

SSCF Neighbourhood Element Tackling Worklessness - “A Haringey Guarantee”

Under the SSCF Neighbourhood Element an integrated programme has been developed and commissioned that builds on and adds value to current employment interventions delivering in or impacting on 3 neighbourhoods which are in 3% most deprived wards in the country – Bruce Grove, Noel Park and Northumberland Park.

It links 6 interventions aimed at

- young people improving their employability, vocational skills and easing the transition from school to college and from school to work;
- users of council services who need/want advice and support to further their education, upskill and/or get into employment;
- users of health services who want to access employment opportunities;
- volunteering/work placements to gain experience and skills in order to access sustainable employment;
- local neighbourhood level employment and training initiatives.

The interventions are:

1 Young People

1a) Tackling Worklessness. This intervention is led by Northumberland Park School and extends the school’s vocational offer at Key Stage 4. It includes work experience, work-based learning and alternative programmes. It will increase staying-on and retention rates for full-time 16+ students. Partners providing active support to the project include CoNEL, Haringey Education Business Partnership, KIS Training and Connexions. Over 200 young people will gain assistance through this intervention. It also has the potential for establishing a model that can be rolled out across the borough. 250 Key Stage 4 pupils are now enrolled on enhanced vocational courses. A further 20 have been identified as requiring extra support to prevent them becoming NEET

1b) Moving Forward. Positive Employment is leading this intervention. The organisation has a very strong track record in delivering job brokerage locally. The intervention will pilot Employment & Job Brokerage Advisors to school leavers and college students (under 25s) adding value and an enhanced offer to 60 CoNEL students and recent school leavers. Positive Employment’s advisors now link with wider college provision including working with CoNEL Careers Advisors and Connexions.

2 Council Services

2a) Haringey At Work. This Talent – At Work intervention it demonstrates an excellent understanding of the underpinning principles of the Haringey Guarantee. Talent has identified local council services they will work with and deliver from including Tottenham Customer Service Centre and the Central Library in Wood Green. It is a demand led intervention with job brokerage meeting identified need. Talent has good established links with local and national employers. Each resident accessing provision will be offered at least 3 live employment opportunities with 60 local residents accessing jobs. Publicity about the service has been distributed in the 3 neighbourhoods and to date 7 job entries have been recorded.

2b) Working for Health. Haringey Teaching Primary Care Trust working in partnership with Tomorrow's People will pilot Information, Advice and Guidance and support services to patients using local GP surgeries to improve the employment prospects of and reduce numbers in receipt of Incapacity Benefit. It is linked to other PCT initiatives, will offer practical support to GPs, and will fill gaps in primary care and employment support. 60 residents will access employment opportunities through this initiative. Two Employment Advisors have been recruited and are in post and are currently based at St. Ann's Hospital. Mapping of patients registered with GPs from the target wards has been undertaken and key practices identified. Practice Managers have been contacted and the service in practices has now commenced.

3 Work Placements

Work Placements for Employment. HAVCO will lead this intervention which will provide a co-ordinated volunteering work experience/ work placement intervention for 150 local residents. It will assess individuals and match them with organisations and businesses. The intervention will enhance skills, knowledge and work experience through volunteering in the voluntary, community, private or public sector in Haringey thereby providing a pathway into employment. It covers all the working age population. Significant progress is being made with agreement on processes, handbooks etc and with agreement with a range of organisations to take placements. Haringey Council services – Environment and Customer services – are leading on work placements within the council. Interviews for 18 council work placements are taking place in January 2007.

4 Better Neighbourhood Co-ordination

Employment Action Network. A Neighbourhood Employment Officer (NEO) based in Haringey's Neighbourhood Management Team will be responsible for the development of local actions and priorities linking into the main elements of the programme on worklessness impacting on the 3 neighbourhoods. It is linked to wider anti-poverty work in the neighbourhoods.

The NEO will also be responsible for delivering 8 Jobs Fairs and brokering 25 residents into jobs. The Neighbourhood Employment Officer has been recruited and is in post and is linking with all the other interventions. The first Job Fair was held in October 2006 and Job Clubs are running in the 3 neighbourhoods.

Linking the interventions is the “**Haringey Guarantee**” which all partners sign up to. The Guarantee involves:

- a quality service for all beneficiaries;
- an entitlement to services from partners including information, advice and guidance, priority interviews for college programmes and places;
- partner commitments to offer real work experience/placements and volunteering opportunities; and
- guaranteed interviews for programme beneficiaries applying for employment opportunities with partners. (Leaflet attached)

Local Area Agreement

The Haringey Guarantee forms the basis of the main strand on worklessness in Haringey’s Local Area Agreement where the geographic focus of the programme will be “stretched” to cover the 12 wards with the worst labour market position and highest number of benefit claimants.

These wards are: St Anne’s; Seven Sisters; Tottenham Hale; Tottenham Green; Bruce Grove; Noel Park; Northumberland Park; West Green; Woodside; White Hart Lane; Bounds Green; and, Hornsey