

Ealing's Jobs and Skills Strategy

2024-2029

Annual Progress Report 2024 - 2025



Foreword

Together as partners, we have made great progress on delivering Ealing's Jobs and Skills Strategy. On behalf of the council, I extend a sincere thank you everyone who made this possible, in particular the members of our Ealing Jobs and Skills Forum. The fact we published our strategy in late 2024 also meant we were fully prepared to meaningfully inform the government's National Growth Strategy, and the Mayor's London Growth Plan and Inclusive Talent Strategy that were all published in 2025. It is always better to be ahead of the curve and in a position help set the broader agenda, particularly when it comes to economic development and supporting businesses and attracting inward investment.

This is the first Annual Progress Report of our five year strategy, and you will note that we have made progress on most of the 32 actions that sit under the strategy's five strategic priorities. A few highlights for me include leveraging the strength of our strategy to ensure West Tech London featured prominently within the London Growth Plan, getting all our business sector partnerships and forums up and running including our green economy sector work playing a leading role in our inaugural Ealing Climate week, retaining our overall 'good' Ofsted rating for Learn Ealing but moving to outstanding in several areas, along with the launch of our Ealing Economy after 6pm Strategy.

The progress outlined in the report has only been possible thorough genuine partnership working and connecting stakeholders within the borough's sectors, business and resident communities. To evidence and celebrate our relentless focus on convening and developing partnerships, I am proud that our strategy was specifically selected and recognised as an exemplar enabler of partnership working during the council's recent Local Government Association (LGA) Peer Challenge.

Ultimately, the success of our strategy will be measured by the positive impact it helps make on people's lives. Whether you are resident looking for employment, a worker looking for a more secure job or higher wage, or a business looking to recruit the best talent and grow in the borough. And with the UK's economic growth remaining sluggish, coupled with a cost of living crisis that persists for many of our residents, I know we have a long way to go.

However, let's take a moment to acknowledge our efforts during 2025, and by doing that we can all reenergise and start planning for an even more productive 2026 as we continue to deliver Ealing's Jobs and Skills Strategy. Thank you.

Councillor Kamaljit Kaur Nagpal,
Cabinet member for
decent living incomes



A focus on high growth sectors

Action		Key progress update
GS1	Strengthen and evolve the Good for Ealing brand and inward investment model to leverage more investment into the borough	Good for Ealing website refreshed. Two GfE roundtables hosted. Borough partner for UKREiiF 2025 and LREF 2025.
GS2	Invest in growing the borough's high growth sectors and strongly promote all sectors via all council and partner channels to investors	Imperial College £150m investment in Life Sciences growth sector in North Acton Over £2.3m UK Shared Prosperity Funding ringfenced for our strengthening the borough's three high growth sectors.
GS3	Establish and convene a forum/network for each of the six sectors so the council, businesses, landowners, investor and other stakeholders can share responsibility on growing each sector and create more employment opportunities	Sector forums established and convened covering all growth and foundational sectors.
GS4	Host a minimum of three Ealing Jobs and Skills Forums annually, bringing together key stakeholders and business representatives from across our six sectors	Ealing Jobs & Skills Forum meetings held on 21 November 2024, 14 May 2025 and 27 November 2025.
GS5	Lead on exploring a Local Growth Plan approach to growing the green economy across a number of west London boroughs	Set out the council's Green Economy sub-sector forums and held inaugural forums during 2025, including Ealing Climate Week in September 2025.
GS6	Support the OPDC and its partners with the development of an OPDC Economic Vision and Strategy	The OPDC has produced its vision, and the council will be working with the OPDC on its forthcoming strategy.

Life sciences and innovation employment and skills hub, North Acton

We are working jointly with Imperial College London and the Old Oak and Park Royal Development Corporation on plans for an exciting new employment and skills hub for the life sciences and innovation sector – one of the growth sectors set out in Ealing's Jobs and Skills Strategy. Located at Imperial's One Portal Way development in North Acton, the hub will create pathways for local residents into the life sciences and innovation jobs emerging in North Acton, Old Oak and across the wider WestTech London innovation corridor. In November 2025, we commissioned research on the current life sciences and innovation skills landscape in Ealing and neighbouring west London boroughs, which will inform the programme that will be delivered from the hub. The hub itself is planned to open in 2026 and will be co-located with a new scale-up lab and workspace operated by Imperial's partner Sciopolis.

A suitably skilled local workforce

Action		Key progress update
LW1	Maintain live intelligence and data on Ealing's labour market and high growth sectors and embed a partnership approach to match workforce skills with the needs of local employers	Data platform (Data City) commissioned to enable the collation of up-to-date data on Ealing's labour market and high growth sectors.
LW2	Refresh and evolve the council's adult and community learning curriculum, so it better aligns with partner provider curriculums and responds to the needs of high growth sectors	Launched 2024/25 and 2025/26 prospectuses with expanded Employability, ESOL, and vocational courses. Approved Curriculum Statement prioritising local access for underserved residents.
LW3	Strengthen the partnership between local universities, post-16 colleges, high schools, training providers, adult education, and employers to enhance an integrated education, training and skills offer	Ealing Schools Work Experience programme developed with Ealing Learning Partnership and soft launched in October 2025, with delivery planned during school term 3.
LW4	Deliver a new apprenticeship model to enable employers to create more in-work training and progression opportunities (including placements and internships) and support employers with pre-apprenticeship training to help reduce drop-outs	Ealing Borough Apprenticeship Scheme (EBAS) was soft launched in October 2025 to secure interest from employers. The costing model and resourcing plan are nearing completion, with delivery expected to commence in Spring 2026.
LW5	Bid for every future wave of funding from the GLA to deliver Skills Bootcamps to help upskill and reskill our residents to access employment opportunities within growth sectors	Wave 6 bids submitted in May 2025, 1 in collaboration with West London College and 1 via Learn Ealing. Both were rejected in October 2025. Additionally, West London College led bootcamps in retail, hospitality and early years were successful.
LW6	Deliver a new Ealing Employment, Learning and Skills Hub to integrate the delivery of the council's Learn Ealing and Work Ealing services and with other providers	The Hub will be located in Perceval House south atrium, the refurbishment has commenced and completion planned for end of March 2026.
LW7	Retain more of our highly skilled graduates in the borough and enable more young people to access advanced and higher-level skills provision	Approach to be developed.

Revised Curriculum Offer: Addressing Priority Skills and Progression Pathways

Learn Ealing's curriculum for the 2024–25 and 2025–26 academic years has been designed to respond to local skills needs and create clear pathways into employment. Our focus is on priority sectors, addressing skills shortages, and supporting residents to progress into sustainable careers.

The 2025–26 prospectus, launched in August 2025, introduces an expanded range of courses aligned with employer demand and progression routes. Key areas include Hospitality and Retail, Early Years and Health and Social Care, Digital Skills, ESOL and Employability. These courses are central to our strategy of equipping residents with the skills employers need while enabling progression from entry-level learning to higher qualifications and employment.

A great place to do business

Action		Key progress update
GP1	Produce an Ealing 20-minute neighbourhood delivery manual, so the unique business and workforce needs within each town are addressed through more targeted infrastructure investment	20-minute neighbourhood delivery manual published - click here to access the manual
GP2	Produce jobs-led regeneration masterplans through partnerships, tailored to specific needs of a town or economic area, including a North Acton Framework to help catalyse Imperial's WestTech Corridor	<ul style="list-style-type: none"> Secured GLA High Street Place Labs funding for West Ealing and commissioning Placemaking Delivery Plan Scoping of Featherstone Industrial Estate LSIS employment led framework North Acton Framework nearing completion
GP3	Adopt a new Ealing Housing and Homelessness Strategy that prioritise a greater range and mix of affordable homes for the borough's workforce	Adopted in July 2025 – click here to access the strategy.
GP4	Produce Ealing's first cultural infrastructure plan to showcase a vibrant borough to do business in and work with and to strengthen the employment opportunity with the high growth sector covering film, screen, and music	Adopted in July 2024 – click here to access the plan.
GP5	Adopt a new Ealing Economy after 6pm strategy to better support evening and nighttime economy businesses and the needs of the workforce after 6pm	Ealing Economy after 6pm published in October 2024 – click here to access the strategy.
GP6	Deliver the Ealing land and property strategy (objective D) to prioritise the use of council assets for affordable workspace and business start-ups	The approach set out in the council's Affordable Workspace Delivery Plan approved by Cabinet in October 2025.
GP7	Secure Living Wage Place status for the borough and support a greater number of Ealing businesses to become Good Business Charter and Living Wage accredited	Living wage status delivered, ongoing campaign to support businesses becoming accredited.

Ealing's Economy after 6pm Plan

Following extensive engagements with residents, businesses and workers from across the seven towns, the Plan includes the key objectives of diversifying and protecting the existing offer in Ealing; curating and steering future major investment in Acton, Ealing and Southall; and nurturing an improved local offer in Hanwell, Northolt, Perivale, and Greenford. The Plan has already helped secure the activation of North Acton Square with range of meanwhile uses whilst we await the redevelopment of the station, and the inclusion of a live music venue in Hanger Hill (Summit House building). The Plan is currently informing negotiations for new live music/cultural venues as part of the Old Oak North regeneration led by the OPDC and the Broadway Connection site on Ealing Broadway.

A dynamic and entrepreneurial economy

Action		Key progress update
EE1	Enable the creation of entrepreneur networks that will be better connected to our high growth sectors and the partners underpinning those sectors	Sector Forums / Partnerships are set up, but approach to supporting entrepreneur networks yet to be developed.
EE2	Expand and evolve the range of business support options under Good for Ealing to provide greater support for entrepreneurs, micro businesses and new start-ups	<ul style="list-style-type: none"> • UKSPF and LLW employer business support package under delivery. • A new Good for Ealing Business support package under development.
EE3	Support and promote more 'meanwhile' uses to make the most of temporarily vacant or underused land, including entering meanwhile use partnerships with landowners	North Acton Square meanwhile activation launched in October 2025.
EE4	Refresh our approach to procurement to unlock more and better contract opportunities for Ealing SMEs and micro businesses	Collaboration with procurement team is strengthened – the UKSPF Supplier Ready West London commission as an example. Year 2 (2026) will focus on guidance/policy change to embed more social value
EE5	Enter into Civic University Agreements (CUAs) with local universities, starting with University of West London to prove greater support to the Westmont Hub	Memorandum of Understanding (MoU) with University of West London signed in October 2025.
EE6	Explore the establishment of an Ealing venture capital fund that could support entrepreneurs and promising micro businesses linked to our high growth sectors	Yet to be scoped.

Civic University Agreement between Ealing Council and University of West London (UWL)

The council and UWL are well advanced towards launching the borough's first Civic University Agreement. Building on the excellent partnership in place, the Agreement will represent a significant step in formalising both partners collaborative efforts to enhance the economic, social and cultural vitality of the borough and help create connected communities. A joint mission, principles and objectives have been co-developed and launched at the recent Ealing Festival of Business at the UWL. By the end of 2029, similar agreements should be in place with Imperial, Brunel and West London College.

A sectoral approach to career progression pathways

Action		Key progress update
PP1	Strengthen collaborations, relationships and partnerships between providers of adult and community learning services to remove duplication and increase opportunities to share and integrate services for the learner	<ul style="list-style-type: none"> Pathway arrangement with West London College established, focusing on ESOL and early years provision. Progression pathways from community and voluntary sector delivery to adult learning.
PP2	Produce an Ealing Progression Pathways Agreement for our high growth sectors	To be progressed during year 2 (2026)
PP3	Ensure Ealing Progression Pathways include bespoke support and guidance for our most vulnerable and underserved groups, including long term economically inactive adults, care leavers, ex-offenders and young adults with additional needs	Greenford Innovation Partnership (GRiP) has piloted a pathway for residents into growth sector jobs, which can be scaled during 2026.
PP4	Curate and deliver more Ealing Job and career fairs with businesses and investors within our high growth sectors	The inaugural '7 Towns Road Show' took place during October and November 2025 connecting local residents with multiple businesses and local employers within the borough's high growth sectors.
PP5	Strengthen our relationship with Ealing and Hounslow Community Voluntary Service to enhance engagement and promotion of career progression pathways to their members and the vulnerable people they work with	The Regeneration, Economy & Skills department has proactively secured membership group steering the London Borough of Sanctuary, Cost of Living, Digital Inclusion, and Low Income Family Tracker (LIFT).
PP6	Further integrate our Learn Ealing and Work Ealing models and develop a comprehensive support package for businesses to accommodate and retain more Ealing residents	Integration is ongoing and key activity includes the joint soft launch of EBAS & WEx commenced in October 2025 that will strengthen the pathways between the services.
PP7	Promote the Ealing health and wellbeing strategy to businesses and support them with initiatives to create a healthier, happier and more productive borough workforce	<ul style="list-style-type: none"> HS2 delivered 4 workshops for SMEs between September - December 2025 focusing on supporting business and worker resilience. Council continues to perform well in its referrals to Connect to Work, WorkWell and MSK Trailblazer.

Connect to Work, WorkWell and MSK Trailblazer

Ealing continues to collaborate with WLA to who have commissioned Shaw Trust to ensure Ealing residents are continued to be supported through a range of employment interventions through MSK Trailblazer, Connect to Work and Work Well programmes delivered by Shaw Trust.

Key achievements between October 2024 - September 2025



697

Apprenticeship
vacancies secured



2,626

Pathways
opportunities



Ranked
9th in London
in number of LLW
accredited businesses



764

Ealing residents
supported through
Learn Ealing to access
training



6,649

Business births



£232.6m

Of venture capital
funding secured by
businesses



Gifted

£146k

of levy to businesses to
spend on
apprenticeship training



Invested

£2.1m

into our economy