



## NOTICE OF MEETING

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# Scrutiny Review - Haringey Guarantee

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THURSDAY, 17TH FEBRUARY, 2011 at 18:30 HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN, LONDON N22 8LE.

MEMBERS: Councillors Basu (Chair), Browne, Egan, Schmitz, Solomon and Strang

### AGENDA

**1. APOLOGIES FOR ABSENCE**

To hear any apologies for absence.

**2. URGENT BUSINESS**

The Chair will consider the admission of any late items of urgent business. (late items will be considered under the agenda item which they appear. New items will be dealt with at item 6 below).

**3. DECLARATIONS OF INTEREST**

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is being considered must disclose to that meeting the existence and nature of that interest at the commencement of that consideration, or when the interest becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter if the interest is one which a member of the public with knowledge of the relevant facts would reasonable regard as so significant that it is likely to prejudice the member's judgement of the public interest and if this interest affects their financial position or the financial position of a person or body as described in paragraph 8 of the Code of Conduct and/or it is related to the determining of any approval, consent, license, permission or registration in relation to them or any person or body described in paragraph 8 of the Code of Conduct.

**4. MINUTES (PAGES 1 - 4)**

To approve the minutes of the meeting held on 19<sup>th</sup> January 2011.

**5. CONCLUSIONS AND RECOMMENDATIONS**

To discuss conclusions and recommendations.

Papers will be available at the meeting.

**6. NEW ITEMS OF URGENT BUSINESS**

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**Draft minutes of panel meeting held on 19<sup>th</sup> January 2011**

**Item 1. Apologies for absence**

Stephen Boon

**Item 2. Urgent Business**

None

**Item 3. Declarations of interest**

None

**Item 4. GLE Group**

The panel heard from Josephine Roarty, Programme Manager at GLE Consulting.

GLE conduct the monitoring for the Haringey Guarantee and the North London Pledge. This role involves checking all files and cross checking the information with data held on Meganexus. This confirms what the provider can invoice for. The role also includes liaising with the Council around any issues which may arise with providers.

Invoices are based on outcomes and targets which form part of the commissioning intentions as set out in the commissioning prospectus.

Providers are paid according to the outcome and not the process taken in order to get to the outcome.

Most money at present is paid for sustained employment on both the Haringey Guarantee and the North London Pledge.

Discussion around whether people are followed up after the 26 weeks. This generally does not happen for a number of reasons including:

- Money has already been drawn down as per the contractual arrangement and therefore there is no incentive to follow up any further.
- The further you go down the line the harder it is to track the outcome back to the intervention – there may be other factors at play.
- People don't necessarily want to be tracked any further down the line.

Under the Work Programme there will be further tracking up to two years.

Another Local Authority did a pilot study looking at tracking outcomes further down the line – they faced difficulties in doing this.

Discussion around what GLE feel the strengths of their work in the Haringey Guarantee. These include:

- Strong relationship with providers
- Clear and concise monitoring
- Transparency – providers know exactly what is being asked of them and why.

Discussion around some of the challenges that GLE feel that they face. These include:

- Providers sometimes not being prepared e.g. not all of the necessary data has been uploaded onto meganexus.

The process does involve bureaucracy, but the process is necessary to show accountability and transparency and ensure value for money.

Discussion around the cost of getting one person into work on the Haringey Guarantee – including the monitoring and evaluation work. This has not been calculated.

A GLA report estimated that it costs £10,300 to get one person into work, however this varies based on the barriers and challenges which are faced.

### **Item 5. ECORYS**

The panel heard from Chris Hale, Senior Consultant and Jonathan France Principal Consultant, Regeneration & Economic Development, ECORYS UK Limited. ECORYS have been conducting a Value for Money review of the Haringey Guarantee.

This Value for Money review does not include the cost of monitoring and evaluation.

The unit cost per Haringey Guarantee participant is £800 – this includes support and training. Other comparable programmes range from approximately £250 to just over £1800. Whilst Haringey is therefore not one of the lowest costs, there is a need to bear in mind that the support offered by the Haringey Guarantee is more intensive than some other programmes.

The unit cost per person supported into employment on the Haringey Guarantee is £3,200. This is at the lower end of the comparables.

ECORYS found the Haringey Guarantee to be one of the more effective programmes at supporting people into employment.

When considering data on programmes where the unit cost is lower than the Haringey Guarantee there is a need to consider other elements. For example, the Thames Gateway project is more 'light touch' than the Haringey Guarantee and there is also easier access to employment opportunities in the area than in Haringey. The Thames Gateway project was also alongside a number of other funded projects around employment – therefore these other

projects may also have contributed to the outcomes. This does not appear evident in the analysis.

Haringey also has a lower skill set overall which adds to the support which needs to be given.

A lot of jobs on the Haringey Guarantee have been public sector jobs. There may be a need to re-focus in the future due to public sector cuts and subsequently less employment opportunities.

When looking at employment support programmes there is a need to be aware of the local context and the employment opportunities around each locality as well as the skill level/type of jobs available.

The economic benefit of getting people into work is effectively twice what you put in.

Projects like Families into Work not only have a high economic value but also knock on values both economic and otherwise, for example the 'whole family' dimension.

The majority of jobs on the Haringey Guarantee are entry level jobs at just above the London living wage. Approximately 2/3 are part time (less than 30 hours a week).

ECORYS are currently processing data on age, gender and skill type.

23% of those registered on the Haringey Guarantee gain employment through it.

There are some people who register with the Haringey Guarantee and then don't continue. This can be for a variety of reasons, for example:

- Job avoidance
- Being 'seen to be doing something'

There is an agreement with Job Centre Plus (JCP) that JCP will refer people onto the Haringey Guarantee where they feel people will benefit from the programme.

### **Item 6. Minutes of the last meeting**

Agreed

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