

**Meeting:** Enterprise Partnership Board

**Date:** 10 December 2008

**Report Title:** Tackling Worklessness Update

**Report of:** Martin Tucker –Regeneration Manager (Employment and Skills)

#### **Purpose**

To update the Enterprise Board on progress in the main programmes tackling worklessness in the borough - The Haringey Guarantee, Families into Work and the North London Pledge – and report on work underway on developing apprenticeships in the Borough.

#### **Summary**

The Haringey Guarantee has reviewed performance in Quarters 1&2 and has refocused some projects and developed contingencies to ensure full delivery. It is forecasting 3334 job entries and 258 sustained jobs in this phase of the programme.

Families into Work project launched at end of October and now engaging families at nine outreach venues in Northumberland have the first eleven families on board. Added value projects in development.

North London Pledge making steady progress in Haringey with 81 Employment Support outputs and 31 Skills outputs achieved to date.

A number of initiatives focusing on developing apprenticeships are currently under way including work with Homes for Haringey, Building Schools for the Future, an ULV Working Group on Public Sector Apprenticeships and a Local Authority Planning Group on commissioning 16-19 provision in the borough.

#### **Legal/Financial Implications**

N/A

#### **Recommendations**

1. That the Board note the developments and progress in each of the programmes.
2. That the Board note developments on work on apprenticeships.

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**Background**

This paper outlines developments and progress on the programmes tackling worklessness in Haringey – The Haringey Guarantee, Families into Work and The North London Pledge.

It also reports on recent work on apprenticeships in the borough.

**The Haringey Guarantee**

Economic Regeneration undertook a review of the Haringey Guarantee in October 2008 looking at performance to date, challenges and forecast delivery to the end of the year. As performance was low in Quarter 1 of this year Economic Regeneration have also developed some contingencies to meet any shortfall in outputs.

Some contracts/SLAs have been amended to ensure delivery including refocusing the TPCT Working for Health project on engaging longer term IB claimants, increased condition management and job entries this year; refocus on the Talent At Work Haringey At Work project with an increase on the number of “other workless residents” where they have greater proficiency and a slight reduction on stretch targets where they have less expertise – this is partly a response to current economic downturn and increasing general unemployment in the borough with stretch targets being taken up with partners demonstrating better delivery; re-allocated funding for outputs from providers with a shortfall to those providers forecasting to overachieve focussing on stretch targets; continuing developing partnerships and referral routes for residents using Council services and Jobcentre offices with a particular focus on IB claimants, JSA claimants and lone parents.

Employment Action Network now fully staffed and operating from 12 neighbourhood outreach venues across the borough. Advisers from PCT also in 8 GP surgeries and Women Like Us now engaged with 20 primary schools.

As a result of the review and actions above the Haringey Guarantee is now forecasting achieving **334 job entries by March 2008 with 258 sustained after 13 weeks.**

Regeneration Officer in Employment & Skills Team now focussed on developing work placement scheme and Guaranteed Interviews within the council involving closer working with HR and services.

The Employer Zone will be operational from December 2008 with a formal launch in January 2008. The Employer Zone aims to link Haringey’s

Employers to the full compliment of training, education & skills services on offer through the Haringey Guarantee & North London Pledge

### **Families into Work**

Office opened in September with full team in post by late September.

Since the launch of the programme on 24 October the Team have negotiated engagement with families in nine outreach venues including North Tottenham Customer Service and Tottenham Job Centre Plus. Awareness raising presentations have been delivered to a range of colleagues in the Health Centre, Schools, Children Centre and the Job Centre. These sessions have generated 6 referrals. There are 4 self referrals and 1 from Northumberland Park Hostel.

The team have agreed to work with Northumberland Hostel (a privately owned hotel with 143 rooms) to support residents interested in getting into work or training.

Partnerships events are being negotiated with Job Centre Plus (In Work Better Off 27th November 2008 at NRC with 41 partners of IB Claimants), Homes for Haringey – Income Collections, and Neighbourhood Management. Work is underway to engage with the families of NEET pupils from Northumberland Park Community School from the last academic year.

Further the team are working up added value projects to support families with Northumberland Park Community School (rolling programme of skills development, work placements and job starts with parents and older siblings of students) and Women Like Us who engage parents through local primary schools and support them through coaching, training and job brokerage.

A “New Year, New You” employment support marketing campaign is being planned for January 2009

### **North London Pledge**

The North London Pledge can report steady progress in delivery of Employment Support and Skills outputs in Haringey.

At the end of Quarter 2 81 Employment Support outputs had been delivered against an annual target of 57.

Skills Outputs including childcare qualifications and SIA Licences are being delivered in Haringey alongside Basic Skills provision. To date we have achieved in Haringey 20 Basic Skills against an annual profile of 33. A further 6 Haringey learners are currently on Level 2 courses against an annual profile of 8, a further 24 on Basic Skills courses with 30 on Other Skills courses which have an annual profile of 23.

Condition Management is being delivered in both Haringey and Waltham Forest by Haringey TPCT with Enfield delivering a service through

Occupational Therapy. A Condition Management Best Practice Seminar is being held on 8 December 2008 at St. Ann's Hospital.

## **Apprenticeships**

A number of initiatives are underway in the borough focussing on developing and increasing apprenticeships.

Economic Regeneration have been liaising with **Homes for Haringey and BSF** around local labour and apprenticeships.

Actions agreed to date:

H4H and the contractors on Decent Homes jointly agreed a number of key objectives for the apprenticeship and local training programme.

- 4-5 Apprentices per construction partner (20-25 in total)
- Jobs fair/Open Day: March 2009
- Local training (e.g. RLO's, site management)
- Work experience placements for school leavers
- Regular Contact with local schools
- Regular contact with Economic Regeneration's Employment & Skills team (LBH)
- Investigate funding opportunities beyond the programmes funding
- Develop joint exit strategy and support for graduating apprentices at back end of programme
- Link to DLO Apprenticeship Programme
- Co-ordinate accreditation with College of NE London

The BSF programme is at an earlier stage of development to H4H, but is adopting similar approaches. The first contract to be signed is for ICT managed services to schools. The contractor, RM, will provide 10 IT apprenticeships on a rolling basis. Broadly this will be one apprentice at each secondary school site. These apprenticeships will prioritise young people in Haringey.

At the Haringey sixth form centre, the contractors Wilmott Dixon employed two apprentices for construction trades.

All contractors working on the BSF programme will be required to engage apprentices on their schemes. Contractors have agreed in principle to offer 'work & skills' development for NVQ level 3 & 4 in the Value Bidding Stages of their Contracts. The BSF programme itself has also employed an apprentice for administration.

Homes for Haringey have agreed to develop a joint project plan with BSF in regards to the acquisition, training and placement of Apprenticeships. This will build on the current Decent Homes plan.

BSF and Homes for Haringey to agree a joint apprenticeship recruitment drive in Spring 2009. BSF and Homes for Haringey meeting with contractors on apprenticeships in December 2008 to progress this.

**Promotion of Work Skills through Partnerships and Contracts.** A new working group exploring practical ways of expanding work opportunities

through London Borough of Haringey procurement contracts has been established involving Procurement, HR, Children's Services, and Economic Regeneration. BSF are joining this group. The group is looking at work experience, jobs and apprenticeships. In the short term the group is looking to:

- 1) Hold a Sustainable Procurement event to launch ideas and get external partners to the discussion table.
- 2) Develop detailed scoping exercises following the event to investigate and progress the feasibility of introducing sustainable work opportunities, placements and apprenticeships for internal and external staff through procurement contracts.
- 3) A work programme of key milestones and resource implications activities is proposed post event for each project and for corporate engagement.

Currently the group is meeting 6-weekly and looking to hold the event in Spring 2009 linking to the BSF, Homes for Haringey initiatives.

Employment & Skills Team are included on the new **LA Planning Group** with Children's Services looking at local authority commissioning of 16-18 provision with a focus on apprenticeships. This group will meet regularly to begin to steer the new commissioning role for the council.

**ULV Working Group** on Increasing the role of the Public sector in offering Apprenticeships recently established to coordinate activity in the ULV, develop an action plan and increase number of partners signed up to the Skills Pledge. This links to the London Councils pan-London boroughs target of 2000 apprenticeships starts by 2012 – roughly 60 per borough. A meeting in January 2009 of Leaders and Chief Executives will seek to confirm this target.

## **Appendices**

None.