

Meeting: Enterprise Partnership Board

Date: 17 November 2009

Report Title: Tackling Worklessness Update

Report of: Martin Tucker, Regeneration Manager, Haringey Council

Purpose

To update the Enterprise Board on progress in the main programmes tackling Worklessness in the Borough - The Haringey Guarantee, Families into Work and the North London Pledge – updates on new developments regarding Future Jobs Fund and the Child Poverty Unit School Gates Employment Initiative.

Summary

The main Haringey Guarantee programme was re-commissioned during April/May 2009 with new delivery partners and contracts negotiated. By the end of Quarter 2 – September 2009 – 635 people are active participants on the programme; 76 sustained jobs have been achieved against a mid-year profile of 60 and annual target of 218 and further 30 job starts were achieved in quarter 2; 30 new work placements have been achieved against an annual target of 75 and skills development training has commenced with outputs to be achieved by end of Quarter 3.

Families into Work has continued to engage families in Northumberland Park with 70 families on the programme and can now report 11 job outputs.

North London Pledge - a review of the first year's delivery was held in Quarter 1 of this year verifying the year's outturn and new delivery plans for 2009/10 agreed. Main delivery commenced in Quarter 2. To date in Haringey we have achieved 37 employment support outputs and 55 skills outputs.

Haringey Council has submitted a successful proposal to the LDA on behalf of the ULV Boroughs – Haringey, Enfield and Waltham Forest – for a pilot Sustainable Employment programme – North London Pledge 2. Total funding is £2million and has targets of supporting 400 workless residents of the ULV into employment. The programme should have commenced in October but budgetary constraints at the LDA have delayed the programme but we should move to contract in late November/early December.

Haringey Council has led on a partnership Future Jobs Fund bid to create new jobs in the Borough which was submitted at the end of October and if

successful will start creating new jobs from December 2009/January 2010. The bid aims to create 221 jobs with £1,436,500 requested from the FJF to fund these posts. If successful the first jobs could commence in December 2009. Of the 221 jobs, 155 will be created in the Council.

The Child Poverty Unit announced in October 2009 a new School Gates Employment Initiative which will have a national launch at the end of November 2009. The School Gates Employment Support Project will run until April 2011. Its goal is to increase the amount of employment and enterprise support provided to parents in and around their child's school. It is hoped that this will increase engagement with, and effectiveness of such services, which will in turn, increase the number of parents in low income families entering employment. The initiative in Haringey is being led by the Employment & Skills Team in partnership with Children's services and JCP.

Legal/Financial Implications

N/A.

Recommendations

That the Board note the developments and progress in each of the programmes.

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Background

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

Haringey Guarantee

The main Haringey Guarantee programme was re-commissioned during April/May 2009 with new delivery partners and contracts negotiated. Main delivery commenced in June/July 2009.

A few interventions have been delayed due to contractual/legal clarifications (now resolved) and concerns about partnership and delivery arrangements on two projects. We have brought on contingency/reserve projects to mitigate any potential underperformance. These are set out in the ABG Update paper.

By the end of Quarter 2 – September 2009 – 635 people are active participants on the programme; 76 sustained jobs have been achieved against a mid-year profile of 60 and annual target of 218 and further 30 job starts were achieved in quarter 2; 30 new work placements have been achieved against an annual target of 75 and skills development training has commenced with outputs to be achieved by end of quarter 3.

Families into Work

To date the project has engaged with 70 families since it commenced delivery in October 2008 and is on course to engage its lifetime target of 100 families in this financial year taking referrals from different services, working with local, schools and children's centres and taking self-referrals from local families who have requested support in accessing skills development and support into work. The project can report its first 11 job starts and will report sustained jobs later this year. A Families into Work User Forum has been established and its second meeting will take place in November 2009.

North London Pledge 1

Haringey lead on **The North London Pledge** - a LDA funded integrated employment and skills programme across the ULV. In Haringey in 2008/09 57 Employment Support interventions leading to a minimum of 23 jobs were profiled to be delivered and we achieved 90 employment support outputs, 46 job starts and 29 sustained jobs. 110 Employment Support interventions and 64 jobs will be delivered in 2009/10. Further a single Skills Offer contract has been agreed across the ULV delivering 300 Basic Skills, 200 Other Skills and 75 Level 2 Skills over the lifetime of the programme. This is delivered from sites in each of the 3 boroughs.

A review of the first year's delivery was held in Quarter 1 of this year verifying the year's outturn and new delivery plans for 2009/10 agreed. To date in Haringey we have achieved 37 employment support outputs and 55 skills outputs.

North London Pledge 2

Haringey Council has submitted a successful proposal to the LDA on behalf of the ULV boroughs – Haringey, Enfield and Waltham Forest – for a pilot Sustainable Employment programme.

The programme would build on the current approach by developing existing programmes in each of the boroughs – Haringey Guarantee, Enfield Jobsnet Waltham Forest Worknet.

Residents would be engaged through clear single points of access in neighbourhoods, public and community settings in each of the boroughs, receive quality IAG and action planning setting out agreed pathways into employment including skills development, work trials and placements, a NHS led condition management programme for long term claimants operating through local NHS services, employer led training, apprenticeship models, job brokerage, ongoing in-work support and post employment mentoring, and co-ordinated employer engagement.

The programme will target longer term JSA and IB claimants (more than 6 months) and all Lone Parents claiming out of work benefits. The current North London Pledge programme focuses on Employment Support and Skills Development and the new proposed North London Pledge 2 will be an employment/jobs programme with the focus clearly on supporting people in sustained jobs lasting at least 26 weeks; the programme will cover the pathways/journeys into work for longer term workless residents in the sub-region but its success will be measured on sustainable job outcomes and not employment support or skills although these will be important element on the pathways/journeys into work.

It was originally planned to start this programme in October 2009 but due to the LDA reviewing all their investments due to budgetary problems Mayoral approval and agreement of contracts has slipped but we expect a formal approval and agreement in late November/early December 2009.

Total funding is £2million and will run for 18 months from commencement. The programme has targets of supporting 400 workless residents of the ULV into employment.

Future Jobs Fund

Haringey Council has led on a partnership Future Jobs Fund bid to create new jobs in the borough which will be submitted by the end of September and if successful will start creating new jobs from December 2009/January 2010.

The bid aims to create 221 jobs with £1,436,500 requested from the FJF to fund these posts. If successful the first jobs could commence in December 2009. Of the 221 jobs, 155 will be created in the Council in the following directorates:

- ACCS – 71 jobs
- Urban Environment – 18 jobs
- CYPS – 11 jobs
- Corporate Resources – 5 jobs

The remaining jobs will be created in the following organisations:

- NHS Haringey
- Homes for Haringey
- College of Haringey, Enfield and North East London
- North London Business
- HAVCO
- North London Partnership Consortium - a north London based Third Sector focused organisation working to capacity build communities, groups, individuals and organisations to access employment and skills initiatives and training and to embed localised delivery agencies within borough wide regeneration strategies.
- arc – Artists' Resource Collective - an initiative supported by NLPC. arc is a centre dedicated to the appreciation of the arts. arc's primary goal is to foster excellence in the visual arts through a range of mediums including art exhibitions, art educational programmes, artist

support and marketing of art works. arc specialist interest is in the promotion of modern and contemporary African and Diasporan art.

- 5E Ltd - a North London based social enterprise that delivers a range of government and independently funded employability projects.
- I Can Do It - an educational charity that delivers a range of education, training and employment interventions.

The management of the Future Jobs Fund programme including liaising with partners, DWP, with council services and directorates including HR, reporting to DWP, the HSP and council structures will be undertaken by the Programme Management section of the council's Employment & Skills Team.

This will enable and facilitate consistency and synergy with the other interventions tackling worklessness undertaken and managed by this team including the Haringey Guarantee, Families into Work and the ULV North London Pledge programmes. Candidates for jobs created under the Future Jobs Fund will be prepared and supported for the jobs through these existing programmes and the jobs created will be eligible for reporting against these programmes.

A Future Jobs Fund Co-ordinator post – fixed term to March 2011 – will be created to co-ordinate and manage work related to the programme and to link and collaborate with the other programmes (all currently running to March 2011). This post will be funded through existing and upcoming resources from the Haringey Guarantee, Families into Work and North London Pledge programmes as it will contribute to the delivery of programme targets and be part of an integrated managed employment and skills service.

School Gates Employment Initiative

The Child Poverty Unit announced in October 2009 a new School Gates Employment Initiative which will have a national launch at the end of November 2009. The School Gates Employment Support Project will run until April 2011. Its goal is to increase the amount of employment and enterprise support provided to parents in and around their child's school. It is hoped that this will increase engagement with, and effectiveness of such services, which will in turn, increase the number of parents in low income families entering employment. The initiative in Haringey is being led by the Employment & Skills Team in partnership with Children's services and JCP.

An additional ABG allocation of £53,000 in 2009/10 and £64,500 in 2010/11 has been agreed.

The Employment & Skills team, JCP and Children's Services are working together to agree a project plan targeting schools in the east of the borough focussing on primary schools with high proportions of children living in low income working and workless households. It is hoped to have some activity in place before Christmas with the main role out of delivery from January 2010.

The School Gates Employment initiative will be a standing item on future Worklessness Update reports to the Board.

