

Report for: Overview and Scrutiny Committee

Title: Good Economy Recovery Plan, High Streets Recovery Action Plan and the Employment and Skills Recovery Action Plan – June 2021 update

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Ward(s) affected: All Wards

Report for Key/ Non Key Decision: Non Key Decision

Date: 15th June 2021

1. Report purpose

1.1 This report provides an update about delivery against the Council’s Good Economy Recovery Plan, High Streets Recovery Action Plan and the Employment and Skills Recovery Action Plan which were published last year.

2. Background

2.1 Pre-Covid-19, Haringey’s economy was growing but its proceeds were not being equally shared. The pandemic has had a major national and local impact on the economy and local people and has compounded pre-existing inequalities faced by Black and Minority Ethnic groups, women, younger and older people, and those already experiencing disadvantage in the job market.

2.2 The economic shocks of the pandemic have triggered large scale redundancies, exceeding the levels reached in the last recession. In the year since the pandemic started (March 2020/21), there has been a 140% rise in London in the number of Londoners claiming universal credit for unemployment. In Haringey, the economic impact has been acute, with 170% rise in claimant numbers and there are now over 22,000 residents unemployed. Further details on Haringey’s economic position are provided in the appendix 2 ‘Haringey’s Economy: Status, June 2021’.

2.3 In response to the pandemic, the Council published in August 2020 the **Good Economy Recovery Plan**, that set out the four top priorities for the next 12-18 months.

- Re-open and support our high streets and town centres.
- Support businesses through recovery and into renewal.
- Support residents into work and training.

- Secure social and economic value through investment in our neighbourhoods and communities.

2.4 Alongside the Good Economy Recovery Plan, the council also launched the **High Streets Recovery Action Plan** and the **Employment and Skills Recovery Action Plan**.

2.5 The High Streets Recovery Action Plan details how the Council will support Haringey's high streets and town centres to recover, as well as to identify and explore renewal opportunities to come back better, with a greener focus and better utilise digital technologies.

2.6 The Employment and Skills Recovery Action Plan details how the Council will support all residents in a difficult economic and employment environment, with some residents requiring rapid interventions, focussed on job searches or short courses to help move quickly back into work. Others need a more gradual approach, with support to overcome multiple barriers to work.

2.7 The following report provides a summary of projects and progress to June 2021 under the Good Economy Recovery Plan and associated action plans.

3. Good Economy Recovery Plan and High Streets Recovery Action Plan

3.1 A programme of work has been identified and is underway to support businesses and the economy in the borough, and via the High Streets Recovery Action Plan, our high streets and town centres. A detailed update can be found from paragraph 5 to 8.

3.2 Recent progress includes providing targeted support for businesses to get online and encourage owners to sell online, provide advice to save costs and navigate the impact of Covid-19 and Brexit, and scoping a programme for food start-up businesses. A peer network business programme was established to help build capacity in the creative business community, while strengthening networks. Local creatives were supported with small public realm commissions while offering local shops a free shutter makeover and brightening up our high streets.

3.3 Examples of numbers of businesses supported include:

- Developing Social Enterprise in Haringey project to support social enterprises which has 55 entrepreneurs enrolled.
- Haringey Peer Network Programme to build capacity in the creative business community has involved 100 businesses and freelancers overall.
- 25 micro-businesses and self-employed received 1-2-1 support.
- Over 740 businesses have been engaged with in the cost-saving pilot project.
- 22 creatives supported through the Shutter Gallery project.

3.4 Physical work was done to enable safe queuing and interventions delivered to facilitate outdoor seating for hospitality businesses and lighting projections installed to deliver Covid-19 safe messaging. Creative public realm

interventions included the installation of a neon public artwork based on a poem by a local artist in Tottenham.

3.5 Other key projects include improving high-speed broadband connectivity in the Northumberland Park area – the most economically-deprived and digitally-excluded ward in the borough - and scoping new workspaces in South Tottenham. A directory and newsletter and social media were created for Tottenham businesses and a resumption of the Business Crime Reduction Partnership. Tottenham Green Market has seen an increase in footfall and traders. A Made in Haringey Pop Up shop opened in the Mall, Wood Green on the 7th June 2021 to showcase and sell goods from local creatives.

3.6 Next Steps – delivery will continue on the existing projects as described in sections 6 and 7 of this report. Through continued engagement with businesses, proposals will be developed for a next round of projects that will support businesses through reopening and into recovery and renewal. Cross service working has been pivotal in the way the council has supported businesses through the pandemic and will continue to be a key role in the delivery of projects and improving how the council engages with businesses and delivers services. Options are being developed for the delivery of a programme of Meet the Buyer and Business to Business events and a communications plan to support the promotion of local businesses. Business engagement has been enhanced throughout the pandemic, with businesses being engaged during the development of recovery and delivery plans. A High Streets Network has been established and the development of more networks is planned, including for businesses on industrial estates and with workspace providers and occupiers.

4. Employment and Skills Recovery Action Plan

4.1 A programme of work has been identified for the Employment and Skills Recovery Action Plan (ESRAP) with four approaches to delivering support for residents:

- A targeted approach
- A sectoral focus
- Community Wealth Building
- A joined up local approach.

4.2 The ESRAP includes a targeted approach for those most impacted by Covid-19. Recent progress is detailed in the Employment and Skills Recovery Action Plan section from paragraph 9.1 to 9.4 and includes a programme of short courses being delivered for residents on digital training and introduction to technology and 'getting online for businesses'. Haringey Works has launched a new youth unemployment service, the lease for the youth hub in Wood Green has been signed and an ESF proposal has been submitted which includes employment support for disengaged and disadvantaged 18- to 24-year-olds. Haringey Works have engaged with over 359 employers in 2020-21

and supported 322 job starts. Employment Navigators in post on Broadwater Farm and Northumberland Park are focusing on those impacted by Covid-19.

- 4.3 The ESRAP includes a sectoral approach to maximising training and job opportunities in those sectors where there is job growth with an initial focus on Health and Social Care, Green Sector, Construction and STEM.
- 4.4 In the Health and Social Care (H&SC) sector, HALS are working with North Middlesex and Whittington Hospital staff and have introduced a H&SC to improve skills opportunities in this sector.
- 4.5 Climate change remains a priority and a component of the ESRAP is to explore expanding green economy job opportunities. The Council has commissioned via Central London Forward (CLF) research defining green jobs and skills and will link up with Carbon Management projects to target local tradespeople who are seeking employment in this area.
- 4.6 A review of S106 planning policy and the Employment and Skills plans has been progressed to understand and monitor construction employment challenges and a construction labour analysis and skills forecast across construction sites is underway to ensure that local residents can capitalise on local construction sector opportunities. Since the launch of ESRAP, 211 local construction jobs have been recruited to and 10 construction apprenticeships.
- 4.7 Employability workshops in sector focussed areas including engineering will be delivered from our youth hubs and other community venues in the borough.
- 4.8 To strengthen our Community Wealth Building and joined up local approaches, a new main contractors forum focused on construction opportunities has been established, as well as a specific forum for Argent related sites, HALS has strengthened its community presence in several areas including co-designed Business provision in Northumberland Park and CONEL is working with the Council to design tailored supported college courses for people with learning disabilities.
- 4.9 Next Steps – delivery will continue on the existing and commissioning projects as described in sections 9 of this report with continued engagement with key employment and skills stakeholders and delivery partners.

5. Good Economy Recovery Plan and High Streets Recovery Action Plan

5.1. 2020/21 Achievements

5.1 Recovery Plans

- Launched the Good Economy Recovery Plan and associated High Streets Recovery Action Plan that was developed in consultation with local businesses and trader networks. Developed project delivery plans.
- Delivery underway on a range of business support with more projects planned for 21/22:
 - Local business advisor/coach providing advice to micro businesses and the self-employed.
 - Haringey Brexit Advice Service launched, a dedicated resource to provide 1-1 support and advice to Haringey businesses.
 - IT equipment purchased to provide online training for retail and small industrial estate businesses in North Tottenham to support them trade online.
 - Delivery of a pilot to provide support for individuals and groups planning to set up a social enterprise.
 - Pilot scheme launched in Tottenham to provide advice to businesses to secure savings on utilities and other costs.
 - Launch of [Haringey Networks](#), the borough's first peer to peer business support programme, specifically designed to help early stages start-ups and SMEs adapt and thrive post-lockdown (joint Made by Tottenham/CEZ and SiLL programme)

5.2 Communications

- Launched the business@ and reopening@ mailboxes to simplify communications for businesses.
- Launched Business Bulletin borough-wide – now fortnightly with approx. 1,700 subscribers.
- Published three Reopening Guides during lockdowns for Businesses and two sector-specific follow-ups (cafes/restaurants and hairdressers/barbers) plus translations.
- Conducted two general business surveys at outset of first lockdown and then a more detailed survey at end of first lockdown. Separate creatives sector survey conducted via Made by Tottenham/CEZ.
- Used Business pages of council website to provide advice and guidance on government and other support packages throughout pandemic.
- Launched 'Covid-19 Safe Business' Campaign
- Launched 'Made By Tottenham' website as part of the Tottenham Creative Enterprise Zone (CEZ): a platform to support local creative businesses and freelancers (creative business directory, news, events, funding opportunities).

- Alongside the Made by Tottenham website, a creative sector newsletter (350 subscribers) and social media channels (2400 followers) disseminate key news and opportunities to the sector (1 in 5 residents work in the creative sector).
- Information campaigns to businesses on support, testing and vaccination programmes.

5.3 Grants

- Supported the administration of the government grants schemes including paying approx. £91.7m of grants to businesses (to mid June) and designing seeking and approvals for the Discretionary Grant Scheme and Additional Restrictions Grant Scheme.

5.4 Engagement

- Held two Business Intelligence Group meetings, used to assess impact of Covid-19 and inform the development of the Good Economy Recovery Plan
- Around 1,500 businesses had direct contact from an ED officer during first lockdown
- Established the High Streets Network comprising of town centre trader group chairs and Wood Green BID, meeting bi-monthly
- Mapping of businesses across industrial estates with targeted support and increased engagement across this business group.

5.5 High Streets/Reopening/Recovery

- Cross service Reopening Working Group developing projects to support businesses to be able to reopen safely including physical interventions to support outdoor seating delivered at nine locations and more being developed.
- Supported the Tottenham Green Market operator to successfully reopen monthly and extended contract to March 2022.
- Launched an online Haringey Business Directory providing businesses with an online presence or signposting to their own social media and webpages.
- Delivered a coordinated Christmas 2020 campaign across the town centres including tree installations, online light switch on, Christmas market on Tottenham Green, a virtual advent calendar and launched a virtual advent calendar for the borough.
- Safer Tottenham Business Crime Reduction Partnership launched supporting 50 businesses in Bruce Grove in partnership with Met Police and Tottenham Traders Partnership.

5.6 OIF/PVF

- Re-engaged with Opportunity Investment Fund Businesses and relaunched the Productive Valley Fund after the first lockdown.
- Secured loan payment deferrals for Opportunity Investment Fund businesses to support them through lockdown and restrictions.

5.7 Improving digital infrastructure and connectivity

- Ongoing delivery for improving broadband connectivity in Haringey including high speed broadband connectivity in Northumberland Park and wayleave to secure investment from broadband suppliers to install the latest and future-proofed full fibre high-speed broadband infrastructure and connections to council-owned housing stock, commercial properties, libraries, and other community buildings and facilities – at no cost the Council.

5.8 Industrial Areas

- Support for Industrial Estates businesses: Ongoing officer engagement and support for businesses on industrial estates. Impact of this work has included:
 - Helping many businesses to secure Covid-19 Government grant funding.
 - Successful intervention on behalf of businesses on the Crusader Industrial Estate, in support of response to increased rent demands resulting in new rent levels agreed between tenants and landlord.
- Draft Industrial Areas Action Plan (IAAP) developed with cross service engagement and engagement with businesses in industrial areas, to respond to the adverse impact of Covid-19 and provide a delivery plan to improve the environment of industrial estates and support retention of businesses and jobs on the estates.
- Tailoring Academy project (a scheme in partnership with Fashion Enter and CEZ) won the London Building Excellence Awards category for " Small Commercial Project".

5.9 Entrepreneurship and business support

- Secured £720,000 Government funding to deliver commercial space, business support and jobs In Tottenham, Wood Green, Turnpike Lane and Green Lanes.
- Haringey Entrepreneurship Week comprising of 15 online workshops delivered by a variety of people connected with Haringey's business support activities.
- Developing Social Enterprise in Haringey – a programme of intensive support for social enterprises at various stages of development. 12 businesses actively participated in a series of sessions; coordinated and facilitated by SiLL, led by a specialist coach and attended by multiple advisors and mentors from the world of social entrepreneurs, culminating in a pitch to funders to take their projects forward.

5.10 Creatives

- Harness the potential of the Tottenham Creative Enterprise Zone (CEZ) and Made by Tottenham channels to increase support of the creative sector (1 in 5 residents). More than 100 businesses received 1-1 support in 2020.
- 104 eligible businesses and individuals supported as part in the N17 Creative Callings Programme.
- 201 successful Arts Council England emergency Covid-19 grants in Haringey plus 7 successful GLA/Creative Land Trust grants for creative workspaces.
- Delivering the Shutter Gallery project in Tottenham, supporting local creatives with small public realm commissions, while offering local shops a free shutter makeover and brightening up our high streets. 20 local businesses and 20 local creatives have been supported so far, across five Tottenham high streets
- Secured new location for Mary’s Record Shop in Wood Green Mall - an award winning social enterprise providing music opportunities, skills development and training for young people aged 16-25
- 201 successful Arts Council England emergency Covid-19 grants in Haringey plus seven successful GLA/Creative Land Trust grants for creative workspaces
- Facilitate a ‘Made in Haringey’ pop-up shop in an empty retail unit at the Mall Wood Green, delivered by local creative business Crafty Nolo. The pop-up shop will showcase and sell goods from local creatives and maker in June-July 2021.

6. Good Economy Recovery Plan and High Streets Recovery Action Plan – Current Projects

Good Economy Recovery Action Plan		
Description	Project	June 2021 update
Targeted business support and training packages	Business Directory and Portal	<ul style="list-style-type: none"> • Create online directory with shopping portal to encourage business owners to sell goods/services online • Commission in summer 2021 and appoint appointment for end of July/Aug 2021
	Get online for businesses (North Tottenham)	<ul style="list-style-type: none"> • Training programme to support North Tottenham retail and small industrial estate businesses to get online and trade. Part online part at the Neighbourhood Resource Centre • HALS commissioned to deliver online training programme and this has commenced. When restrictions allow, training to commence at NRC targeting Northumberland Park area as most digitally excluded

Developing Social Enterprise in Haringey	<ul style="list-style-type: none"> • Encourage and support residents to develop and set up social enterprises • 12 workshops were organised, 55 entrepreneurs enrolled onto the programme.
Haringey Peer Network Programme	<ul style="list-style-type: none"> • A Peer Network Business programme to build capacity in the creative business community, while strengthening networks. • 20 businesses directly supported over 8 weeks, 2 networking events; 100 businesses and freelancers involved overall; 2 local business support providers upskilled. • The support programme will run June to September with two networking events planned
Covid-19 Business Support and Advice	<ul style="list-style-type: none"> • Appointment of a Business Advisor to provide 1:1 support and advice programme to support micro businesses and self-employed to provide general business support to help survive impact of Covid-19 and build resilience. 25 businesses to be supported. • Dec 20-August 21
Start up in London Libraries (SiLL) Support Contract Extension	<ul style="list-style-type: none"> • LBH match funding to deliver ongoing 1:1 business advice & support to complement the SiLL activities. • Ongoing to March 22
Start Up in Food Sector	<ul style="list-style-type: none"> • Online training course for 10 Food Start Ups and Food Entrepreneurs • July 21-March 21
Brexit Support	<ul style="list-style-type: none"> • Brexit Advisor to provide expert practical 1:1 support and advice. 25 businesses supported to date. Dec 20-June 21 (funding ends)
Business Cost Savings Pilot Project	<ul style="list-style-type: none"> • Pilot project to support Tottenham businesses to save on utility costs. • Three months pilot both high street and industrial estates, supporting c350 businesses. • Currently engaged with over 740 businesses and over 35 businesses with £115k of savings identified and £41k realised. March 2021 to June 2021
Business Basics – West Haringey	<ul style="list-style-type: none"> • Bespoke support for high street businesses in the six town centres/high streets in the west of the borough. 200 Businesses to be supported through 1-2-1 assessments/business/comms/ marketing plans. • June 2021 to June 2022. Centres targeted include Crouch End, Muswell Hill, Stroud Green Road, Myddleton Road/Bounds Green, Highgate and Hornsey.

High Streets Recovery Action Plan

Description	Project	June 2021 update
Making High Streets Fit for Purpose	Wood Green Barriers	<ul style="list-style-type: none"> • Contribution to costs of safety barriers during 2020 and 2021 lockdowns and easing of restrictions to enable safe queuing at Wood Green businesses • Summer 2020 to May 2021
	Reopening – Pavement Widening and Barriers	<ul style="list-style-type: none"> • Support hospitality businesses to deliver outdoor dining through pavement widening interventions, using water-filled barriers or semi-permanent footway extensions. • Six interventions delivered to date, supporting seven hospitality businesses at Crouch End, Myddleton Road and Muswell Hill. Work continuing to identify further sites where pavement widening interventions can facilitate outdoor seating for hospitality businesses. Future scoping to ascertain potential locations for placemaking and public realm projects
Meanwhile... in Haringey	Made in Haringey Pop Up	<ul style="list-style-type: none"> • Pop-up shop in an empty retail unit at the Mall Wood Green, delivered by local creative business Crafty Nolo. The pop-up shop will showcase and sell goods from local creatives and maker in June-July 2021. Pop up shop has opened on 7 June and will run for two months. A complimentary workshop programme has been developed and publicised including art and craft activities through to enterprise and business skills support
	Made by Tottenham Shop	<ul style="list-style-type: none"> • Pop-up shop utilising a vacant or underused unit on Tottenham High Road to support local makers and creatives and food businesses, pre-Christmas 2021 • Start Date: project planning ongoing. Sept 2021 shop opens to Dec 2021
Shutter Gallery	Shutter Gallery	<ul style="list-style-type: none"> • Supporting local creatives with small public realm commissions while offering local shops a free shutter makeover and brightening up our high streets • Ongoing realisation of shutter artworks with a view of delivering +25 new shutter commissions in total. 22 businesses supported, 22 creatives supported; 22 new artworks in 5 Tottenham high streets. July 2020 to July 2021. The project is expending to Turnpike Lane
Welcome Back to Town Centres	Wood Green Night in Lights	<ul style="list-style-type: none"> • Lighting projections at five central Wood Green locations installed My 2021 • Covid 19-safe messaging and future creative designs.
	Reimagining Wood Green	<ul style="list-style-type: none"> • Targeting hotspots in WG and improving public realm through artist interventions • Engagement with local creatives and young people/residents
	Once Upon a Tottenham Story	<ul style="list-style-type: none"> • Installation of a neon public artwork based on a poem by a local artist, which was commissioned by Bernie Grant Art Centre for Tottenham Literature Festival 2019

		<ul style="list-style-type: none"> • 1 new public artwork, 1 local supplier supported; 1 local artist supported, 1 art centre involved; prominent Tottenham location, increased footfall, sense of pride and feeling of safety
Shopfront Improvements	Shopfront Improvements	<ul style="list-style-type: none"> • Funding to improve commercial premises in town centres and improve trading environment • Scoping of programme Summer 2021 with delivery to March 2024
Touch and Pay in Haringey	Promote contactless payment methods	<ul style="list-style-type: none"> • Provide advice and guidance to business owners on contactless payment products, merchant fees and contracts. • Will provide customers with more choice (i.e. in addition to cash payments) and open up businesses to more trade and safer practises (holding less cash on the premises) • 200 businesses to be supported borough-wide to save them a quantifiable sum through new/renegotiated contracts. June 2021 to June 2022

7. Other key projects

Description	Project	Summary
Broadband	Northumberland Park	<ul style="list-style-type: none"> • £800,000 Government funding towards the cost of improving high-speed broadband connectivity in the Northumberland Pk area – the most economically deprived and digitally excluded ward in the borough. Outputs will include broadband upgrades to Council building, CCTV improvements and Wi-Fi. • Funding Agreement received. Start of Installation works: Jan 22. Completion: Sept 22
	Wayleaves	<ul style="list-style-type: none"> • Scheme involves the Council giving broadband suppliers access rights to its social housing stock (incl. long-term leasehold) and community buildings/facilities – in exchange for the suppliers installing and maintaining the latest future-proofed full fibre infrastructure and connectivity to the housing blocks & units and buildings. • Proposals from broadband suppliers received. Start of installation work: Oct/Nov 21
SIP Workspace and Business Support Programme		<ul style="list-style-type: none"> • £720,000 Government funding to deliver commercial space, business support and jobs In Tottenham, Wood Green, Turnpike Lane and Green Lanes. Outputs include: 350 sqm of workspace; over 200 businesses provided with intensive support; 30 jobs created. • Business support provider procured. July 21 to March 24
Made by Tottenham	Directory	140 profiles on the directory to support and showcase creative businesses and freelancers.
	Comms Channels	<ul style="list-style-type: none"> • Newsletter and social media dedicated to the local creative sector to inform, promote, support and connect. 2.4k following; 350 subscribers; high engagement rate – likes,

		reshares and responses; increase connections between businesses and between businesses and the council.
Workspaces	South Tottenham Employment Area Workspace Provider List	<ul style="list-style-type: none"> • Creation of new workspaces in South Tottenham • Aims to create over 1000 square metres of space for a range of types of employment, from artists in studios to desk-based entrepreneurs. • Ongoing engagement with workspace providers to link their offer to new workspace opportunities in Haringey. Online document - refreshed periodically.
High Streets Network	Partnership of Town Centre Business Network Chairs	<ul style="list-style-type: none"> • Bi-monthly meeting of eight TC chairs • Main comms/engagement method for council (incl. other depts/guest speakers) • October 2021 Ongoing
Safer Tottenham	Business Crime Reduction Partnership	<ul style="list-style-type: none"> • Supporting businesses report crime in partnership with Council and Met Police • 50 businesses supported with dedicated app to report crime, dedicated support team and opportunities to get involved via PubWatch • The BCRP has now resumed (April) following a break during the previous lockdown. All 50 participating businesses have been visited. 71 incidents reported since April from 17 businesses
Tottenham Green Market		<ul style="list-style-type: none"> • Supporting the delivery of a weekly (during pandemic, monthly) market at Tottenham Green. Number of traders has increased since moving to monthly format. Footfall has increased from 500 per month in 2020 to an average of 900 per month in 2021. Providing Covid 19 safety advice, H&S reviews, attracting local people to start a business via a stall, putting on themed events. RFQ for new operator in Jan 2022

8 Calendar

June 2021	July 2021	August 2021	September 2021
<ul style="list-style-type: none"> • SiLL Marketing Masterclass • Fiver Fest (16-26) • West of Haringey Business Support launches • Touch and Pay launches • 	<ul style="list-style-type: none"> • Haringey Networks: networking event 1 • Independents Day programme (3-4) • Tottenham Green Night Market (first Saturday evening of the month) 	<ul style="list-style-type: none"> • Tottenham Green Night Market (first Saturday evening of the month) 	<ul style="list-style-type: none"> • Haringey Networks: networking event 2 • Tottenham Green Night Market (first Saturday evening of the month)

October 2021	November 2021	December 2021	January 2022
<ul style="list-style-type: none"> CEZ – 3-year GLA programme ends 	<ul style="list-style-type: none"> Town Centre Christmas Light Switch Ons 	<ul style="list-style-type: none"> Small Business Saturday Town Centre Christmas Light Switch Ons Tottenham Christmas Market 	<ul style="list-style-type: none"> Tottenham Green Market re-tender

9 Haringey Employment and Skills Recovery Action Plan

The four strands of delivery from the ESRAP and progress against each are detailed below.

9.1 A Targeted Approach

Focus our Employment and Skills Training support on those most impacted by Covid-19 and use data to support that focus e.g. newly unemployed, young people, care leavers, residents with disabilities both physical and mental, women, people from Black, Asian and Minority Ethnic backgrounds, low earners, people over 50, and those who are digitally excluded.

Objectives

- Reduce unemployment rate amongst those most impacted by Covid-19
- More young people move on to education, employment and training

9.1.1 Workstreams: Supporting newly unemployed residents back into work and /or training – ensuring our offer is targeted at priority groups.

- Software available through CONEL is providing monthly updates on real-time skills shortages. On a quarterly basis this is fed into the Intelligence Officers Group to inform recovery planning. This information will be shared with Haringey Employment Providers Network.
- An 'Intro to tech' programme of short courses is being delivered by Ada for residents both young people and those interested in career shifts. Ada is providing support with applications for apprenticeships following this.
- HALS has developed a new range of short digital training courses including 'Get Online for Business' at Northumberland Park, Microsoft accredited courses
- Devolved Job Entry Targeted Support (JETS) programme designed through Central London Forward working group, launched in November to support newly unemployed residents. JETS in Haringey has secured 154 jobs, accounting for 12% of all Central London job starts. There were 51 job starts in April for Haringey residents, the highest month for performance to date. Referral to start rate is only slightly lower than contract percentage (43% vs 45%).
- A Fusion Skills pilot is being run at HALS, embedded in several curriculum areas including ESOL. Fusion Skills is also the focus of a collaborative project including Central London partners and the South Bank Employers Group (SBEG).
- Haringey Works delivering an online employment support offer and navigator service.

9.1.2 Supporting unemployed young people into employment or training

- The lease for the youth hub has been signed (former Bright House shop, Wood Green), and RIBA Stage 2 designs have been completed. Co-design workshops have been held with young people. Ahead of the hub going live, Hays Social Value fund has been profiled for use for employment and skills training to be delivered at Bruce Grove Youth Space and with a focus on care leavers.
- Haringey Works has launched a new youth unemployment service with a number of specialist posts; for care leavers (embedded in the Young Adult Service), young people at risk and apprenticeship support. So far 16 residents have been supported and 4 into employment.
- With Central London Forward, ESF proposal submitted which includes Employment support for disengaged and disadvantaged 18- to 24-year-olds to move into sustainable employment, and onto a career path. High-quality employment support will be provided from a dedicated advisor, integration with training and development opportunities, and opportunities for work trials (Intermediate Labour Market approach- ILM). ILMs in this proposal are six months, ring-fenced job opportunities paid at London Living Wage, supporting individuals with no or limited work history to get recent and relevant work experience, to support the transition to employment.
- The Council decided not to be a Kickstart employer as there remained questions about how to fund the top up to London Living Wage. Support was provided to businesses to signpost them to appropriate Gateway organisations. The Council will explore youth placements through the ILM approach as fully funded to LLW.
- Drive Forward worked with the Civil Service to shape a civil service paid internship scheme. 10 Haringey Care Leavers benefitted from this scheme. As part of this, Drive Forward provided training to managers on behaviours to expect and how trauma can manifest in the office – we are scoping how to include this training for ILM placements (subject to ESF funding) with view to ringfencing some opportunities.
- A youth framework is being developed, with engagement with young people at risk of social exclusion (who may be close to or already engaged by the criminal justice system, gang involvement, victims of violence etc), via Project Future, outlining how we will approach pathways and sector focussed.

9.1.3 Target support to those residents most impacted by Covid-19

- Officers were part of the small working group from central London designing the JETS programme and continue shaping the ask from devolution through Central London Forward and London Councils. Through Ingeus integration board meetings, we will support the local implementation of Restart Programme when launched next month.
- Central London Works Employment Navigator and work and health integration efforts have seen Haringey's performance for CLW exceeding the overall contract area performance. Despite starts on the programme being slightly lower than target, the Job Starts

are higher than anticipated (565 vs 517 target), displaying strong start-to-output ratio. That is seen through to both the Lower Earning Threshold (LET) and Higher Earning Threshold (HET) where Haringey is exceeding targets.

- Employment Navigators in post on Broadwater Farm and Northumberland Park are focusing on those impacted by Covid-19. Performance is monitored by Haringey Works.
- Borough partnership governance and objectives agreed, and Live Well partnership has led to funding being sought for an Employment Specialist advisor for Learning Disabilities and Autism. Resource is now in place to develop a programme for the work and health subgroup to Live Well.
- HALS is participating in the Business in the Community [BOOST programme](#) trials, running from the beginning of May to the end of July. National roll-out is targeted for Sept, dependent on funding and platform development. Participants receive tailored support from business volunteer coaches, awareness of recruitment practices, contacts and networks in the business community and build their confidence, skills and motivation.

9.1.4 Skills Progression/Higher level skills offer

- HALS has expanded its offer to include BCS level 3 qualification in IT and NCFE level 3 qualification in Cyber security.
- Haringey Higher Level Skills continues to deliver Level 3 and + courses in construction, employer led railway engineering, health and social care and childcare, to support entry into sustainable jobs or more hours at LLW. Impact of Covid-19 saw high numbers of participants but low movement on in-work progression. GLA has agreed a profile to push this element in future months to allow for stabilisation of the labour market
- HHLS has now overachieved its target for supporting unemployed people into work but demand for the service remains high. GLA and LBH exploring options of further joint funding for this element of the contract.

9.1.5 Apprenticeships

- Four Apprenticeship levy transfers have been agreed so far with Apprenticeship Training Agency JBT for local residents to work on Hornsey Town Hall.
- Health and Social Care sector has now been included as an expanded sector of support for the Reskilling the Recovery initiative. The vast majority of apprenticeships created so far in the sector across London are levels 2-4, and standards include Level 3 Adult Care Worker, Level 2 Adult Care Worker, Level 5 Healthcare Assistance Practitioner.
- Officers have worked with LPC produce a proposal for LPC to support transfer for this sector for North Central London. This is to be discussed by NCL boroughs to work out areas of alignment and shared priorities.

9.2 Sectoral focus

Maximise training and job opportunities in those sectors where there is job growth and that offer opportunities for Good Work and career progression.

Our initial sector focus will be on the Green Sector, Health and Social Care (H&SC), Construction and STEM.

We will ensure the influence we have through our local spend and investment in these sectors is harnessed for maximum benefit for local residents.

Objectives:

- Harness local spend and investment in these sectors for maximum benefit for local residents and local supply chain
- Secure job and training opportunities for residents
- Create training pathways for residents to secure opportunities

9.2.1 Workstreams: Green Economy.

- Via CLF we have commissioned research defining green jobs and skills in central London. The project has two aims: (1) form a shared understanding and definition of green jobs and green skills based on best practice that works in a central London context, and (2) analyse current and future needs for green jobs and skills in central London using the definition. This will segment the green economy beyond construction and retrofitting to wider sectors and critically provide information on skills and qualification pathways required for identified jobs.
- We have established the CLF construction subgroup to review areas of convergence and work to improve the sector. As part of this, we have lobbied for industry led development of green skills training standards CITB has now launched a Net Zero skills and pathways report, which outlines 5 construction related pathways for green skills – this will be fed into to the CLF research to understand investment requirements. GLA is also producing a London-Wide similar report into the sector, which we have also been engaging with.
- Green Homes Grants were pulled by the Government just as Haringey’s demand for this was high. Although this impacts future work, we are still keen to maximise the impact and reach more local SME/sole traders. Alongside Carbon Management and Parity Projects, we have a proposal (£6K) for using programmatic digital advertising to target our audiences digitally. The objective of the campaign would be two phased: (Phase 1) reaches residents looking to improve their home to be more eco-friendly to help them find local tradespeople. (Phase 2) is an employment search, meaning we will target tradespeople who are seeking employment in this area.

- Substantial challenge with securing social value from the procurement of Retrofitting programme, as packages are split into small value contracts, instead of being top sliced for outputs. This impacts the viability of securing outputs from this process.
- In relation to the possible ILM, we are scoping work with Parks Service in collaboration with Capel Manor to create tangible training pathways into the service in addition to the apprenticeships that they have been running. This will include industry placements, where learners on training provision will be able to get practical work experience at the same time. Parks have a National Lottery Heritage Fund application pending, which will add additional job and training opportunities in relation to the development of the Paddock in Tottenham Hale.
- Haringey Works has engaged with over 359 employers over the last financial year 2020-2021. Some of these employers would be OIF, local and national employers.

9.2.2 Health and Social Care

- The Academy into Care pilot is starting to develop with pilot approaches being tested with anchor partners - Capital City College Group which CONEL is part of has flexibility to use 10% of its funding for innovation. Whittington Health has an acute challenge in recruiting healthcare support assistants. With over 100 applicants but only 40 taking assessments, and only 10 successfully passing, there is a skills need for residents and a desire not to lose people interested in working in the sector. Residents not passing the assessment will be directed by on site CONEL staff to tailored support based on the reasons for their unsuccessful application. Wider residents interested in the H&SC sector will be guided towards the training opportunities to create a pipeline for planned recruitment phases. Training will include ESOL classes, functional skills English, Care Certificate Theory and Introduction to the Healthcare Industry, and participants will be supported to reapply.
- HALS has expanded its Functional Skills workplace learning offer at North Middlesex throughout the pandemic, achieving very high success rates. Currently there are 18 learners on programme.
- Whittington Hospital staff have signed up as mentors as part of the Haringey Bursary Scheme. Mentoring for job assessment and interviews is being explored for the academy into care.
- HALS has successfully introduced Health and Social Care Award in Preparing to Work in Adult Social Care Level 1 with embedded ESOL. Several learners have gained employment straight from this programme, others have progressed to further H&SC training.
- A sector health check is being undertaken by each NCL borough for H&SC, ahead of a roundtable with Members in September. This is looking at auditing H&SC employers beyond LLW to other work-related conditions e.g. pay during induction week, costs of DBS, how many recruit through Proud to Care, minimum qualification eligibility, recruitment of minority groups, equalities tracking, travel policies, wellbeing initiatives and local supply chain.

9.2.3 STEM

- Through Hays Social Value funding, we will be running IAG and employability workshops in sector focussed areas including engineering, to be delivered from our youth hubs and other community venues in the borough. These will be mainly focused on the younger end of our target groups of 16 – 17 but may include some 18–24-year-olds as well.
- Commissioned training for NEET/at risk young people in digital/multimedia skills with employment outcomes is going out to tender this week, with strong market warming gaining interest from several providers. This includes a requirement to outline staircasing approach towards higher level provision.
- HALS plans to run Traineeships for young NEET people in the 2021-22 academic year.

9.2.4 Construction

S106 lever use:

- Since the launch of ESRAP, 7 section 106 agreements have been negotiated with developers securing 151 local job opportunities, 45 local apprenticeship opportunities, 24 training opportunities, 27 STEM career sessions and 26 work experience placements.
- Across 19 live sites since the launch of ESRAP, 211 local jobs have been recruited to and 10 apprenticeships.

Forecast

- To ensure that local residents can capitalise on local construction sector opportunities, Whole life Consultants has been commissioned to conduct a construction labour analysis and skills forecast across the pipeline of capital projects, direct delivery sites as well as s106 sites. The findings from this research (expect end of Q2) will help the Council to understand the scale and detail of local labour and apprenticeship opportunities from investment in borough over the next 5 years and will assist with planning for training investment required.
- To further maximise value for local residents, the Haringey labour analysis will be used in exploring the inclusion of the Haringey demand in the Enfield's Meridian Water Skills Hub development.

Planning Policy Review and Commitment to LLW & Good Work

- A review of S106 planning policy and the Employment and Skills plans has been progressed to understand and monitor construction employment challenges, including the number of residents in jobs on the London Living Wage.

- A sector work-based academy programme approach has been adopted to increase work placements and progression into employment following training.
- Traineeship requirements has been included in the S106 policy to create pathways for young people.
- A revised employment and skills monitoring template has been created for construction developer S106 obligations to increase training outputs in order to increase the skills of residents in construction jobs. This template also allows the Council to capture data and case studies for STEM and career inspirational sessions.
- Main Contractors Partnership was established in January 2021 to bring together all main contractors responsible for delivering s106 employment and skills obligations in borough with the aim of co-ordinating activities and of maximising job opportunities for residents. Delivery partnerships have been formed with Women into Construction, CONEL and London Academy of Sustainable Construction (Simian Risks), LEAN and the Job Centre Plus to realise requirements.
- A construction apprenticeship event was held on 12th Feb with contractors, 79 attendees and an apprentice who shared experience. Information provided on construction jobs and apprenticeship opportunities and new Haringey Works sign ups.

9.2.5 Supporting local SMEs to access growth sector opportunities

- HALS has secured approval to run bitesize accreditation in Hygiene and Infection Control and is offering them as part of its 2021-22 programme.

9.3 Community Wealth Building

Strengthen our ties with key anchor institutions, the voluntary and community sector and businesses to work collaboratively to deliver better job and training opportunities for residents in Haringey.

Objectives:

- Increased local spend by Anchor Institution
- Higher levels of residents connecting to local employment and training opportunities.
- Commitment to LLW and Good Work
- Reduction in level of digital exclusion reported in borough

9.3.1 Workstreams: Haringey Construction Partnership and Main Contractors group

- A new main contractors forum has been established, as well as a specific forum for Argent Related sites.

9.3.2 Higher Level ESOL

- HALS has developed Higher level Customer Service accreditation with ESOL and is exploring an IELTS offer at higher levels up to level 7. IELTS (International English Language Testing System) is an international standardised test of English language proficiency.

9.3.3 Local recruitment

- Haringey Works has engaged with over 359 employers over the last financial year 2020-2021.
- Some of these employers would be OIF, local and national employers.
- Haringey Works is working on an internal recruitment team to recruit local resident for temp job opportunities at Haringey Council

9.3.4 Good Work and the London Living Wage

- As the hospitality sector reopens, the GLA is turning its focus to the sector as an area where there is significant labour shortage. We would like to take this opportunity to start considering sub-regionally how to encourage the sector to support Good Work principles.

9.4A Joined Up Local Approach

- Build a partnership approach across employment support and training providers and Connected Communities delivering services in a flexible and co-ordinated way so that residents can access the right help at the right time and can shape service delivery.

Objectives:

- To simplify access to employment support and training provision where possible
- To intervene at the earlier point to minimise the potential damage from long periods of unemployment

9.4.1 Employment and Health Live Well Subgroup

- A multi-agency partnership group has now been established – due to report first programme update to Live Well in July. Work Programme for the year to be prepared after that now resource is in place.
- Early coordination has led to bid submission for specialist autism and LD employment advisor, and to scoping Individual Placement Support bid working with people with substance addiction or misuse challenges.

- CONEL is working with Haringey to design tailored supported college courses for people with learning disabilities who have been identified by adults as being education ready. If funding from DWP is approved, those more employment ready will be supported by a LD and autism employment advisor towards work pathways.

9.4.2 Delivering support where it is needed

- Working on a hub and spokes model to utilise council buildings and maximise outreach.
- HALS has strengthened its community presence in several areas including co-designed Business provision in Northumberland Park, enhanced offer at Broadwater Farm including ESOL and Community Leadership, a Digital Access Hub on Love Lane estate and embedded ESOL and Digital skills at Living Under One Sun in Tottenham Hale.

Calendar

June 2021	July 2021	August 2021	September 2021
<ul style="list-style-type: none"> • Restart programme referrals start. • Get Started in Tech - Ada. • Tendering for Preparation for Young People in Tech 	<ul style="list-style-type: none"> • Alternative care leavers provision designed (last year of uni / no recourse to public funds) • Higher Level Skills contract extension decision 	<ul style="list-style-type: none"> • Construction research (phase 1 delivered, phase 2 scoping starts) 	<ul style="list-style-type: none"> • Autism employment training delivery • ESF funding bid projects start (if successful) • Health and Social Care Job Fair

Appendix 1

Haringey's Good Economy Recovery Plan

<https://www.haringey.gov.uk/business/haringey-s-good-economy-recovery-plan>

Full Plan: https://www.haringey.gov.uk/sites/haringeygovuk/files/the_good_economy_recovery_plan_final.pdf

The High Streets Recovery Action Plan

https://www.haringey.gov.uk/sites/haringeygovuk/files/high_street_action_plan_final.pdf

The Employment and Skills Recovery Action Plan

https://www.haringey.gov.uk/sites/haringeygovuk/files/employment_and_skills_recovery_plan_0.pdf

Appendix 2 - Haringey's Economy: Status, June 2021