

Officers
Intelligence
Group

Haringey's Economy: Status JUNE 2021



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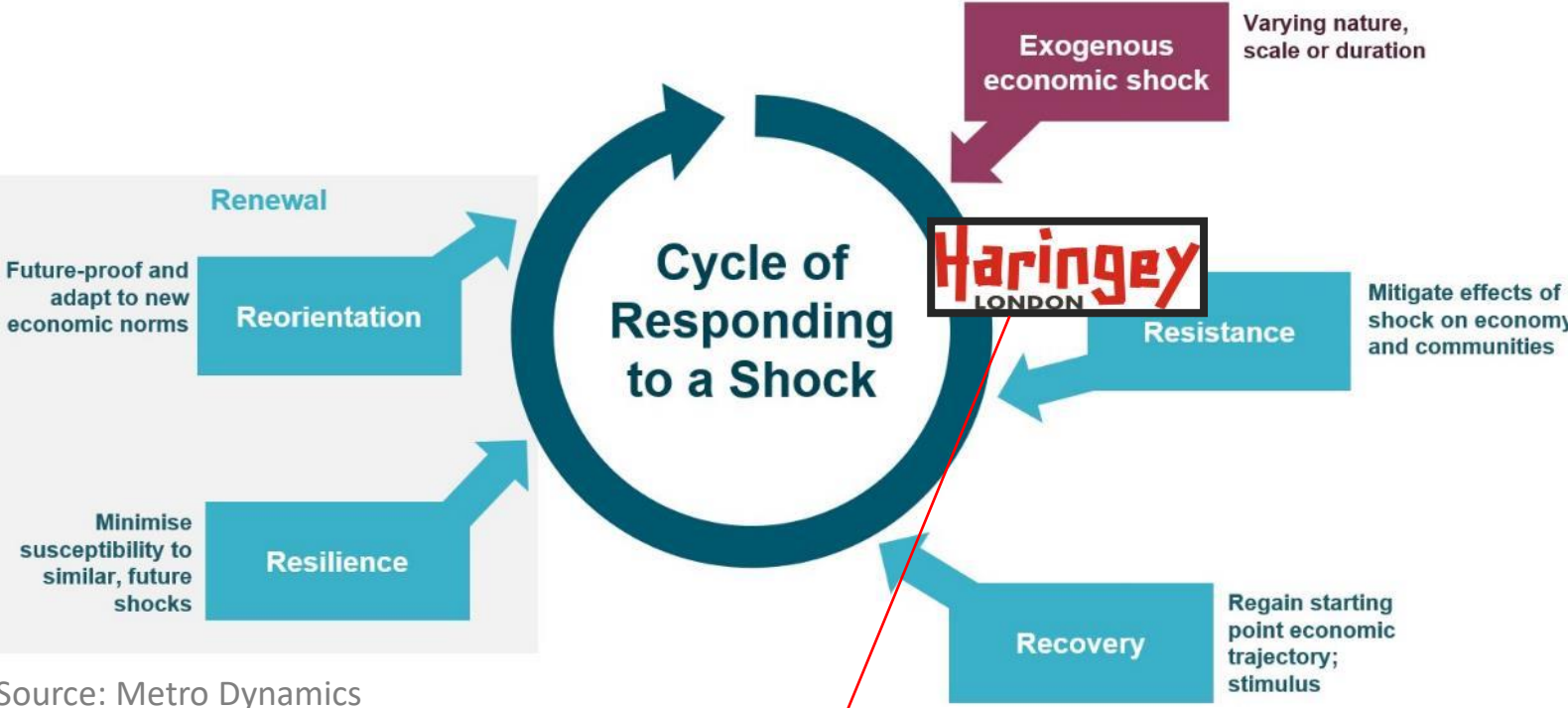
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Introduction and executive summary

Introduction

Pre-pandemic, Haringey's economy was growing but its proceeds were not being equally shared. In the disruption and economic recession caused by the overlap of COVID and Brexit, there is an opportunity for our recovery to shape a more fair economy.

In the autumn of 2020, the Council produced its Good Economy Recovery Plan and associated action plans, which were evidence and intelligence driven.

As the economy has now moved into its critical **reopening** phase, the Officers Intelligence Group (RED, Planning, Policy and BI) present this report to pause and reflect on the story of Haringey's economy now – June 2021.

This report complements the data evidence packs produced for member briefings at the end of May 2021.

As restrictions have lifted, the rebound economic recovery for the UK has started. However, this does not mean everything goes back to normal for the people and businesses we support, and nor would we want it to as in the disruption we have opportunities to work towards an economy that works for everybody.

The loss of jobs for Haringey's residents has been staggering and unemployment looks set to continue rising until the beginning of 2022. There is a crisis of youth unemployment and displaced workers needing retraining. There are job shortages in sectors like health and social care and the newly recovering hospitality where conditions need to improve and we can work towards encouraging Good Work.

The economic shocks since COVID and the double-hit of Brexit has led to widespread changes, and a rise in home-working led to far fewer people commuting into central London.

The loss of footfall and jobs in the Central Activities Zone (CAZ) heightens the need for Haringey to increase its own jobs base. Beyond protecting jobs, we need a concerted effort to create more opportunities for work in the borough.

Our Metropolitan Town Centre, Wood Green, is showing stronger footfall rates and lower vacancy rates than other areas, though this may be masking expected business failures. There remains an incomplete picture on high street data, as commercially sensitive data is hard to obtain.

Further work is required to deepen the evidence base on the impact for businesses in Industrial Estates, for which specific surveys could be undertaken. Similarly there remain challenges with demographic tracking of unemployment, and a specific need to understand the impact of the recession on employment and people with learning disabilities in the borough.

We have the opportunity to take advantage of the shifts towards people spending more time in their local areas as flexible working becomes the new normal.

A renewed effort to promote Haringey's unique offer in the context of London, supported by promoting opportunities including in entrepreneurialism to furloughed and unemployed residents, can help shape a recovery that benefits from economic structural changes rather one that is left behind.

The report makes the following service recommendations:

E&S:

1. Increase the presence of Haringey Works and Haringey providers network in the online vacancy space.
2. Use the skills demand data to shape soft/fusion skills at HALS
3. Consider ways to encourage Good Work in the hospitality sector, working sub-regionally/regionally.
4. Promote job creation through exploring start up and entrepreneurship through youth framework
5. Work with other service areas to create opportunities taking advantage of employers' rapid digital adoption

ED:

1. Maximise scope of the digital support programme to aide business transformation and expand opportunities
2. Implement the Industrial Areas Action Plan and monitor key indicators of change
3. An intelligence-led, cross service approach to shaping and supporting high streets and town centres
4. Explore what the 15-minute city/20-minute neighbourhood concept could mean for Haringey, identifying opportunities for residents and businesses
5. Continue to facilitate business engagement networks

Economic Shocks

GDP

UK GDP fell by 1.5% after the second lockdown and is now 8.7% lower than its pre-pandemic level.

As restrictions have lifted, the rebound recovery has started and by the end of March growth was at 2.1%.

The Bank of England expects the economy to recover to its pre-crisis size by the end of this year. Near-term forecast has moved from 5% growth expected in February to 7.75% growth.

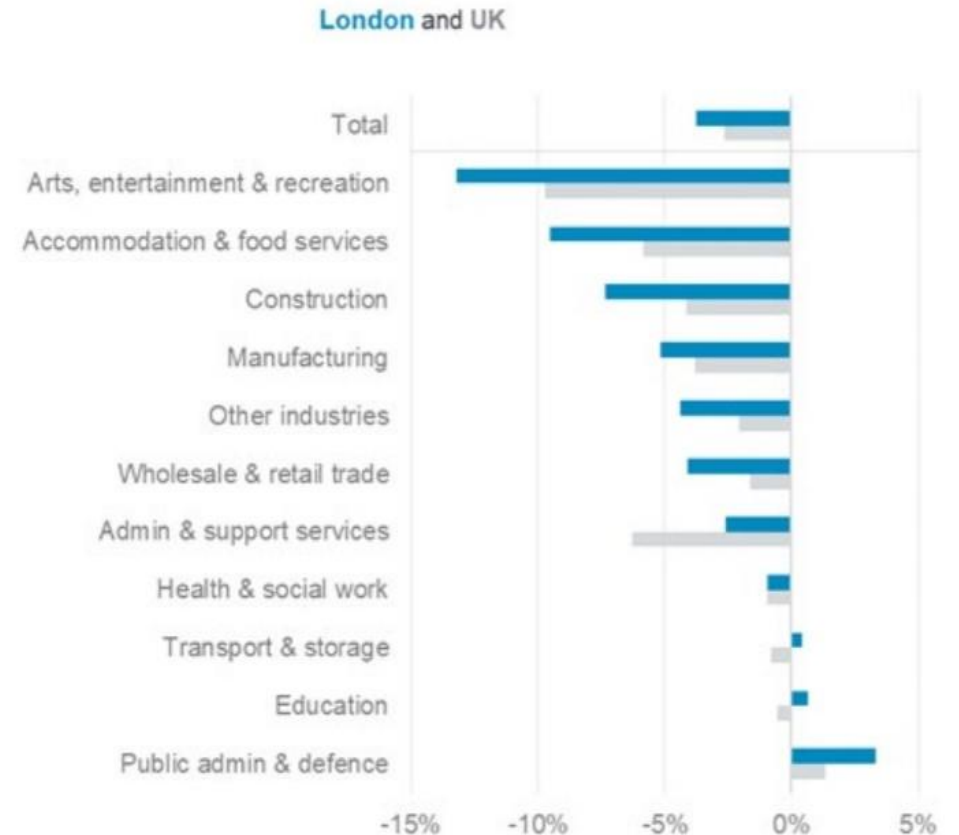
Sector Impacts

Workforce percentage numbers had greatest fall in Arts & Entertainment, Accommodation & Food and Construction.

Accommodation and Food, with Wholesale and Retail accounted for 45% of all furlough claims in London (Nov – Dec 2020).

Some sectors such as Finance and Insurance have seen minimal disruption/growth in employment

Figure 4: Change in Workforce Jobs from March to September 2020 – selected industry groups, London and the UK (%)

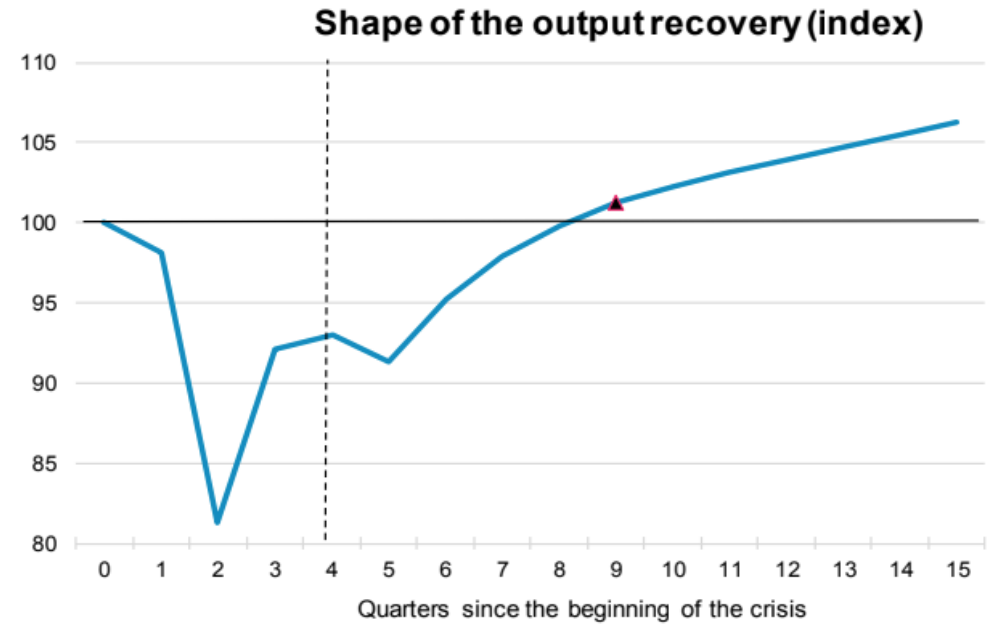


Structural shifts

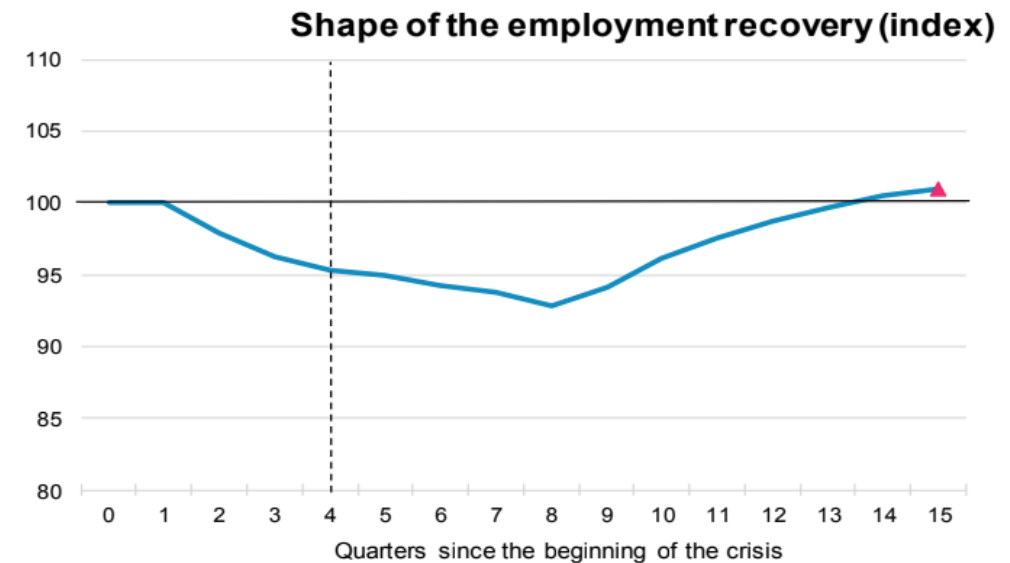
Output recovery is expected by 2022, but the employment recovery will be slower.

The CAZ is experiencing a structural shift of economic activity ('zoomshocks') since COVID, and the uncertainty on the return of pre-pandemic workforce numbers in London, impacts the jobs available to Haringey residents.

Many of Haringey residents commute out of the borough for work due to its low jobs base, relying heavily on the CAZ for work.



Source: GLA Economics



Risks for Haringey's economy

Consumer and business confidence is expected to return strongly as the vaccine rolls out and the economy reopens. There is some nervousness about future inflation risks, which could mean interest rate rises in the medium-term. For now, the Bank of England is maintaining quantitative easing with substantial support to households and businesses.

There are two critical variables that will determine the speed of economic recovery in London and Haringey: the effectiveness of the public health response and macroeconomic factors.

The Council's main lever over public health concerns effective vaccine coverage.

The Council has less leverage over macroeconomic determinants but can: take measures to support local businesses and encourage consumers to spend locally; link people into job opportunities and map skills pathways for future labour market; seize possible opportunities of post-COVID economy. E.g. 15 minute neighbourhoods.

Public Health	Probability	Impact on Haringey economy	Haringey levers
Patchy vaccine coverage	High	High	Strong
New variant via border	Medium/High	High	Weak
Variant escapes vaccine	Low	High	Weak
Global supply issues	Medium	Medium	Weak

Economy	Probability	Impact on Haringey	Haringey levers
Low business/consumer confidence		High	Weak/Medium
Slow employment recovery	High	High	Medium
Brexit restructuring of London economy	Medium	Medium	Weak
Impact on tourism & international students	High	Low/medium	Weak
CAZ scarring – arts, tourism, hospitality	Low	Medium	Medium

A changing labour market?

Workforce jobs annual growth rate	2021	2022
Sector	%	%
Agriculture, forestry and fishing	-48.5	-6.4
Mining and quarrying	-11.9	-8.9
Manufacturing	-7.3	-4.6
Electricity, gas, steam and air-conditioning supply	-25.3	-3.5
Water supply; sewerage and waste management	-12.1	-2.3
Construction	-7.6	11.2
Wholesale and retail trade; repair of motor vehicles	-3.8	-5.3
Transportation and storage	-6.4	0.5
Accommodation and food service activities	-10.9	8.6
Information and communication	-6.2	4.6
Financial and insurance activities	2.0	2.6
Real estate activities	2.5	4.8
Professional, scientific and technical activities	0.8	5.0
Administrative and support service activities	-5.6	1.8
Public administration and defence; compulsory social security	4.6	1.3
Education	-3.9	2.0
Human health and social work activities	-1.3	2.0
Arts, entertainment and recreation	-8.5	12.8
Other service activities	1.3	2.2
Activities of households	-63.4	0.4

GLAECONOMICS

Employment growth

Construction, arts and entertainment and hospitality are expected to see large employment increases in 2022 – these are important to Haringey's economy.

Sustained growth in professional, real estate, financial and IT services will signal important areas of growth in the future labour market.

Return of hospitality

Expected short-term demand to fill vacancies in hospitality attributed to COVID lay-offs and Brexit migration. The short-term labour market will depend on public health and consumer spending. Medium-term resilience of hospitality and leisure is expected.

Decline of retail

Retail jobs have been declining in Haringey over a long period, accelerated by the pandemic.

Key implications of the macro picture for Haringey

Haringey's short and medium-term economic recovery will be determined by the success of COVID suppression, consumer confidence, business resilience and structural economic changes resulting from COVID and Brexit.

Haringey's economy was overexposed to shock during the pandemic due to the relative importance of 'shutdown' sectors in our economy – moving people into opportunities in hospitality and leisure is critical to short-term employment recovery.

However, there were pre-existing labour market weaknesses including in-work poverty. The low paid, low skilled and young have experienced the worst employment impacts from COVID. Addressing structural issues that link people to good work with future prospects is critical to the medium and long-term health of the economy.

There is much that remains highly uncertain about the future of London's economy, including: the impact of Brexit on London's access to the Single Market and implications for professional and financial services; the return of the CAZ and whether this is a temporary shock or will increase long-term demand for local hospitality and leisure as per 15-minute neighbourhoods; the future of large-scale infrastructure projects including Crossrail 2; the impact of Brexit and COVID on the population.

We can be relatively confident that retail is on a long-term trend downwards for employment, hospitality is likely to remain relatively resilient in the long-term, long-term demands for professional services and social care will continue. New opportunities for business and enterprise will arise.

Major risks

Persistent high unemployment (with possible rapid increase after end of furlough) impacting on consumer confidence in our most deprived wards with concomitant effects on spending in the local economy and on high streets

Prolonged period of transition to post-COVID economy causes scarring which is visible in vacant units, decline of the public realm and increasing numbers of long-term unemployed

Key areas of focus

Preventing long-term unemployment by ensuring people are networked into opportunities and training

Addressing the skills challenge by linking people to provision that provides pathways into good work with long-term prospects.

Being highly responsive to opportunities arising from the changing economy including supporting new enterprises

World of work and demand for space

COVID has most noticeably decreased demand for large scale centralised offices such as those in the City of London. There is a corresponding increase in demand for flexible/shared workspaces due to people wanting to work closer to home.

There remains a need for workspace that is affordable for those whose business is not able or intended to generate lots of profit, like small enterprises and some artists.

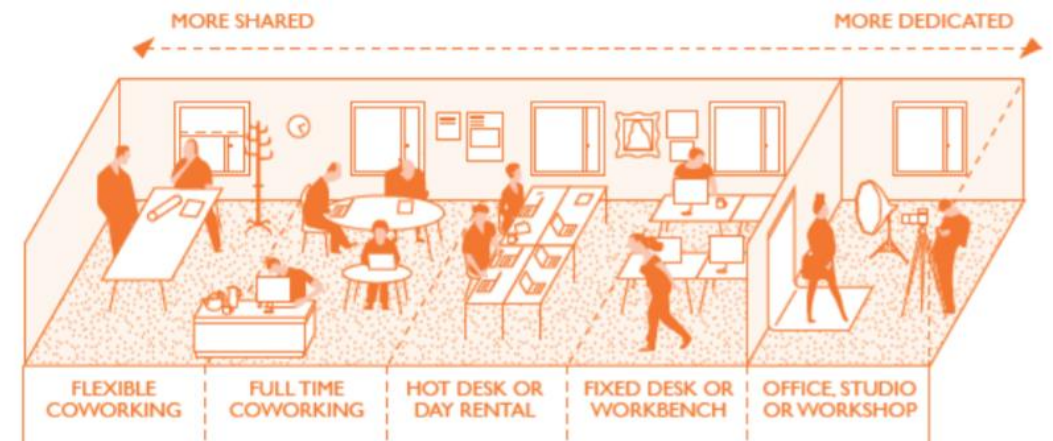
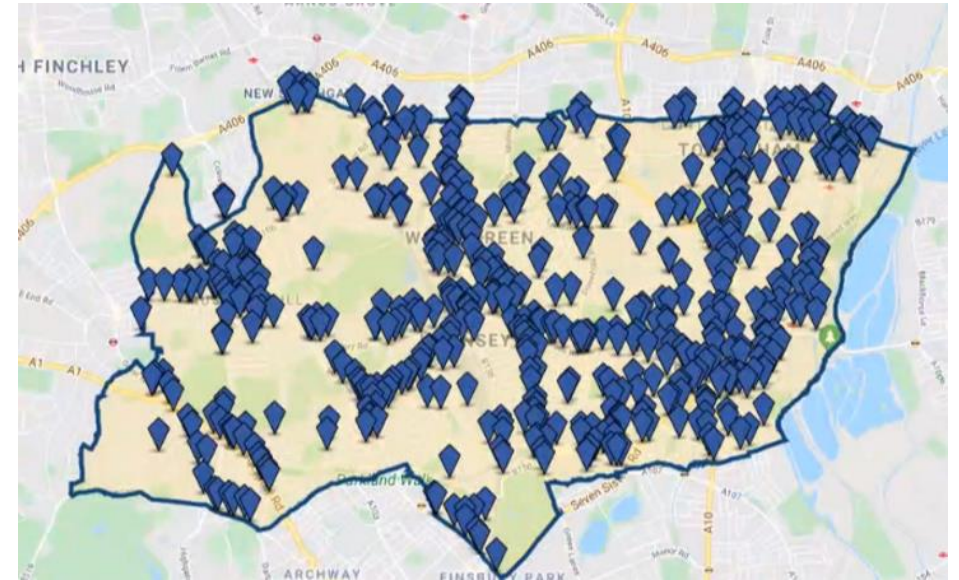
March 2021 analysis by ACME Studios found median income loss of artists during the pandemic of 60-80%.

In Haringey we have over 2,000 commercial buildings (CoStar June 2021 Office, Industrial, Light Industrial, and Medical).

Protecting employment uses supports the protection and creation of local jobs. We can maximise commercial sites by intensifying them with more and more flexible space.

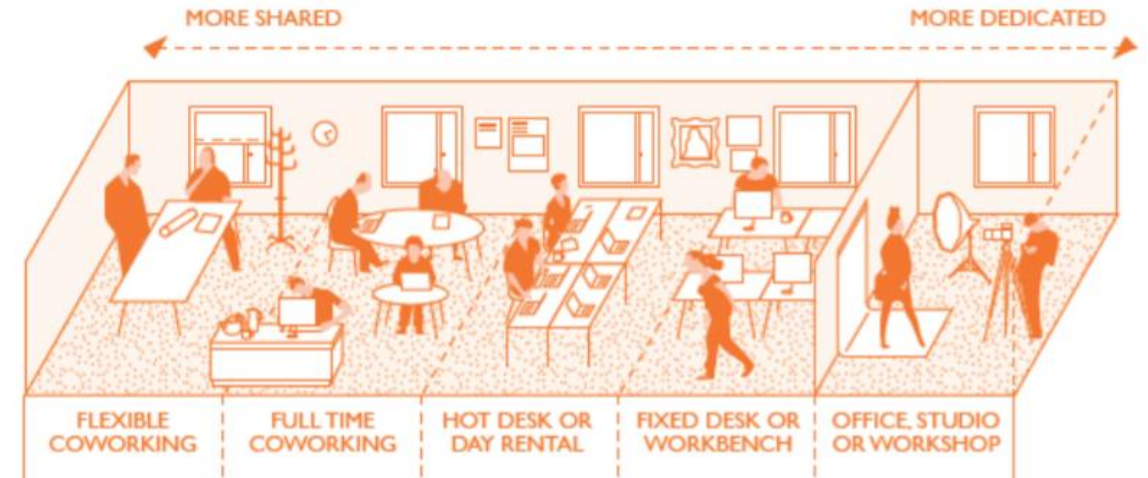
The Council has levers in:

- Council-Owned Assets,
- The Planning Process (negotiations and obligations),
- Engaging with Networks (workspace providers, business end users, developers)



Key Workspace Trend: *Enforced home-working has accelerated the shift to flexible workspace*

- There has been a trend towards flexible workspace in recent years.
- Flexible workspace used to be characterised simply as co-working/hot-desking but the market has evolved to encompass a wide range of workspace types and products.
- **There is a continuum of shared to dedicated spaces for many types of business use.**
- Covid has accelerated the societal changes that were taking place already in terms of how businesses and people work.
- **The new flexible workspace market also encompasses a transition from traditional landlord-tenant relationships to something more blended and flexible.**



Experience Models	MANAGED SUITES/ FLOORS	DEDICATED/ ASSIGNED SPACE ↑ ↓ SHARED/ UNASSIGNED/ BOOKABLE SPACE			LONG TERM/ASSIGNED SPACE BUSINESS UNIT OR ENTERPRISE-WIDE BILLING	
	DEDICATED SPACE WITHIN A FLEXIBLE ENVIRONMENT			SHORT TERM/ ASSIGNED SPACE		
	MAINSTREAM COWORKING			PAY AS YOU GO/UNASSIGNED		SCHEDULE AS YOU GO/ BUSINESS UNIT OR ENTERPRISE-WIDE BILLING
	EXECUTIVE SUITES/ TRADITIONAL					
			SINGLE PERSON ENTITIES	SMALL BUSINESSES	BUSINESS UNITS/ SPECIALIZED FUNCTIONS	ENTERPRISE-WIDE
			Customer Types			

Large Range of Sources of Data and Insight

- Commercial Real Estate Commentary
 - Knight Frank - By the end of the 2020, London was home to more than 1,400 coworking centres – almost three times as many as the next largest market, New York – and is forecast to grow by around 13% per annum (Source: Statista, 2020). With that growth has come new approaches to the commercial real estate market. These products – known broadly as managed solutions – sit in the middle ground between conventionally leased office space and serviced or coworking spaces.¹
 - Colliers - Differentiation in product type, atmosphere and fit-out, operational support and the geography served are what distinguish the various offerings apart. These spaces range on a privacy continuum from shared/unassigned/bookable space to dedicated/assigned space, the usage of which is largely dictated by scale of the operation. Deploying a flexible office strategy across an entire portfolio will undoubtedly impact... Portfolio Management, Lease Administration, Project Management, and Employee Engagement ²
- Co-Working Networks
 - Hubble HQ - Some businesses we're talking to are looking to take office space for two-thirds of their team, for example, or considering "office rotas". [However] one of the main things that employees have said they're missing right now is the sociability that comes with working in an office. Loneliness and mental health issues have been real concerns since the beginning of lockdown, and a lack of real-life interaction with colleagues plays a big part in that.³

1. <https://www.knightfrank.com/research/article/2021-02-12-where-next-for-the-flexible-office-market>
2. <https://knowledge-leader.colliers.com/editor/flexible-workspace-typologies-for-different-user-types/>
3. <https://hubblehq.com/blog/time-to-talk-about-flexible-office-space>

Large Range of Sources of Data and Insight

- Local Workspaces & Operators (examples)
 - Tottenham Hale – The Archives – Purpose Group. Currently at 86% occupancy (171 tenants). The Archives started to be marketed in May 2020, with first tenants moving in mid-August 2020, and achieving 79% occupancy by March 2021 despite the COVID-19 pandemic. The Archives average rent to end users is £35 psf all inclusive but 10% of lettable space is provided at 50% discount. 35%-40% of The Archives tenants are residents.
 - Bruce Grove – 639 Enterprise Centre – the Trampery. 250 people working on site, 51% are black founders. It's located within Northumberland ward where there is a lot of unemployment. Now at 95% occupancy up from 75% occupancy. Rates at the Tottenham site vary from free up to £30 psf all inclusive (the highest price) to a 6 month free desk programme for entrepreneurs with few means. There are 2-3 pricing tiers in between.
- Neighbouring Workspace example
 - Waltham Forest – Switchboard Studios – Council-run. 4,500 sq ft space with 27 studios, including some event/desk space. They are at 81% capacity. The price charged to tenants is £40 psf which is an all inclusive fee.



Labour Market recovery

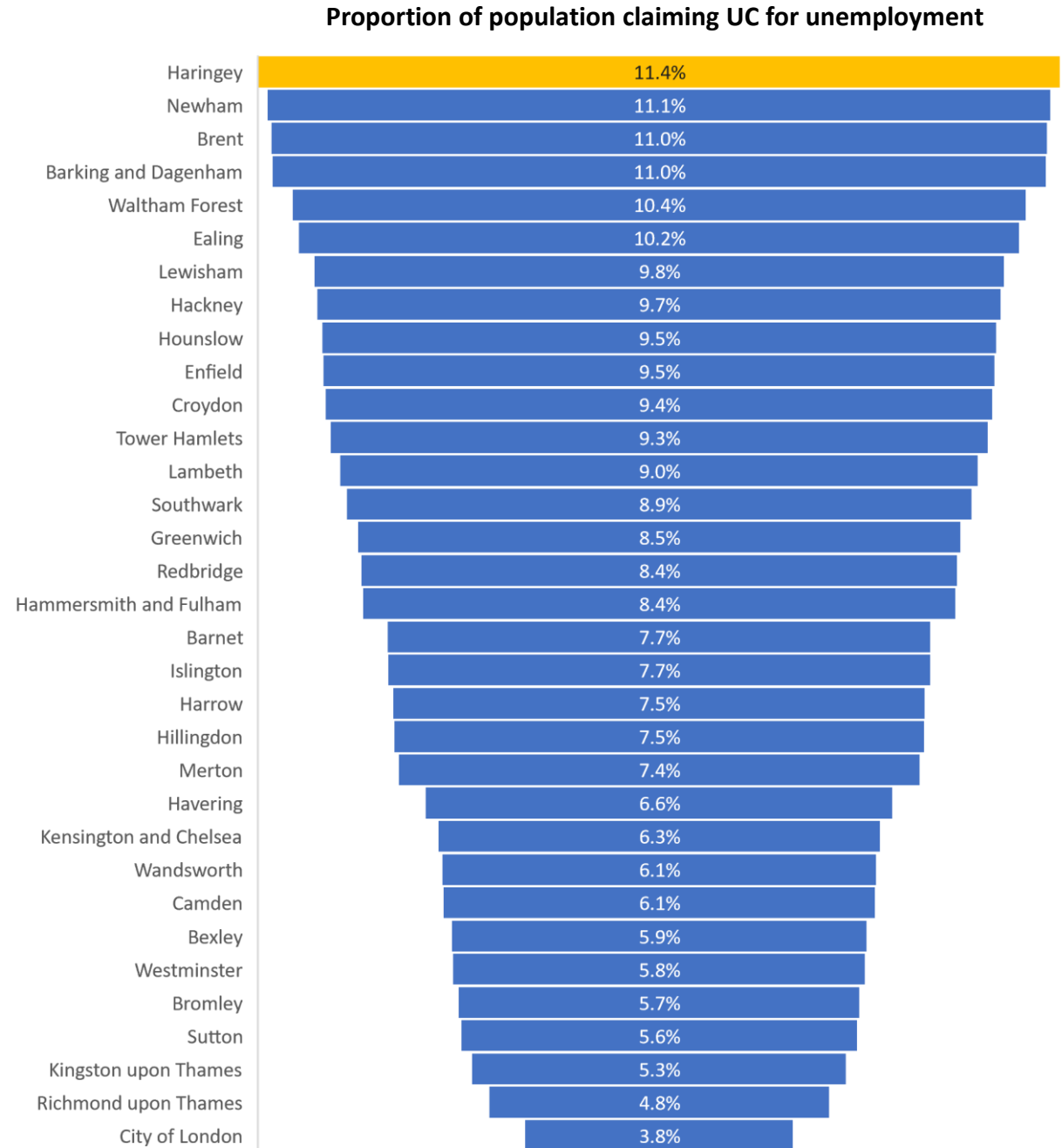
Celtic Bakers, Wood Green @celticbakers

Unemployment

The economic shocks outlined have triggered large-scale redundancies, exceeding the levels reached in the last recession.

In the year since the pandemic started (March 20-21), 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**.

There are now over **22,000 residents unemployed**, and Haringey has the 2nd highest proportion in take up rate for furloughed residents in London (27,900/21%).



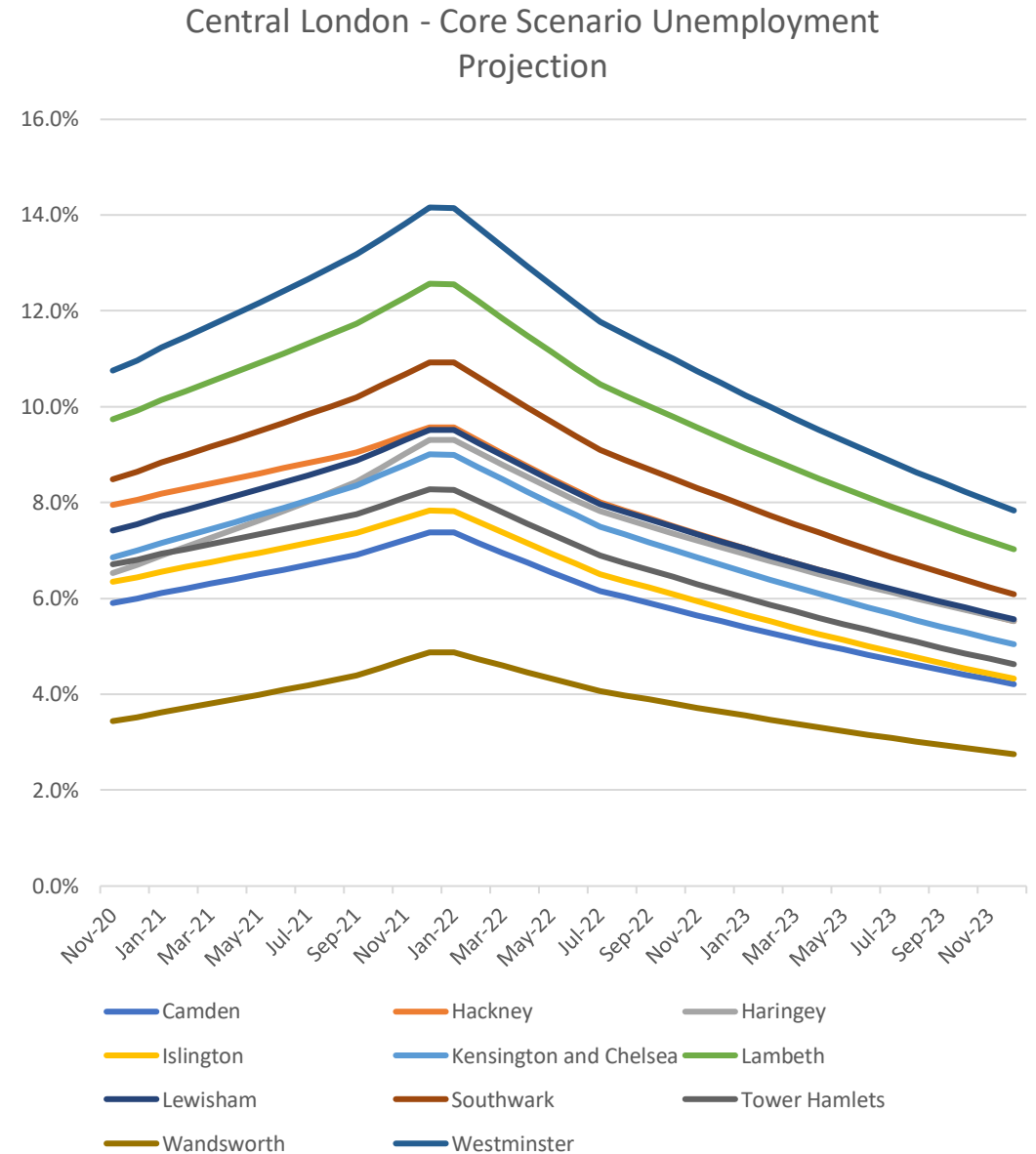
Projections for unemployment

Long-term economic scarring of Haringey's labour market will continue with prolonged unemployment expected to remain through to mid 2023.

The end of the Job Retention Scheme and Business Grants, which to date have masked significant structural changes, will see a rise in business failure and unemployment.

Forecasts for unemployment expect a peak of 31,564 in January 2022, after which high unemployment will remain but on a downward trajectory.

It is not expected to reach pre-pandemic levels until May 2023.



Displaced Workers

Large scale job losses have introduced to public services people who had never previously required employment support. These workers are known as ‘**displaced workers**’; those with previously stable employment history who are now unable to find meaningful work in the industry they have worked in long-term.

Displaced workers are mainly found in the over 50s age group. 24% (5265) of unemployed residents in Haringey are from this age group, and an estimated 7,000 employments from this age group will have been furloughed.

Some of these residents have transferrable skills and are able to find jobs themselves or through support from the DWP (through measures like the Job Entry Targeted Support Programme), but many require more in depth retraining and upskilling support.

Research: Survey of over 50s Haringey residents

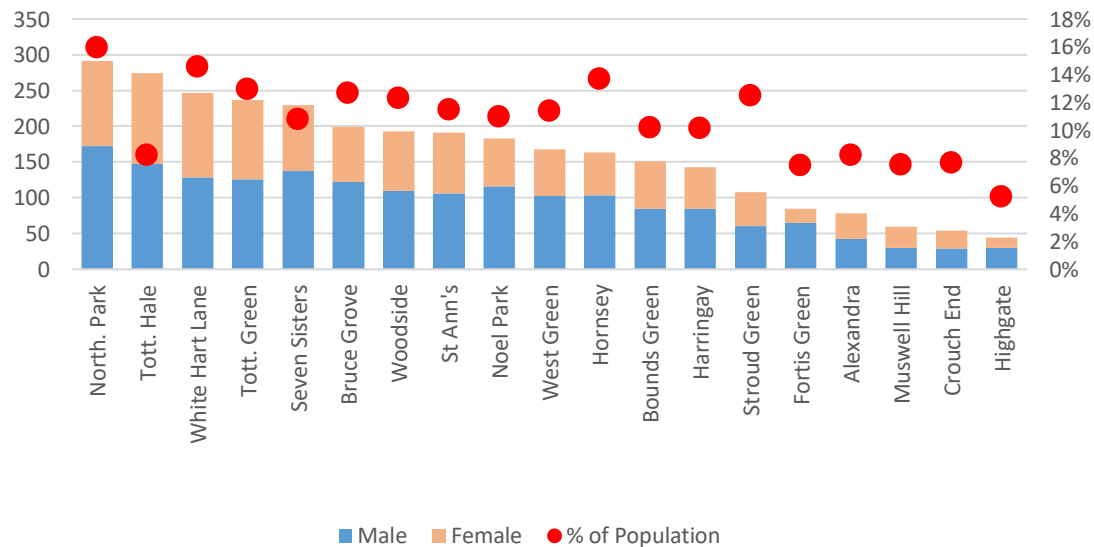
	Related to Training	Related to Career Change	Cross cutting factors and related to employment support
Motivations	Gaining skills, confidence and the experience of learning	A fresh start a meaningful job, avoidance of former line of work	Generating income, work experience and leading to employment.
Barriers	Cost, lack of confidence, digital exclusion, English as a second language, personal circumstance, unawareness of available or needed training	Awareness of what is possible, resistance to change, focus on specific known roles rather than fundamental elements of a job	Care responsibilities, disabilities and perception or reality of discrimination due to age. Digital exclusion and unawareness of what is available
Needs	Leading to employment, the right topics at the right levels, tailored to personal circumstances, and feeling comfortable.		Tailored to personal needs and one to one

An acute youth crisis

Amidst rising unemployment for all ages, 11% of the borough's young adults are claiming unemployment benefits.

This is substantially higher in Northumberland Park (16%)

Young People 16-24 claiming unemployment benefits (11/2020)



Long term youth unemployment

A significant challenge is the rise in young people becoming long-term unemployed, with risks of long term scarring of future earning potential. Within a year, 57% of at-risk young people (those claiming unemployment benefits for less than a year) moved into the long term unemployed.

Unemployed for 1 year +	16-24	16-19	20-24year olds	At risk (6-11 months unemployed)
Dec-19	303	143	160	1657
Dec-20	704	91	613	2687
Variation/ Conversion	132%	-37%	283%	57%

Those who were at risk and then became long term unemployed over the year, was heavily weighted in the 20-24 year group.

East and West impact

The proceeds of Haringey's economy were not being equally shared pre-pandemic and this continues to be the case. Of the 5% of residents with no qualifications at all, the highest proportion is in Tottenham; putting these resident at risk of being locked out of London's labour market now, and unprepared for a future where low skilled jobs are most at risk of automation.

In the east of the borough, there are areas with over 30% of the working population claiming UC - Northumberland Park (37%), Bruce Grove (31%) and Tottenham Green (30%).

The recession however has impacted all of Haringey and in the west of the borough we record the wards with the highest percentage increase of claimants Muswell Hill 258%, St Ann's 226%, Crouch End 250% - difference from March 2020 to May 2021)

Inequality amongst young people

There are numerous inequalities related to employment outcomes, being widened by the recession.

- Men in all youth age groups, across all wards in Haringey, have experienced the highest employment fall and are overrepresented in unemployment benefit claims
- The employment gap has increased from 22 to 26 points for Black people, and to 25 for Asian people
- only 4.3% of young people with a learning disability are in paid employment
- Care leavers are overrepresented in those most economically impacted by the pandemic, and in Haringey over half are children of black ethnicity

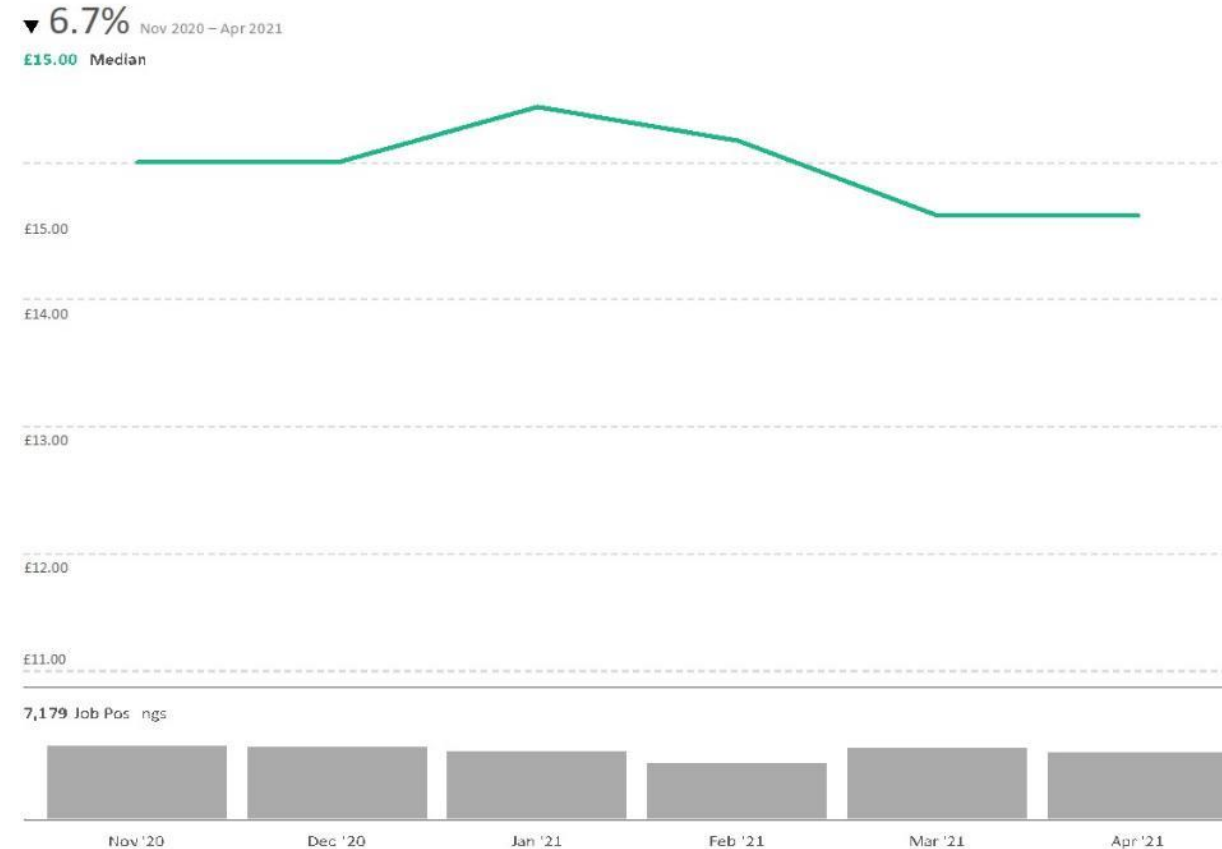
Jobs available in Haringey

April 2021 real time monthly skills demand for Haringey produced by EMSI for College of Haringey, Enfield and North East London (CONEL) shows low limited increase in the number of jobs available to residents locally over the last six months.

There were 2,566 unique job postings in April. For every 6 postings, there was 1 unique job post. Top posting sources do not include the Council or any local employment providers.

The median advertised salary was £14.43/hr (April 2021).

- NHS, Hays PLC, and several Teaching recruitment companies were the companies posting the highest number of vacancies.
- **Top posted occupations were:** Primary and nursery education professionals; Nurses; Teaching assistants; Chefs, Kitchen and catering assistants. *This differs from a few months ago when care workers and van drivers featured regularly. Hospitality is experiencing a shortage as it reopens.*
- **The top hard skills were :** Social Work, Mental Health, Auditing, Child Protection, Nursing, Personal Care and Warehousing.
- **Top common skills were:** Communication, Management, Teaching, Enthusiasm, Customer Service, Self-Motivation, Leadership and Planning





Business and sector recovery

Context

The unprecedented impact of COVID has had a significant and damaging effect on Haringey's town centres and high streets.

The result of the numerous lockdowns and tier restrictions led to the temporary closure of non-essential retail and hospitality businesses. The advice to stay at home had a detrimental impact on footfall and local spend in town centres, with mounting financial pressure borough wide.

Business grants, the job retention scheme and other government financial support has kept the majority of high street businesses afloat during the pandemic.

However, there are fears this could have masked the reality of the situation and that without further support, many high street businesses across the borough could be forced to close for good.

Overview of current situation

Locally, footfall in the metropolitan centre of Wood Green is now only marginally below 2019 levels and had remained comparatively high through lockdown compared to regional and national trends.

Footfall sensors have been stationed in two of the larger district centres since 15 March – Bruce Grove and Crouch End. Initial data from the sensors shows while there was a small spike in these district centres when restrictions were relaxed at step two of the government's roadmap, an increase in footfall didn't materialise in these locations at roadmap step three on 17 May 2021.

Economic Development and Planning are commissioning a retail study that will give the council an up-to-date data driven overview of our town centres. This study will be completed in the summer. The study will include a household shopper survey which will give a post-lockdown view of the state of the borough's high streets and residents' spending intentions.

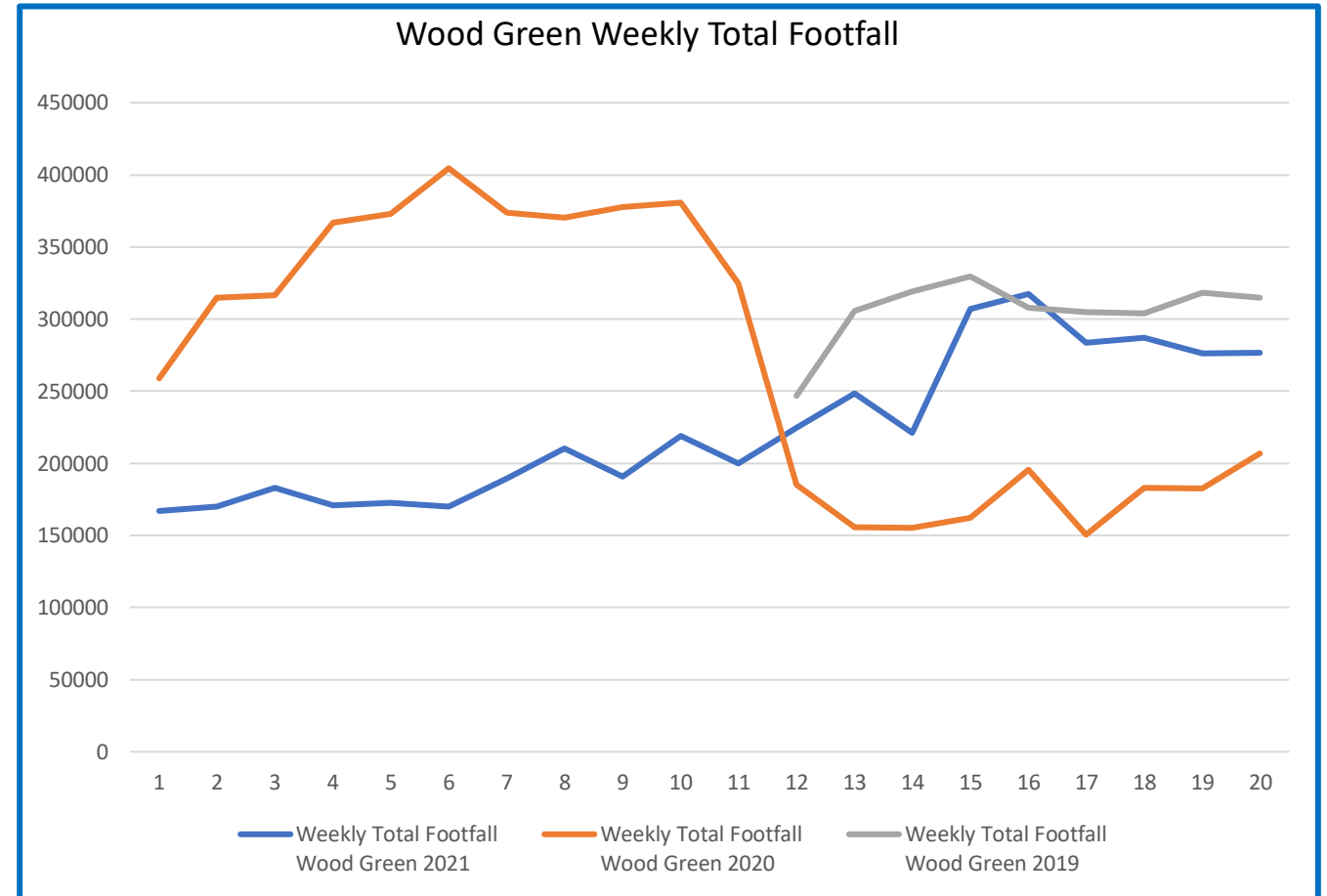
Footfall

Wood Green

Recent increases, with the reopening of retail, indicate growing public confidence in safe shopping in Wood Green. Footfall decline in Wood Green BID has remained less pronounced than all the other 60 BIDs measured in Greater London.

Footfall in Wood Green is now only marginally below 2019 levels and had remained comparatively high through lockdown compared to regional and national trends. Outer London saw a decrease of c35% from 2020 to 2019, central London 58%. Even now average footfall is c25% down on 2019 so Wood Green is bucking this trend.

The predicted spike in footfall did not materialise in Wood Green at roadmap step three on 17 May 2021, suggesting there may still some reticence for the public to visit the high street although poor weather may have had adverse impact.

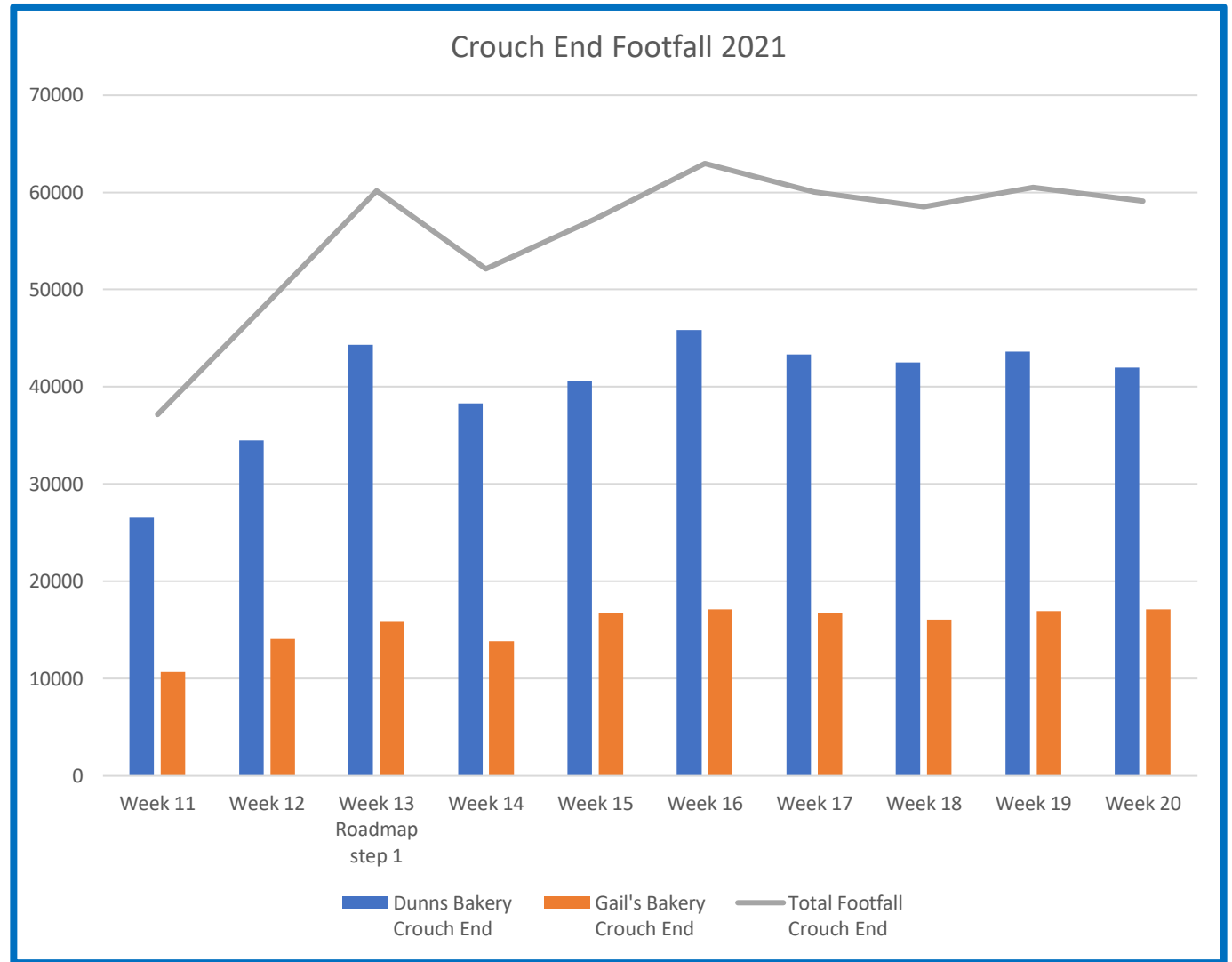


Crouch End

Footfall sensors were installed as part of the reopening the high streets safely project at two locations at Crouch End Broadway. The sensors went live at the start of week 11 2021. The locations were chosen as Crouch End Broadway is the primary shopping location in the area.

Initial data from the sensors show a small spike in footfall in Crouch End when restrictions were relaxed at step two of the government's roadmap on 12 April 2021.

As with Wood Green, the spike in footfall didn't materialise at roadmap step three on 17 May 2021 suggesting there may still be a reticence for the public to visit the high street.



High Street Spend

Context

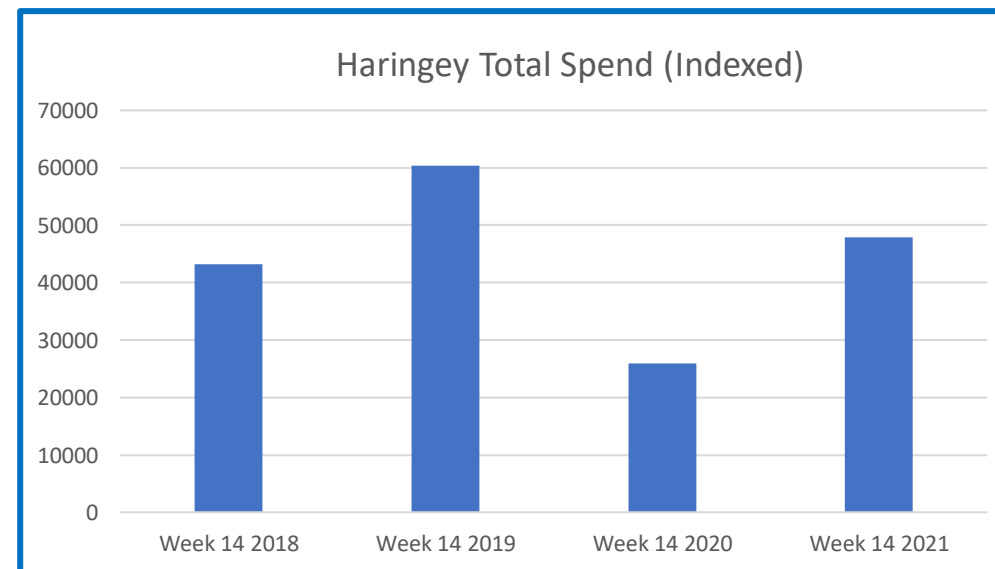
The Association of Town and City Management indicates that high street spend is starting to mirror footfall trends with shopping trips now more purposeful; fewer trips to the high street but a higher proportionate spend than pre-pandemic.

The figures opposite are a snapshot of the change in high street card spend from Haringey perspective. The data is taken from the Mastercard Retail Location Insights dataset from a comparable week in 2018 through to 2021.

While there was the expected dip in 2020 due to the first lockdown, card spend on Haringey's high streets is now back at 2018 levels as restrictions are relaxed and as consumers reticent of travelling into the CAZ have relied more on their local high streets.

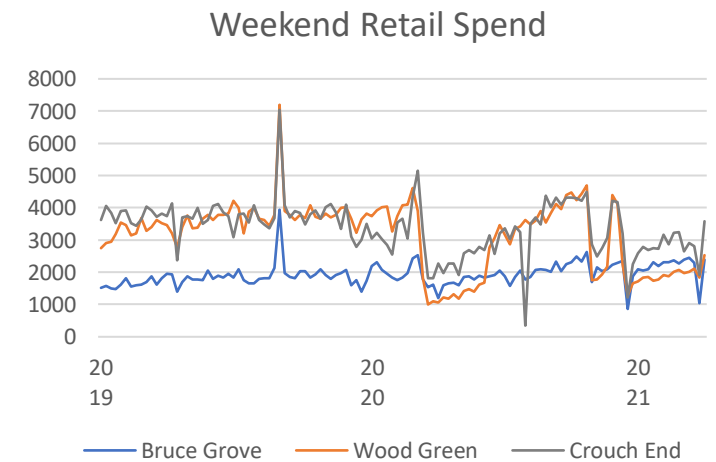
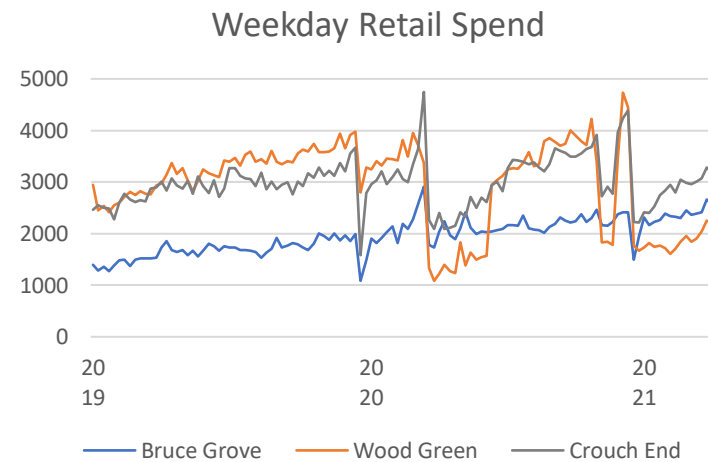
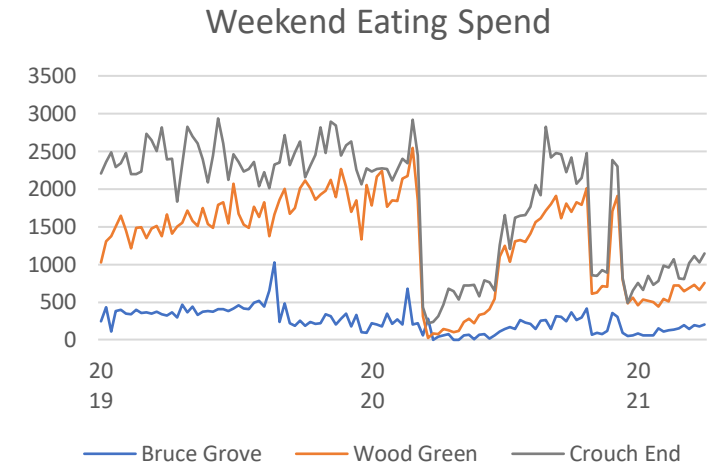
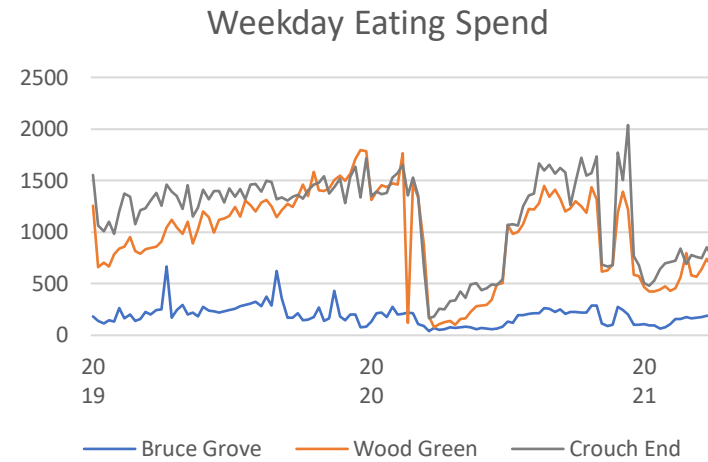
It is unclear the timescales for spend to return to pre-pandemic levels. This will be mapped as further data becomes available and as restrictions are lifted further.

Haringey Mastercard Spend Data (Indexed)	
Year	Total Spend (Indexed)
Week 14 2018	43181
Week 14 2019	60332
Week 14 2020	25909
Week 14 2021	47910



Retail and eating card spend in Wood Green and Crouch End had returned to close to pre-pandemic levels on both weekdays and weekends prior to the national lockdown in January. As restrictions have lifted as part of the government roadmap there has been a slight recovery but as yet it is unclear the timescales for spend to return to pre-pandemic levels.

Bruce Grove has a number of lower value, cash only outlets meaning card spend will be traditionally lower. To address this, the council will soon launch the Touch and Pay in Haringey programme to encourage more businesses to become contactless.



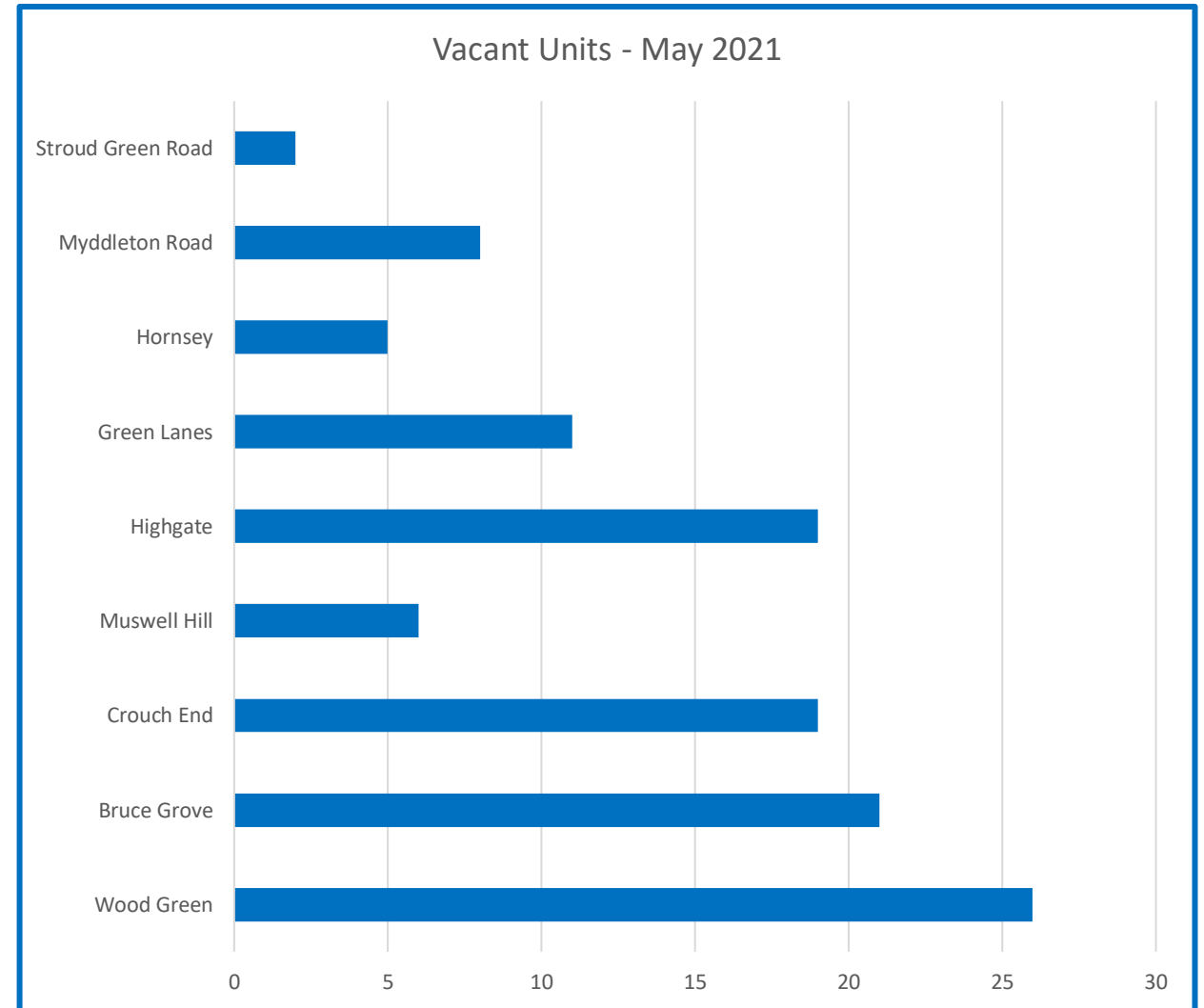
Low vacancy may mask 'hidden closures'

Vacancy rates for Haringey on the whole are lower than national/regional comparative centres (between 3-10% compared to 10.7% in London and higher in central London and other parts of England and Wales).

There may be a degree of 'hidden' closures i.e., businesses expected to reopen following Step 3 of the national Roadmap, but which will not. This will become clearer in the next few weeks/months.

There are concerns more units will become vacant if the moratorium on business evictions is not extended. It is unclear at present how many businesses have been unable to negotiate repayment arrangements with their landlords.

Furlough ending will also impact on some business viability.



Construction

Forecasts (Construction Skills Network) expect construction employment to fall to 2.4M in 2021 before recovering back to 2.7M in 2021.

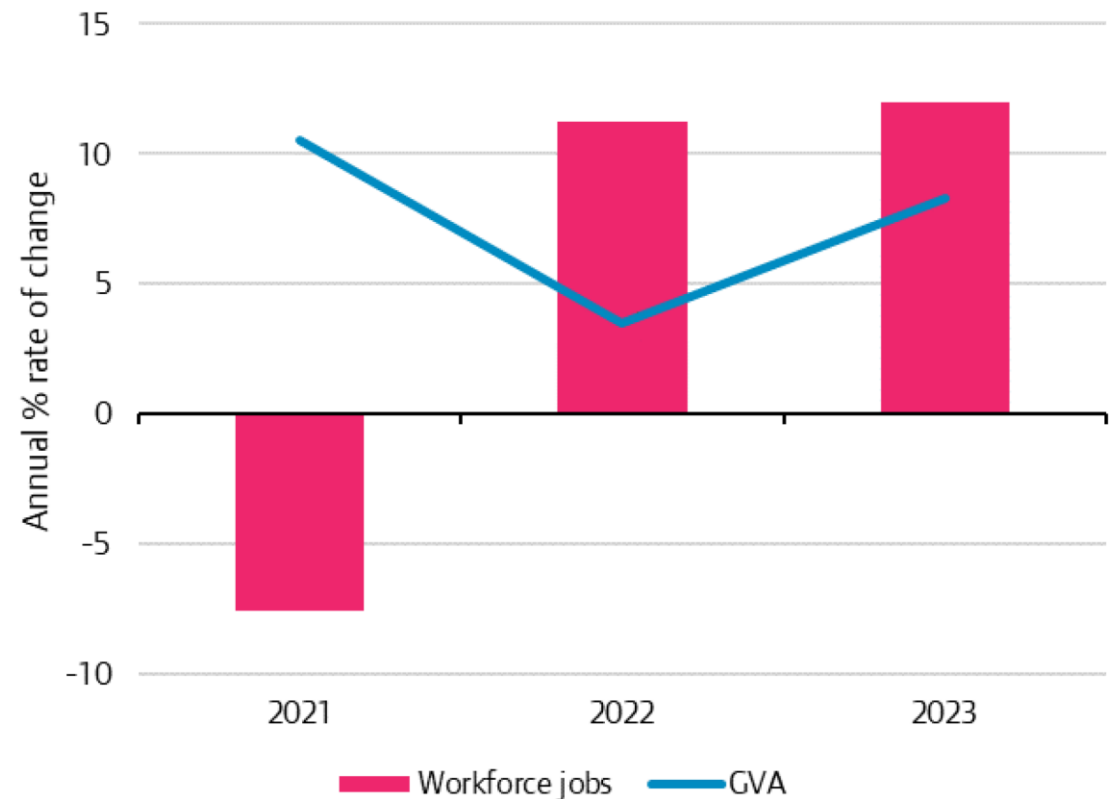
Across the sector, key job opportunities are expected to continue being Plant Operatives, Steelfixers, Groundworkers, Civil Engineers, Civil Engineer Operatives, Scaffolders and Surveyors.

These mirror the opportunities advertised in Haringey but there is a lack of skilled construction workers in the borough to fulfil these opportunities. Local Colleges currently do not offer training in some of the most at risk specialist provision (formwork, concrete placement SAP).

Brexit has impacted materials flow and short term labour, exacerbating scarce trades such as drylining, plasterers and bricklayers.

There is more demand for skills to support modernisation including digital analytics, data analysts and modern construction methods.

Output and employment growth (% annual changes) – GLA Economics



Health & Social Care

Growth in the health and social care sector looks set to continue but there are acute shortages in nursing, with one in eight posts vacant and the mental health nursing workforce dropping by 11% in the past decade.

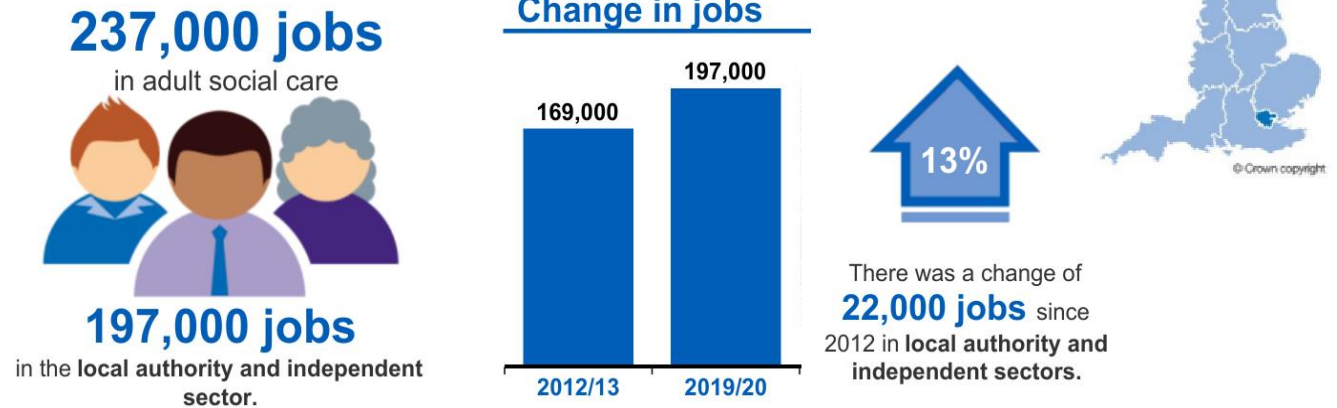
There are more jobs in social care (1.6M) than in the NHS (1.4M), however the independent sector for care workers has issues of low pay and precarious terms.

As part of North Central London, we are auditing our most used care packages beyond salary amount to review:

- Whether wages are paid during induction week
- Whether DBS is paid or taken from first week's pay
- Sick pay entitled
- Staff travel policies and whether they pay for travel
- The range of roles available and pay scales
- Technology being used to improve the care experience
- Whether employers have staff wellbeing initiatives.

A H&SC Outcomes Framework for central London is due to be launched at the end of June.

Adult Social Care workforce key findings – London (Skills for Care)



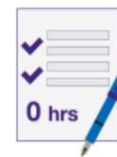
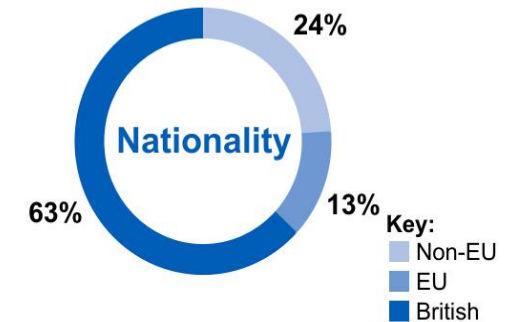
Average hourly pay for care workers

Local Authority

£13.78

Independent sector

£9.25



42%

of jobs were zero-hours contracts.



9.5%

average vacancy rate in 2019/20.



The average turnover rate was **29.0%**



27%

were aged 55 or above.

Creative sector setbacks

Haringey's creative sector has been heavily impacted by the pandemic, in line with the rest of London, with many relying on JRS and SEIS to stay afloat.

Creatives involved in music and live events have been hit the hardest out of all sectors, with much slower prospects related to reopening. For musicians relying on income from live music, the toll has been steep. A Tottenham based collective has this week had its first gig in over a year, with many still waiting to play.

Despite resilience and creativity there is limited 'bouncing back' expected in the short term, as many businesses continue to be on survival mode throughout 2021 and large venues like Bernie Grants Arts Centre (BGAC) do not expect to reopen until the autumn. Creative coworking offers such as Blighty Café, are also struggling.

The sector requires further investment and support to survive and thrive post lockdown. From a recent survey conducted to both Creative Enterprise Zone (CEZ) and Start up in London Libraries (SiLL) businesses as part of a business support programme, local businesses are most keen on support with accessing funding, business planning, and then marketing/comms support.



An adaptive creative sector

Amid extreme challenges, the creative sector in Haringey continues to innovate. Many new businesses and initiatives have been launched since the pandemic, such as Zone Arts in Tottenham or Artist Walk in Crouch End, **often by people on furlough**.

The sector has shown motivation, willingness and readiness to adapt and pivot to new opportunities. Creative workspaces have been successful when providing enclosed studio units (Euroarts has retained 100% occupancy throughout the period and Artist Hive Studios is looking to expand their premises with a potential PVF loan).

Creatives have reached out for support and taken part in business support programmes, such as SiLL and N17 Creative Callings which has mentored 104 businesses so far (recent testimonies [here](#)).

Many local visual artists and makers have even reported increased sales, due to social media campaigns such as Artist Support Pledge and a nationwide trend of increased home improvements and a desire to 'shop local'.

Several businesses have pivoted online throughout all lockdowns such as Crafty Nolo and N4 Makers Market, which has enabled them to stay connected to their consumers as we reopen. Crafty Nolo is curating the pop-up shop at the Mall Wood Green which opens this June. Other businesses have pivoted with their products; including fashion businesses making scrubs and face masks.



Industrial estates

Pre-COVID challenges:

- Falling supply of industrial land is **putting pressure** on space that remains, with 11% of employment floorspace lost in Haringey since 2011/12.
- Continued demand for industrial space (and reduced supply) has seen **rents increase by 60%** in the last 4 years.
- The diversity of uses in Haringey's industrial estates is rapidly changing, with **increasing demand for space** from creative and digital sectors.
- Industrial estates with **strong transport connectivity** are generally those which are performing the strongest.

Haringey Food & Drinks (F&D) sector

Haringey industrial estates have a strong F & D sector base – comprising mainly of food wholesale & retail and F& D processing. The F&D sector employs many local people, often at entry levels.

The largest food & drinks processing sub-sectors are **bakeries** and **meat processing**.

Some of the companies in these sub-sectors supply to regional and national markets. The drinks sub sector consists of mainly **micro-breweries** and are based in the east of the borough.

Engagement findings:

- *Bakeries and meat processing:* lockdowns and closure of restaurants, cafes, bars, pubs etc- resulted in these businesses losing significant trade and revenue. Even the bakeries supplying larger supermarkets had their orders reduced, leading to cash flow problems.
- *Breweries and other drinks processing:* lockdown related closure of pubs and restaurants led to the supply of beer to these establishments plummeting. During the first lockdown, some the borough's breweries closed temporarily and put staff on furlough.

Industrial Estates: Manufacturing

Bucking a national decline, Haringey retains a sizeable clothing manufacturing sector, employing around 2,000 people and supplying major national and international retailers (pre-pandemic).

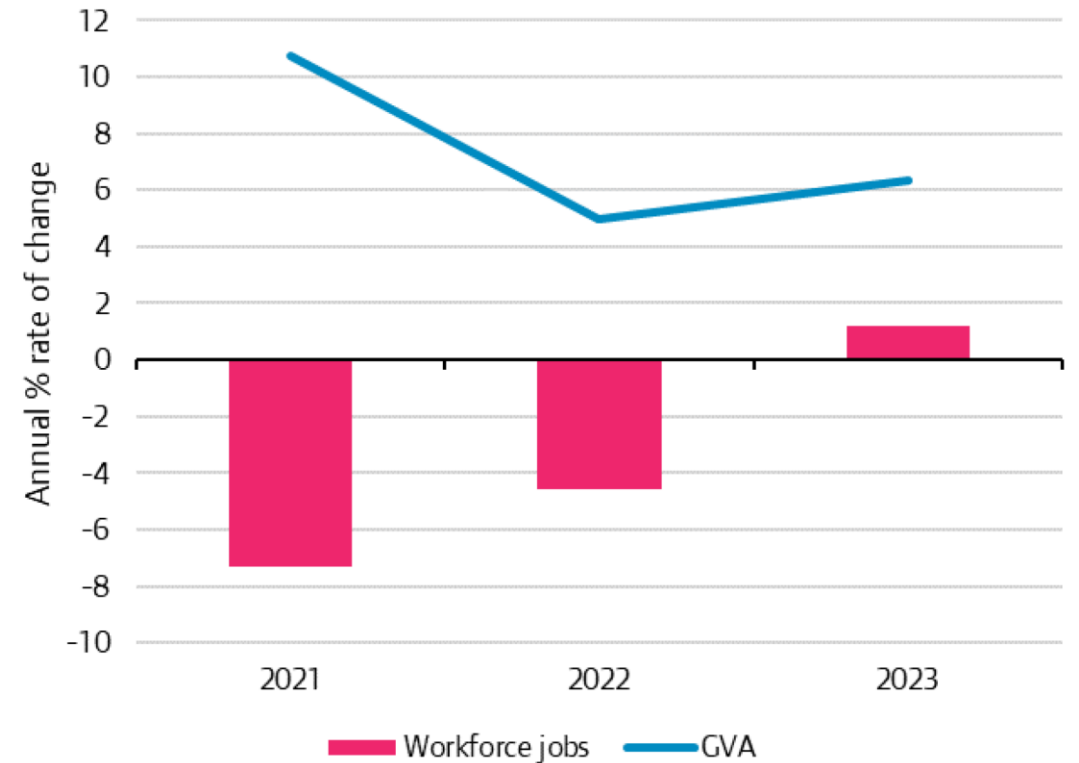
The British Fashion Council reports that 50% of the industry could be wiped out if it did not receive Government support.

Many smaller businesses in Haringey have already closed and larger and medium businesses have lost major orders, faced revenue and cash flow problems, and have had to put staff on furlough.

Some major clothing retailers are moving some their production from low-cost countries and EU to the UK in response to increased transport costs, production delays and wider problems created by the pandemic and Brexit.

Fashion Enter Ltd, a Haringey clothing manufacturer is already benefiting from the shift in production to the UK by securing contracts from ASOS and Ted Baker for their Wales subsidiary company.

Output and employment growth (% annual changes) – GLA Economics



Implications for Service Areas – Employment and Skills

Challenge / Opportunity	Description	Implications for service areas
Challenge	EMSI evidence suggests a lack of presence online of Haringey Works and local employment support providers in the vacancies shared. As young people in particular find work through digital media, increasing reach to ensure local people hear of local jobs is critical in particular those secured through our Community Wealth Building activities . As we diversify the Haringey Works offer to include recruitment to Council Roles this will be increasingly important.	Communications plan for Employment and Skills (in progress, due end of July) to include tracking EMSI progress with target for when Haringey Works and local providers should be within the top 10 recruitment providers online for local opportunities including the Council’s own temporary recruitment. Similarly, HALS has identified digital reach/presence as an area for improvement: Digital pilot under way with Ext Comms and needs to extend reach post-HDIP. Recommend that HALS and wider E&S comms plan are integrated.
Opportunity	EMSI data is providing monthly real time employer skills demand for the borough. This can supplement the London-wide data con demand provided by London Councils.	HALS to use this data to inform curriculum development/alignment to labour market need, in particular the soft/fusion skills as early impact, and longer term review of hard skills.
Opportunity	The hospitality sector is becoming viable again rapidly but has an acute shortage of staff as it opens up. GLA is moving towards adding hospitality as a sector into its recovery missions. Hospitality is not a sector within existing ESRAP focus (as not viable at the time of preparation, along with us focussing on growth sectors for the medium-long term future rather than short term opportunities. Haringey Works and commissioned provision are demand-led.	E&S to review and promote good work principles for the sector (possibly subregional work) and encourage better quality jobs, whilst not foregoing the need to support residents into these jobs. As a sector where young people enter the labour market and that was impacted heavily by both COVID and Brexit, it is critical to support the sector’s growth.
Opportunity	The data on furloughed jobs likely to result in further redundancies, as well as the hidden vacancies for businesses, suggests that we are reaching a moment where we need to move from protecting jobs towards creating jobs.	We have recorded residents starting businesses and progressing new ideas whilst furloughed. Entrepreneurial and start up support may be a valuable offer for people who are furloughed, and those newly unemployed. This should be explored through the youth framework.
Challenge (and opportunity)	CV-19 caused employers to bring digital adoption forward by five years. This increases the risk of job losses caused by automation and reinforces digital exclusion but also provides opportunity	Employment and Skills and Adult Learning services to work with other LBH partners on digital inclusion agenda to create new and meaningful opportunities that upskill key groups including those with v low digital confidence, over 50s etc

Implications for Service Areas – Economic Development

Challenge/ Opportunity	Description	Implications for service areas
Challenge	Due to COVID, the impact of Brexit may not have been at the forefront for businesses, particularly those small/medium operators. Businesses have reported issues on shortage of appropriately skilled staff and challenges with import/export procedures.	A Brexit Advice Service has been commissioned and provided advice to 25 businesses. Further work is being considered to be commissioned to provide ongoing advice and support additional businesses.
Opportunity	Responding to the pandemic and supporting local businesses through COVID restrictions has provided the opportunity to enhance business engagement through networks, use of social media, development of the Business Bulletin and direct contact.	Cross service working groups have been established to deliver joined up responses to businesses. This will continue to become an embedded approach to working with businesses. Ongoing projects delivering the Good Economy Recovery Plan and enhanced ED activities will also build on this.
Challenge Opportunity	Social enterprises to embrace digital transformation to adapt to new ways of working and delivering services in a safe environment. Clients may not be able to access digital facilities. Digital services unlock opportunities for self-employment or social enterprise as a pathway to a new career	Continue to work on support programme as part of the Good Economy Recovery Plan to include online delivery, business remodelling, securing new markets and sources of income and to support those considering setting up social enterprises.
Challenge	Addressing issues on Industrial Areas including poor public transport connectivity, physical and environmental concerns such as crime, ASB and parking, rent increases.	Finalising of draft Industrial Areas Action Plan and implementation working with colleagues across services including Transport and Environment & neighbourhoods, and with external partners such as TfL, GLA and landlords.
Opportunity	Utilise current available data for high streets to map trends and potentially forecast local economic performance .	Economic Development to use this data to formulate relevant support to town centres and high streets. Create town centre dashboards to enable rapid response.
Challenge	Ensuring the recent planning class changes to Class E does not adversely impact Haringey's town centres and high streets.	Use the Retail and Town Centres Study to plan the future direction of town centres and high streets. Work with the planning department in applying for an Article 4 Direction to withdraw PDRs from high streets and town centres.
Challenge	Impact of the commercial eviction ban cessation and potential of cumulative debt for businesses struggling to pay rent.	Potential reduction in business rates and extra pressure on labour market. Potential for council intervention e.g., lobbying/ funding? Actual support may be limited and require government intervention.
Opportunity	Healthier, active, prosperous, communities; focused high streets/town centres using the 15-minute city/20-minute neighbourhood concept.	Holistic working across a number of service areas including but not limited to Regeneration and Economic Development, Planning, Highways and Public Health.