



haringey strategic partnership

Meeting: Enterprise Partnership Board

Date: 5 March 2008

Title: LAA Incapacity Benefit Stretch Target

Introduction

Haringey's Local Area Agreement 2007-2010 has two "stretch targets" around supporting long term workless residents into sustained employment.

The first target relates to increasing the number of Haringey residents in receipt of incapacity related benefits for 6 months or more, helped into sustained employment of at least 16 hours per week for 13 consecutive weeks or more.

Haringey have to support 180 long term IB claimants into sustained employment by June 2010.

The second target focuses on long term (6 months or more) JSA claimants and Lone Parents. Haringey have to support 120 JSA claimants and 110 Lone Parents into sustained employment by June 2010.

The conditions of the stretch targets stipulate that Haringey will engage with new customers not already engaged within a mainstream JCP or their delivery partners' programme. Customers cannot be engaged within the Employment Zone programme or other mainstream JCP (or their delivery partners') initiative or programme, whilst engaged within the London Borough of Haringey's worklessness initiative – the Haringey Guarantee.

The residents that we can engage with and claim as outputs will be longer term unemployed and those furthest from the labour market and must be additional to those engaged through mainstream JCP provision including Employment and New Deal provision.

These targets were driven by Department for Work and Pensions (DWP's) policy agenda and priorities to reduce the claimant count of long term unemployed people and particularly the high numbers of IB claimants. Neighbouring boroughs such as Islington and Waltham Forest have been set similar targets.

Performance

The output profile and actual performance for the stretch targets at the end of quarter 3 2007 was:

| Target | Profile | Actual | Variance |
|------------------|---------|--------|----------|
| JSA/Lone Parents | 35 | 43 | +8 |
| IB | 30 | 0 | -30 |

The performance on the JSA/Lone Parent target is ahead of the profile with 82 job entries and 43 sustained jobs but we have failed, to date, to support any long term IB claimants into sustained employment. Through the Haringey Guarantee there are currently two long-term Incapacity Benefit claimants who have found employment and this will be hopefully sustained through to 13 weeks and beyond.

It is also worth noting that a significant number of other London boroughs, many of which are earlier round LAA areas, are facing similar challenges with their IB stretch targets. Officers from the Economic Regeneration team in the Council have attended a number of pan-London borough meetings over the past few months to share knowledge, expertise and experiences on this issue and these lines of communication will continue to be explored.

Performance in other boroughs with stretch targets around long term IB claimants reflects the challenges and difficulties in getting this claimant group into sustained employment. Islington who are approaching the end of year 2 of their LAA and who also have a target of 180 IB claimants into work have yet to record any sustained job outputs.

Remedial Actions

The TPCT in partnership with Tomorrow's People, an employment provider, has been working, as part of the Haringey Guarantee, to help a significant number of long-term Incapacity Benefit (IB) claimants into work. Engagement with IB claimants has been done through GP surgeries and while the response from both GPs and IB claimants has been encouraging, it has also been a challenge to tackle the significant barriers to employment that many long-term IB claimants face in such a short space of time.

To turn this around, the TPCT have introduced a Condition Management Programme (CMP) into their project, which will provide assistance to IB claimants in terms of being able to manage their health condition once they re-engage with the labour market. This is a 11-week programme that helps people become more confident about work and manage their conditions better and will engage with 12 clients initially.

Extra outputs have also been commissioned as part of the Haringey Guarantee and the delivery partners all have targets in relation to getting long-

term IB claimants into sustained employment by March 2008. Beyond March 2008 new contracts will be issued to providers that will have specific targets around getting long-term IB claimants into work

The NDC have commissioned Regeneration to put a Tomorrow's People adviser in the Laurels Healthy Living Centre two half-days a week to work in partnership with the GP surgeries on site.

Regeneration will include in the Haringey Guarantee provider contracts from April 2008 conditions which specify assisting long-term IB claimants as a requirement of delivery and payment.

Tomorrow's People with the Teaching PCT are planning outreach and partnership management in the following areas:

- Plans for the PCT to issue directives to GPs to refer patients for whom work can be beneficial for health reasons;
- Similarly, the TPCT will encourage practice nurses who have attended the Royal College of Nurses course on the benefits of work to work in partnership with Tomorrow's People;
- Further partnership with Jobcentre Plus' Haringey Disability Employment Adviser (DEA) and Specialist IB Personal Advisers (SIBPAs);
- Regeneration and JCP meeting late February to discuss how they jointly work to support long-term IB claimants into work

Regeneration have submitted a proposal to the LDA for ESF co-financing (£400,000 over 2 years) to deliver specialist employment advice and job search tied in with in-work support and CMPs. This will benefit 200 residents and will have a focus on long term IB claimants.

Richmond Fellowship and MENCAP Pathways in Haringey have agreed to tie in their LDA employability support to people with disabilities to Haringey Guarantee initiatives.

Inclusive Solutions are now also working in partnership with the Guarantee providers. They are a Social Enterprise who work with providers to help them identify barriers associated with disabilities in order that they can be addressed and people can return to mainstream activities such as employment.

Haringey's Regeneration Service is leading on a £1.51 million LDA Area Programme tackling worklessness across the Upper Lea Valley over the period 2008-2010 with approximately £800,000 coming to Haringey. This programme will focus on delivering LAA targets and will have a clear focus on supporting long term IB claimants into work. This programme will commence in April 2008.