



Report for:	Cabinet – 20 March 2012	Item Number:	
Title:	A New Approach to Worklessness		
Report Authorised by:	Lyn Garner, Director Place & Sustainability 		
Lead Officer:	Martin Tucker, Economic Development Manager		
Ward(s) affected: All		Report for Key/Non Key Decisions: Key	

1. Describe the issue under consideration

- 1.1 High and increasing unemployment is one of the greatest challenges facing Haringey - depressing growth and contributing to our status as the most unequal borough in the capital. Haringey has historically suffered from high levels of labour market deprivation and this has been exacerbated by the recession of 2008 and subsequent economic turbulence.
- 1.2 The Council is committed to tackling worklessness in the borough. After 5 years of successfully delivering the Haringey Guarantee the Council has reviewed its approach to tackling worklessness taking into account the changed economic circumstances, rising youth unemployment and last years riots in Tottenham. A new programme will be vital if we are to successfully regenerate Tottenham and improve opportunities for local people.
- 1.3 This report outlines proposals for a new programme to tackle worklessness in Haringey, using funding from Haringey Council and the Greater London Authority (GLA) (subject to agreement on grant terms and conditions), which will:
- **Create** a minimum of **200 jobs** through the establishment of a **Jobs Fund**.



- Support a minimum of **600 people into sustained employment (for at least 26 weeks)** through **specialist employability provision**,

2 Cabinet Member introduction

- 2.1 Tackling unemployment in Haringey and Tottenham in particular, is a high priority for this council. Some of our most significant challenges - child poverty, health inequalities, poor social mobility - are underpinned by the high levels of unemployment experienced by too many Haringey residents. The government's economic policies, changes to the benefits system and removal of our area-based grant funding make tackling unemployment even more challenging for us. However, it is clear that as a council we need to act decisively to get residents into work and support local and regional business.

This approach, with a bold new Jobs Fund at its heart, demonstrates our determination to take action and our belief that as a local council we have an important part to play in leading economic regeneration.

- 2.2 I have asked officers to develop proposals which achieve a combination of the following:

- support residents left behind by the Work Programme and other government schemes
- boost the local economy by supporting Haringey businesses
- have a strong focus on young people, in recognition of the particular challenges currently faced by young people entering the labour market
- support young people to progress successfully through their journey from education into, training or further and higher education and work,
- draw on recommendations of the scrutiny review and learning from the council's previous employment schemes

The Council cannot achieve these priorities alone – tackling worklessness and its causes must be a top priority for colleges, schools, the police, the NHS, business, the voluntary sector and other partners. To build a stronger shared approach, we will develop a joint Jobs and Skills Action Plan to ensure a co-ordinated borough-wide approach and host a Jobs Summit to build wider involvement.

3. Recommendations

- 3.1 To agree an investment of £2.6m, to be match funded by £1.5m from the GLA and £500k from the European Social Fund, resulting in a total spend of £4.6m, into a programme that will support a minimum of 600 Haringey residents into sustained employment over a two/three year period.
- 3.2 To agree the £1.5m of the above investment to be dedicated to the establishment of a local Jobs Fund in partnership with businesses and attracting an equal amount of match funding to create a minimum of 200 sustainable jobs for local people.



- 3.3 To approve the draw down from reserves of the £2m approved as part of the Council's Medium Term Financial Plan at full Council in February 2012, allocated to the Haringey Jobs Fund; £1.5m, and for a Contribution to the ESF Tri-borough programme of £0.5m.
- 3.4 To approve the College of Haringey, Enfield and North East London (CHENEL) and the Haringey Adult Learning Service (HALS) as the preferred training providers for the jobs created from the Jobs Fund.
- 3.5 To host a business summit in May 2012 where the Council to secure pledges from businesses to:
- Create jobs through the Haringey Jobs Fund
 - Give Haringey residents access to other jobs being created
 - Provide meaningful work experience opportunities
 - Provide apprenticeships and training opportunities
 - Engage more with schools and youth groups to connect young people to the world of work
- 3.6 To note the concept model for an enterprise and employment offer at 639 High Road, approving a review of how the Council's commercial property portfolio could be focused to complement the uses at 639 supporting enterprise and the self employment ambitions of local people.
- 3.7 To work with local partners to ensure a strong careers advice offer in schools and to provide meaningful work experience opportunities for school children in the public, private and voluntary and community sectors.
- 3.8 To support schools in their efforts to prepare young people for work and employment and commit to the provision of up to 100 work experience placements at the Council for local school children.
- 3.9 To agree to explore how the Council's role around sustainable procurement can be strengthened through the development of robust social clauses in contracts.
- 3.10 To approve the role of the Council's Economic Development service in managing the proposed programme of activity.
- 3.11 To give delegated authority to the Cabinet Member for Economic Development and Social Inclusion to develop the additional detail needed to launch the Haringey Jobs Fund with local businesses.
- 4. Other options considered**
- 4.1 In pulling together this programme of activity a number of alternative options were considered and further information about these options is included in Appendix 3.



5. Background information

Labour market summary

- 5.1 Haringey has historically suffered from high levels of labour market deprivation, exacerbated by the recession of 2008 and subsequent economic turbulence.
- 5.2 A number of reports published by the GLA¹ and Her Majesty's (HM) Treasury² have looked at why employment in London (and by extension, Haringey) is lower than the rest of the country. The research suggests that much of the difference between London's employment rate and the rest of the country can be explained by: commuter patterns (i.e. people working but not living in London); a higher number of full-time students; and the fact that London has a disproportionate number of people who tend to suffer from labour market disadvantage, such as ethnic minorities, lone parents, and people with low or no qualifications.
- 5.3 Some 27,720 people in Haringey are claiming an out of work benefit³ (May 2011), equivalent to 17.5% of the population aged 16-64. This claim rate is significantly higher than the rates in London (12.4%) and England (11.8%). The claim rate in Haringey is also amongst the 10% highest across all local authority areas in England.
- 5.4 Labour market deprivation is more acute in Tottenham where there are 17,430 people claiming out of work benefits, 22.1% of the population aged 16-64 and 63% of the borough total. The out of work benefits claim rate in Tottenham is amongst the 5% highest across all parliamentary constituencies in England. Deeper geographical analysis shows Northumberland Park to have the highest out of work benefits claim rate, at 30.4%, of all wards in London.
- 5.5 Some 20.7% of people aged 16-64 in Haringey have a NVQ level 1 or below qualification, higher than the London rate of 18.9% but lower than the England rate of 24.4%. However, the competitiveness of the London labour market is such that the demand for high skills is increasing. The London Skills and Employment Board (LSEB) forecasted that by 2020 the demand for highly skilled workers in the capital will increase to the extent that 50% of employees will need an NVQ level 4 qualification⁴.

¹ Meadows, P (2006) *Working Paper 15: Worklessness in London – explaining the difference between London and the UK*: Greater London Authority

² HM Treasury (2006) *Employment opportunity for all: analysing Labour Market trends in London*: HM Treasury

³ Out of work benefits include: Job Seekers Allowance, Employment & Support Allowance, Incapacity Benefit, Severe Disablement Allowance, Income Support and Pension Credit (where the person is under state pension age).

⁴ London Skills and Employment Board (2007) *Globalisation, skills and employment: the London story*: London Skills and Employment Board.



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- 5.6 **Youth unemployment is a particular issue in the borough, with the number of people aged 18-24 claiming Job Seekers Allowance (JSA) currently (January 2012) standing at 2,160; 62% of these young people live in Tottenham.** The percentage of people aged 18-24 claiming JSA in Haringey (10.9%) is higher than both the London (7.6%) and England (8.0%) rates.
- 5.7 **There are currently (December 2011) 291 young people aged 16 to 19 who are not in education, employment or training (NEET) in Haringey,** representing 4.3% of all 16 to 19 year olds in the borough that are known to be NEET or in education, employment or training (EET). However, the status of **2,589 young people** aged 16-19 in the borough is **unknown** and these figures have grown since the recent abolition of the Education Maintenance Allowance (EMA). Tracking was one of the functions of the Connexions service for which grant funding was cut in 2011. Many of these young people are leaving school without the necessary qualifications to join a college course or enter an apprenticeship and will need specialist help to access, suitable training and employment opportunities.
- 5.8 In addition to the above, children who are described as pre-NEET, which includes those aged between 14-15 have recently lost support due to the closure of Connexions services (careers advice), now independently provided by schools, but somewhat patchy, and by the reduction in work experience placements able to be offered by local authorities following deep budgetary cuts.
- 5.9 Analysis of the data tells us that the needs of unemployed people in Haringey are huge, complex and wide ranging. Their needs include a significant amount of pre-work skills and support services prior to securing real jobs in order to ensure that candidates are job ready and can take advantage of real work when offered to them. The personal circumstances of individuals is also wide ranging and any new programme needs to cater for those in school, those wishing to move into self employment and sell their skills, across young people and families including many lone parents. However, given **increasing youth unemployment, driven in part by the loss of EMA and the Future Jobs Fund (FJF), it is clear that young people (under 25) need to be a major priority delivering outcomes that will change lives – sustainable jobs** created through inward investment and new developments in partnership with the private sector.

Proposed new programme

- 5.10 In order to make an effective contribution towards addressing the challenges outlined in paragraphs 5.1 to 5.9, the proposed new programme for worklessness will need to work across the following strands of activity:
- Stimulate the local economy by supporting business growth
 - Target support to help residents access jobs and opportunities
 - Nurture a stronger culture of enterprise and self employment
 - Supporting schools to prepare young people for work, employment and enterprise



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- **Challenge contractors and partners to contribute to local employment and skills**
- **Develop a joint plan to deliver co-ordinated action**

5.11 More details about these strands are provided in the table below and an overview of the proposed delivery model is set out in Appendix 1:



Our priority	How will we achieve this?
<p>Stimulate the local economy by supporting business growth</p> <p>A critical success factor for the proposed new programme will be strong engagement with, and support for, businesses to create employment opportunities for Haringey residents. It is also important, particularly in these difficult economic times, for the Council to play a role in supporting the local economy by boosting the confidence of businesses to create employment opportunities for local people.</p>	<ol style="list-style-type: none"> 1. Launch of a new and innovative Jobs Fund that will be a unique product in the marketplace and will operate as a partnership approach with the private sector (with flexibility to include some parts of the public sector (e.g. schools) and the voluntary and community sector). <ol style="list-style-type: none"> a. For each new job that an employer pledges to create for Haringey residents, the Council will match fund (no more than 50%) the cost of the job. b. All employment offers will come with a subsidised training package provided by CHENEL and HALS (in line with Skills Funding Agency (SFA) requirements), to which the employer will need to make a contribution of around £1k. c. All jobs created through this fund will be available firstly to young people aged 16-24 although there will be flexibility to also extend availability to older unemployed Haringey residents. d. The subsidy offered through the Jobs Fund will involve a payment structure that incentivises businesses to support the people they employ to continue to sustain meaningful employment and to progress in the workplace. e. Some 83% of businesses in Haringey employ less than 10 people and, as such, a major focus of this activity will be on engaging with SMEs (Small and Medium sized Enterprises) to support them create jobs through the Jobs Fund and also provide wider employment opportunities to local people. f. The businesses encouraged to create job through the Jobs Fund will be strategically targeted based on a number of key emerging and job rich employment sectors including:



Our priority	How will we achieve this?
	<ul style="list-style-type: none"> • Care (childcare and social care) • Computing and related services • Construction • Creative, cultural and digital (e.g. film, animation, music and design and advertising) • Education • Hotels and catering • Low carbon (e.g. retrofitting and solar panel installation) • Retail and distribution <p>2. The Council will hold a Business Summit, hosted by the Leader of the Council, in May 2012. The Summit will be used as means of challenging local and national employers to provide opportunities to local unemployed people such as:</p> <ul style="list-style-type: none"> • Jobs through the Jobs Fund • Jobs outside of the Jobs Fund • Meaningful work experience opportunities • Engaging with schools to support the provision of carers advice to local school children (including work experience and industrial visits) <p>3. The Council will work with partners, such as Jobcentre Plus, to provide a co-ordinated and comprehensive local offer to businesses around meeting their recruitment needs.</p>
Target support to help residents access jobs	1. Having in place a range of specialist employability and skills based



Our priority	How will we achieve this?
<p>and opportunities</p> <p>Providing support to the following priority groups to ensure that they can access and benefit from the jobs created from the Jobs Fund and wider employment opportunities:</p> <ul style="list-style-type: none"> • Young people aged 16-17 who are NEET and not receiving support from the Youth Contract. The offer for these young people will include a pre-apprenticeship training scheme. • Young people aged 18-24 who will not be eligible for the wage subsidy element of the Coalition Government's Youth Contract (currently 83% of young of people aged 18-24 claiming JSA in Haringey). • Residents furthest away from work who will not be supported by the Coalition Government's Work Programme (currently over 90% of out-of-work benefit claimants and 100% of people who are unemployed and not claiming benefits) and who will need bespoke personalised support to gain employment • Parents (including lone parents) and families in need of support to find employment. Some of these families will be referred and assisted through the Troubled 	<p>support that will be delivered by a range of organisations (this could include a combination of in-house and commissioned provision) and will include</p> <ul style="list-style-type: none"> • Confidence building • Motivation • Sector based and basic skills development • CV preparation • Interview preparation Support with job search and applying for jobs • Job brokerage <ol style="list-style-type: none"> 2. Being involved a tri-borough employment support programme including Enfield and Waltham Forest Councils funded through European Social Fund co-financing (provided by the GLA) with the boroughs matching ESF finance. 3. Working with public and third sector partners to develop effective strategies to engage with the groups that have been identified as being priorities under this programme.



Our priority	How will we achieve this?
Families initiative.	
<p>Nurture a stronger culture of enterprise and self employment</p> <p>Haringey is an entrepreneurial borough with a self employment rate that has historically been higher than the national rate. Self employment is increasingly being seen as a route into sustained employment, particularly at a time where public sector recruitment is restricted. It is therefore recommended that self employment is a feature of the proposed new programme.</p>	<ol style="list-style-type: none"> 1. Commissioning specialist provision that will support local people into self employment. 2. Offering the commissioned self employment support from the new Enterprise and Employment Centre at 639 Tottenham High Road. <ol style="list-style-type: none"> a. 639 High Road will operate as a Hub and Spoke model with links to other organisations that are already providing enterprise support (including links to the Tottenham Green Enterprise Centre). b. It will be a complementary service with a particular focus on young people and helping them exploit their potential to develop themselves and their business ideas. c. The centre will link to other areas of council and voluntary sector provision to ensure suitable communication networks exist throughout the area. d. A detailed model will come forward in the Spring. 3. Working with colleagues in the Council's Property Services to explore how the Council's commercial property portfolio could be better used to support the creation of new businesses. 4. Exploring the possibility of establishing a social enterprise that will employ and train local people in construction skills (partnering with CHENEL) with a specific focus on bringing empty properties back into use. This would also help to prepare local people for the likely construction work that will be available through the efforts to



Our priority	How will we achieve this?
	regenerate Tottenham.
<p>Supporting schools to prepare young people for work, employment and enterprise</p> <p>Although this proposed programme will not have direct commissioned support for school children there are still areas where the Council will be able intervene.</p> <p>For example, the provision of high quality Information, Advice and Guidance (IAG) is a crucial element of ensuring that young people are making the right career choices, before they leave school, that lead to sustained employment.</p> <p>Another element of ensuring that young people are making the right career choices is the availability of meaningful work experience opportunities. A significant number of those opportunities are currently sourced by the Haringey Education Business Partnership (HEBP) and in 2011/12, 1,667 pre-16's are expected to complete work experience placements through HEBP.</p>	<ol style="list-style-type: none"> 1. Working to support the efforts of schools and local partners (including CHENEL) to improve the IAG offer in the borough. Young people who have received IAG will subsequently be able to access the support on offer from the proposed new programme. 2. Committing to provide at least 100 work experience opportunities a year, and also challenging partners (including businesses) to work closely with schools to increase this number further. 3. Develop a programme with 14 plus providers of education to ensure young people are sufficiently aware of the full range of employment possibilities including self employment. Providers will be invited to submit bids to the One Borough One Future Fund for innovative approaches to ensuring young people have the orientation and aspiration required to enter the employment market.
<p><u>Challenge contractors and partners to contribute to local employment and skills</u></p>	<ol style="list-style-type: none"> 1. The Council shall work to review existing contracts when due for renewal to incorporate social clauses and to develop robust monitoring



Our priority	How will we achieve this?
<p>Sustainable procurement - using public sector buying power to secure social, economic and environmental objectives in ways that offer real long term benefits – can be a real driver for job creation and has the potential to impact the local job market. The Council intends to explore how this buying power can be better used to create more jobs, apprenticeships and trainee positions.</p>	<p>of Key Performance Indicators linked to social clauses.</p> <ol style="list-style-type: none"> 2. In a wider sense, the Economic Development service will work with the Council's Planning service to ensure that all Section 106 obligations are properly delivered. This has become increasingly important given the regeneration of Tottenham and the additional job and apprenticeships being secured through this. 3. Linked to this, the Council recognises a major barrier for parents (particularly lone parents) in finding employment is the availability of affordable of childcare. Providers who are commissioned to deliver elements of this programme will be expected to source appropriate and affordable childcare for the parents they support, through the funding they receive. Further to this, the possibility of using Section 106 monies to create a childcare fund will be explored.
<p><u>Develop a joint plan to deliver co-ordinated action</u></p> <p>Although this report proposes a significant programme of activity, it is only part of the picture and there remains a wide range of provision available to unemployed people in Haringey. Despite the availability of this provision there are still gaps in terms of people being able to access support (more information about these gaps and how the proposed programme will help to fill them is provided in</p>	<ol style="list-style-type: none"> 1. Re-establish and revitalise the Haringey Employment Partnership. It would be intended to have this Partnership in place by Summer 2012. 2. Developing, with partners, an employment and skills plan that identifies the provision available to local people and how it will be co-ordinated to achieved agreed outcomes.



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Our priority	How will we achieve this?
<p>Appendix 2).</p> <p>To ensure that the Council's investment does not duplicate existing provision and can also link to this provision to make the investment go further, it is important that key employment and skills stakeholders are closely involved with delivery of the proposed programme.</p>	



Role of the Council's Economic Development service

- 5.12 The Council's Economic Development service has significant expertise and experience in managing a number of employment programmes including the Haringey Guarantee, North London Pledge and Future Jobs Fund (more details about these programmes is in Appendix 4). As such it is proposed that the Economic Development service manages this programme ensuring that outcomes are delivered against targets and regular reports are provided to the Cabinet Member for Economic Development and Social Inclusion.
- 5.13 The unit will operate on the basis of commissioning the programme where appropriate from other providers.
- 5.14 The Economic Development service will also put in place a strong evaluation framework to ensure that the programme delivers the necessary successes, quality and additionality.

6. Comments of the Chief Finance Officer and financial implications

- 6.1 Following funding cuts from Central Government, Area Based Grant which funded the £1,200,000 budget for the Haringey Guarantee was removed during 2010-11. In response a budget of £500,000 was allocated from Core Council Resources for 2011-12.
- 6.2 An amount of £2m has been identified from revenue reserves that has been allocated for worklessness schemes. This allocation was approved by Full Council in February 2012 as part of the Medium Term Financial Plan as one-off funding.
- 6.3 Across the years 2012-13 and 2013-14 this means there is potentially £3m available for Worklessness schemes.
- 6.4 The programme outlined above will cost £2.6m of Council resources over the 2 financial years – analysed as follows:

Engagement & Employability (£300,000 p.a.)	£600,000
Haringey Jobs Fund	£1,500,000
Contribution to ESF Tri-borough programme	£500,000
TOTAL	£2,600,000

- 6.5 Thus the proposed programme will allow the Council to achieve a £400k total saving (£200k in each year) from the core programme while drawing in external match funding of £500K from ESF, £1.5m GLA funding and up to £1.5m levered private sector investment for the new jobs programme.
- 6.6 As the £2m identified funding is one-off in nature the £200k saving will only apply in 2012-13 and 2013-14 and will need to revert to the PRE budget in 2014-15 in order to keep the base budget for Haringey guarantee at £500k per annum.



6.7 CHENEL and HALS have indicated that skills training will be funded through the Skills Funding Agency and at no cost to the Council, although the Council will need to be mindful of EU state aid regulations when offering these employment and training subsidies to the private sector – public funding is limited to 200,000 Euros (£170,000) over 3 years and the programme would limit jobs created to a maximum of 20 in any one company (£130,000).

6.8 Programme Management of the Haringey Jobs Programme will need to be funded from the overall pot of funding, estimated cost is £50k per annum.

7 Head of Legal Services and legal implications

7.5 The Head of Legal Service has been consulted on and notes the proposals made in this report.

7.6 The recommendation in paragraph 3.9 aims to maximise job opportunities through the Council's procurements. While these procurements may be likely to generate job opportunities, it must be borne in mind that under general EU procurement principles procuring authorities may not require contractors to limit jobs offered to the local or any other geographical area. In addition, to be compliant with any targeting of jobs and skills within a procurement it must be relevant to what is being procured.

7.7 Legal advice has been sought on the programme and should continue to be sought at the appropriate times as it is developed, including on any procurement law and potential state aid implications of the proposed approach.

7.8 In addition, ongoing consideration should be given to the assessments being undertaken of the equalities impact the programme may have on any group with protected characteristics under the Equalities Act 2010. Due regard should be had to these assessments to ensure a proper exercise of the Council's public sector equality duty.

7.9 There are no legal reasons preventing Members from taking decisions on the options outlined in paragraph 3 of this report.

8. Equalities and Community Cohesion Comments

8.1 A full Equalities Impact Assessment of changes to the Haringey Guarantee was completed in June 2011 and actions identified in that assessment have been incorporated in the development of this new approach and programme.

8.2 The EqIA stated that a new programme will be developed during 2011/12 and an interim reduced Haringey Guarantee programme will continue in the interim based around the Council's core team that will continue to offer employment support and



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advice, job brokerage focussing the most disadvantaged wards with the highest concentrations of BME residents and clearer focus on young people.

- 8.3 Following the Council's review of its approach to tackling worklessness any new approach/programme will be monitored by the Economic Development service and reports published quarterly and reported on Council performance management scorecards.
- 8.4 Once targets have been agreed and set for the new interim programme performance against these will be monitored and reported as above.
- 8.5 Actions identified in that EqlA and included in the new programme were:
- Develop a new approach to tackle worklessness that can maintain current priorities and output targets on black ethnic minorities, women, disabled people and the most deprived wards
 - Increased focus on young people
 - Robust contracting and monitoring to be included in any new programmes that are developed

9. Policy Implications

- 9.1 The proposed programme fits well with Rethinking Haringey Outcome 1 Thriving Regenerating the borough; creating opportunities for employment and educational attainment; tackling low income and poverty.
- 9.2 It also fits well with the work being undertaken by the new Social Inclusion and Worklessness Working Group.

10. Use of Appendices

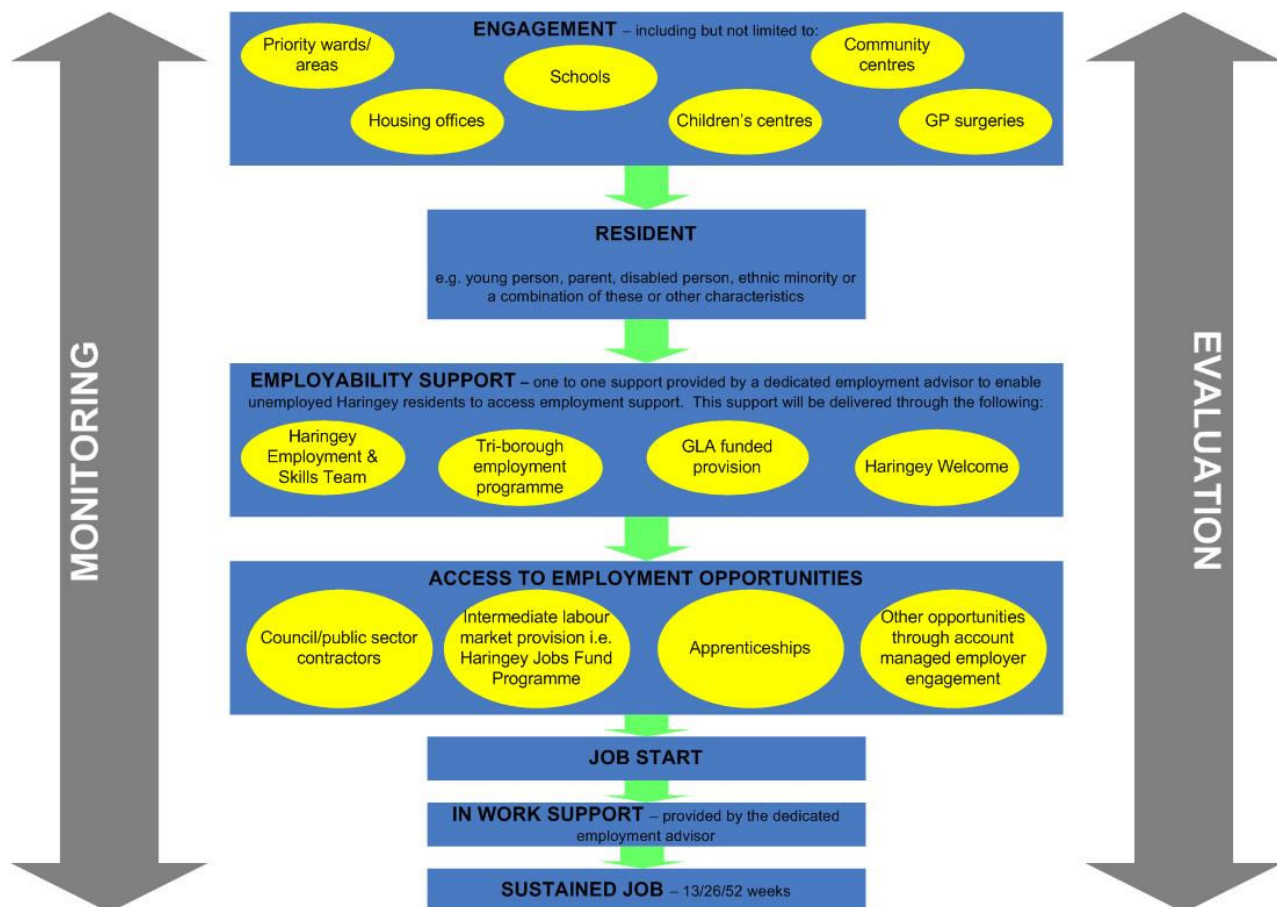
- Appendix 1 – Programme delivery model
- Appendix 2 – Gap analysis of current employment and skills provision
- Appendix 3 – Summary of alternative options considered while developing the proposed new employment programme
- Appendix 4 – Summary of current and previous Haringey Council managed employment initiatives

11. Local Government (Access to Information) Act 1985

N/A



Appendix 1 – Programme delivery model





Target group	Challenge	Provision	Gap	Proposed intervention(s)
Young people aged 14-15	<p>Delivering a co-ordinated approach to careers advice and interventions to prevent pre-16s from becoming NEET</p> <p>Providing more work experience opportunities to pre-16s</p>	<p>There is a range of provision available to young people aged 14-15, including:</p> <ul style="list-style-type: none"> • Pre-NEETS provision • Work experience • Local Intervention Fire Education Scheme (LIFE) 	<p>Loss of Connexions Service has resulted in there being no co-ordinated careers advice offer to schools and pre-16s</p> <p>In 2011/12 the HEBP is expected to arrange 1,667 work placement opportunities for pre-16s. However, the last reported figures (Jan 2012) show 2,101 Key Stage 4 students in Haringey.</p>	<p>Working with partners (including the Council's Children's Service, CHENEL, HEBP and pre-NEETS providers) to co-ordinate the offer to pre-16s (including careers advice and work experience).</p> <p>The Council is making a commitment to provide 100 work experience opportunities a year for pre-16s and will challenge partners (including businesses) to increase this number further.</p>
Young people aged 16-17	<p>There are 291 young people aged 16-19 who are known to be NEET in Haringey. However, the status</p>	<p>There is a range of provision available to young people aged 16-17, including:</p> <ul style="list-style-type: none"> • Haringey Guarantee • Haringey Welcome • Apprenticeships 	<p>Despite the existing provision available in the borough the status (after leaving school/college) of 2,589 young people is</p>	<p>A minimum of 200 jobs will be created through the Jobs Fund and young people will be given first refusal for these jobs.</p>



Target group	Challenge	Provision	Gap	Proposed intervention(s)
	(after leaving school/college) of 2,589 young people in the borough is unknown.	<ul style="list-style-type: none"> • Skills provision (basic skills (including ESOL) to NVQ level 3 • Pre-NEETs provision • NEETs provision • Youth Contract (from April 2012) • Specialist employment support (e.g. RISE and HARRP Trust) • Project 2020 • LIFE 	<p>unknown.</p> <p>Loss of Connexions Service has resulted in a much reduced capacity to engage with young people, track their destinations after leaving school/college and therefore support young NEETs, whose status is unknown, into education, employment or training.</p>	<p>The overall programme target is to support a minimum of 600 people into sustained employment and young people will be a key target group.</p> <p>A core element of the proposed new programme will be engagement of young people aged 16-17, working with public and third sector partners.</p> <p>The proposed new programme will have a training element (pre-apprenticeships) focused on young people in this age group.</p>
Young people aged 18-	There are 2,160 young people aged 18-24 claiming JSA	There is a range of provision available to young people aged 18-24, including:	Despite the provision available in the borough the status	A minimum of 200 jobs will be created through the Jobs Fund and



Target group	Challenge	Provision	Gap	Proposed intervention(s)
24	<p>in Haringey</p> <p>There are 291 young people aged 16-19 who are known to be NEET in Haringey. However, the status (after leaving school/college) of 2,589 young people in the borough is unknown.</p>	<ul style="list-style-type: none"> • Haringey Guarantee • Youth Contract (from April 2012) • Work Programme • JCP • Apprenticeships • Skills provision • Pre-NEETs provision (18-19) • NEETs provision (18-19) • Haringey Welcome • New Enterprise Allowance • Self employment support • Improving Access to Psychological Therapies (IAPT) • Specialist employment support (e.g. RISE and HARRP Trust) • Project 2020 • LIFE 	<p>(after leaving school/college) of 2,589 young people is unknown and 2,160 young people are claiming JSA. This is, in part, due to eligibility restrictions around the young people who can access this provision. For example:</p> <p>It's estimated that the wage subsidy element of the Youth Contract will, based on current figures, only benefit 360 young people claiming JSA in Haringey and will not be available to young people who are not claiming JSA.</p> <p>It's estimated that the Work Programme, based on current figures, is only</p>	<p>first refusal for these jobs will be given to young people aged up to 24. These will be young people not currently on the Work Programme (including young unemployed people not claiming benefits).</p> <p>The overall programme target is to support a minimum of 600 people into sustained employment and young people will be a key target group. These will be young people who are not currently on the Work Programme (including young unemployed people not claiming benefits).</p> <p>The self employment offer made available</p>



Target group	Challenge	Provision	Gap	Proposed intervention(s)
			<p>available to 360 young people claiming JSA in Haringey (not taking into account potential early entrants or young people claiming IB, ESA or IS).</p> <p>It's estimated that JCP's New Enterprise Allowance is only available, based on current figures, to 320 young people claiming JSA. It is not available to young people claiming other benefits and unemployed young people claiming no benefits at all.</p>	<p>through the proposed new programme will have a strong focus on young people. These will be young people not currently receiving support from the New Enterprise Allowance or Work Programme (including young people claiming benefits other than JSA and young unemployed people not claiming benefits at all).</p>
Other groups (inc. parents and families)	<p>There are currently 24,060 people aged 25-64 in Haringey claiming out of work benefits.</p> <p>There are currently 24,000 people aged</p>	<p>There is a range of provision available to these people including:</p> <ul style="list-style-type: none"> • Haringey Guarantee • Work Programme • JCP • Apprenticeships • Skills provision 	<p>Despite the existing provision available to unemployed people in the borough, there are still 24,060 people aged 25-64 claiming out of work benefits. This is, in part, due to</p>	<p>A minimum of 200 jobs will be created through the Jobs Fund and these jobs will be made available to people aged 25 and over (although first refusal will be given to young</p>



Target group	Challenge	Provision	Gap	Proposed intervention(s)
	<p>16-64 in Haringey living in households where nobody is in work; these households are home to 13,000 children (although not all of these households will have children)</p> <p>Some 20.7% of people aged 16-64 in Haringey have a NVQ level 1 or below qualification, higher than the London rate of 18.9% but lower than the England rate of 24.4%.</p>	<ul style="list-style-type: none"> • Haringey Welcome • DWP-ESF Families programme • New Enterprise Allowance • Self employment support • IAPT • Specialist employment support (e.g. RISE and HARRP Trust) 	<p>eligibility restrictions around the people who can access this provision. For example:</p> <p>It's estimated that the Work Programme, based on current, figures, is available to 2,585 people aged 25 and over claiming JSA in Haringey (not taking into account potential early entrants or people claiming IB, ESA or IS).</p> <p>The DWP-ESF Families programme has capacity to support approximately 1,000 individuals over a three year period. However, there are currently 24,000 people aged 16-64 in</p>	<p>people aged up to 24). These will be people not currently on the Work Programme (including unemployed people not claiming benefits).</p> <p>The overall programme target is to support a minimum of 600 people into sustained employment and people aged 25 and over will benefit from this support. These will be people who are not currently on the Work Programme (including unemployed people not claiming benefits).</p> <p>The proposed new programme has specific provision to support parents and families, including</p>



Target group	Challenge	Provision	Gap	Proposed intervention(s)
			<p>Haringey living in workless households.</p> <p>It estimated that JCP's New Enterprise Allowance is available to, based on current figures, 2,005 people aged 25-64 claiming JSA. It is not available to people claiming other benefits and unemployed people claiming no benefits at all.</p> <p>In addition, there are a number of sectors where skills gaps have been identified nationally including: hospitality; retail; computing; manufacturing; and construction.</p>	<p>funding for childcare.</p> <p>The self employment offer made available through the proposed new programme will be available to be aged 25 and over. These will be people not currently receiving support from the New Enterprise Allowance or Work Programme (including people claiming benefits other than JSA and unemployed people not claiming benefits at all).</p> <p>The proposed new programme will have skills provision that aims to help fill sector based skills gaps as well as basic skills (including ESOL).</p>



Appendix 3 – Summary of alternative options considered while developing the proposed new employment programme

1. Continuing the Haringey Guarantee programme based on HEST with commissioned projects focussed on young people costing £500,000 p.a. ***It is proposed that HEST will continue under the new programme engaging local people and providing employability support and advice.***
2. Developing a Skills Programme commissioning external providers to deliver employability skills training. There is a gap around sector specific and bespoke training provision to match job opportunities. Training would need to include Green Skills (trade and soft skills around retro-fitting, solar panel installation, wall insulation, energy assessments and advice) and could include SIA qualification; sports development, coaching qualifications; childcare and social care courses; construction and retail. Training to also include retraining of newly unemployed people to support them back into employment. An investment of £250,000 leading to 250 qualifications could also result in 75 jobs. ***Skills development has been included as part of the Jobs Fund offer and there will be skills provision in the Tri-borough ESF programme. Further the proposed new programme has provision for this element using GLA funding (subject to agreeing terms and conditions with the GLA).***
3. Continuing Families into Work based on working with workless families in Tottenham. A reconfigured Families into Work project building on the successes of the FiW project that ran until June 2011 (140 families engaged and supported with over 30 gaining sustained employment) focussing on working with families in Tottenham with a history of worklessness to tackle wider and multiple barriers to employment. The project would target 100 families in Tottenham over 3 years supporting people into work, raise educational attainment, and raise vocational skills. In the 2 years of the project 150 positive outcomes would be achieved including skills, work placements, improved educational attainment, social inclusion progress measures (including debt management, opening bank accounts, membership of credit union, reduction in school absences, training courses) and 35 people entering employment. The project would cost £300,000 p.a. ***Work with families is being covered by the DWP ESF programme for families with multiple problems delivered in Haringey by Reed in Partnership. Further funding from Central Government is being made available from 2012/13 to work with identified Troubled Families in the borough. Further the proposed new programme has provision for this element using GLA funding (subject to agreeing terms and conditions with the GLA).***
4. Commission Enterprise Training with Business Start up and self Employment outcomes focussed on young people. This would be a training programme on skills needed for self-employment followed up with one to one support to complete a business plan, test marketing grants. A package of loan finance and long-term mentoring will be available to those who start up in business. *The*



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*development and establishment of the new Enterprise and Employment Hub at 639 Tottenham High Road which will become a centre for social enterprise, social entrepreneurs and business development, offering mentoring & support will cover this strand of work. **Further the proposed new programme has provision for this element using GLA funding (subject to agreeing terms and conditions with the GLA).***

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Appendix 4 – Summary of previous and current Haringey Council managed employment initiatives

Haringey Guarantee

The Haringey Guarantee, established in September 2006, is the Council's flagship programme to tackle worklessness, primarily focused on people who are furthest from the labour market. The Guarantee employs an innovative approach to building robust pathways to sustained employment by focusing on:

- Stemming the flow of new workless and increasing the numbers of moving from worklessness into employment.
- Delivering larger interventions with a narrower focus on core populations such as young people, users of core public services and long term working age benefit claimants (i.e. JSA and IB).
- Better employment engagement and more demand led interventions.

The programme offers a guarantee:

- To local residents that we will deliver high quality information, advice and guidance, tailored education and training, and guaranteed interviews for job opportunities.
- That delivery partners and providers will deliver high quality, focused and professional services to jobseekers and employers.
- To businesses that we will produce committed trained workers to meet recruitment and skills needs.

Since its establishment the Haringey Guarantee has engaged with 4,695 people and supported 1,017 people into employment.

Families into Work

Families into Work successfully delivered a family based approach to tackling worklessness from October 2008 to March 2011, funded by the Area Based Grant.

The vision for the Families into Work (FiW) project was to improve the life chances of people in Northumberland Park by working with families to identify and provide the services they need for parents to become employed and for children to achieve success in education and develop the skills and desire to obtain work with career prospects.

FiW adopted a multi-agency approach in Northumberland Park to address wider social exclusion issues by working intensively with families to improve the life chances of all family members. It was a 3 year pilot with an embedded evaluation that was conducted by Ecorys. A team of 4 was set up to work closely with some 100 families in Northumberland Park who had multiple barriers to taking up employment and training. The team was targeted to work with 100 families, 50



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recruited in year 1 and 50 in year 2, with each family being supported over a 2 year period. A key tenet of the project was to ensure, where possible, that new services were not provided but that existing service and projects were co-ordinated and targeted to the families on the project. Thus FIW did not duplicate existing services but sought to facilitate better use of them.

The project exceeded its lifetime target of engaging with 100 families with 140 families engaged. In addition to this, 30 people were supported into sustained jobs, 48 people completed training courses and 67 people undertook work placements.

The evaluation of FIW concluded that it “effectively embedded employment support provision within the Northumberland Park community [and had] a good reputation locally [which made] a difference to the families it work[ed] with.” In addition, the project had “a number of elements that set it apart from mainstream provision which [were] core to its success.”

Due to the loss of ABG, FIW has been merged with the successful Council Employment Action Network team, rated as a 3 star employment service by the London Development Agency. This is intended to be a further step towards mainstreaming this family based approach to tackling worklessness.

North London Pledge

The boroughs of Enfield, Haringey and Waltham, Forest came together in 2008, with investment from the London Development Agency (LDA), to form the North London Pledge, which brought together and extended the employment support already on offer in the boroughs (Enfield – Jobsnet; Haringey – Haringey Guarantee; Waltham Forest – Worknet).

The first phase of the North London Pledge, which was managed by Haringey Council and ran from April 2008 to March 2010, supported over 1,300 residents through a range of interventions including IAG, employability support, condition management and skills (basic skills up to NVQ level 2).

The second phase of the North London Pledge (which also covered Barnet) ran from February 2010 to July 2011 and was again financed by the LDA through their sustainable employment pilot programme, and managed by Haringey Council. This phase of the North London Pledge was successful in supporting 328 people into sustained employment for 26 weeks.

Future Jobs Fund

The Future Jobs Fund was an initiative introduced by the previous Labour Government in 2009 in response to rising levels unemployment caused by the recession of 2008. The initiative intended to create 150,000 jobs across the country for unemployed young people aged 18-24 and people aged 25 and over living in unemployment hotspots (Haringey was identified as an unemployment hotspot) The



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jobs lasted for up to 26 weeks and £6,500 was made available for each job to fund salaries, paid at least at the national minimum wage, and any other eligible costs.

Haringey Council led on a bid to create jobs within the Council and also the following partner organisations: College of Haringey, Enfield and North East London, Homes for Haringey, NHS Haringey, North London Business, North London Partnership Consortium, arc – Artists' Resource Collective, HAVCO, 5E Ltd and I Can Do It. All the jobs were paid at least at the London Living Wage – at the time £7.60 per hour. Over the lifetime of the project 210 jobs were created and filled with 86% of Future Jobs Fund employees completing their 26 weeks of employment

The Coalition Government announced in May 2010 that it was closing the Future Jobs Fund to new bidders but agreed to honour the funding allocated to previously successful bids. As a consequence the last Future Jobs Fund employees completed their jobs in September 2011.

Haringey Welcome

Haringey Council recently won funding from the UK Borders Agency to deliver a project to help third country nationals⁵ settle in the borough; this excludes refugees.

The project duration is three years commencing 1st July 2011 and ending 30th June 2014, and is delivered in partnership with HALS and the Haringey Association of Voluntary and Community Organisations (HAVCO)

The aim of the project is to engage 480 residents born in third countries who have entered the country in the past 10 years and are now living in Tottenham, Wood Green or Hornsey, and support them to settle. There will be a focus on workless residents and women. Engagement and a needs assessment is conducted by Haringey Council's Economic Development service and support includes ESOL classes (HALS), Voluntary Work Placements and mentoring (HAVCO), Business Culture workshops and one-to-one employment support (both Economic Development).

⁵ Non-UK and EU nationals.