



Well-Being Strategic Partnership Board

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Report Title: Families into Work in Northumberland Park

Report of: Martin Tucker, Regeneration Manager (Employment and Skills).

Summary

The vision for the Families into Work (FIW) project is to improve the life chances of people in Northumberland Park by working with families to identify and provide the services they need for parents to become employed and for children to achieve success in education and develop the skills and desire to obtain work with career prospects.

Families into Work will be an innovative pilot project focussing on families in a specific neighbourhood which will test out an approach that is replicable and scaleable based on better use and co-ordination of neighbourhood features - schools, children's centres, community resources.

Families into Work will be a special project of the Haringey Guarantee - a special family focussed dimension to the Guarantee.

Recommendations

That the Board:

- i. Note the specification and timescales for this project.
- ii. Identify key informants for the consultants delivering the project

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Background

Approach

Although there are numerous services and projects delivering services in Northumberland Park these are not working well enough to achieve real change for families and a new approach needs to be developed to tackle long term Worklessness in the neighbourhood.

Families into Work will be a multi-agency approach in Northumberland Park to address wider social exclusion issues by working intensively with families to improve the life chances of all family members.

It will be a 3 year pilot with embedded evaluation. It is proposed that **a team of 4 is set up to work closely with some 100 families in Northumberland Park who have multiple barriers to taking up employment and training.**

It is proposed that the team work with 100 families, 50 recruited in year 1 and 50 in year 2, with each family being supported over a 2 year period.

It is not proposed that new services should be provided but that existing service and projects should be co-ordinated and targeted to the families on the project. Thus FIW will not duplicate existing services but seek to facilitate better use of them.

Project Design

The Families into Work project was designed as a way to work closely with whole families.

Thus the project team would work **with** families:

- to identify barriers to work for parents and older children
- to identify barriers to educational achievement for younger children
- to identify a family action plan, including a combination of services and projects, including ones already provided to the family, which would provide a rounded approach geared to that family's needs and barriers to work.
- to contact service providers to negotiate and agree access to the appropriate projects and services and shared action plans for the family which will support them into work.
- to ensure services are provided in a sensible way for the family
- to provide support to reduce drop out when things get tough and troubleshoot any problems which arise with service provision
- to monitor progress against each family action plan

Although the project focuses primarily on reducing Worklessness, it will need to help families deal with other issues in their lives which although not directly related to work, create problems for family members and become barriers to work.

The project is about co-ordination and partnership working and family support, rather than the provision of additional services.

Participation in the FIW scheme would be voluntary and require the family to be prepared for services to share information about them in order to identify the best package of services for that family's needs.

Possible indicators and targets will need to be agreed by the team and the steering group. However some ideas for monitoring data for each family are suggested here:

- Benefits received & for how long
- Qualifications / key stage school attainment for each family members
- Current employment / training status / whether previously held a job
- Barriers to training / employment for adults
- Barriers to educational attainment for children
- Family members NEET
- School attendance
- Whether registered with GP
- Household income

Targets would be for all families on the programme and cover such things as:

- Percentage / number on IB / SDA
- Percentage / number on JSA
- Percentage / number economically active
- Percentage / number NEET
- Percentage / number in permanent employment
- Percentage / number in temporary employment
- Percentage / number with job related qualifications
- Percentage / number with at least floor target level key stage attainment
- Average household income
- Percentage of days off school
- Percentage registered with GP

The steering and executive groups receive a quarterly report on progress and any issues which need resolution at a higher level.

Budget

3 years staff costs @ £165K pa £495,000
(Co-ordinator PO6 £55K pa incl. on-costs
2 Support Workers PO3 £92K pa
0.5 SO2 Admin. £18K pa)

Office Costs £ 50,000

Leverage/added value projects (£75K yr1, £150K yr 2,£75K yr 3) (Childcare, training, placement expenses, added value small projects)	£400,000
Evaluation	£ 55,000
TOTAL	<u>£1,000,000</u>

Piloting the Approach

Northumberland Park Community School currently delivers a successful Tackling Worklessness project under the Haringey Guarantee. This project is aimed at increasing the scope of vocational subjects and retention rates for those year 11 (15/16 year olds) students who are most in danger of becoming workless. The aim is for 250 students to be engaged on the programme with 213 gaining an NVQ level 2 qualification (85 per cent pass rate), 192 progressing to further education and 40 (assessed as most at risk of becoming NEET) to be engaged on an enhanced information advice and guidance (IAG) programme leading to an NVQ qualification and the completion of a vocational training scheme.

Haringey Council have commissioned an extension of the project from January – April 2008 that will pilot the ‘Families into Work’ approach focussing on the employability skills needs of long term unemployed parents of primary and secondary school pupils. This project targets unemployed adults that are already attending seal classes at the school including parents of students supported through the current Guarantee intervention. The aim is to provide participants with quality training including employability skills, work placements and ultimately jobs. The aspiration is to provide at least 50% of the cohort the opportunity of sustainable employment within the Federation of the 3 secondary schools in Tottenham. The project will engage with 20 families, deliver employability skills training and work placements to 20 people with a minimum of 10 sustainable job outcomes. Currently there are 26 adults undertaking employability skills training.

Progress and Next Steps

The final Business Case was drafted and sent to Steering Group members on 19 December 2007 and agreed at the Steering Group meeting on 9 January 2008.

An allocation of Working Neighbourhoods Fund has been identified to fund the project in 2008/09 but this needs to be confirmed by the Enterprise Board on 5 March 2008.

In anticipation of Enterprise Board agreement work is progressing on drafting staff Job Descriptions and a draft delivery plan for the lifetime of the project.

It is planned that with agreement of the Partnership the project will go live by May/June to coincide with the start of the new LAA.

The 2007/8 £100k NRF Tobacco Control project included resources to commission a review of tobacco control initiatives in the Borough with a view to developing an overarching Tobacco Control Strategy for Haringey that would focus on reducing inequalities in health.