

## Jobs for Haringey Overview

Jobs for Haringey currently comprises an ESF Tri-borough programme (North London Pledge 3), Haringey Employment and Skills Team (HEST) delivery and the Haringey Jobs Fund, and will:

- Create up to **1,000 employability, skills and employment opportunities** for unemployed Haringey residents
- Support **200 Haringey residents into sustained employment** through a new tri-borough (Haringey, Enfield and Waltham Forest) ESF employment programme.
- **Support a minimum of 200 people into sustained employment** (for at least 26 weeks) through specialist Employability Support and Job Brokerage provision.
- **Create a minimum of 200 jobs** through the establishment of the Haringey Jobs Fund.

## Jobs for Haringey Targets

ESF (NLP3)	2012/13	2013/14	2014/15	TOTAL
Registrations	200	400		<b>600</b>
Work Placements	40	80		<b>120</b>
Job Starts	96	192		<b>278</b>
Sustained Jobs (26 weeks)	0	127	65	<b>192</b>
HEST	2012/13	2013/14	2014/15	
Registrations	266	270		<b>536</b>
Job Starts	129	134		<b>263</b>
Sustained Jobs (26 weeks)	50	100	50	<b>200</b>
Haringey Jobs Fund	2012/13	2013/14	2014/15	
Jobs created	50	150	125	<b>325</b>
TOTALS	2012/13	2013/14	2014/15	
Registrations	466	670		<b>1136</b>
Job Starts	225	326		<b>541</b>
Sustained Jobs (26 weeks)	50	227	115	<b>392</b>
Jobs created	50	150	125	<b>325</b>

## Funding

	LB Haringey	ESF	TOTAL
ESF (NLP3)	£500,000	£500,000	£1,000,000
HEST	£600,000		£600,000
Haringey Jobs Fund	£1,500,000		£1,500,000
<b>TOTAL</b>	<b>£2,600,000</b>	<b>£500,000</b>	<b>£3,100,000</b>

## Jobs for Haringey Employability Support

The first vital step in a local economic development programme with a strong focus on sustained employment outcomes is to engage, recruit, assess and prepare local unemployed residents for opportunities that will arise from initiatives and developments.

To ensure that local residents can access and benefit from the jobs created from the Haringey Jobs Fund and wider employment opportunities, it is crucial that this employability support is in place.

**The overriding aim of the employability support that forms part of JFH is to engage “socially excluded” residents who are not currently on a mainstream welfare to work scheme such as the Work Programme and support them into sustained employment.**

**Many socially excluded residents not in legitimate employment do not claim benefits (estimate of 178,000 across London)<sup>1</sup>. Other groups such as lone parents and disabled residents, or those with a long-term illness, are not required to look for work and there is little support for or engagement of these groups. These residents, outside of the labour market, are defined as “economically inactive” and include:**

- Employment Support Allowance claimants – disabled claimants or those with a long-term health issue
- Lone parents with children under the age of 5 claiming Income Support
- Residents not claiming an out-of-work benefit but may be claiming other benefits such as Carers’ Allowance, Disability Living Allowance, Housing Benefit and Council Tax Benefit.
- Residents not claiming any benefits

**The JFH service is targeted mainly at economically inactive residents.** JFH Employment Advisers actively engage residents through community outreach and partnership work with other agencies in the Borough supporting residents.

Once engaged a person will be offered a range of employability support including:

- Information, Advice and Guidance to overcome barriers to work
- One to one support with exploring job goals, tailoring CVs and job applications, job interviews and work trials
- Voluntary work placements with local employers that do not affect any benefit claims
- Pre-entry and entry-level ESOL courses for residents who were born outside the EU and have lived in the UK for less than 10 years
- Clinical Health & Wellbeing advice and support in managing health conditions in the workplace
- Workshops in retail and customer service skills and UK business culture

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<sup>1</sup> London Skills & Employment Observatory (2011) *Work Programme in London: Information for stakeholders as the Work Programme starts*

- Support and careers advice from an employment advisor for up to 12 months after a person starts a job.

**Jobs for Haringey provides wrap-around services** such as voluntary work placements, vocational courses, workshops around preparing to start work, Health & Wellbeing advice, Adviser Discretionary Fund, transferring overseas qualifications and partnerships with other frontline services to help with specific barriers such as childcare, health, substance misuse, caring responsibilities, and housing, benefits, ESOL and mentoring etc.

### **Other Employment Programmes in north London**

**Enfield** Council's employment programme is called JOBSnet and delivered directly by Enfield Council.

The main element is the North London Pledge 3 (NLP3) which is a co-ordinated approach to supporting workless residents across Enfield, Haringey and Waltham Forest, funded by London Councils/ESF and led by Haringey (**ESF tri-borough.**) The focus of the service is on economically inactive residents (as opposed to unemployed Jobseekers Allowance (JSA) claimants) and offers 1-2-1 employment support, work placements, workshops, training courses, Health & Wellbeing support and an Adviser Discretionary Fund.

To complement this, Enfield has recently set up the JOBSnet Employment Network (JEN). It is funded by S106 and WNF and its aim is to extend the scope of NLP3 to support more JSA claimants that approach JOBSnet. Edmonton Jobcentre is leading on referring both economically inactive and JSA customers to JOBSnet.

The JOBSnet team is a delivery team manager, and four "Job Brokers" based across a shop front in Edmonton Green and one in Ponders End (shared and only open part-time). They also have an IAPT clinician who is external to Enfield Council but is based in the JOBSnet office in Edmonton Green.

**Waltham Forest's** employment programme is called Worknet. They have a three year contract, called the Host Borough Programme, funded by the GLA and led by Hackney Council. This is a co-ordinated approach amongst the Olympics host boroughs to offer employment support and Olympics job opportunities to residents who have been economically inactive for more than 12 months. They are also delivering NLP3 as above (**ESF tri-borough.**)

All the delivery has been commissioned out to Reed in Partnership who have a Worknet shop front Leytonstone High Street. They have a Business Manager (equivalent to the HEST team manager), four Employment Advisers and access to other Reed provision such as the training provision and Health & Wellbeing advisers.

They have also negotiated to deliver from an office within the "One Stop Shop" Customer Service Centre on Hoe Street, Walthamstow. They have partnerships with

various organisations to do outreach at their offices, with a focus on social housing organisations, the most accommodating being Ascham Homes.

**Islington** Council broker job opportunities with local businesses and make them available to workless Islington residents. They have a focus on green jobs/sectors and use their influence through procurement and planning to get businesses to sign up to the scheme.

**Islington do not have employment advisers supporting residents directly and rely on job applications from Jobcentre Plus.** Work Programme customers are ineligible.

**Hackney's** employment programme is called Ways into Work. They are leading on the Host Borough Programme for the GLA (as in Waltham Forest above). They used to also fund a project aimed at social housing tenants delivered by Working Links. Otherwise they are delivering an apprenticeship programme with local businesses with a focus on what Hackney see as core industries within the borough including retail, media, creative and construction.