

Report for: Overview and Scrutiny Committee - 12 February 2026

Item Number: 8

Title: Employment & Skills

Report

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Lead Officer: Helen McDonough, Head of Inclusive Economy

Ward(s) Affected: All

Report for Key/

Non-Key Decision: N/A

1. Describe the issue under consideration

1.1 Overview and Scrutiny Committee have requested a focus on Employment and Skills in Haringey for their 12 Feb meeting. Feedback from local stakeholders highlighted the issue of worklessness and the local conditions of employment in the Borough, particularly in Tottenham. The three main areas of concern highlighted were:

- 1 – Worklessness
- 2 – Insecurity of work
- 3 – Low pay

1.2 At the February 2026 meeting the Committee is aiming to explore these issues in greater detail and wanted further information on:

- Recent employment data for the Borough, including how this compares to London figures and national figures. Data on those not in Employment, Education or Training would be particularly helpful.
- Proportion of people who both live and work in the Borough compared to people who live in Haringey Borough but work in a different Borough (or vice-versa).
- Details of the Council's programmes/initiatives to provide employment support, strengthen skills/learning and apprenticeship opportunities.
- What levers are available to the Council to drive improvements in this area with a strategic and co-ordinated local approach.

2. Context

2.1 The most up to date employment data for 25/26 is set out below. It shows that Haringey has a higher level of unemployment compared to other London Boroughs and nationally. As well as this Haringey continues to experience relatively high levels of inactivity in the labour market despite rates falling

nationally. Haringey has a lower number of jobs in borough almost half that of statistical neighbours and there is a higher number of jobs in low paying sectors such as retail and hospitality which in turn contributes to higher levels of in work poverty. Unemployment and inactivity in the labour market is concentrated in the east of the borough.

- 2.2 The figure for number of residents who travel out of the borough to work needs to be treated with caution as the census figures may have been affected by Covid 19 changed working patterns – census figures show 27% of residents working in borough and the chart below exemplifies results from the most recent residents survey below.

Table 1 – Haringey Context

The starting point: What previous research tells us about Haringey

Strengths	Challenges
Strategically located and well-connected	Low productivity – 40% lower than London average in 2021
Culturally rich and diverse	High levels of deprivation – fourth most deprived borough in London
Strong creative industries	High levels of economic inactivity
Young and with a higher proportion of working age people	Low job density (number of jobs divided by local population)
Employment-supporting industrial land	Lack of quality jobs – many residents in in-work poverty
Entrepreneurial – high proportion of people working for micro-businesses/self-employed	High levels of inequality, along spatial, racial, economic and health lines

Table 2 – Claimant count rate over time

Haringey residents are likely to be significantly more exposed to changes in the labour market than the London average

Claimant count rate for Haringey and London, 2007-2025

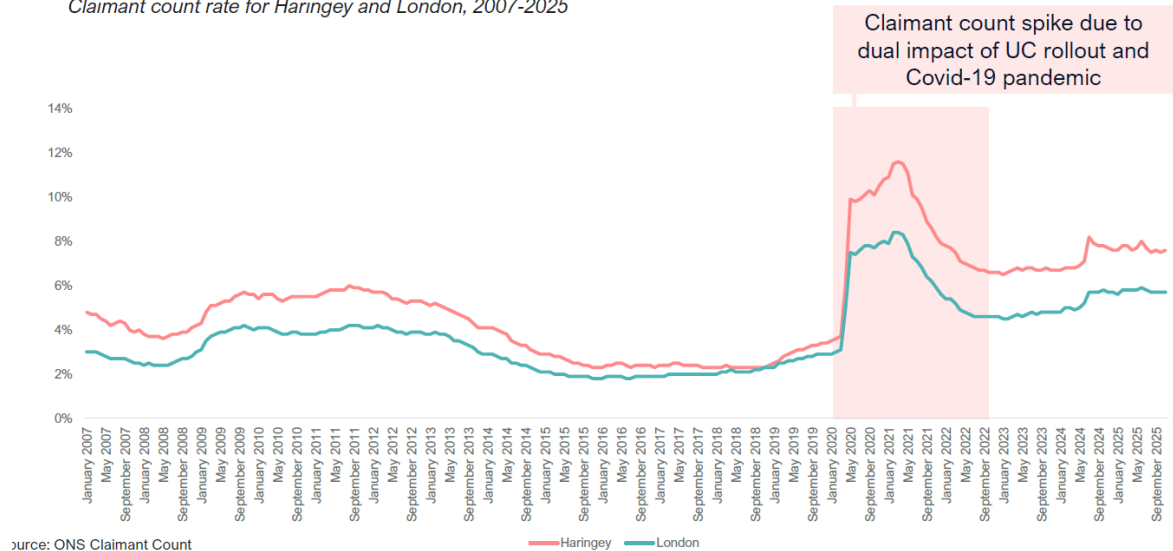


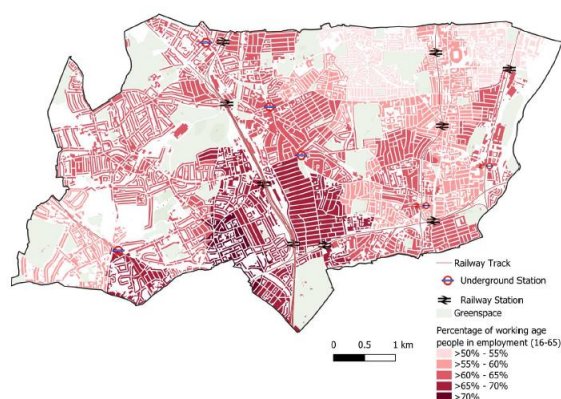
Table 3 – Haringey Unemployment data 2026

	Haringey (Figures)	Haringey (%)	London (%)	Great Britain (%)
Economically Active (Total)	158,200	75.1%	79.5%	79.0%
Employed	146,700	69.9%	75.0%	75.6%
Unemployed	11,500	7.1%	5.6%	4.3%
Economically Inactive	49,300	24.9%	20.5%	21.0%
Benefit Claimant Count	13,835	7.4%	5.5%	3.8%
NEET		2.0%	1.9%	3.4%

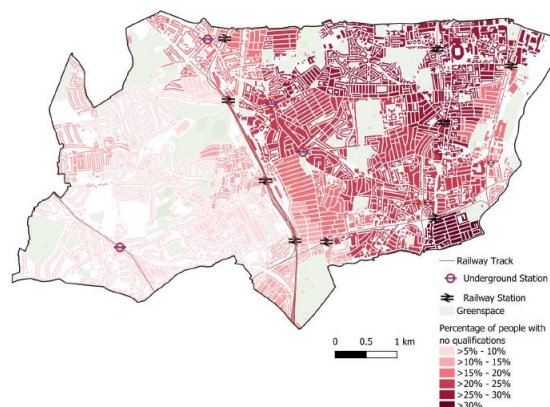
Table 4 – Geographical spread of unemployment in borough

The impact of this is much more likely to be concentrated in specific neighbourhoods in North and South Tottenham

% of people of working age in employment, 2021



% of people with no qualifications, 2021



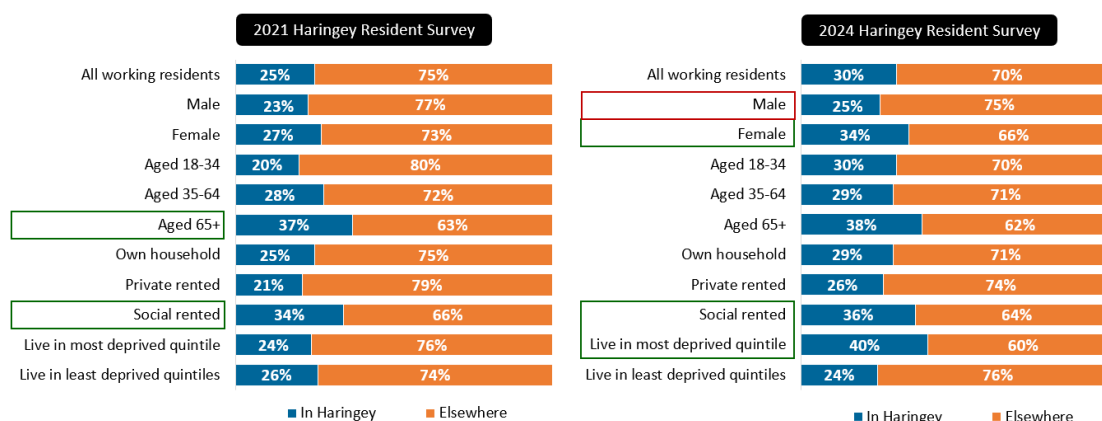
Source: 2021 Census

Table 5 – Location of main employment/employer – resident survey data

Work and financial security

Location of main employer / employment

- Three in ten working residents indicated their main employer / employment is in Haringey, broadly consistent with the 2021 resident survey.
- This year, the proportion with their main employer / employment in Haringey is higher amongst female residents and residents socially renting or living in the most deprived quintile in the borough.



3. Council Initiatives – Employment Support

- 3.1 The Council delivers Employment Support through Haringey Works its employment support service and Haringey Learns its Adult Skills service. Funded through the Greater London Authority Adult Skills funding stream Haringey Learns works with those disadvantaged in the labour market providing skills training to support residents into work or upskilling for those in work. The service has an employability focus and aims to increase delivery into community locations and improve its reach to young people and our diverse communities in the east of the borough.
- 3.2 Haringey Works supports residents furthest from the labour market into work and provides in work support for those residents that secure work. The team deliver employment support through a range of focused programmes set out below.
- 3.3 The landscape for delivery of employment and skills support is fragmented and complex and can be challenging for residents to navigate with multiple providers often driven by external funders targets, competing for referrals.
- 3.4 The Council **is not** the main provider of skills and employment support for 18 and over in the borough. This is delivered through Capital City College and Job Centre Plus. One of the key roles the team plays is in bringing together providers and partners to help co-ordinate and streamline delivery and avoid duplication

3.5 Haringey Works Core offer

Haringey Works General Offer (ongoing): one to one employment support, in work support, employer engagement, Information Advice and Guidance, Job clubs, workshops, sector-specific advice eg Health and Social Care, Construction, Creative. Specialist support from the Learning Disability and Autism and Drug and Alcohol Misuse Employment Advisors. As well as this the service delivers the following programmes:

3.6 Connect to Work:

- Connect to Work supports the Opportunity Haringey theme of Good Work and Skills. It aligns with broader Council priorities around health equity, financial inclusion, and reducing long-term unemployment. With high levels of health inequality and economic inactivity in the borough, this programme enables a personalised, sustained employment pathway for groups traditionally underserved in mainstream provision.
- Commenced August 25, funded by the DWP through Central London Forward (CLF). This is a voluntary programme supporting people with long-term health conditions and other priority groups including those at risk of losing employment. Connect to Work offers targeted, high-quality employment support based on the IPS (Individual Placement and Support) model. It focuses on helping participants into competitive jobs that pay at least the London Living Wage. IPS requires a high level of focussed employer engagement to match participants quickly to a job that suits their needs and

aspirations and continues to work with the participant and the employer to help support and sustain the employment.

- Over the five-year contract 50% delivered in Haringey by Haringey Works and 50% by Seetec an external provider (commissioned by CLF). Haringey Works aims to support 1,000 residents, gradually increasing advisor capacity and participant registrations in Years 2 to 4, before winding down in Year 5. Seetec, through their partner organisation Standguide will support 959 residents over the contract period
- The IPS model brings an evidence-based approach that supports deeper integration between employment and health services. IPS promotes employment as a route to wellbeing and improved health outcomes.

3.7 The Haringey Works Youth Offer 2025/26

The current youth employment support offer is the largest and most varied to date. For the first time, young people can access tailored provision according to their needs. The scale and diversity of the offer helps us reach harder-to-engage young people. Below is an overview of the current programmes that young people can access:

3.8 Haringey Full Potential – August 2025 – March 2026 (to be extended to March 27)

This programme is funded through the Government's Youth Guarantee Trailblazer initiative. It is co-ordinated and managed by CLF, the sub-regional partnership. It is a 'test and learn' programme aimed at tackling high levels of NEET among care-experienced young people. Haringey Full Potential builds on the Council role as corporate parent and seeing the Council as the family business which offers support and opportunities to family members. The service has been developed in partnership with Young Adults Service and HR and offers care leavers (17-25yrs) employability support, mentoring, trauma-informed support, paid work placements in the council and with local employers.

3.9 Haringey On Track is funded by the DWP Community Budget and supports 16–25s at risk of crime/violence, including ex-offenders and those with complex barriers to employment. The programme offers weekly engagement with employment advisors, a project coordinator who provides holistic support beyond employment and offers group upskilling and engagement sessions. The programme provides a weekly Employment Youth Hub at Rising Green. The programme is funded to June 2026.

3.10 Haringey NEET programme funded through UKSPF supports young people not in education, work or training, and particularly targets 18-19 year olds who are not claiming benefits.

4. Adult Skills training

- 4.1 Haringey Learns delivers essential skills programmes, including Functional Skills in English and Maths, ESOL, alongside employability training focused on growth sectors such as Health & Social Care, Education, and Early Years. In 2026–27, the offer will expand to include Security and Administration. A new partnership with Capital City College will pilot Green Skills courses aimed at young people aged 19–24, providing a pathway into green jobs and the college’s Green Skills Hub.
- 4.2 The curriculum for Haringey Works is shaped around the Mayors London Talent Strategy and has an employability focus. The service currently has around 1500 learners completing ESOL, Computer and Digital skills or vocational courses such as accounting, health and social care, awards in education and training or volunteering

[Our courses and how to enrol | Haringey Council](#)

5. Local Co-ordination

- 5.1 The Council are not the main provider for skills training and employment support. It does however play a key role in strategic co-ordination of services locally working closely with Capital City College and Job Centre Plus. Below are the various mechanisms and forums employed to support this approach:
- **Haringey Employment and Skills provider forum – hosted by Haringey Works and attended by providers who support Haringey residents. Information sharing and upskilling forum. Meets quarterly**
 - **Haringey Employment and Health Provider Forum – co-ordinating and integrating local employment and health focused programmes – meets 6 weekly.**
 - **Haringey and Capital City College Group quarterly strategic liaison meetings – forward planning and engagement**
 - **Haringey Construction Forum – brings together all contractors with s106 employment and skills obligations to co-ordinate delivery**
 - **Haringey Health and Social Care Academy Partnership – brings together sector employers and training providers, aiming to increase opportunities in Health and Social Care for those furthest from the labour market.**
- 5.2 Through the council’s approach to Social Value and Planning Obligations the Council seeks to maximise employment and skills outcomes for local residents as well as create supply chain opportunities for local businesses. Our social value approach ensures that where we are spending over £500k we will use our social value procurement tool to ensure that we secure wider social benefit from our spend. This will include jobs and training opportunities. Through our planning powers all major developments are mandated, through s106 agreements to create local job opportunities in both construction and end use phases. A new social value policy is being considered by Cabinet in March 2026.

6. Use of Appendices

6.1 Appendix A - An overview of Capital City College delivery for Haringey residents.

Appendix A – Capital City College Group – February 2026 - Descriptive analysis of CCC enrolments to support Haringey’s employment and skills objectives.

Executive summary

- CCC is supporting a large cohort of Haringey residents. In 2025/26, 3,916 Haringey learners enrolled with CCC, with a total of 4,476 main programme enrolments (reflecting some learners undertaking more than one programme).
- The offer is strongly inclusion-focused: 42.5% of learners have low prior attainment (no qualifications or entry level) and 61.7% are taking foundational skills (ESOL/English/Maths), aligning with Haringey's 'Good Work & Skills' ambitions to target those furthest from the labour market and to reduce inequality.
- Alongside foundational provision, CCC is delivering vocational and progression routes aligned to Haringey's priority sectors and future skills: digital, health and care, construction/engineering (including green skills), and creative industries.
- Delivery is geographically accessible to Haringey residents: over half of main programmes are delivered at Tottenham Campus, with additional provision across nearby campuses and some distance learning.
- The employability curriculum is aligned with National Skills for Jobs priorities and Local Skills Improvement Plans, ensuring CCC's provision responds to both regional employer needs and Haringey's local labour market demand. Delivery is primarily through funded short courses, licence-to-practice qualifications such as SIA security course, Level 1–2 vocational provision, and Sector-Based Work Academy Programmes (SWAPs), focusing on priority sectors such as construction, logistics, health and social care, hospitality, digital, and spectator safety.
- Employer engagement is central to the curriculum. Employers are actively involved in co-designing provision, contributing to delivery through employer-led training, site visits, and live projects, and supporting learner progression via mock interviews, work experience, live vacancies. This ensures learners develop the technical skills, behaviours, and confidence required for sustainable employment.

Capital City College Metric for Haringey resident learners.

Metric	Value
Unique Haringey resident learners	3,916
Total learning aim enrolments (all aims)	12,677
Main programme enrolments	4,476
Average learning aims per learner	3.24
Learners returning to CCC (enrolled previously)	2,234 (57.0%)
Learners with low prior attainment (No qualifications or Entry level)	1,665 (42.5%)

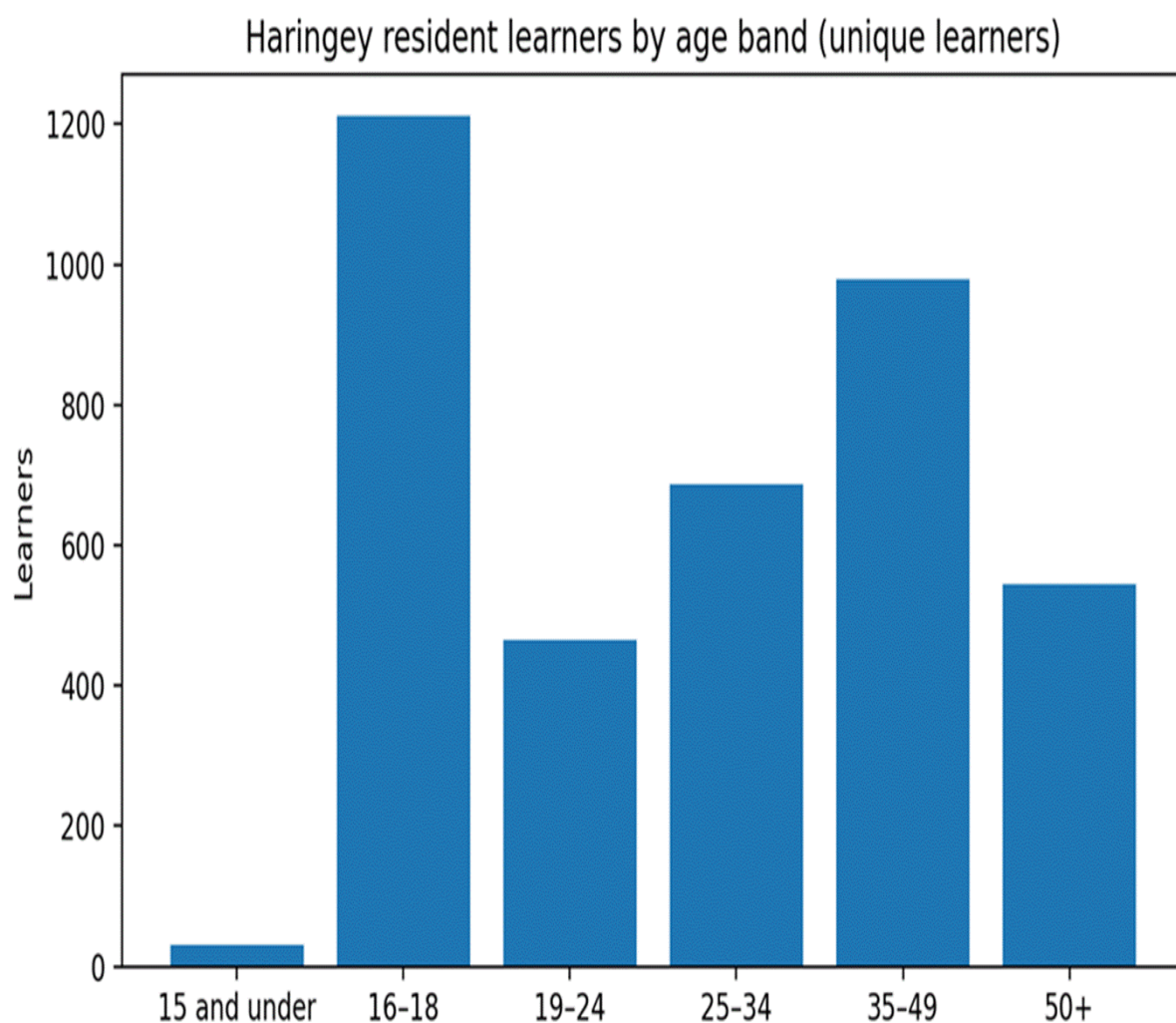
Learners engaged in foundational skills (ESOL/English/Maths/Literacy/Numeracy)	2,418 (61.7%)
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Learner profile (Haringey residents)

This section summarises the characteristics of Haringey residents enrolled with CCC in 2025/26, to support a discussion of who is being reached, and which groups may benefit from targeted partnership activity.

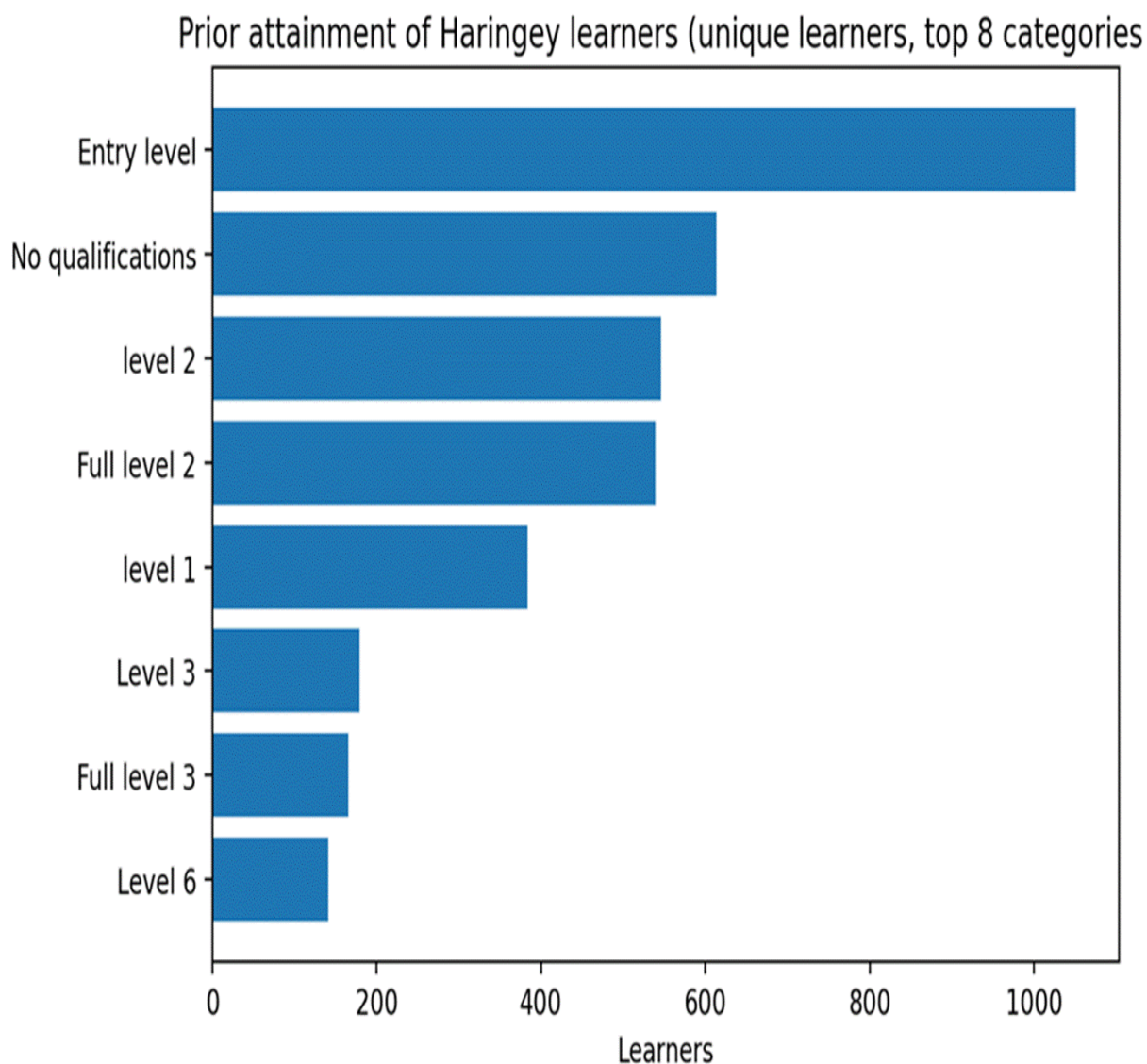
Age profile

The cohort includes both young people and adults, with particularly high participation among 16–18-year-olds and adults aged 35–49 (unique learners).



Prior attainment and barriers

42.5% of learners have no qualifications or only entry-level prior attainment, indicating a substantial cohort requiring 'second chance' learning and foundational progression routes.



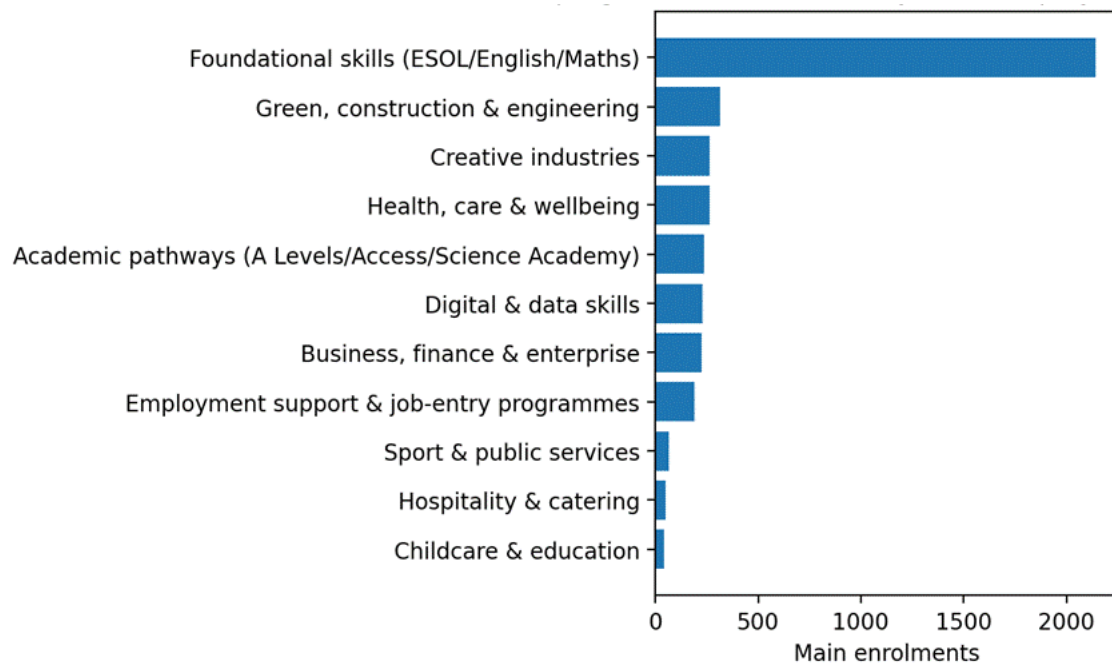
Returning learners and sustained engagement

57.0% of learners are recorded as having previously enrolled at CCC, suggesting the college is operating as a 'trusted provider' for repeat engagement and step-up progression.

Average participation is 3.24 learning aims per learner (including tutorials/enrichment/English and maths aims), and 1.14 main programmes per learner, reflecting a mix of single-programme learners and learners undertaking multiple programmes or wrap-around support.

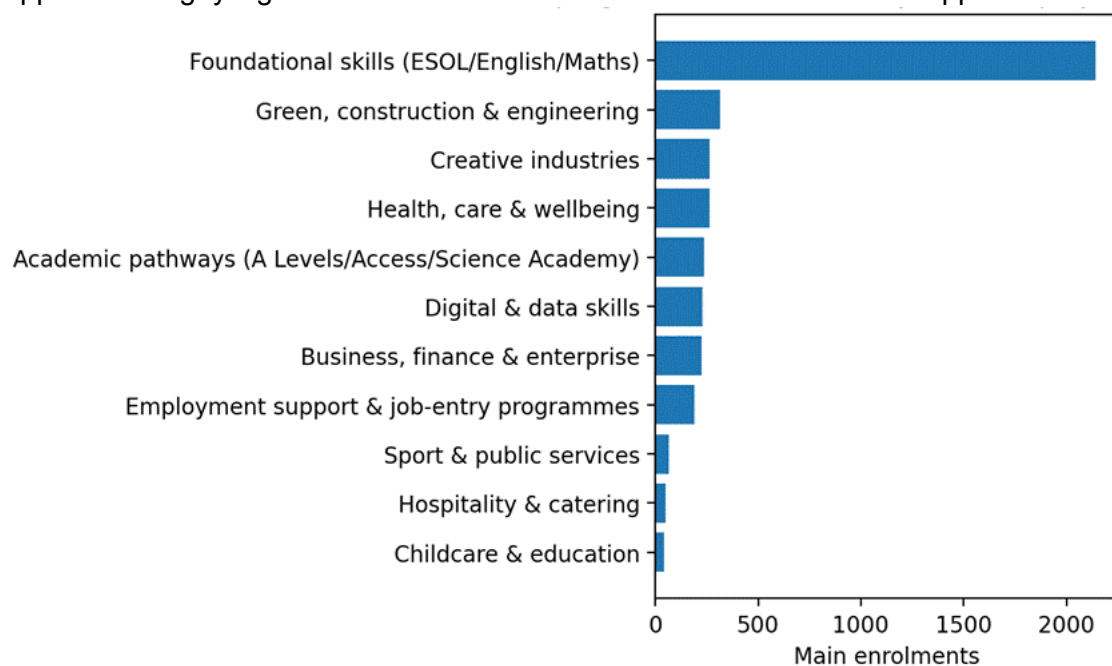
What residents are studying?

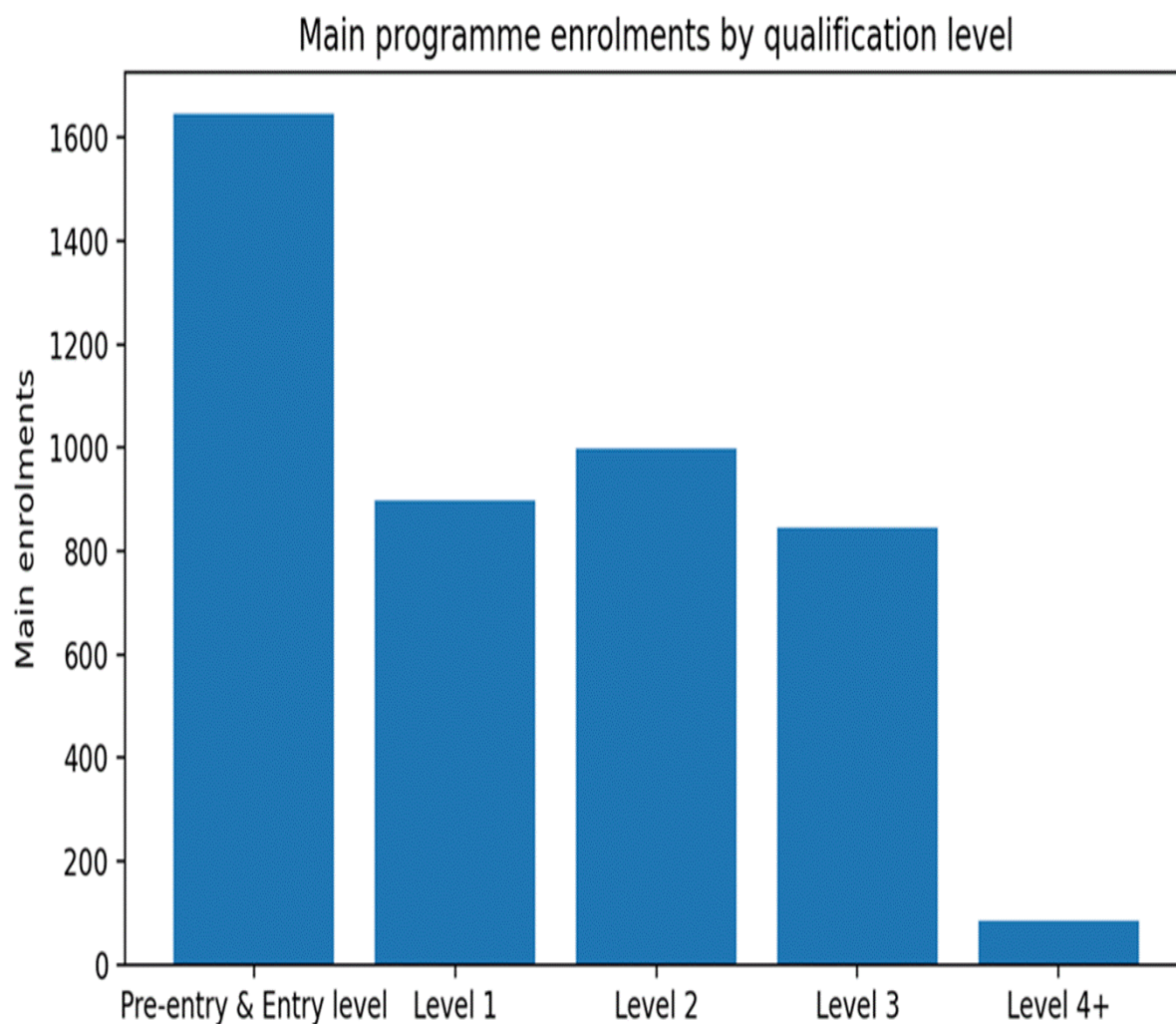
Main programmes represent the learner's primary course of study with CCC. The top curriculum areas illustrate a strong focus on language and foundational learning alongside employment-facing vocational routes.



The level profile shows a large entry-level cohort (primarily ESOL and foundational learning), with substantial provision at Levels 1–3 that supports progression into employment and further study.

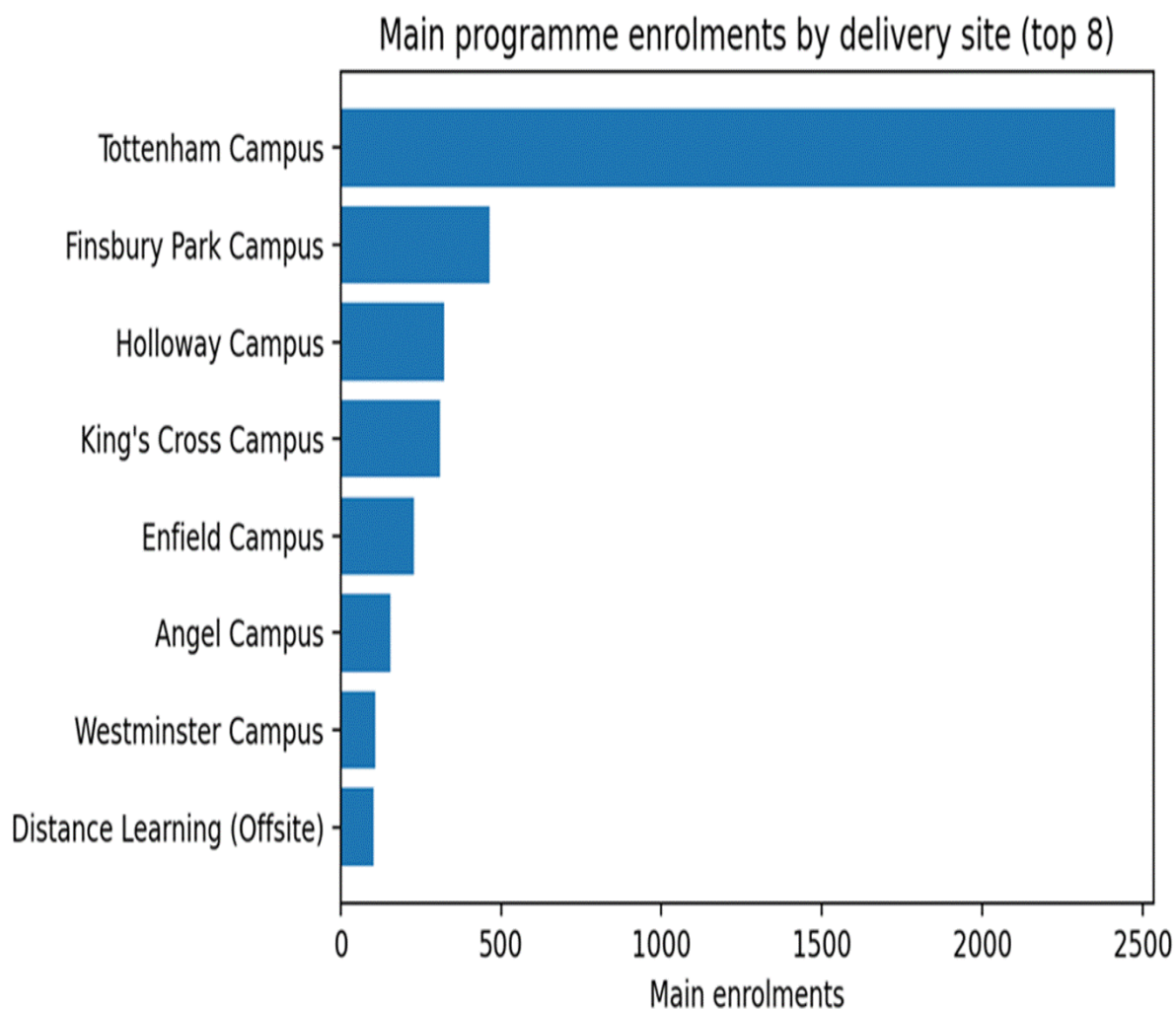
A significant volume of employment-facing vocational learning aligned to growth and demand sectors (digital, health and care, construction/engineering, and creative industries), which supports Haringey's goal to connect residents to local and London-wide opportunities.





Delivery sites (main programmes)

Tottenham Campus is the largest delivery site for Haringey residents, with additional participation across nearby CCC campuses and distance learning.



Postcode reach (main programmes)

Outward postcodes provide a simple indicator of locality within/around Haringey. Enrolments are concentrated in N17 and N15 (Tottenham area), followed by N22 and N8.

Main programme enrolments by outward postcode (top 6)

