

Spelthorne Economic Development Committee meeting

Page 1

29th September 2022

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Education, Employment & Skills Manager

Agenda Item 6



Business Update

- Over 12 million passengers travelled through Heathrow over July and August this summer, with over 6 million in August alone, making the airport one of the busiest in Western Europe this summer
- Recovery in traffic has been led by outbound leisure travel, especially around school holidays, but the outlook for autumn and winter is unclear, given the rising cost of living, high fuel costs, the threat of a global economic downturn and the ongoing war in Ukraine
- The temporary capacity limits on departing passenger numbers which we introduced in July improved passenger journeys and resulted in fewer last-minute cancellations, better punctuality, lower waits for bags and shorter queues
- We are continuing to build resource through a continuous recruitment programme that began last November, with security resource now back at pre pandemic levels, enabling 90% of Heathrow passengers to clear security within 10 minutes or less
- To support efforts to build back resilience, Heathrow has launched an overall review of the airport ecosystem. As part of this, we will be working with airlines and ground handlers to understand how we can unlock more capacity, enabling us to meet passenger demand in the months and years ahead

Heathrow Employment & Skills Academy

Est. 2004

Remit: To connect residents to jobs and careers across the airport
Heathrow 2.0 pillar: Great Place to Live and Work
Objective: To be an inclusive employer of choice for local diverse talent
Goal: 10,000 external jobs, apprenticeships and early careers by end of 2030
Targets: 15,000 experience of work-days by end of 2030

Page 3

Excite

Excite residents about jobs and careers across the airport

Equip

Equip with essential skills to help improve employment outcomes

Employ

Broker employment in a diverse range of jobs /careers across the airport



Heathrow 2.0



9

OBJECTIVE:

Inclusive employer of choice for local diverse talent

GOAL:

Reflect the diversity of our local community at all levels of the business

10,000 external jobs, apprenticeships, and early career opportunities

A GREAT PLACE TO LIVE AND WORK

c.2,500

Spelthorne residents
employed at the
airport

Employment activity

Spelthorne

Academy
registrations
(2022)

202

Information,
Advice and
Guidance
sessions

12

Shared
Apprenticeship
Scheme

Apprentices undertake
placements with
construction supply chain

4

completions

10

in-learning

Heathrow
Engineering
Apprenticeship

Mechanical, Electrical and
Civil engineering
(Level 4)

2

New joiners from
Sept 22



Page 6

Employment activity

Spelthorne

Monthly
Careers
Webinars

18

JCP
Work Coach
training

1

Heathrow Careers and
Essential Skills Workshops

with guaranteed interviews

6

Careers Fairs attended

6



Education activity

Spelthorne

Virtual Work Experience

Open to local young people aged 16-19

113

Heathrow Young Explorers

Sustainability themed primary school challenge

120



Planned engagement

- 1 Delivery of the Heathrow Careers and Essential Skills Session to Spelthorne Youth Hub. Young people will learn:
 - about the history of the airport and working environment
 - the jobs and careers available
 - the essential skills needed to be successful



Skills Builder Universal Framework for Essential Skills

- 2 Insight day for Spelthorne's ED team and Youth Hub colleagues to learn about the jobs and careers available and the recruitment process to better inform their young residents about the opportunities
- 3 Engagement with #IChooseLocal platform

Heathrow Local Recovery Plan

- In November 2020, Heathrow and Lord David Blunkett published the 'Heathrow Local Recovery Plan', in partnership with key local stakeholders
- The plan sets out a clear agenda for the recovery of Heathrow's local economies after new research warned COVID-19 could result in 16,000 fewer jobs around the airport by 2021

Page 9

In total there were 18 recommendations featured within the plan. They each fall under one of the following four categories, which were agreed as priorities by members of the HLRF, and will ensure we address the support needed for local recovery

- Skills, Employment & Education.
- Supply Chain
- Green Recovery
- Surface Access

- The plan is implemented and monitored by the newly created Heathrow Local Recovery Forum (HLRF), chaired by Lord Blunkett.

Community impact of reduced activity at Heathrow

In July 2020, The Heathrow Community Engagement Board (HCEB) partnered with Oxford Economics research to quantify the economic impact of reduced activity at Heathrow Airport across the Heathrow sub-region.

The research was designed to deliver a thorough analysis of the direct, indirect, and induced impacts that typically arise from the presence of Heathrow Airport.

37,000 fewer jobs in 2021, compared to 2019

KEY TO MAP
Heathrow sub-region, representative of the member organisations contributing to this plan

In their report, Oxford Economics set out the predicted impacts of reduced activity at Heathrow. In the most plausible scenario, based on the forecasts and announcements from the sector, workplace-based employment reliant on Heathrow will see 37,000 fewer jobs than in 2019, or a loss of £4.0 billion GVA contribution to GDP across the sub-region (in 2019 prices). Of this, 16,000 resident jobs across the study area will be lost in 2021.¹

...been used to help further our understanding of the impacts of the pandemic in the local region and provide further insight into our recovery plan. It also highlighted the need for a coordinated plan of action.

Heathrow's Longer Term Sustainability Goals

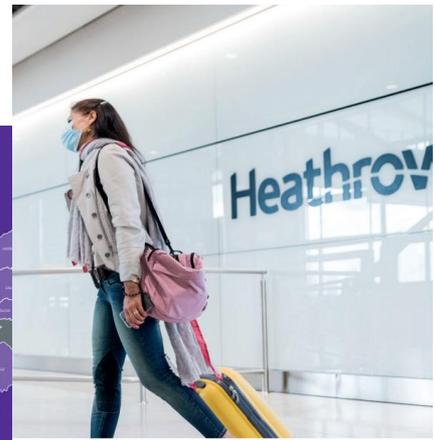
We have structured this strategy refresh around five pillars:

- Net zero ambition** to work towards our sector's net zero ambition and across our industry
- A great place to live and work** to improve the quality of life of our colleagues and our neighbours and make a positive impact in our community
- They are supported by our responsible business foundations, which show how Heathrow addresses a range of key issues, including safety, security and governance through its strategies and policies.

HEATHROW'S AMBITION

OUR FOCUS AREAS ARE:

1. Net zero emissions by 2050
2. A great place to live and work
3. A great place to live and work
4. A great place to live and work
5. A great place to live and work
6. A great place to live and work
7. A great place to live and work
8. A great place to live and work
9. A great place to live and work
10. A great place to live and work
11. A great place to live and work
12. A great place to live and work



Heathrow Local Recovery Plan

Heathrow

- 15. The Heathrow Local Recovery Forum recommendations
- 16. Skills, employment and education
- 18. Supply chain
- 20. Green recovery
- 22. Surface access



Heathrow Local Recovery Plan



Continuing our Momentum
Updated April 2022

Heathrow

What we have achieved so far

Surface Access

- Free Team Heathrow colleague buses to the Central Terminal Area.
- Heathrow Cycle Hub:
 - Free bike servicing (worth up to £50)*
 - 10% discount on all shop purchases •
 - 50% discount on the Spring Cycling Package*
- Buses on route 442 now operate up to every 30 minutes at certain times of the day.
- The 442 serves Staines, Ashford Hospital, Stanwell and Stanwell Moor. The first bus arrives at T5 at 03:48 and the last bus departs T5 at 23:32. TH discounted tickets: • LHR Commuter Monthly - £40 • LHR 10 Journey £15
- More journeys on route 555 (Sunbury/Ashford)

Supply Chain

- Removing barriers to join Heathrow supply chain particularly for SMEs
- Doing business hub on website: supplier guide policies, practices and opportunities (coming soon)

Green Recovery – Heathrow 2.0 refresh sustainability strategy

EDUCATION, EMPLOYMENT AND SKILLS:

Throughout 2020 we have delivered pre-employment training, information, advice and guidance to **1279 local residents**. Since the original Heathrow Local Recovery Plan was launched in December 2020, we have also delivered a number of other achievements:

- 729** students aged 16-19 have completed the virtual work experience programme. They came from six colleges and 30 local secondary schools.
- 1,220** primary school pupils from eighteen local schools participated in Heathrow Young Explorers.
- £100,000** was pledged in Apprenticeship Levy Transfers.
- 200** students with additional learning needs at Harrow & Uxbridge College participated in an essential skills masterclass with the Skills Builder Partnership and Heathrow colleague volunteers.

77% interview-to-offer rate in 2021 for jobs brokered through the Heathrow Employment Skills Academy

SURFACE ACCESS:

Multi-modal proposals have been developed for a new **Sustainable Travel Zone** which was launched in January 2022.

Significant progress was made in developing a **two runway Surface Access Strategy** for 2022 to 2026.

Heathrow Express and TfL Rail are operating at pre-Covid frequencies. The **75% discount** for ID holders remains available on Heathrow Express.

All TfL buses (except N9) are operating at frequencies very similar to pre-Covid levels.

SUPPLY CHAIN:

A **new supplier guide** was provided to give additional support for local SMEs to prepare for preselection criteria.

A new direct communication line into Heathrow was set up to ensure **fair payment** through the supply chain.

A **procurement Balanced Scorecard** has been developed that will be used for procurement in the future.

GREEN RECOVERY:

Heathrow 2.0: Connecting People and Planet, the airport's Sustainability Strategy, has been refreshed and updated for a changed world, the airport's more constrained resources and to reflect feedback.

Priorities for 2022/2023

Education, employment and skills:

Increase employment levels by supporting local residents facing barriers to gain the essential skills required and continue to provide a jobs brokerage service between local residents and Team Heathrow employers.

Deliver experience of work days for local young people to help improve their employment prospects; and build a diverse pipeline of skills and talent for the business

Supply chain:

Procure for value; ensure Heathrow is procuring for value by implementing a Balanced Scorecard to identify and illustrate what is valued from the airport's supply chain, including the use of SMEs and local businesses.

Procurement opportunities; add greater visibility of direct and subcontract procurement opportunities for SMEs in the local area.

Innovation and start-up; encourage the establishment of innovation hubs for start-ups and businesses in the local area, encouraging engagement on aviation challenges.

Surface Access:

Continue to expand what is offered by the Sustainable Travel Zone. – Publish a two-runway strategy for the airport's next regulatory period based on consumer research, data and input from stakeholders.

Green Recovery – Led by Heathrow Strategic Planning Group (HSPG):

To develop an in-depth understanding of the sub-region's energy eco-system by undertaking energy assessments that can be developed into a Local Area Energy Plan (LAEP). –

To develop a 'local offset market' to facilitate carbon insetting / community offsetting in the Heathrow sub-region.

Heathrow

Employment & Skills Academy