



haringey strategic partnership

Meeting: Enterprise Partnership Board

Date: 5 March 2008

Title: The Haringey Guarantee

Introduction

The Haringey Guarantee Programme is approaching the end of its pilot phase – September 2006 – March 2007 – and the Board need to consider the future of the programme in 2008/09 and beyond.

Recommendation

That the Board agree to the continuing development and delivery of the Haringey Guarantee on an interim basis until presentation of the Final Evaluation and Action Plan.

This is consistent with the HSP decision that:

- i. That a six monthly performance review would be conducted to identify any changes in activity or funding that may be required to meet LAA Performance Indicators.
- ii. That consistency, in terms of current funding, should be provided to existing commitments as far as practicable.

Evaluation

A number of evaluation reports have been produced with the latest - a quality review of the interventions delivering the Guarantee – appended for your information.

The main findings of this report are that many projects are working well, and are meeting their output and outcome targets in terms of helping some of the Borough's most disadvantaged residents enter or re-enter the local jobs market, and take advantage of the opportunities available to them. There are also positive signs that the holistic approach developed under the Haringey Guarantee is assisting both residents and local businesses, but the nature of the programme's target group is such that it will take a longer period of time to become statistically evident.

In order to cement these achievements, and to ensure that the programme works effectively across all projects, the evaluators recommend the implementation of a targeted development programme that:

- Reasserts the unique features of the programme
- Establishes examples of existing good practice in partnership working
- Establishes protocols for cross referrals, and considers ways of developing an holistic tracking system for individuals
- Establishes the Haringey Guarantee's position alongside other mainstream programmes

The final evaluation of this phase is currently being worked on and will be available in April/May 2008 following verification of performance by the end of March 2008.

Reports to date have been positive about the programmes approach and performance.

The main findings of the **Interim Report in October 2007** report are:

The **programme is exceeding targets** in a number of key areas

- **IAG**
- **Numbers supported into work**
- **Work placements and volunteering**
- **Engagement of local employers**
- **Numbers of BME, women and lone parents benefiting from the programme**

As part of the Interim Evaluation a number of surveys were carried out.

Programme participants were surveyed and the key points were

- Projects are appropriately targeted and being accessed by workless people
- Quality of projects highlighted
- People receive support in a variety of areas that help their personal well-being as well as improve job prospects
- Most happy with support and feel that their needs are being met
- Most would recommend the programme

Project managers surveyed indicated

- Involvement in the Guarantee programme has improved the nature and quality of their work and that the information sharing and working in a broad partnership has impacted on other aspects of their operations
- Managers view of the impact of services consistent with beneficiaries' impressions
- Managers expressed uncertainty about the future funding and development of the programme

Employers interviewed indicated

- 80% of employers responding found the service from the Council Employment & Skills Team has been good or excellent
- Those who have recruited someone from the programme said that they were content with the new recruit
- People needed more support once in work
- Many open to changing their recruitment practices as a result of working with the Guarantee programme

Performance

Monitoring returns at the end of December 2007 show that programme is on course to meet its targets and exceed most. The most challenging target has been supporting disabled people into work.

	Cumulative target	Achieved	%		Total Target	%
Registrations	1154	1167	101%		1334	87%
Jobs	201	196	98%		244	80%
Work Placements	117	104	89%		131	79%
Women jobs	100	99	99%		117	85%
BME jobs	100	175	175%		117	150%
Disabled people into jobs	34	16	47%		40	40%

Review and Action Planning

Haringey's Employment and Skills have been conducting a thorough review of the programme and projects during January and February 2008 exploring

- What has worked and what not?
- What are the barriers?
- Identifying non performing contracts and taking appropriate action?
- What is the strength of the brand?
- Where are the gaps in provision?
- Which groups are not benefiting (previously identified or not)?

All projects are being visited to discuss strengths, weaknesses, lessons learnt, changes and developments needed for future delivery. Initial findings show that the programme will exceed its profiled outputs and outcomes, that the approach is working and that the programme has many strengths to build on. The Haringey Guarantee model has formed the basis for the North London Pledge - the LDA Area Programme tackling Worklessness in the ULV from April 2008.

This will inform a **Haringey Guarantee Action Plan** that will set out priorities and actions to develop the programme over the next 3 years.

The Action Plan and Final Evaluation will be presented to the next meeting of the Board in June 2008.