

**Scrutiny Review of the Haringey Guarantee
Panel meeting held on 6th October at 15:00.**

Present: Cllr Basu (Chair), Cllr Browne, Cllr Solomon, Cllr Schmitz, Ambrose Quashie, Martin Tucker, Melanie Ponomarenko (notes)

Agenda Item	Minutes
1 – Apologies for absence	Cllr Egan Cllr Strang
2 – Urgent Business	None
3 – Declarations of Interest	None
4 – The Haringey Guarantee	<p>History and context</p> <ul style="list-style-type: none"> ▪ Unemployment in Haringey is historically high. ▪ The Haringey Guarantee (HG) started in 2006 with an aim to bring all employment and skills projects running across the borough together as a new strategic approach with 6 streamlined and focused projects. ▪ Some examples of the projects included: <ul style="list-style-type: none"> ○ Working closely with the NHS e.g. Working for Health project ○ Working with Northumberland Community School to focus on those people who were at risk of NEET (Not in Employment, Education or Training). This project supported Support Workers to work with 40 children away from the every day class room environment. <ul style="list-style-type: none"> ▪ Out of the 40 pupil – 38 went onto 6th Form or into employment, 1 became pregnant and 1 returned to Turkey.

- Advisers were placed in Council departments, within NHS Haringey services, in Neighbourhood centre services and in partnership with CONEL (where advisers were placed within the college to help people who were coming to the end of their course).
- Prior to 2006 there was a number of projects running but making a negligible difference to unemployment in the borough.
- The HG recognised the need to work closer with schools and colleges. At the time over 50% of children were leaving school with inadequate GCSE results.
- The HG also considered long term benefit claimants, looking not only at traditional outreach routes, but also at where people accessed services overall with a view to linking into these services.
- HG gained a special dispensation from the Department for Work and pensions to allow people to undertake 6 week work placements without affecting their benefits.
- At the start of this new approach the HG began engaging with employers in the borough to ensure that there was job opportunities available at the end of the training/work experience etc.
- 3 Local Area Agreement Stretch targets were agreed in 2007
- A family dimension to the HG was devised to consider the impact of a persons family as a barrier to employment e.g. cultural and generational worklessness, health, housing, alcohol, drugs etc.
 - A 'Family into Work' project was set up with a team based in Northumberland Park. This project made a commitment to see everyone of working age in a family within 6 weeks. The project offers tailored support in return for agreed actions from family members.
 - This project is currently working with 100 families who have no history of work.
 - The project has helped 28 families to date into sustained employment.

Current position

- The HG worked with Enfield and Waltham Forest to create the 'North London Pledge' and more recently with Barnet.
- The HG has worked with Enfield to help them set up 'Jobs Net' which provides a jobs brokerage service and has linked up Edmonton and Tottenham.
- A successful application was made for funding from the previous Government's Future Jobs Fund (jobs creation grant).
 - To receive funding the HG had to demonstrate that the jobs shown in the application would not exist without it.
 - There was no guarantee that there would be a job at the end of the placement.
 - 250 short term jobs were created. 100 of which were in the Council.
 - Due to Future Jobs Fund 169 people have been in work.
 - Some people have since used HG services to support them into work and some are continuing to receive support.
- The HG has helped 790 people into work, with 461 of these people staying in long term employment.

- Discussion around 27,000 unemployed people in Haringey and this being a huge mountain to climb, particularly in the current economic climate.

- Feed back on the HG has been good.

- A big issue is the turnover of people in employment and people not staying in employment longer term.

- The HG focuses on people who are most difficult to get into employment.

- Discussion around issues of social exclusion and transport. The Stansted

Project being an example of this.

- Started in 1999/2000 at a time when employment in Essex was very high.
 - Haringey worked with BAA to enable local people to work at Stansted.
 - A scheme was set up which provided a 4 week training course in areas such as retail and customer services).
 - Funding from the Government Single Regeneration Budget and BAA enabled free travel for the first year.
 - Challenges included people not liking the travel length, particularly when this involved a 4am start and an hr bus journey one way, also a cultural shift.
 - The project was a success for a few years and then fell apart.
- There has already been in year cuts in the Area Based Grant for 2010/11 which were announced in June 2010.
 - The Working Neighbourhoods Fund which HG had successfully applied for was announced in November 2009, in February 2010 the money did not materialise, agreement was then reached that this money would roll over into 2010/11. It was subsequently cut. This cut equated to £647,000 of lost funding.
 - This loss did not result in projects being de-commissioned as they had not at this stage completed the commissioning process.
 - The HG is funded until the end of March 2011.
 - The new 'Work Programme' approach is due to come into force in the summer of 2011.
 - There is serious concern about what will happen between March 2011 and summer 2011 where funding for the HG has ended and before the new approach comes into force.

- If projects wind down due to lack of funding they will be very difficult to re-commission/get up and running again.
- Haringey Council and NHS Haringey are currently the largest employers in the borough, providing approximately 15% of jobs.
- Haringey Council has a Guaranteed Interview Scheme for those on the HG who meet the criteria for posts in the Council.
- People are recruited onto the HG in the following ways:
 - Outreach (e.g. in GP surgeries, Customer service centres)
 - Self-referral
 - Job Centre Plus (who the HG has a Service Level Agreement with).
- Noted that the HG is a voluntary programme for participants.
- The HG actively engages with local businesses via the Business and Enterprise Team and the Business Board.
- The HG has a pool of people that are job ready and local businesses are asked to let the HG know when they need people as opposed to going through recruitment agencies which could cost businesses money.
 - Pool of people includes graduates and those who can be deemed as highly skilled.
- Discussion around whether the HG is known to small businesses and whether there are further opportunities to make the HG known to these businesses.
- The HG works with the Haringey Adult Learning Service to link up with programmes where relevant.
- Discussion around what the future is for the HG and for unemployment in the borough.
 - A report will be going to Cabinet in November.

- There is currently 17 staff who deliver the project and are funded through grants and 3 staff members who are core funded and coordinate the HG.

Work Programme

- The coalition Government is ending current work pathways and introducing a single Work Programme approach.
- Under this Work Programme there will be a number of large Prime Contractors delivering employment services and who have to be financially viable under the Department for Work and Pensions criteria (i.e. have an annual turnover of a minimum of £20 million).
- There are two stages to the project being rolled out:
 1. companies bid to be on the framework
 2. those on the framework tender to deliver employment services.
- For delivery of London employment services there will be between 3-8 contracts, however each provider must show that it has the capacity to deliver across the whole of London (even though it may only be delivering to 1/8).
- The intention of the new approach is to put the financial risk onto the Prime Contractor.
- It is estimated that the annual saving to the treasury when someone is in employment/off benefits is £9,000. This saving would be used to pay the provider once a person has been in sustained employment.
- Out of the £9,000, under the Work Programme, it is estimated that £5,000 would be spend getting a person into employment, £2,000 would be given to the provider and the Government would save £2,000.
- A Prime Contractor can only take on the delivery of 50% with sub-contractors delivering the other 50%.
 - The aim would be for the HG to become a sub-contractor.
- Discussion around the pressures that individuals may be under to take a job as there will be sanctions in place if a person were to turn down a job. There are a number of unknowns at present e.g.:

	<ul style="list-style-type: none"> ○ Exactly what the sanctions will be. ○ Whether Job Centre Plus will have the final say as to whether sanctions are imposed. ○ Whether there is a right of appeal.
5 – Draft Scoping Report	Approved
6 – Date of next meeting	Thursday 11 th November, 7-9pm.
7- New items of urgent business	None