5 They are focused on looking at the next steps for the sector and where libraries need to develop.
- 4.11.6 LC advised at the start of the pandemic they outlined a recovery model. However, the fourth stage of the recovery model is not to put services back to how they were pre-pandemic but to stop and reflect on the changed world to review the changing needs of library services.
- 4.11.7 LC pointed out they had hit the point now where they can start to see the patterns of use post pandemic.
- 4.11.8 LC highlighted that upon review of the agenda papers they noticed the patterns of library use in Hackney were mirroring the trends nationwide.
- 4.11.9 LC pointed out from the monitoring of library services that physical footfall stands at about 70% and is still rising. Book lending is back to pre-pandemic levels and digital lending and digital activity are at a higher level than they were previously.
- 4.11.10 The key area they are helping libraries to think about is the changing needs within their communities, the sharpened needs and inequalities that have risen due to the pandemic.
- 4.11.11 LC recognized that Hackney had focused on inequalities, but for some residents in the community they still lacked access to opportunities. Therefore it will be important for libraries to think about how they are reacting to this issue.
- 4.11.12 LC were pleased to see that this was echoed in the ambitions of Hackney's strategy and fits with Libraries Connected research findings e.g., the role of libraries in the recovery post pandemic.
- 4.11.13 LC were interested in how libraries deliver their service not just the services they deliver. They have a concept of the 3-channel library service. Libraries are important in relation to their physical spaces (buildings). This was seen from their role in the warm winter work and as a meeting place for individuals. There are 3 channels aside from the physical building they are:
- Digital
  - Out in the community – community library services, mobile library services etc. This is about getting libraries out into the community rather than expecting people to come through the doors.
  - Partnerships with the third sector – partnerships like food banks, housing associations etc.
- 4.11.14 In addition to the universal offer LC advised they are talking to libraries about the four pillars of delivery for library services. They are:

- Reading and literacy – children’s literacy and closing the literacy gap that the pandemic has exacerbated.
- Health and wellbeing – many health and wellbeing problems have been exacerbated by the pandemic, levels of poverty and destitution.
- Digital and information – not just focused on people being digitally connected but also the big job around misinformation and disinformation. Libraries can play an important role in this.
- Culture and creativity – this category is very important to a creative borough like Hackney. Libraries are a gateway for access to cultural and creative activities.

4.11.15 The operation of libraries through these 3 channels links to how they can continue to deliver the 4 pillars outlined above. LC was of the view every library operation should cover these. LC highlighted key to delivering the new ways of working will be a very skilled, dedicated, dynamic and flexible workforce. Therefore, having a workforce that can work across branches, be deployed to specific projects and a workforce that is multi skilled. At the heart of this is having the real skill to engage with communities.

4.11.16 LC highlighted that they are very aware of the financial pressure councils are facing currently but libraries are a key area of resource. So innovative ways of working will be crucial. The Libraries Consortium provides access to books and resources and innovation in how services are provided to people.

4.11.17 LC pointed out that finding new ways for libraries to generate income will be key too.

4.11.18 These are the headline themes they are supporting library services to focus on over the next 2 years as they emerge from the pandemic.

#### 4.12 **Presentation by Hackney Young Futures**

4.12.1 The Chair invited Hackney Young Futures representatives to outline their experiences in relation to library services. The main points from their presentation were:

4.12.2 Libraries are incredibly important to young people but having said that the young person advised she had not used library services in seven years. The last time she accessed a service she found it to be a hostile environment. The rules about talking in libraries were not clear.

4.12.3 Using Hackney Central Library the young person found that there were no co-working spaces, which is key issue. Secondary school work requires a lot of group work and if they could not work at school then the library was the next option. However, library space was not providing the opportunity to engage with their peers without being told off straight away.

4.12.4 One young person expressed the desire to revisit libraries again but the reason this is unlikely to happen is because the young person has a laptop and Wi-Fi at home. The young person wants to have a reason to visit a library e.g., engage with their community, learn something new or about an event. This would require more engagement and communication, which is currently lacking. This is an area the young person would like to see improved for libraries in the future.

- 4.12.5 Another young person explained he has been accessing library services since the age of 10. The young person's favorite library was Dalston because it had an archive service. This facility was utilized by the young person when he was doing his history course work. Having access to information about the Second World War was extremely helpful for the young person. The staff and atmosphere in the Dalston Library were commended by the young person.
- 4.12.6 A young person highlighted that libraries are the only safe place for people who are undocumented particularly during the winter period. This space is one of a limited number of places a person can go into without any questions being asked, which allows you to gather your thoughts and soak up the atmosphere. Libraries should not just be considered for young people, young adults and viewed only from the perspective of how to get more people into the premises. But for people who are working and struggling. The question should be how to give people a safe place.
- 4.12.7 Another young person highlighted that she is studying for her A Levels but does not currently access Hackney's libraries because the environment is not as nice as other boroughs. The young person pointed out the Dalston Library is nice, but it closes too early. For a young person studying this did not give her the ability to do a lot of work without feeling rushed from the premises.
- 4.12.8 It was also pointed out that Hackney Central library lacked warmth from staff and there was limited co-working space in the library. In comparison places like the British library operate longer hours and provided a nice working environment to work with friends.
- 4.12.9 For Hackney Library services the young person would like to see more co-working spaces
- 4.12.10 Another young person is currently studying at university and highlighted that she used Hackney libraries for most of her secondary schooling years and during her A Levels. Access to libraries was extremely useful because the young person lived in an overcrowded household and did not have a space to study at home.
- 4.12.11 This space was a valuable service to young people during the pandemic. The young person wanted to highlight that libraries may be the only place to study for young people living in an overcrowded household. Whilst this young person had positive experiences she highlighted there have been a lot of negative experiences, with staff expressed by other young people.
- 4.12.12 The young people highlighted that Hackney libraries matter a lot to young people especially for a young person with siblings living in an overcrowded household. Echoing the same points as the previous young people.
- 4.12.13 Another young person explained that she has been using Hackney libraries since she could read and participated in activities like the summer reading challenges.
- 4.12.14 The young person was also part of the young readers book club at Hackney Central Library. The young person explained that this was a great way to

make connections with other young people. The young person highlighted that she had attended writers' workshops with Michael Roszen and Benjamin Zeph giving a poetry reading. It was these types of events that the young people would like to see more. Pointing out that events like these had slowed down especially after covid.

- 4.12.15 The young people were of the view workshops like these would really help to engage young people with libraries more.
- 4.12.16 Libraries were not only a place to study but also a meeting place to socialize and access information.
- 4.12.17 The young person pointed out that Tower Hamlets library delivers several free courses and spaces can be hired for free. The young person was of the view this is not done enough by Hackney libraries. Pointing out that there is a room in the CLR James library but seems to be rented out by professionals although not very often.
- 4.12.18 The young person also recommended that libraries could have private study booths like a university library. This would be very useful.
- 4.12.19 The Strategic Delivery Officer from the Policy and Strategic Delivery Team in LB Hackney added the views of young people have highlighted that libraries are one of the most important places for young people to hang out and have intergenerational activity opportunities.
- 4.12.20 In essence Hackney Young futures are in support of the Hackney Libraries Strategy aimed at making libraries more accessible.
- 4.12.21 Hackney Young Futures said that they would like to ensure that young people are part of the decision making, planning and designing of those spaces.

#### **4.13 Presentation by Hackney Council**

- 4.13.1 The Chair invited the Strategic Service Head for Culture, Libraries and Heritage to commence her presentation. The main points from the presentation are outlined below.
- 4.13.2 The presentation provided an overview of Hackney's Library Strategy and the vision for library services in Hackney in response to the feedback from residents during their consultation period.
- 4.13.3 The officer informed that in April 2021 the Council undertook a comprehensive review of the service to co-design a new vision. This was the first review for several years.
- 4.13.4 Over an 18-month period they engaged residents, library staff and many stakeholders.
- 4.13.5 The engagement campaign was called 'Our libraries' engaged 8,500 residents. The consultation was in partnership with the Council's Consultation Team and used a variety of channels and tools to reach residents of all ages and backgrounds. These covered surveys, focus

groups, interviews, telephone conversations. The presentation provided a breakdown of library users and non-users spoken to.

- 4.13.6 Over 1200 pupils participated in the school's competition to create a poem, poster or piece of art to share their ideas on what Hackney's library services could look like in the future.
- 4.13.7 The feedback provided insight into the full impact library services could have on residents beyond a lending book service.
- 4.13.8 As a community hub it would enable residents to socialize, take part in creative activities and meet their friends in a friendly and welcoming space. Helping to reduce loneliness, reduced health and social isolation.
- 4.13.9 Fundamentally libraries provide access to high quality information and lifelong learning, and they aim to celebrate the culture and heritage of all Hackney's local population.
- 4.13.10 Libraries are one of the most trusted and safe spaces for communities and provide a sense of belonging and an opportunity to network with others.
- 4.13.11 Libraries provide spaces with big rooms and desks for study that are nicely lit, pleasant and warm for academic enquiry to help fulfil their potential.
- 4.13.12 The co-designed vision with residents involved an extensive engagement process with all the library staff as well as council officers from across the organization and a task and finish group with councillors. These engagements provided advice and suggestions for the strategy.
- 4.13.13 The Council recognizes the role libraries can play in supporting the post covid recovery. They are focusing on addressing inequalities, economic recovery, enabling social mobility and collaboration. This is a key theme for the new vision.
- 4.13.14 This will mean more partnership working with residents and local organizations to influence the future approach.
- 4.13.15 Implementation of this strategy will require a redesign of the service within available resources. To ensure the service can remain sustainable the council is investing in service development to make the service fit for the future workforce.
- 4.13.16 The council has made a commitment to residents to keep library sites open and the hours of operation unchanged. It was highlighted that the Library Service also has a corporate savings target for the year to meet. Therefore, the savings can only be achieved through the reorganization of the workforce.
- 4.13.17 Shared Intelligence is an organization that has produced a Hackney user report which provided statistics and data about how the service is being used. This report also provided a comparison with neighbouring boroughs of finance and service users. This report has highlighted that Hackney's total



revenue expenditure is above the national average and its statistical neighbours.

- 4.13.18 Although this translates into good visits and active borrowing numbers the report also highlights it would be useful for the borough to compare itself with other local authorities who are outperforming Hackney but spending less than Hackney.
- 4.13.19 To make the library service outstanding it will need a strong set of outcomes that enable the council to meet the demands of residents now and in the future. The 8 outcomes the council is working towards are:
- Improve digital access and literacy
  - Encourage healthier and happier lives
  - Support stronger and more resilient communities
  - Enable greater prosperity and thriving communities
  - Help everyone achieve their full potential
  - Increase reading and literacy
  - Enable cultural and creative enrichment
  - Support the Council's corporate priorities.
- 4.13.20 The Council used the Government's National Universal Library offer as a strategic tool to ensure the service outcomes lead to a comprehensive and efficient service.
- 4.13.21 The key objective for the service is to put libraries at the heart of cultural life in the borough and support the full potential of every person in Hackney.
- 4.13.22 In relation to implementation of the strategy and what success might look like the Council outlined:
- 4.13.23 Everyone needs access to digital resources. Digital inclusion is important for residents and staff the library service is addressing this through a digital transformation pilot and are working with ICT to improve the core infrastructure. It was highlighted that the majority of the library sites are now hard wired to give access to faster Wi-Fi, public printers are working, and the staff phone system is working more effectively.
- 4.13.24 The Council has received funding to purchase assistive technology, this will enable the libraries to be inclusive for the hearing and visual impaired residents. There will also be digital skills training for staff and an offer of free training for community members in collaboration with the adult learning service and the digital buddy scheme.
- 4.13.25 Libraries are working in partnership with adult learning on a pilot to promote lifelong learning hubs. The Council has increased the educational session's provision to 350 classes over the last 10 months. Some of the classes address increasing employability skills i.e., writing CVs, English and numeracy skills etc.
- 4.13.26 Libraries are also part of the arts and culture events program in the Hackney calendar. They are planning to co-locate and create a new partnership for their community library service. This service will work closely with the adult

social care team to maximize reach and support independence for older residents with care needs.

- 4.13.27 The library service has also recently partnered with the Fair Money advice charity to provide free money and debt advice.
- 4.13.28 All the libraries have signed up to be part of the warm spaces campaign in the winter. It was highlighted that the free coat scheme and coffee mornings have been popular with residents. The library service kept Hackney Central library open between Christmas and New Year with the support of their amazing library service staff.
- 4.13.29 The library service will also do more of what is working well for example having more activities for children and families as well as piloting keeping libraries open for longer hours in the evening to extend the study and co-working space provision for young people.
- 4.13.30 Library services were successful in securing funding for a range of library improvements. One improvement will be the creation of a new outdoor community garden for families. Turning the derelict car park at Stamford Hill library into a vibrant community outdoor space as part of the library.
- 4.13.31 The funding will also be used to create digital and creative maker spaces in libraries in addition to building a new meeting room that will be available for hire at Hackney Central library.
- 4.13.32 The aim is to provide a core library offer across all the sites but retain a high level of quality and accessibility.
- 4.13.33 They want to co-design their capita and redesign the spaces in the future with young people and other users.
- 4.13.34 When the library service consulted non library users, they asked for better promotion of the offer across all their sites. This request will be taken forward by the new Engagement and Development Team in the new libraries structure. They will develop a brand, communications strategy and newsletters to build their social media presence.
- 4.13.35 Library services plan to install digital display boards so residents can view the offer in libraries and connect with other council services.
- 4.13.36 The key aim is to inspire, innovate and encourage more local people to participate in the service offer to give a more inclusive approach. Library services want to provide inclusive, innovating and flexible spaces for all residents of all ages to come together and grow in their cultural experience.
- 4.13.37 Long term the new vision can only be achieved if the right conditions are in place. This means looking at ideas for new types of services.

#### **4.14 Presentation from Unison**

- 4.14.1 The Chair invited the Unison Branch Secretary for Hackney to commence his presentation. The main points from the presentation are outlined below.

- 4.14.2 Unison will present information outlining their concerns in relation to staff engagement for the strategy.
- 4.14.3 Unison informed staff have had limited involvement with the wider review which included public consultation. There was a staff survey, but this was heavily focused on operational issues and day-to-day challenges. The survey did not engage their views on future staffing structure. Hackney Council management did share themes from the review before publishing the strategy.
- 4.14.4 Staff and the union are broadly supportive of the measures to increase usage of the libraries in relation to improving connectivity and the focus on events.
- 4.14.5 The staff had an away day in the summer that explored service improvements with workshops to review how they could do things differently and achieve the culture shift mentioned by the young people in the meeting.
- 4.14.6 However, the details about job descriptions, changes to roles and responsibilities and cuts to staff numbers were not shared with the staff or the Union until the formal consultation in September 2022.
- 4.14.7 The restructuring proposals remove approximately £0.5 million from the staffing budget. This is a big proportion. This is £145,000 more savings than is required by the service area to achieve. There has been an additional £50,000 increase in senior management pay what impacts on the wider staffing cuts year on year.
- 4.14.8 The proposal will delete 99 library staff jobs, removing the equivalent of 19 full-time posts. This is approximately a third of the full-time posts in the service. However, taking into consideration the number of part-time posts, this could result in 44 staff job losses.
- 4.14.9 From the formal staff consultation, it is anticipated that a higher number of staff have requested voluntary redundancy; despite the volume of these requests compulsory redundancies can still take place. This is an area the Unions are against.
- 4.14.10 Unison acknowledges there will be an uplift in relation to the pay and grades and there will be new library officer posts. But in the new posts all staff will be expected to do supervisory level tasks e.g., opening and closing, cashing up etc. Although this presents an opportunity for some staff there are other staff who do not want this level of responsibility. This has staff feeling forced into doing it or be forced out.
- 4.14.11 Unison pointed out there will be the removal of set break times and library managers will manage 3 sites instead of one site. This means a manager will no longer always be present on site. The responsibility will be on staff at a scale 6 grade.
- 4.14.12 Staff will be expected to work at different sites instead of being assigned to a particular library.
- 4.14.13 The new rota being introduced will include mandatory regular Sunday working. For a number of staff with care responsibilities the unsociable hours

of work will be challenging, and they do not wish to do this, even if it will be one in a 7-week period.

- 4.14.14 There will be increased use of relief staff in the service. This was designed as a stop gap to help cover the occasional staff absence but over the years has proliferated.
- 4.14.15 Hackney has included security guards in the minimum staffing numbers although they will not be present for the duration of opening hours. This will be a breach of the minimum staffing level.
- 4.14.16 The library service workforce is an older workforce with over 69% being aged 45 years and over; 66% female; 60% being black and global majority and 55% are Hackney residents. Unison highlighted that these statistics show it will have a disproportionate effect and impact on the local population.
- 4.14.17 In relation to relief workers Unison pointed out that staff on a zero hour contract would have access to more rights than the library relief workers and less in comparison to permanent staff who have contractual benefits. The union was of the view that this is not a working contract that should be used as widely as it is.
- 4.14.18 It was pointed out that this cohort of workers cover 1000 hours per month, equivalent to eight full time jobs. This highlights how the service is already under staffed before the proposed cuts.
- 4.14.19 Hackney management have highlighted that the relief staff are there to cover staff absences in particular sickness cases. But there are high sickness levels in the service. Introducing the reductions to the workforce will have a disproportionate impact on the service. Achieving the opposite to the vision.
- 4.14.20 Unison collated staff views via an anonymous survey to staff in library services. This survey showed that staff were concerned about job losses, working below the minimum staffing numbers and the health and safety implications. Also, the lack of direct assimilation into the new job roles and the inability to continue to provide services at the current level.
- 4.14.21 Staff were of the view the cuts were too excessive. They would like to see all staffing cuts avoided coupled with keeping the scale 4 posts (this is the role of library assistants). Instead of the single grade introducing a career grade system for staff to progress if desired.
- 4.14.22 Unison informed the Commission they had submitted a number of alternative options including career linked grades to allow staff to develop whilst protecting staff in their current roles. Their proposals included recruiting the new Development Team posts as a first phase of the restructuring and then looking at the wider restructuring later. This would give the service more time to rebuild usage to recover from covid and the cyber-attack. Both events had hit library services hard and impacted on the number of service users.
- 4.14.23 Unison suggested a pilot on the reduced staffing levels was trialed first to see if it was sustainable and the model is correct.

- 4.14.24 Unison suggested the council uses its general reserves (estimated to be £168 million as at March 2021 - an increase of £7 million from the previous year) to buffer some of the corporate saving requirements. Unison were of the view Hackney has alternative choices.
- 4.14.25 Unison highlighted that all these suggestions have been overlooked or dismissed without full exploration or discussion.
- 4.14.26 Unison highlighted the final report was almost identical to the draft proposals except for a couple of small changes.
- 4.14.27 Unison pointed out the commission had not had an opportunity to scrutinize the strategy.
- 4.14.28 The workforce strand is being fast tracked to implementation.
- 4.14.29 Unison pointed out that it has been stated that the savings were needed to make improvements to Stoke Newington. But a press release in 2020 before the library service review stated the funding for the improvement works was already ear marked.
- 4.14.30 Unison highlighted there has been a public campaign and they have a public petition with almost 2800 signatures. The community is recognizing this will have an impact on the service. Their public campaign was also supported by Diane Abbott MP.
- 4.14.31 Staff have been voting in a strike ballot and the conclusion is to take strike action. This will be the first strike in over a decade.
- 4.14.32 Unison would also like to see the innovation and vital improvements to this public service to best protect its future and deliver a professional service for the community. But in their view the proposals are unsustainable and will present a safety risk to staff and users as well as being financially unsound. This could lead to temporary or permanent site closures in the future.
- 4.14.33 There is concern library services will lose the knowledge, experience and community trust as mentioned by the Chair of the Commission.
- 4.14.34 Unison wanted to see Hackney's management show respect for their collective bargaining rights and be prepared to negotiate to protect jobs, staff safety and wellbeing.

4.15 **Questions, Answers and Discussion**  
Libraries Connected and Hackney Young Futures Q&A

- (i) **Members referred to the co-working spaces and asked for more details about what this? Members queried if this related to different workers from different backgrounds coming to share their expertise and explore new ideas?**

In response Hackney Young Futures explained the co-working spaces related to co-working booths like they have in WeWorks or smaller rooms that groups of pupils can work in.

- (ii) **Members referred their question to the young people who used library service in the past and those who no longer used the service and asked what would make them use library services again? Members also asked what was missing and what they would like to see in libraries that would encourage more young people through the doors.**

In response Hackney Young Futures replied, the design and aesthetic to have a comfortable warm environment to study in. This is important. Also, co-working space that is not deadly quiet and where you can study with your friends.

The young people would also like to see more individual study spaces. From experience when visiting Hackney Central Library after school it would get very crowded and there was no individual study space. Particularly during the exam periods.

The young person also suggested improving staff culture. The young person reiterated the bad experience they had with some members of staff in Hackney Central Library, which had caused the young person to drift away from using the service. The young person pointed out the rules for the library were not very specific which led to confusion.

The young person added the behaviour of security guards also added to the staffing culture issue. Highlighting the way they behaved was not inviting to groups of young people in school uniform.

The young person referred to the Library app and highlighted you do not always have to visit the library in person to benefit from its services.

It was also pointed out that previously libraries were seen as cultural hubs it would be nice to see more activities for people and young people between the ages of 18-25 yrs. For example, creative workshops or having a movie night. There is more that can be done because they are versatile environments.

The young people also pointed out that creative arts students cannot use the library if they are doing topics like music tech or a big art piece. There was not enough space to do it in a library. This limits their spaces to either at home or after school. Having a space for the creative arts and music would be beneficial too.

- (iii) **Members referred to Libraries Connected commented about the changing needs of libraries and where people are not just coming to borrow books but to get advice. Commenting on this could include advice that they may have accessed from formal advice centers and now wished to use comparison websites etc. Members asked how this has changed the service offer and what libraries should be in these circumstances.**

In response the Chief Executive from Libraries Connected explained a Mori poll of trust in different professions revealed that top were nurses at 98% and second were librarians at 96%. This demonstrated that people trust libraries and trusted the advice and sign post they were given.

It was important that library staff are supported to give advice and signpost to advice too. This would require changing of spaces and a lot of libraries have now invested in little booths or small rooms inside a bigger space to have space for more confidential discussions.

The Chief Executive from LC commented the discussion about workspaces is really interesting and some recent library designs have identified how to make the space more flexible e.g., to have shelving that can be moved to create space for a performance or partitions that can be moved around to create meeting rooms, little booths to do zoom meetings, quiet work etc.

Pointing out that in Islington library they have embraced the traditional library reference room changed it to a space with desks; a lamp and power socket attracting people of all ages now. This is thinking creatively about the space that libraries have. Library designers are leading with this and coming up with some interesting solutions to use the space and flexible furniture.

**(iv) Members asked what implications this would have for the changing nature of the workforce and the support a different kind of library service would be needed to deliver this type of library service.**

In response LC referred to the young people at the meeting and highlighted they are giving a clear message about what they want from library services which is meaningful engagement with people.

There has been a gradual change from thinking about skills-based recruitment to the attitudes and aptitudes people have.

The Chief Executive from LC pointed out in Manchester they are doing some work on modelling a different way of recruiting in communities.

This involves having an open evening and inviting people along who might be interested in libraries. This is not centered on experience or skills but how good these people are when engaging with others. Looking at if they like helping people; if they are problem solvers and interested in having a flexible job working across a range of areas.

This highlighted that the specification for a library assistant / staff was changing however it was also pointed out that qualified professionals in the industry would still be needed in the workforce mix (qualified librarian informational professional).

In essence the workforce will need a wider mix of people as frontline library staff. This can lead to a really dynamic and interesting career for people who love engaging with other people and being part of a community.

**(v) Members referred to the comments from the young people about the value they get out of using library services and what they want from the service. Members asked Libraries Connected for their views on other community groups e.g., older people in relation to flexible working; the workforce and any additional resources that could benefit other cohorts of people?**

In response the Chief Executive from Libraries Connected replied we recognize that we have an aging population and that its key to support people to have active and healthy lives as they age. The Chief Executive highlighted that the home library service and community library service is very important and there is strong evidence that the library service provided a lifeline during the pandemic. This was not just related to the books and resources but that service users expressed it was also about the human contact and the bespoke level of support from the library. Library staff were able to pick up when people were starting to struggle with things at home. There were stories of how library services were an alternative service putting people in touch with other services. It was highlighted that the home library service remains a really important way of connecting people.

It was pointed out that libraries also arrange a range of events for older people like knit and natter groups which are popular but very often for older ladies. So libraries have begun thinking about what can appeal to older gentlemen too e.g. one library has a weekly newspaper discussion session for discussions, debates and making friends and Men's Shed with craft based activities for men to help support making social connections. Manchester libraries are doing work around active aging sessions for older people. Offering a range of activities aimed at having fun and doing things like having more comfortable seating (so older people feel welcome stay longer) and film screenings etc.

The challenge for libraries as a universal service is it is there to support every cohort in the community so this can present challenges to programming and they have to structure the resources to suit the needs of different community groups.

It was pointed out that whilst young people are one important segment that need careful consideration there is a growing older population that is equally as important, needing bespoke or specialist programming too.

The other important area is volunteering. The volunteer age group is often older providing all the benefits of being active physically, psychologically and better health.

- (vi) **Members commented this discussion was highlighting a need for active conversation, co-working, sharing (not necessarily being quiet) and being able to come together to talk whilst the same time having a quiet place to study if a student cannot study at home.**
- (vii) **Members referred to people who may have got behind following the pandemic with jobs applications etc. Members asked what library services can do and queried if people used libraries for CVs and access into work?**

In response Hackney Young Futures suggested it would be good to partners with organizations like 'Into University' who have satellite locations in Haggerston and Hackney Downs. Highlighting that they may be able to provide support with the CV and give one to one support because librarians are busy, and it is not really their role to help.



The Chief Executive from LC agreed there was a role for libraries and working in partnership was the way forward to bring that expertise into the library. LC was aware of examples across the country of libraries supporting people back into employment and the British Library has a unit that helped to support people with setting up a business and thriving businesses. This included mentoring and one to one support. Other libraries were providing support with getting back into work, jobs clubs, CV sessions and access to other resources.

It was agreed that this is a place that many people naturally look to for this type of help. Libraries should explore how they can be a gateway to those services through partnership working. This would be powerful.

London Borough of Hackney and Unison Q&A

**(i) Members asked, considering the evidence from the Hackney Young Futures representatives what were the plans for the strategy and workforce to reflect residents' needs so that it becomes more inclusive?**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council informed that it was important that the council develops its workforce and values and maintains the diversity of the workforce.

The council has worked hard with staff throughout the process to ensure they feel confident to apply for jobs in the service. This is because the staff that remain in the service will be on higher graded jobs. Pointing out this was a good opportunity for staff. The council had worked with an EDI consultant who worked closely with a group of staff to co-produce the recruitment process for the roles. This was to enable staff to trust and feel confidence in the process.

The service is currently rules based and rigid. If the Council is to meet the needs of the community and reflect on the voice of the young people in the meeting. This means they need to change the culture in the service.

A key aim of the restructure is to distribute leadership across the service. This was the rationale for having the minimum grade as a scale 6. This would give every member of staff a minimum level of responsibility and a leadership role within the library. The new structure will not be hierarchical giving staff more professional autonomy. This will help to achieve the culture change too.

One of the key points the Council picked up from the staff survey was the view that there was not enough space for staff development and training. E.g., they wanted staff away days for libraries reinstated. This has been implemented. The Council had committed to 4 staff development days a year. The means libraries will be shut to the public 4 days a year. This will be devoted to getting the staff together, developing their skills, working on the culture change and allowing them to share skills and ideas with each other. This change will enable the workforce to have the skills they need going forward. To enable them to provide the services that residents desire.

- (ii) **Members referred to diversity in the workforce and how libraries attract and retain young people in the workforce. Members referenced the apprenticeship scheme and asked if this led to a permanent job when the apprenticeship ended. Members also queried given that it is less attractive for young people to work unsociable hours and on Sundays. How will the Council attract and retain young people in the library workforce?**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council pointed out the library service is a 7 day a week service. As expressed by the Hackney Young Futures representatives having libraries open on a Sunday gives students a place to study. This is important. For the staff working in this service the Council has informed them it would be a maximum of 1 Sunday in 7. This could be less because some staff have indicated they would prefer to work more weekends to reduce their childcare costs in the week.

In response to the question about young people the library service has 4 apprenticeships built into the new structure. These will be the first apprenticeships in library services for a long time. The apprentices will be the responsibility of the Development Team supporting them to increase their skills as a group.

It cannot be predetermined if this will lead to a longer-term role because some may choose to work in a different borough; stay in Hackney's library service; go into archive and heritage or some other part of the council. The aim is to give them a broad range of skills to give them choices. The hope is the council will retain some of the apprentices trained in the workforce to tackle the issue of an aging workforce. It was pointed out that 40% of library services staff are currently over 55 and many staff have opted to take early retirement through the restructure.

The council is keen to retain some of the experience and knowledge to be able to replace experienced staff. Over the years the service has not been acquiring more staff like the current service manager who started as a school leaver. This is one of the key objectives to having an apprenticeship programme.

- (iii) **Members commented that the new strategy presents a lot of new ideas about how they can adapt to the new ways of working and be more flexible. Members referred to staff concerns raised about health and safety and making sure there is appropriate cover. Members asked about the Council's plans to address these concerns.**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council explained the minimum staffing numbers had not changed. The difference is security guards are explicitly included in the health and safety guidance as a minimum staffing number. The Director pointed out that often the security guard is included in the numbers in practice.

The Director acknowledged that security guards did not start until after 3pm but during the day they will not be below the minimum number.

The Director acknowledged there will be fewer personnel in the service than there are now. However, one of the key issues currently is that the service is carrying a high level of unsustainable sick leave. Currently this stands at 26.1 days per head per annum. This is higher than the average across the Council or for manual services like waste collection, social care and other high stressed professions.

Although a lot of issues feature in this figure one of them is chronic sickness which has not been managed. Also, staff have previously put in for voluntary redundancy but have not been successful. Currently the service is unstable because there are so many staff off on sick leave.

In addition, the staff on a scale 4 cannot work unless there is a manager present because they cannot open or close a library and cash up. Due to this staff are always being moved around to ensure there is a scale 5 or a manager on site. However, if all staff will be a scale 6 grade and can therefore take that responsibility. This will give a greater degree of stability to the workforce.

The Director acknowledged the Unions had raised concerns about their use of relief staff but from their benchmarking with other boroughs this showed that several library services make use of relief staff. Notwithstanding it was noted a number of staff that are requesting for voluntary redundancy have asked to join the relief pool of staff. This means will allow some staff to take their early retirement but still work. This means that the staff available to cover will be experienced people. These staff members are also pleased because they can supplement their pension income with extra work and keep that link to the service. Having this option has helped staff with their decision to take early retirement.

In response to health and safety concerns the Director confirmed they will not go below the minimum staffing level as advised by corporate health and safety. It was explained that the minimum staffing levels are linked to fire evacuation based on the layout of the building, number of floors and the number of people needed to get people out safely from the building.

The Director explained they want to train their staff better to handle the few incidents that do happen. It was pointed out they have several staff that are already skilled at dealing with incidents. The Director highlighted in Shoreditch Library a staff member dealt with an individual with severe mental health problems. The Director explained this individual was known to the staff and they knew how to cope with the situation. The Council wants to ensure staff members feel really well trained to manage incidents like these if they occur.

It was also pointed out that by bringing more council services into the library and having more staff working from that location; this meant more council staff would be always coming in and out of the building. This should enable the library staff to be more supported and not isolated.

The Director advised that all staff working from that building will take joint responsibility for it and what happens in the building.

- (iv) **Members referred to the importance of libraries for young people to do their studies and schoolwork due to overcrowding and the request from young students to extend the library opening hours. Members highlighted given the constraints being discussed how likely was it that the council would be able to meet these needs and extend the opening hours of libraries?**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council advised she would like to introduce the open libraries model. This model enables people to have swipe card access to unstaffed libraries (currently Hackney's libraries are staffed until 8pm). The Director would like to implement the technology that has an enhanced level of membership. This would give access to use the service up to 10pm or midnight. This would give access to all the libraries on a Sunday - currently only 3 are open on a Sunday. This type of access has been successfully implemented in other places e.g., Brighton. The Director pointed out that Brighton has similar social issues to Hackney such as homelessness, drug abuse and all the issues you might be concerned about in unstaffed spaces. This model has been successful there and they have managed to keep all their libraries accessible until midnight. This type of operating model is being reviewed by Hackney Council's head of service for the library service.

It was pointed out that older people also like to use libraries early in the morning. This would facilitate that.

Currently the Council is piloting technology at Stamford Hill library to get the technology working before exploring further operational roll out. In a time of constrained resources if the technology is successful, it will also allow them to give community groups access to use meeting rooms in the evening after staff have left for the day. This would help libraries to generate more income.

The Hackney Young Futures representative commented she was pleased to hear about the open library model and that it was being explored. Commenting that not having a library open whilst she was doing her A levels was very frustrating. The young person pointed out that libraries need to be opened later for students and although Hackney Central is open until 8pm this was still not late enough for students like herself who did not have the space. At university her library was open 24/7. The young person expressed an interest in understanding the timescale for this new model and technology and how this would be advertised to Hackney residents who have English as a second language or ethnic minorities?

The Chair advised the Commission to note the enthusiasm with which the idea of the open libraries model was received by the Hackney Young Futures representative. The Chair commented that this showed the need for this type of service offer by library services. In keeping with the formalities of the meeting the Chair asked for the young person's question to be picked up by the Director outside of the meeting.

- (v) **Members asked how the strategy could make library services more inclusive for people who have learning differences and neurodiversity. Members pointed out that they may find the environment stressful in**

**terms of the design. Therefore, the use of more visual tools to assist people with dyslexia would be helpful.**

In response the Strategic Head of Culture, Libraries and Heritage from Hackney Council informed Members they have created a working group from the library service and ICT. They are looking specifically at accessibility and assistive technology. This review will also look at desk spaces and how to make them more accommodating for people with different needs. When redesigning their spaces, the plan is to co-produce the redesign and this redesign will include accessibility. The officer advised she would welcome the voice of residents with various needs to understand how they can make the space more accessible.

- (vi) The Member commented as a councillor on the task and finish group in his view the strategy was ambitious and innovative and will improve the service overall.**
- (vii) The Members asked for clarification on the difference between job security for a scale 4 as opposed to a scale 6?**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council explained the concerns about job security related to the Council's organizational change process. Currently in the workforce they have Library Assistants on scale 4 and Library Supervisors on scale 5. In the restructure they have deleted all the scale 4 and scale 5 jobs and replaced them with scale 6 jobs.

The Council's organizational change process stipulates that staff cannot be directly assimilated to a job that is a higher grade than they are already occupying. If the job is a higher grade then they have to apply for the job. They can only be ring fenced if it is one grade higher, but the person still needs to be interviewed for the role. Therefore, the staff within the service have to go through a recruitment process to secure employment. Due to the process management cannot guarantee that there would not be any compulsory redundancies. In essence there is always a chance that a staff member may not be successful when going through this process.

- (viii) Members asked if there has been some form of help given to staff with interviews techniques etc. to support staff through this process?**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council confirmed interview training was given to staff; one to one interview practices and one to one interview coaching. The Director reiterated that the recruitment process had been co-designed. The application and interview process had been simplified and all staff were being given the interview questions in advance with 7 days' notice to help with their preparation. They have done all they can possibly do to give the message to staff that they want them to have the jobs. The aim is not to lose staff but to give staff better jobs with increased pay. It was noted that the organization's change process does not allow management to give staff a higher-grade job outside of the process.

The Branch Secretary from Unison also replied that they understood the constraints of the organizations change process but would have preferred the proposals were designed in a way that mitigated and removed the risk of compulsory redundancies; whilst still allowing development opportunities. For this reason they suggested alternative options. But these options were not included in the draft or final report. It has only been as a result of the strike action that there has been some discussion and the union was hoping to still negotiate an outcome.

The Branch Secretary from Unison highlighted that Hackney management comment they do not want staff to lose their job and that they will make it through the process. But inevitably this does happen. They need to make sure they put in place all the protections possible. This is not just for the recruitment process, but the strategy plans too.

**(ix) Members asked in relation to the appetite for voluntary redundancy and asked if the Council had any concerns about the loss of skills with so many people wanting to take voluntary redundancy or concerns about the voluntary redundancy costs to the service area.**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council informed in terms of the cost they do not have a final calculation but with the volume of redundancies this will be a big cost to the Council. From a finance perspective this structure is expected to breakeven within 2-3 years.

There has been pent up demand within the service for voluntary redundancy among the staff for a while now. In the last 3 or 4 rounds of corporate voluntary redundancy there has been a high volume of requests from the library services. But these requests were declined because there was no service redesign to accompany it. It was pointed out that most staff choosing to go were weekend assistants who work one day a week.

The Director acknowledged the concern about the loss of skills and experience and advised they would be releasing people gradually. At the start of the process, they gave a clear message to staff that they would give redundancy to the people who wanted it. For the new library service, they need staff who really want to work there. From discussions with staff who have long service history they are keen to go into the relief pool and keep a connection to the service and many are happy to stay on for as long as they need them during the transition. The redundancy of staff will be phased, and the staff have offered to be flexible.

The desire from this process is to end up with a workforce that is mixed with experienced staff and the opportunity to go out into the community to recruit some new people into the service. Not just apprentices but to fill other vacancies too.

In response the Branch Chair from Unison added early in the process they asked Hackney Council what would happen if 99 staff members requested for redundancy because they were deleting 99 jobs. The response from Hackney Council indicated this would result in a large volume of new recruitment. Unison highlighted in the first 2 months of the consultation period only 14

people requested redundancy but in the last 4 weeks - which was extended by 1 week at the request of the unions – this increased to 44. Unison pointed out this increase happened because more staff members recognized that this opportunity was not achievable. Unison sees this as a clear vote from staff about the strategy.

The Unison advised they are in favor of the general principles behind the strategy, but this can only be achieved if they have enough staff and retain the knowledge and skills built up within library services over several decades. The network within local communities would be destroyed because of these proposals. Unison pointed out although the Director referenced there would be a gradual release of staff. As soon as the redundancy notice has been issued, they have 90 days. It was Unison's understanding that once the DPR was signed off the proposal would become operational.

The Chair reminded Members of the Commission that although there were comments about the strategy consultation process. This meeting was not scrutinizing the consultation process but reviewing the delivery plans for the strategy. This included looking at workforce changes which is why the Commission was keen to hear the trade unions views.

- (x) **Members referred to the discussion about residents' requests from library services and how they are used. Members queried if the spaces in libraries could be developed in a way that the space can be used beyond the library service offer. Like for example using the space to assist with the recent vaccination program.**
- (xi) **Members referred to the changing demands for library services and library staff and asked Unison if the strategy would support staff in having the skills required for the changing library service.**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council explained in terms of flexible spaces it will be important that they try to ensure the spaces within their libraries can be used in many ways. In some locations this could mean having shelves on wheels rather than fix infrastructure to clear a space. The information from Hackney Young Futures highlighted how packed libraries get during exam time with study spaces full and children sitting on floors. The Director highlighted that for the rest of the year when it was not exam time these spaces were relatively under used.

In addition, all the buildings were different with their own unique problems coupled with some buildings being new and some old. Spaces would need to be designed in a way that allow them to bring in more of one thing and take out another. Particularly to achieve a flexible community space.

The Director referred to the information the Head of service stated earlier in relation to building a meeting room in Hackney Central Library. This would be from Section 106 funds. In Stamford Hill library they were using Section 106 funds to open access to the building. This will give access to the top floor of the building which is currently under used due to not being DDA compliant. Highlighting investments like this can open up spaces and make them more accessible.

The Director explained Stoke Newington Library is a new and exciting project. It is an infrastructure project of £4.7 million that enable them to stop a grade II listed building from deterioration. In reference to the points made by Hackney Young Futures about having music space, the Stoke Newington Library could become a specialist music library because it has a fairly extensive music sheet collection which the council would like to expand (highlighting the Orchestra of schools' collection is currently locked away and not used) and could encompass practice space, performance space and teaching space. The Director pointed out these are the types of future aspirations they have for libraries to meet the needs mentioned by the young people and to provide flexible spaces open for innovative work.

As part of the development in Woodberry Downs the council is doing a feasibility study for the new library in that location.

The Strategic Head of Culture, Libraries and Heritage from Hackney Council added a caution in terms of opening spaces. Pointing out there must be careful zoning for each space to design in quiet and busy spaces.

The Council wants to co-design the spaces with residents who will be using the spaces in that locality. Over the next six months they will be carefully reviewing the footfall across libraries by re-introducing counters to capture how people are using the spaces. Then they can redesign the spaces to meet people's needs.

The Branch Secretary from Unison advised that in a Hackney Council statement in response to their campaign the council advised that reducing the roles will deliver savings but also contribute towards service development including the repairs and renovation plans for Stoke Newington Library.

In response to Members question about staff skills and support the Branch Chair from Unison explained because of the high staff numbers and diversity of the workforce (from the communities and different parts of the borough and pan London) if one person cannot answer a question often there is another person who can. This demonstrated there is a diversity of knowledge contained within each library.

Unison expressed concern about the council's ability to tap into the skills and the decline of skills due to the following challenges:

- There will be 34 permanent staff on duty over a 7 day period.
- Libraries will be open up to 65 hours a week but staff only work 36 hours a week
- The number of staff that will be on duty at any one time.
- The cover for holidays, training, and sickness.

Unison welcomed more training and development for staff, and they accept that there is an element of standstill within the service that needs to improve. But were not convinced this could be achieved by reducing the staff numbers.

- (xii) **Members referred to the welcoming aspect of the libraries and referenced page 186 of the report where it mentions a respondent's comments about the environment of the library being hostile. Noting**



the expressions that it used to be a friendly place to browse for books, read magazines and feel welcomed. The respondent described how they are interrogated at the door and need to show their library card to enter and that they get chastised for some minor breach etc. Members asked how the council ensure that libraries remain welcoming spaces for young people and that they do not experience the hostile environment described in the case study.

- (xiii) **Members asked about tactile transmissions, ventilation and addressing safety issues for people coming into the library – visitors, service users etc.**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council explained that Covid 19 was a challenging time. During the first lockdown they were shut. However, when they reopened, operating them safely was a real challenge. The head of service at the time was given a gold star by the Director of Public Health for how well they managed the safety of the environment within the libraries. Notwithstanding this did come with a lot of constraints like people needing to account for themselves when they walked in. This was a feature of the pandemic operation but it is not anymore. The only aspect still in place from Covid is the screens. They have been able to re-open more spaces again and put back their soft furnishings. The libraries will feel a lot more welcoming now than they did during the pandemic. At the time it was a real challenge to run infection proof libraries and still get the environment to feel welcoming.

The Strategic Head of Culture, Libraries and Heritage from Hackney Council added this is part of the culture change, workforce review of the roles and restructure. It will also be about developing a workforce plan over the next 6 - 12 months with staff. This will include talking to them about the vision, developing standards and ensuring library staff have the skills to meet all the future challenges post covid. They will also be looking at encouraging leadership at every level of the workforce and sharing responsibilities. This is one of the reasons why they brought the culture and engagement team together. Library staff will be working more closely with their heritage, achieve and museum staff and be able to have more development overall alongside regular staff away days. These will enable them to really develop the new culture, fully engage the workforce so they have high levels of morale and equipped to meet some of the upcoming challenges.

The Director added they will also be working with Young Hackney to ensure their staff are well skilled in working with young people. Some of the ways young people behave is not ill intentioned but needs to be managed in a way that does not disturb other library users. There are examples of situations in libraries where they are handled well and not handled well. Making sure staff in libraries have all the skills will be important.

The Branch Chair from Unison added there were 3 to 4 different incidents at libraries last year which has heightened their concern about health and safety with reduced staffing. They accept the point that libraries should be a welcoming space and contributing to this will be the design and layout. Unison pointed out that Clapton and Shoreditch libraries have a much better layout than other sites. They recommended that this should be modelled

across the other 5 sites and taken into consideration for the redevelopment work at Stoke Newington.

In relation to the bad experiences mentioned the Union stated that from the libraries reported statistics in 2019/20 they had approximately 1.5 million visits that year. To have everybody satisfied with that volume of people going through any workplace would be an achievement.

- (xiv) Members asked a follow up question in relation to ventilation referring to the Government's confirmation that Covid is an airborne disease. Members asked how the ventilation will be resilient in new, old and refurbished buildings to ensure its a healthy place for the staff and to help people feel safe using the service.**

The Strategic Director, Engagement, Culture and Organizational Development from Hackney Council informed this was a real challenge for the historic building portfolio. In relation to the refurbishment of Stoke Newington library this is something they will be talking to the design team about to ensure it is designed in. If they do build a new library at Woodberry Down this will be considered too.

In relation to the older buildings this is more challenging particularly for those on main roads. Although they have windows that can be opened there is likely to be a lot of traffic which will bring noise and pollution from cars. In essence where they are building new buildings this can be designed in. The council recognizes that it will be important to ensure it is considered across the library's estate. This is something they can add to their capital programme requirements for libraries.

The Strategic Head of Culture, Libraries and Heritage from Hackney Council added that they are also considering outdoor spaces. This will take into consideration how they could use outdoor spaces to keep libraries open if there was another pandemic. For example, for Woodberry Downs they are considering if it's possible to have some form of roof top space and how to make the indoor and outdoor spaces more open for better ventilation.

- (xv) Members referred to health and safety and changing staff numbers and the Council's reference that they will ensure that there is sufficient cover and will follow guidance. Members asked if the Council could reassure staff that this will be kept under review and evaluated to keep staff safe.**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council confirmed this would be kept under review. The Director informed he Commission in a recent meeting with the trade unions they asked if the Council would commit to having an independent externally commissioned review approximately 1 year post implementation to give an independent assessment of how it is working. The Director advised she was happy to make this commitment. The Director was confident that organizations like Libraries Connected could carry out the review. The director welcomed having external scrutiny and viewed it as a healthy challenge. The Director also highlighted that they will continue to work with their colleagues in Corporate Health and Safety Team.

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The Director pointed out that when Stoke Newington Library will be shut for 12-18 months during the refurbishment. This will give them extra staff capacity across the other sites. Although they wish to also use this extra capacity to do more community outreach for libraries.

The Branch Chair from Unison explained the problem they have is incidents are reoccurring (serious incidents) year on year in each library - different times, different stages and different scenarios. Their concern was that management look retrospectively and put in temporary measures. These are removed approximately 2 months later. So fundamentally nothing changes. Therefore, they remain concerned because of the significant reduction in staffing levels.

If you have a library with a large floor area like Hackney Central library but only have 2 staff members and 1 security person (this could happen under the new proposals) on duty this means that people get lost, and things can happen quickly or escalate. To quell such situations, they need to be identified early. There have been incidents between members of the public, between public and staff and other scenarios. Unison was not convinced this has been fully accounted for in the health and safety approach being taken.

The Branch Secretary from Unison added the question asked correlates to the reasons they asked for an independent assessment to be carried out. They want independent evidence that the new structure is working, health and safety incidents reduced, and that relief staff usage had reduced too. Unison advised if there is evidence this is not working, they do not want to see this brushed under the carpet.

Unison are fearful if people are let go now they might not get them back in 12 months' time if needed.

- (xvi) **Members referred to digital inclusion, digital provision, and skills. Members queried if a staff member opted for voluntary redundancy could they return to working for the council. Members thought there was a restricted period of 2 years after voluntary redundancy.**
- (xvii) **Members commended the work set out in the report in relation to digital provision but recognized this was an area of work that needs improving.**
- (xviii) **Members referred to digital inclusion and queried if service users had adequate skills or if service users needed training. Members asked if there were adequate staff to be able to make sure everybody is included in terms of IT to reduce the digital divide. For example, having access to Wi-Fi where they cannot use it at home.**

In response the Strategic Director, Engagement, Culture and Organizational Development from Hackney Council explained in relation to staff taking redundancy and working in the relief pool this is permitted. This is because it is a different type of contract of employment. The service has staff that are on permanent contracts but that also do relief work and have a relief contract. When staff asked about being able to take VR and still do relief contract work. The HR advice was this is permitted. In addition other people have asked if they take VR can they join the relief pool and HR confirmed they can.

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The Director explained this became very attractive to several people. The Director highlighted this situation is unique to the library service. It was also pointed out that they have other council service staff who work in the library's relief pool too.

In response to the digital question the Strategic Head of Culture, Libraries and Heritage from Hackney Council confirmed this was part of the digital transformation work they started 10 months ago with the ICT Team. Initially they have focused on the core infrastructure because they need fast Wi-Fi to access resources. The officer pointed out it is important that library staff are fully trained too. Initially they will ensure everyone has the basic digital skills and they are working on a training programme with the ICT Team. This is likely to be backed by a survey to staff to assess their skills currently with the view of progressing to a higher skill set level over time.

The anticipation is that one of the future needs will be cloud printing straight from your mobile phone to the library printer. Staff are currently working with a small group for digital inclusion. This is being tested using different models. The current model being tested is with Hackney Pensioners Convention Group. This is a group of older residents who have requested to design posters. Staff can teach them how to use available software. The training for staff and residents will need to go hand in hand.

**The Chair thanked all attendees for their contribution at the meeting and closed with the comments below.**

**The discussion had been extremely helpful for the Commission to understand the delivery plans of the strategy and service.**

**This discussion highlighted some of the challenges facing the Executive in terms of managing reducing budgets, increasing demand and the changing needs.**

**It was also helpful to hear from trade union colleagues about the concerns they have for the staffing of the service and what it means for their members.**

**The Commission was pleased to note there will be continued conversations between the trade unions and the council about how to resolve some of the ongoing concerns around health and safety and the commitment by the council to a review after 1 year.**

**This will be taken into consideration when the Commission is making its recommendations about the risks around delivery for this strategy.**

## **5 Minutes of Previous Meeting**

- 5.1 Members noted the minutes from the previous meeting will be on the next agenda.

**6 Skills, Economy and Growth Scrutiny Commission Work Programme 2022/23**

6.1 The Chair referred to the work programme for the scrutiny commission on pages 361-371 in the agenda.

6.2 The Chair updated on the upcoming agenda discussion items for the future meetings. The Chair confirmed the discussion items on Economic Development was being moved to the March meeting date from February 2023.

6.3 Cllr Premru raised the Skills and Circular Economy report by the GLA with ReLondon and published in June 22 and suggested inviting in a speaker to scrutinize the report.

In response the Chair advised this might be useful to include in the agenda pack for a future meeting. The Chair also explained that the focus would be on the Council to review their plans for this area of work.

Cllr Potter commented the report is quite wide and the focus of the next meeting was green skills. Cllr Potter suggested this might be better with the skills CQT in April 23.

**7 Any Other Business**

7.1 None.

**Duration of the meeting:** 7.00 - 9.10 pm

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<p><b>Skills Economy &amp; Growth Scrutiny Commission</b></p> <p><b>25<sup>th</sup> April 2023</b></p> <p><b>Item 6 - Skills Economy &amp; Growth Work Programme 2022/23</b></p>	<p>Item No</p> <p><b>6</b></p>
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## **OUTLINE**

Attached is the work programme for the Skills Economy & Growth commission for 2022-23. Please note that this is a working document and regularly updated.

## **ACTION**

The commission members are asked for any comments, amendments or suggestions for the work programme.

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# Overview & Scrutiny

## Skills, Economy and Growth Scrutiny Commission: Work Plan May 2022 – April 2023

*Each agenda will include an updated version of this Scrutiny Commission work programme*

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
<p><b>20th June 2022</b></p> <p>Papers deadline: Wed 8th June 2022</p>	<p>Town Centre Regeneration - Contract Award for Lead Architect for Hackney Town Centre Sites regeneration programme</p>	<p>Climate, Homes and Economy</p> <p>Stephen Haynes, Strategic Director Inclusive Economy, Corporate Policy &amp; New Homes</p> <p>Suzanne Johnson, Head of Area Regeneration</p>	<p>The Commission noted the Council is taking a decision related to the contract award for a Lead Architect for the Hackney Town Centre Site Regeneration Programme.</p> <p>The planned session will cover:</p> <ol style="list-style-type: none"> <li>1. How will the contract meet and reflect the criteria and ambitions of the council for Hackney Town Centre Regeneration?</li> <li>2. How the consultation and engagement related to Hackney Central will be reflected in the contract - balancing the needs and interest of the council, residents, and businesses.</li> </ol>

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
	Overview of Cabinet Member Priorities for the New Administration	<p>Mayor's Office Cllr Guy Nicholson Deputy Mayor for Housing Supply, planning, Culture and Inclusive Economy Cllr Carole Williams, Cabinet Member for Employment, Human Resource and Equalities</p> <p>Cllr Mete Coban, Cabinet Member for Environment and Transport</p>	<p>Following the appointment of a new administration the Skills, Economy and Growth Scrutiny Commission (SEG) has requested for the following Cabinet Members:</p> <ul style="list-style-type: none"> <li>Cllr Guy Nicholson, Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy</li> </ul> <p>to give an overview of their high-level plans and commitments relating to:</p> <ol style="list-style-type: none"> <li>Supporting Hackney to recover</li> <li>A green deal for Hackney</li> <li>Thriving high streets and neighbourhoods.</li> </ol> <p>Highlighting areas of key priority for the next 1-2 years.</p>
<p><b>18<sup>th</sup> July 2022</b></p> <p>Papers deadline: Wed 6<sup>rd</sup> July 2022</p>	A Review of the Adult Learning / Education and Skills Retraining in Hackney	<p>London Borough of Hackney</p> <p>Andrew Munk – Head of Employment,</p>	<p>The purpose of this item is to explore the local support and provisions available to help local workers and adults of working age to retrain and transition into new and future job roles.</p> <p>To support this discussion input was sought from the borough's further education institution (New City College) and a local training and skills provider (ELATT) operating in the borough.</p>

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
		<p>Skills and Adult Learning</p> <p>Jill Gander - Head of Adult Learning Quality &amp; Curriculum</p> <p>New City College Alison Arnaud, Principal: Hackney and Tower Hamlets Colleges (New City College Group).</p> <p>ELATT Anthony Harmer, Chief Executive</p>	<ul style="list-style-type: none"> <li>• A look at how the Council, Further education providers and adult learning and skills training providers' invest the National Skills Fund to retrain and upskill the adult workforce for Hackney.</li> <li>• Review of the Council's integrated adult learning and employment and skills service</li> </ul>

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
<p><b>19<sup>th</sup> September 2022</b></p> <p>Papers deadline: Wed 7<sup>th</sup> Sept 2022</p> <p><b>MEETING CANCELLED</b></p>	<p>Understanding the local economy – London Borough of Hackney</p>	<p>Climate, Homes and Economy</p> <p>Stephen Haynes, Strategic Director Inclusive Economy, Corporate Policy &amp; New Homes</p> <p>Michael Toyer, Economic Development Manager</p>	<p>Understanding the economic changes pre and post covid and the Council response.</p> <ol style="list-style-type: none"> <li>1. Pre and post pandemic economic information update</li> <li>2. What this means for the borough and local economy</li> <li>3. Key considerations for the economic development plan</li> </ol>

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
<p><b>21<sup>st</sup> November 2022</b></p> <p>Papers deadline: Wed 9<sup>th</sup> Nov 2022</p>	<p>Changes to Transport for London Bus Network and the London Borough of Hackney</p>	<p>Transport for London Geoff Hobbs Bus User UK Claire Walters Chief Executive</p> <p>London TravelWatch Alex smith, Head of Campaigns</p> <p>London Borough of Hackney Cllr Yvonne Maxwell</p> <p>Tyler Linton, Acting Head of Streetscene</p> <p>Dominic West, Lead Officer Public Transport</p> <p>Sonia Khan, Head of Policy and Strategic Delivery</p>	<p>A review of the bus network in the light of the proposed cuts by TfL to London's bus services. This discussion is to ensure TfL have explored all avenues to mitigate any negative socio-economic, connectivity, and frequency impacts to Hackney borough's residents, businesses and workers.</p> <p><i>This item aims to use the information submitted from residents and community organisations to the Commission about the views and experiences of bus service users.</i></p>

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
<p><b>14<sup>th</sup> December 2022</b></p> <p>Papers deadline: Fri 2<sup>nd</sup> December 2022</p>	<p>London Borough of Hackney Economic Update - Understanding the local economy</p>	<p>Climate, Homes and Economy</p> <p>Michael Toyer, Economic Development Manager</p>	<p>Purpose of this item is to understand the changes to the local economy pre and post pandemic and the Council response. This item will provide the Commission with information about the local economy in addition to the potential future economic opportunities and challenges that could have an impact in Hackney and drive wider change in the borough's local economy. The information will cover:</p> <ol style="list-style-type: none"> <li>1. A look at the economy pre and post pandemic</li> <li>2. What this means for the borough and local economy</li> <li>3. Key considerations for the Council's Economic Development Plan</li> <li>4. Cost of living support to local businesses.</li> </ol>

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
<p><b>9<sup>th</sup> January 2023</b></p> <p>Papers deadline: Mon 19<sup>th</sup> Dec 2022</p>	<p>Future of Libraries and Hackney's Library Strategy</p>	<p>Polly Cziok Strategic Director, Engagement, Culture and Organisational Development</p> <p>Petra Roberts Strategic Service Head for Culture, Libraries and Heritage</p> <p>Cllr Kennedy Cabinet Member for Health, Adult Social Care, Voluntary Sector and Culture</p> <p>Unison Representatives</p> <p>Libraries Connected</p>	<p>An overview of the strategy (objectives and ambitions) to understand what it aims to deliver for the borough; alongside considering how the strategy will be implemented and the impact of the changes proposed on library services, the buildings and staff.</p> <p><u>Purpose of the meeting</u> The purpose of the meeting is to review the implementation plan for the library strategy, consider the future plans for library spaces and workforce changes. The information will cover:</p> <ul style="list-style-type: none"> <li>• <b>Libraries Connected</b> - to provide information about trends across the library sector, innovative and successful approaches and the role of libraries in modern society.</li> <li>• <b>Hackney Council</b> - to provide an overview of the library strategy, vision and proposed implementation plan. The data, challenges and opportunities; potential of additional functions in libraries and managing changes in demand given the current economic crisis</li> <li>• <b>Unison</b> – to provide the union's view about the library strategy agreed at LBH Cabinet in October 2022.</li> <li>• <b>Hackney Young Futures</b> - to give an overview of young people and young adults views in relation to Hackney's library services, how libraries can be improved to support better use and their engagement with the review.</li> </ul>

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
<p><b>6<sup>th</sup> February 2023</b></p> <p>Papers deadline: Wed 25<sup>th</sup> Jan 2023</p>	<p>Cabinet Member Question Time</p>	<p>Cllr Guy Nicholson</p> <p>Climate, Homes and Economy</p> <p>Aled Richards, Strategic Director Sustainability and Public Realm</p> <p>Stephen Haynes, Strategic Director Inclusive Economy, Corporate Policy &amp; New Homes</p>	<p>Cabinet Question Time session for the Deputy Mayor &amp; Cabinet Member for Delivery, Inclusive Economy and Regeneration</p> <ul style="list-style-type: none"> <li>• Community Wealth Building - supporting and embedding co-operative led business models and social enterprise business models</li> <li>• Green and Circular Economy - defining the green economy and circular economy – How businesses are being supported (a look at the Circular economy pilot outcomes) to participate in the green and circular economy.</li> <li>• Support to local businesses (facilitation or signposting) to meet the Council's objectives for these two policy areas.</li> </ul>



Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
<p><b>8th March 2023</b></p> <p>Papers deadline: Mon 24<sup>th</sup> Feb 2023</p>	<p>Cabinet Member Question Time</p>	<p>Cllr Mete Coban</p> <p>Climate, Homes and Economy</p> <p>Aled Richards, Strategic Director Sustainability and Public Realm</p>	<p>Cabinet Question Time session for the Cabinet Member for Environment and Transport</p> <ul style="list-style-type: none"> <li>• New Green Deal - investment of £50 million to help reduce energy bills for residents and tackle toxic air pollution.</li> <li>• The economic impacts of the new green deal.</li> <li>• An update on the impact analysis of LTNs on local businesses.</li> </ul>
	<p>Economy Development Plan - Update on Metrics</p>	<p>Climate, Homes and Economy</p> <p>Stephen Haynes, Strategic Director Inclusive Economy, Corporate Policy &amp; New Homes</p> <p>Michael Toyer, Economic Development Manager</p>	<p>Economy Development Plan and development of metrics – Development of metrics which allow the council to measure the impact of its working on shaping an inclusive economy.</p>

Dates	Proposed Item	Directorate and lead officer contact	Description, Comment and Purpose of item
<p><b>25<sup>th</sup> April 2023</b></p> <p>Papers deadline: Mon 14<sup>th</sup> April 2023</p>	<p>Cabinet Question Time</p>	<p>Cllr Carole Williams</p> <p>Climate, Homes and Economy</p> <p>Stephen Haynes, Strategic Director Inclusive Economy, Corporate Policy &amp; New Homes</p> <p>Dujon Harvey Head of Employment, Skills &amp; Adult Learning</p>	<p>Cabinet Question Time session for the Cabinet member for Employment, Human Resources and Equalities</p> <ul style="list-style-type: none"> <li>• Employment and Skills for the green and circular economy</li> <li>• Adult Learning - A look at the redevelopment and changes to adult learning courses and support to refugees and migrants entering the UK.</li> </ul>

## Item to be scheduled in work programme

### Economy

- **Review of Inclusive Economy Strategy** (date to be advised)
- **Empty spaces and micro businesses** (date to be advised)
- **Affordable shops, food and the 15 minutes neighbourhoods** – Raised about Hoxton in public consultation (date to be advised)
- **Sustainability and licensing** - explore finding an alternative to glass that is not single use plastic and is reusable.
- **Climate Action Plan** – A review of the Council's engagement and consultation with businesses during the climate action plan consultation period

### Voluntary Sector

- **HCVS – work and role of HCVS** (date to be advised)

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