

# Spelthorne Economic Development Committee meeting

29<sup>th</sup> September 2022

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Education, Employment & Skills Manager

# 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

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





# 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
- 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**

In July 2020, The Heathrow Community Engagement Board (HCEB) partnered with Oxford Economics commission research to quantify the economic impact of reduced activity at Heathrow Airport across the 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.<sup>1</sup>

been used to help further our understanding of the impacts of the pandemic in the local region and provide further insight into our recovery. It also highlighted the need for a coordinated plan of action.<sup>2</sup>

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

**Heathrow's Longer Term Sustainability Goals**

**We have structured this strategy refresh around two pillars**

**Net zero ambition** to work towards our vision of sustainable aviation 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

These 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.

**By signing our critical work on local recovery with the longer term goals set out in Heathrow 2.0: Connecting People and Planet, the Heathrow Local Recovery Forum will contribute towards building the strong foundations needed to make Heathrow a great place to live and work, whilst tackling the immediate needs of our local communities, as we emerge from this pandemic.**

**Wendy Coffey, Director of Communities and Sustainability, Heathrow Airport**

**Continuing our Momentum**  
Updated April 2022

**Heathrow**

# What we have achieved so far

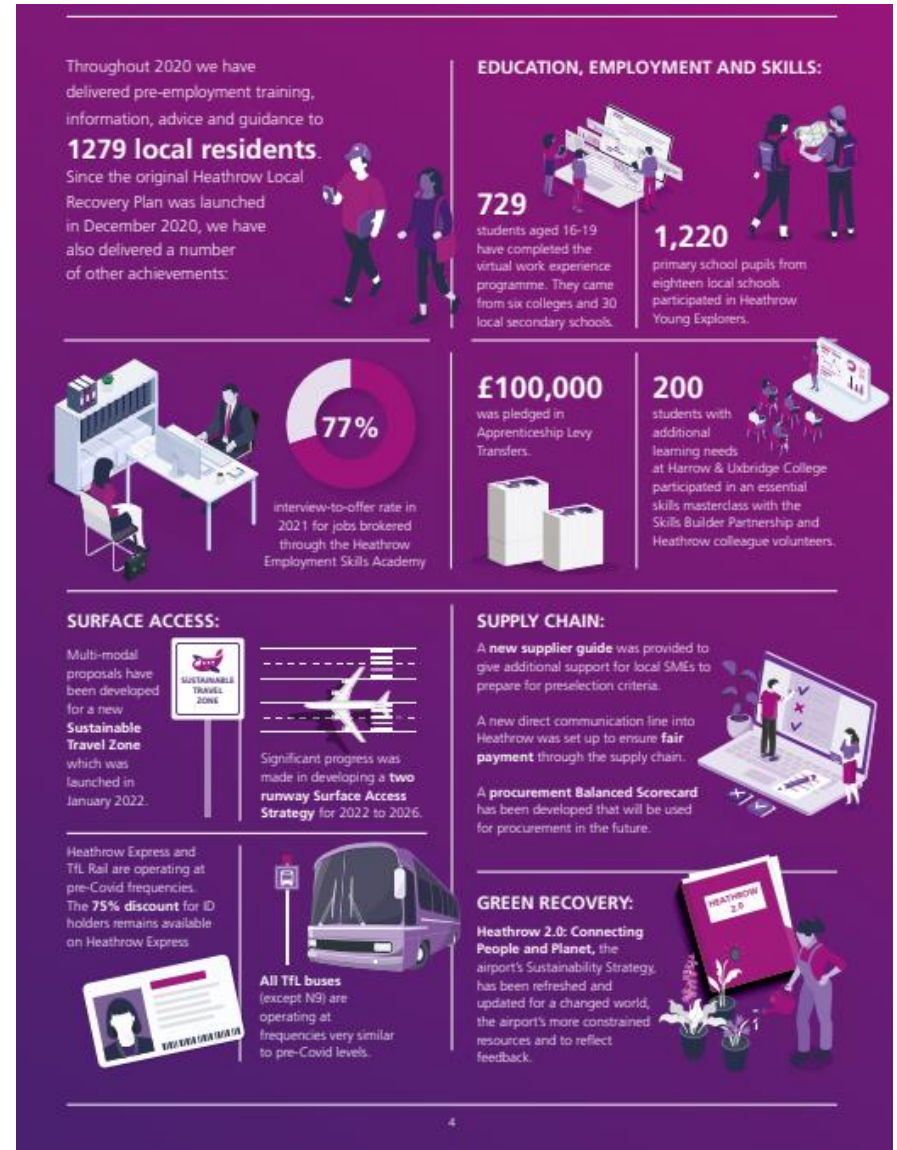
## Surface Access

- 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



# 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