



 The TfL Property Company

SKILLS ACADEMY

Building Skills. Building
Futures. Building London.



A MESSAGE FROM THE CEO

At Places for London, we're passionate about creating lasting opportunities for Londoners by making the construction industry accessible to everyone. We're tackling industry skill gaps head-on, championing workforce diversity, and ensuring local communities thrive economically.

Our Skills for Construction and Future Talent programmes have already made remarkable strides and our Skills for Business Programme is now growing momentum. Through powerful partnerships and innovative initiatives, we're empowering individuals to build rewarding careers in construction whilst supporting the industry's future sustainability. This mission underpins everything we do, and we're eager to collaborate with partners to turn these ambitions into reality.



Graeme Craig
CEO, Places for London

PLACES FOR LONDON SKILLS ACADEMY

Places for London is Transport for London's (TfL) property company. We are committed to creating vibrant, inclusive places that deliver long-term value for Londoners.

By unlocking the potential of TfL's estate, we not only deliver new homes, workplaces and public realm – we are also creating thousands of employment and training opportunities across the capital.

“I started out thinking I'd just be labouring, but now I'm a hoist driver and I've got my sights set on becoming a crane operator, maybe even a site supervisor one day. The support I received through the all-women construction course and from Places for London made a huge difference. I've learned so much, and I'd recommend it to anyone.”

Michelle
Skills Academy learner
and Hoist Operator

The Places for London Skills Academy is addressing the skills gap through a coordinated network of training hubs and programmes. We connect Londoners to real opportunities that are created by our development pipeline or the businesses on our estate.



Skills for Construction

Supporting Londoners access employment opportunities in construction, built environment and green skills.

Future Talent

Creating a talent pipeline from targeted secondary schools and colleges into the built environment sector.

Skills for Business

Our newest programme, which seeks to support our tenant customers with business challenges they face around employee upskilling and recruitment.

We've designed our programmes to remove barriers Londoners face in finding employment and good jobs, by providing them with the skills, experience, and support they need to thrive.

Our aims are to:

- Support Londoners to access accredited training, apprenticeships, and sustainable jobs.
- Collaborate with employers to align training to industry skills needs.
- Make sure the sectors we work in represent the rich diversity of Londoners, and support those furthest from the job market.
- Create clearer, more direct pathways to apprenticeships and employment opportunities.
- Inspire young people and challenge perceptions through our education programmes.
- Provide upskilling opportunities to SME businesses operating on our estate.
- Contribute to a more inclusive, productive and resilient London.

The impact so far (2019-2025)

10,000+ 
people **trained**
since 2019

4,200+ 
Londoners **supported**
into work


4,600+
construction
workers **upskilled**


12,000+
young people
engaged


£240m
socioeconomic
contribution¹

¹Through Places for London's Strategic Impact Framework, we've estimated the socio-economic contribution of our training and employment outcomes as £240m.

LONDON'S SKILLS CHALLENGE

London's economic success depends on having access to a skilled and inclusive workforce. Yet significant skills gaps persist across key growth sectors, including construction, hospitality, and green industries.

The built environment sector is facing especially acute skills shortages that threaten the delivery of vital housing and infrastructure projects. The sector has an ageing workforce, confusing entry routes, and we struggle to attract, recruit, and retain young, diverse talent.

Meanwhile, hospitality and retail, two of London's largest employment sectors, face high turnover, low progression, and barriers to workforce development. These sectors offer huge potential for inclusive employment, but workers often lack access to structured training and upskilling opportunities.

Access to opportunities also remains unequal. Too many Londoners face barriers to employment and training programmes, particularly those from minority ethnicity backgrounds and people with disabilities.

As Places for London delivers thousands of new homes and revitalises communities, we see the impact of skill shortages up close.

That's why we're investing in skills – **building a future-ready workforce** through strong

joint venture partnerships and local collaboration.

By unlocking diverse talent and delivering inclusive, high-quality training and job pathways, we're not just meeting demand – we're shaping a **stronger, fairer, and more resilient London**.



"The Places for London Skills Academy represents what's possible when training delivery is genuinely joined up. By bringing together employers, local communities, and development partners, we've created a model that doesn't just train people – it delivers real careers, meaningful social value, and a lasting pipeline of talent for London's built environment. We at The Skills Centre are extremely proud to be part of this partnership, which is setting the standard for inclusive, place-based skills delivery and with real job outcomes for our communities."

Jon Howlin
CEO, The Skills Centre Limited


 **26,500**

Additional **construction workers** needed in London by 2028 (CITB)



Only 6%

Of **construction workers** in London are **female** (CITB)

24% 

Reduction in Construction Apprenticeship starts in London between 2021 and 2024 (CITB)

1 in 3 

Construction Workers are **over 50 years old** (UK Trade Skills Index)

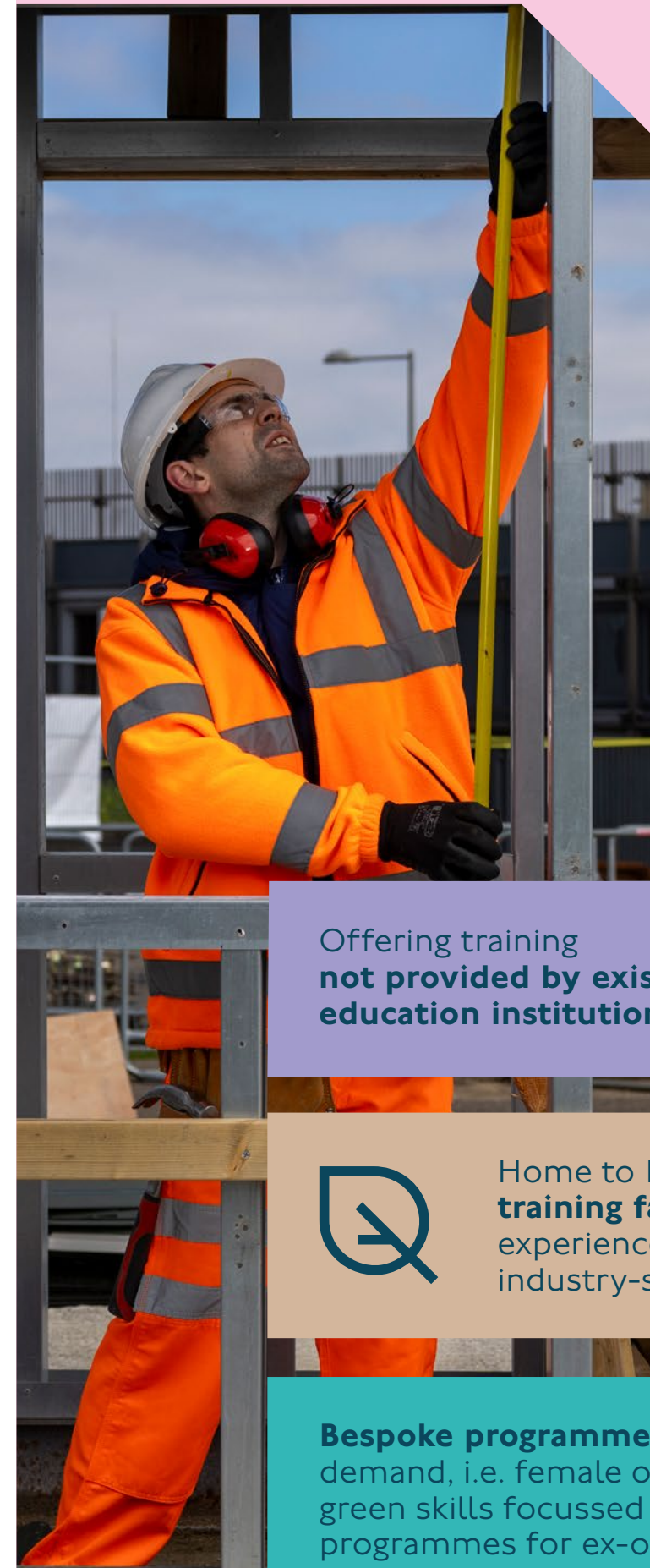
A PAN-LONDON NETWORK OF SPECIALIST TRAINING HUBS



Innovative pop-up hub
at our Bollo Lane site
in Ealing



Employer-led training hubs at
**Earl's Court, Edgware, and the
Queen Elizabeth Olympic Park**



Offering training
**not provided by existing
education institutions**



Home to **London's only dedicated plant
training facility**, offering hands-on
experience with real equipment and
industry-standard certifications

Bespoke programmes to meet particular
demand, i.e. female only programmes,
green skills focussed courses, and
programmes for ex-offenders



INCLUSIVE EMPLOYMENT PATHWAYS

- Ensuring Londoners from all groups including **women, ethnic minorities, and people with disabilities** are represented.
- Positioning fairness, inclusion, respect as integral to our development projects.
- Bespoke support to ensure access, progression, and resilience in the workplace.

STRATEGIC PARTNERSHIPS

- Delivered in partnership with respected organisations such as **The Skills Centre, Construction Youth Trust, our joint venture partners and supply chain.**
- Joined-up approach to recruitment, placements, and in-work support.
- Our commitments to employment, skills and improving diversity are embedded through our procurement processes and delivered in partnership with our joint venture partners, supply chain and businesses.

“The Places for London Skills Academy bridges the gap between training and real industry need. We’ve been able to bring in local talent who are site-ready, motivated, and aligned with the way we work. It’s been a win for our projects and for our longer-term workforce planning.”

Hardik Bhatt
Project Manager
Barratt London



HOW TO GET INVOLVED

By working together, we can build a stronger, more inclusive workforce that meets the needs of London’s growing economy, to find out more visit: placesforlondon.co.uk/skills-and-training

“This partnership gives us more than just people, it gives us a pipeline. The Places for London Skills Academy understands what we need on the ground and has helped us shape training that actually works on site.”

Eillish Kwai
Senior Engagement Manager
Ardmore Group



SKILLS ACADEMY



placesforlondon.co.uk



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