

Report for:	Overview and Scrutiny Committee – 27 th July 2015	Item Number:	13
Title:	Job Support Market in Haringey – Interim Report		
Report Authorised by:	Cllr Charles Wright, Chair of Overview & Scrutiny Committee		
Lead Officer:	Martin Bradford, Scrutiny Officer 0208 489 6950 martin.bradford@haringey.gov.uk		
Ward(s) affected:	All	Report for Key/Non Key Decisions:	N/A

1. Describe the issue under consideration

- 1.1 Under the agreed terms of reference, the Overview & Scrutiny Committee can assist the Council and the Cabinet in its budgetary and policy framework through conducting in-depth analysis of local policy issues and make recommendations for service development or improvement.
- 1.2 In this context, the Overview & Scrutiny Committee conducted a review of the Job Support Market, to assess the nature and level of support available to those in long term unemployment. The Committee commenced work in January 2015 and within its plan of work held a number of evidence gathering sessions with local stakeholders.
- 1.3 This report details the interim conclusions and recommendations of the Committee. A further consultation with local job support market providers is planned which will confirm and validate findings and recommendations within the report. Further to this, a finalised report will be presented to OSC in October 2105.

2. Cabinet Member introduction

- 2.1 N/A

3. Recommendations

- 3.1 That the Committee agree:
 - (i) To note the interim findings and conclusions contained within this report;

- (ii) That a validation exercise be undertaken with local stakeholders to confirm interim conclusions and recommendations;
- (iii) That a finalised report is presented at the next meeting of this Committee.

4. Alternative options considered

4.1 N/A

5. Background Information

National context

5.1 Unemployment has been steadily falling in the UK since 2012. This is demonstrated through a number of measures:

- The proportion of working age people who identified themselves as unemployed has fallen from 2.46million (8.1%) in December 2012 to 1.8million (5.7%) in December 2014;
- The proportion of working age people claiming Job Seekers Allowance (JSA) has reduced from 1.5million (4.6%) in January 2012 to 806,000 (2.6%) in May 2015;¹

5.2 Although there has been a marked fall in unemployment, there is concern at the level of long-term unemployment. Evidence would suggest that of those who are unemployed, the proportion that have been in long term unemployment (for 12 months or more) has been growing and now accounts for over 213,000 (25%) of those claiming JSA.²

5.3 There is widespread evidence to suggest that the effects of long term unemployment can be profound for the individual concerned. It is noted that those in long term unemployment can experience severe financial deprivation, have higher levels of mental and physical ill health and can become socially excluded. Moreover, unemployment analysis³ would appear to suggest that the longer people are out of work the greater impact this will have on future employment in that:

- They may be more likely to have lower pay;
- The incidence future unemployment is greatly increased;
- The less likely they will ever return to the labour market.

5.4 Such effects of long-term worklessness may not just be restricted to those claiming JSA however, as there may be a far larger pool of people claiming other related benefits for similarly long periods of time. It is estimated that, with the inclusion of those claiming Employment Support Allowance⁴ or Incapacity Benefit for over 6 months, this would mean that nationally there could be approximately 2.4 million people in long-term worklessness.⁵

Local context

5.5 Locally, as of May 2015 there were 5,216 people that were unemployed and claiming JSA; 3,316 of these were in the Tottenham constituency and 1,853 in the Hornsey & Wood Green constituency (Figure 1). The total number of JSA claimants in Haringey has reduced significantly (46%) over the past two years from 9,786 in February 2013 to 5,216 in May 2015. The JSA claimant rate⁶ has also declined significantly for both Haringey

1 Unemployment by constituency, House of Commons Briefing Paper 7256, July 2015

2 Unemployment by constituency, House of Commons Briefing Paper 7256, July 2015

3 Unemployment in the Great Recession, Bell and Blanchflower 2010

⁴ (ESA) is a benefit for people who are unable to work due to illness or disability

5 Tackling long-term unemployment, Rachel Salmon, LGiU Policy Briefing March 2015

6 The proportion of those claiming JSA as a percentage of workforce jobs plus the Claimant Count i.e.g. those in employment, self employment, HM forces, and Govt supported trainees.

constituencies over this same period, though in Tottenham (5%) the rate remains twice that of Hornsey and Wood Green (2.5%) and the London (2.7%) and England (2.4%) average (Figure 2).

- 5.6 In the period February 2013 to May 2015 the number of those claiming JSA for more than 12 months in both Haringey constituencies declined considerably: in Tottenham JSA claimants declined from 1,855 to 965, a 48% reduction (Figure 3) whilst in Hornsey and Wood Green the number of JSA claimants declined from 895 to 540, a 40% reduction (Figure 3). Such reductions in the number of claimants are however below that recorded for London (51%) and for England as a whole (53%).
- 5.7 Assessment of the geographical distribution of longer-term JSA claimants presented clear differentials across Haringey. Geographical analysis of those who had been claiming JSA for 1 year or more (Figure 4) and 2 years or more (Figure 5) demonstrate that although there are pockets of long-term claimants in the west of the borough (Hornsey and Highgate wards), longer term JSA claimants were predominantly resident in the east of the borough (particularly in Northumberland Park, Bruce Grove, Tottenham Hale, Tottenham Green, West Green and Harringay Wards).
- 5.8 Analysis of long-term claimants of JSA by age group) demonstrated higher rates of claimants for those claiming for more than 12 months for every age group in Haringey compared to both London and Great Britain figures (Figure 6. This disparity is most pronounced among 50-64 year old age group where the rate of long-term claimants in Haringey (1.4%) is almost three times greater than the national average (0.5%).
- 5.9 Whilst the number and rate of those claiming JSA may have fallen in Haringey, the number claiming other work age related benefits has increased. Analysis of local Employment and Support Allowance (ESA) data indicates that the number of local in Haringey people claiming ESA has increased significantly from 4,920 in February 2012 to 11,160 in November 2014), a 227% increase (Figure 7). Furthermore, almost 4,500 people have been claiming ESA for two years or more (Figure 8).
- 5.10 There are a large number of agencies that provide wide ranging support for those seeking help back in to employment, education or training. These agencies are commissioned at all levels of government including national, regional and local authority level. The table below is illustrative of range of agencies active in the local job support market in Haringey:

National	<ul style="list-style-type: none"> • Job Centre Plus, Work Programme Providers (e.g. Ingeus, Shaw Trust, Reed)
Regional	<ul style="list-style-type: none"> • Greater London Authority
Local Authority	<ul style="list-style-type: none"> • Economic Development Team, Haringey Employment & Skills Team, Haringey Adult Learning Service, Housing Options Team, Public Health Commissioning, Housing Related Support
Voluntary Sector	<ul style="list-style-type: none"> • Tottenham Hotspur Foundation, Princes Trust, North London Partnership Consortium
Other public	<ul style="list-style-type: none"> • Registered Housing Providers – Homes for Haringey, Metropolitan, Family Mosaic, • College of Haringey, Enfield & North East London

5.11 Given the number of agencies involved in the job support market and the different levels of at which services are commissioned; there are inevitable questions as to the effectiveness of coordinated support for local unemployed people.

Aims and objectives

5.12 The overarching aims of this project was to assess the role of Haringey Council in the local job support market and to identify what actions the Council could take to enable those agencies working in this sector to better serve the needs of local, long term unemployed people. Within this overarching aim, the Committee identified a number of key objectives which included:

- To assess the role and functions of the Council in the local job support market, with particular reference to:
 - its leadership and enabling role;
 - those services it provides directly and those commissioned from third parties;
- To assess how Council operated or commissioned services are aligned and where appropriate work in partnership to better support the needs of local long unemployed;
- To assess the role of local providers in the job support market (e.g. jobcentre plus, Tottenham Foundation, work programme providers) to:
 - Assess the range of services provided to local people in long term unemployment;
 - Identify any gaps or areas of under provision in the local job support market (e.g. information, advice, access to training, apprenticeships);
 - Identify opportunities for joint or collaborative working;
 - Identify priorities and actions for the Council to support the job support market.
- Consult and involve local long term unemployment people to:
 - provide an assessment of their experiences with local job support services;
 - Identify how best work, training and education needs can be provided more effectively in the future.

Work-plan

5.13 A range of information gathering methods were employed to ensure that Committee had access to the necessary evidence to assist it in its investigation of the job support market in Haringey. This included;

- Desk based reviews (local policy and performance data, comparative data from other authorities);
- Evidence gathering sessions (with Council providers, local partners, local long term unemployed people and other local stakeholders);
- Primary data collection – focus groups and interviews (among long term unemployed);
- Site visits - Job Centre Plus and Haringey Employment & Skills Team;
- Formal panel meetings (to coordinate, plan and monitor work).

5.14 Evidence to assist the Committee in meeting the project objectives was primarily taken at three evidence gathering sessions which were as set out below:

Evidence gathering session	Key Aims & objectives	Invitees
1. Council role in the local job support market (23 rd January 2015)	<ul style="list-style-type: none"> ▪ What services does the Council provide to support unemployed people? ▪ What are the priorities in supporting long term unemployed people? ▪ Are there any gaps in the job support 	<ul style="list-style-type: none"> ▪ Council officers

	market? <ul style="list-style-type: none"> ▪ How effectively do council services work together, and with partners? 	
2. Role of partners in the job support market? (11 th February 2015)	<ul style="list-style-type: none"> ▪ Are there any gaps in the range of support services available to local unemployed? ▪ Are there opportunities for local services to work together to better support unemployed people? ▪ Are there clear leads and priorities set by the Council to guide and inform work? 	<ul style="list-style-type: none"> ▪ Employment and training providers
3. Perspectives from the long term unemployment (focus groups and interviews March to April 2015)	<ul style="list-style-type: none"> ▪ How effective are local services in supporting long term unemployed? ▪ Are there service any gaps? ▪ What can be done to improve local services? 	<ul style="list-style-type: none"> ▪ Those in long term unemployment

5.15 Additional informal panel meetings were held with other key council officers to discuss the work of the panel, emerging findings and possible recommendations. A full list of all those who participated in this project is given in Appendix A.

Interim conclusions and recommendations

5.16 The Committee has undertaken a preliminary assessment of the evidence received and has noted a number of emerging conclusions and recommendations which are detailed below.

1. There is a need to establish a forum where local job search agencies (e.g. Job Centre Plus, Work programme Providers, Haringey Employment & Skills Team, Voluntary Sector Agencies and registered key Housing Providers) can network, share information and develop a more coordinated response to support the needs of local long term unemployed people. It is suggested that this is a sub group of the **Employment and Skills Board** and reports directly to it.

Once established, it is clear that this **job support forum** should be task centred and aim resolves a number of working priorities which should include:

- How to improve data sharing data across the sector to ensure for more effective **identification** and **targeted support** for local long term unemployed;
- To identify any gaps in the local skills training offer and to develop shared and coordinated response;
- To identify how local services can work together more effectively (joint priorities and pooled resources) to develop a more coordinated response to support long term unemployed people - this could encompass **targeting** the particular needs of specific groups of long term unemployed people (e.g. single parents, those with criminal records, those aged 50 and over and young people) or the specific **employment aspirations** of unemployed people (e.g. construction industry, retail, office);
- To identify how **the range of training and development opportunities** available should be collated and presented bringing together the local skills and training offer in a **more accessible** way to the long term unemployed;
- To identify **good practice** (outcomes) in supporting local unemployed people and to share this across the job support network;

- To coordinate and target approaches to local businesses to extend and improve local job opportunities and or work experience opportunities for long term unemployed.

2. People in long term unemployment may face multiple barriers to finding work and therefore present with more complex needs. In this context, long term unemployed require intensive longer-term support across a wide range of services to address all these needs and thus a more **coordinated** and joined up approach is integral to effective support.

Whilst there were many examples of good **joint working across services** to deliver joined up advice and support to unemployed people, there were a number of gaps and areas where service improvement would be beneficial to assisting long term unemployed;

- a) Advisers at Job Centre Plus and local unemployed people both identified that it would be helpful to have **housing advice and support** available within Job Centre Plus to provide such specialist on-site support to help clients assess the viability of potential work opportunities and possible impact on welfare benefits;
- b) Quicker and more effective processing of **Housing Benefit** claims to ensure that claimants receive the benefits that they are entitled to and that any adjustments are made quickly to ensure claimants do not go in to debt;
- c) Evidence from providers and unemployed single parents identified the lack of **childcare** as a significant gap in supporting local unemployed people. Of particular concern was the lack of provision in the **evening and weekends**, when more part-time positions were available. A more strategic oversight and commissioning strategy of childcare provision may be needed.
- d) Improved linkage between job support agencies and local education and training providers (e.g. CONEL and HALS).

3. Whilst there is clearly some work taking place to support those with **mental health** problems back in to work (e.g. employability course offered through MIND, Individual Placement and Support (IPS) service), providers noted that this issue would benefit from a more strategic response involving all job support agencies and BEHMHT to:

- a) Provide greater recognition and awareness of this issue within existing support programmes;
- b) Upscale local capacity and coordinate a response to this issue;
- c) Provide further training to local job support providers to help in the identification and onward referral of clients with experiencing mental ill health;
- d) Aid the identification of those with an undiagnosed mental health condition and the range of support available.

4. There is a need to develop **work experience opportunities** among the long term unemployed as these can help to build confidence, benchmark skills and identify additional training needs. Four key areas for development identified within the review included:

- a) To substantially increase the volume and quality of work placement opportunities available locally;
- b) That there needs to be a more coordinated approach by local job support agencies to local employers in seeking work placement / job opportunities (e.g. to avoid duplication and streamline efforts);
- c) That the Council (and Homes for Haringey) should lead by example and establish an explicit work experience programme for local long term unemployed, and should also encourage other public sector and key employers to follow suit;
- d) That the Council should consult and engage with local businesses (especially small to medium size) to identify what support they would need to extend and improve work experience opportunities for local long-term unemployed people.

5. It was evident from the submissions of both job support providers and from unemployed people themselves that the transition from unemployment to work can require significant social and economic adjustments. The evidence would suggest that there is a need for greater **transitional support** to help the long term unemployed adjust to and sustain new employment. This support should include:

- a) Additional financial assistance where there is a lag between the curtailment of benefits and receipt of first pay cheque;
- b) Benefits advice and guidance to help people understand the changes that will result from new employment (e.g. housing benefit, council tax exemptions, tax credits);
- c) Budgeting and financial planning advice (how to manage money), this should include the promotion of the local credit union and financial services available to the unemployed and those on low incomes.

6. Evidence from Council officers, Job Centre Plus and from unemployed people themselves highlighted local disparities in the level of careers advice provided to unemployed people. This suggested that there is a need for the development of a local **careers guidance strategy** to ensure that:

- a) There is consistent and comprehensive careers advice and support to young people throughout schooling;
- b) Careers advice and support continues to be available to adults and those seeking work.

7. One of the most significant barriers to work is the level of pay offered to those in long term unemployment. From the evidence of the long term unemployed, it was noted that many instances, it would not be financially viable to take on part-time or even full time employment once rent and other essentials had been accounted for. The Council was noted to be Committed to the provision of the London Living Wage, though the Committee was unsure of the degree to which this applied to contractors (and sub contractors) and if this could be effectively monitored. In this context, the Committee recommended that:

- a) The Council and its partners should continue to press for more widespread adoption of **London Living Wage** to increase the viability of working options for unemployed people;
- b) The Council should undertake an audit of **council contracts** to fully assess the degree to which the London Living Wage is paid to employees;
- c) Undertake further work to assess what support is currently provided for those that are **in low waged work** and identify priorities for additional support and how this can be provided across the job support market.

8. (i) Members of the panel were encouraged by the work of the **Haringey Employment and Skills Team (HEST)** in providing in-depth support and advice to local unemployed people. It was felt that this intensive model of support, as well as access to practical services (e.g. IT services), best suited the needs of the long term unemployed. Many long-term unemployed people however, seemed unaware of this service and the support that it provided, and it was thus recommended that:

- a) HEST would benefit from **improved communications** and promotion to improve the accessibility of the services it provides;
- b) The presence of a HEST adviser (sessional) within **Job Centre Plus** may help to improve the interlinking and onward referral between these services;
- c) The operation of HEST at **additional sites** outside of Northumberland Park may contribute to improved accessibility of this service.

- (ii) The Committee noted that there has been financial uncertainty around the future funding of HEST for a number of years which was detrimental to the operation of the service. It appears that such operational uncertainty will however continue in the short term as funding is only assured until 2016/17 within the current MTFS. In this context, the Committee recommended that:
- a) That increased income through S106 monies should be used to put HEST on a more stable financial footing to enable it to consolidate and extend the valuable services it provides to local unemployed people.

9. Interviews with local unemployed people highlighted the centrality of **access to IT computers and the internet** to support their job search activity. The Committee noted that those claiming Job Seekers Allowance were required to undertake a minimum number of hours in job search activity each week and that applications for jobs (for whatever grade) almost exclusively needed to be completed on line. With many of the long term unemployed being unable to afford a PC or have internet access at home, local libraries and other community access points had become important hubs for local job search activity. It is apparent however that these sites were often crowded (especially out of school hours) and where access can be limited (1 hour slots). In addition, many of the long term unemployed required ongoing IT advice and support which was not available at such community hubs and therefore further restricted their job search activity. It is therefore recommended that:

- a) Providers may wish to consider shared or pooled services to (1) further promote PC and Internet access the borough (2) provide more intensive and ongoing IT support targeted to those with less developed IT skills.
- b) There should be improved signposting to IT services and support among providers.

10. In evidence from providers, a **Guaranteed Interview Schemes** for those meeting essential criteria for job vacancies was noted to be a positive development which encouraged local unemployed people to focus and apply for local jobs. Whilst acknowledging that awareness of this scheme may be low and there are currently limited suitable vacancies, the Committee recommended that:

- a) There needs to be further promotion of the Haringey Guaranteed Interview Scheme to ensure that relevant vacancies are actively promoted with local job support market providers;
- b) That once a working model of this scheme is re-established, it is replicated within Homes for Haringey and suggested to other local partners;
- c) That the Council consider opening up this scheme to vacancies recruited through agencies.

11. The Committee noted that Job Centre Plus is centrally commissioned and that service levels are prescribed accordingly, and in this context there may be little scope for local service variations. It was also noted that Job Centre Plus staff face a difficult task in both monitoring compliance with required job search activities (and thus eligibility for benefits) as well as providing personalised advice and support for job search activity. Evidence from service users would appear to indicate that whilst **Job Centre Plus** was the key service for accessing training and support, **awareness and access to such training courses** was perceived to be 'ad hoc' which was mostly dependent on the experience of their personal adviser or the relationship that they had with their personal adviser. In addition, the Committee noted that there were instances where local unemployed people missed out on training opportunities as JCP advisers did not have authority to sign-off relatively small sums of money for training (as higher authorisation was required which took too long). It is therefore recommended that:

- a) A new system for promoting work and training opportunities is developed for local job seekers at JCP;
- b) A higher financial limit /lower threshold is established to enable JCP advisers greater flexibility to authorise funding to support training courses for unemployed.

12. Interviews with local unemployed people noted that job search activities were hampered by the **cost of travel**. Whilst some had access to reduced priced Oyster Cards and received support for travel to interviews, awareness of such schemes and take up was by no means universal. It was therefore recommended that:

- a) Further work should be undertaken to promote those schemes or agencies which are able to provide financial assistance for travel for unemployed people (e.g. improved signposting between agencies).

13. A significant personal barrier to gaining work among the long term unemployed was **lack of confidence and low self esteem**. Many providers noted that the long term unemployed required a '**hand holding and confidence building**' to assist them through job search processes, however these 'softer' aspects of job support services were often **absent within commissioning contracts**. How local services can help to build confidence and self esteem among long term unemployed therefore remains a critical question for the local job support market. The Committee noted that the successful completion of any training (be it skills based, therapy or art course) could help to improve confidence and lead to improved employment outcomes. The Committee therefore recommended:

- a) That the Council assess how access all adult learning courses could be improved to help long term unemployed move a step closer to the job market;
- b) That the Council assess how 'softer aspects' of the local jobs and skills are reflected and resourced in local job support market.

14. Many of the long term unemployed interviewed within this project perceived that there was a **stigma to living in Tottenham** which disadvantaged them in their job search activities. In this context, it was felt that more should be done to promote a positive image of Tottenham and of its residents – and how more generalised negative perceptions of benefit claimants (for example, as portrayed through *Benefits Street*) should be countered. In addition, both interviewees and those attending focus groups also noted that in some instances, they felt **stigmatised as a service user** at some local job support providers. Job support market providers themselves also noted that further work is needed with employers to demonstrate the value and opportunities of employing those who have been in long term unemployment.

15. The Committee noted the substantial income stream was derived from **S106 monies** which can be used to support local jobs and training opportunities (£300k had been received and a further £600k in pipeline). In addition, the Committee noted that **planning conditions** and **procurement** processes can be used generate real opportunities for increasing work and employment for local people, where there is sufficient monitoring in place to support this. Whilst beyond the remit of the Committee, it was noted that further work and training opportunities should be included and delivered through regeneration procurement activities of the Council.

16. Throughout the course of this review it was noted that there was a policy tension as to how best the Council and partners should tackle the cycle of worklessness. There was a perception among some informants to this review that it may be more cost effective to target young unemployed people over those in long term unemployment. A critical

question therefore remains, in that how does the Council and local job support market ensure that the needs of the longer term unemployed continue to be recognised and adequately supported against competing priority groups and a limited pot of resources?

13. Comments of the Chief Finance Officer and financial implications

13.1 Given the interim nature of the report and its recommendations there are no direct financial implications arising from it. However, some of the interim recommendations could ultimately have financial implications for the Council and, it is important therefore, that funding for any proposed Council support be quantified alongside the source of that funding in the final report.

14. Comments of the Assistant Director of Corporate Governance and legal implications

14.1 Section 9F of the Local Government Act 2000 (“LGA”) requires the Council to ensure that its Overview and Scrutiny Committee has the power to make reports or recommendations to the Council or the Cabinet on matters which affect the Council’s area or the inhabitants of that area. The Committee’s terms of reference include that power.

14.2 As the findings and conclusions contained in this report are interim, the Committee is not being asked to agree these findings or conclusions or to agree a report to be made to the Council or the Cabinet. Accordingly Section 9FE of the LGA, which states that the Committee must by notice in writing require the Council or the Cabinet to consider and respond to a report from the Committee to the Council or the Cabinet, does not apply.

15. Equalities and Community Cohesion Comments

15.1 The work of the Committee noted that long term unemployment is not evenly distributed evenly among communities in Haringey. Indeed, research⁷ has suggested that those most likely to be in long –term long unemployment include the following groups:

- Low skilled people;
- Ex-offenders;
- Ethnic minorities;
- Single parents;
- Older workers (50+).

15.2 It should be noted that that some of the central recommendation of this report focus on the need for more targeted work with those groups most affected and local job support market providers develop a more coordinated response to enabling such groups to move closer to the employment market.

16. Head of Procurement Comments

N/A

17. Policy Implications

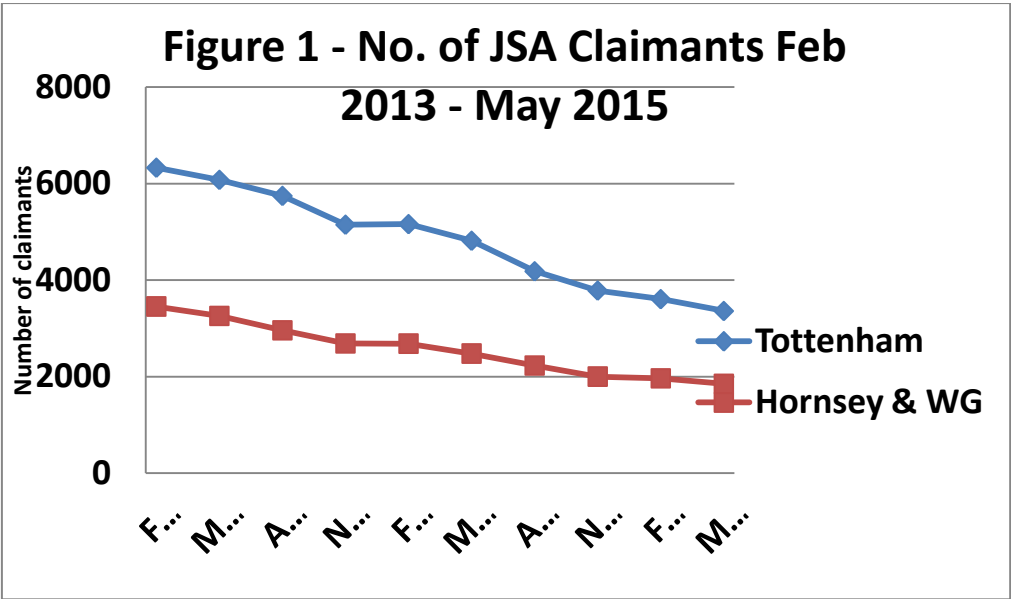
17.1 The recommendations detailed within this report are interim, and will be finalised subject to a validation exercise with providers. Once this has been completed, the full policy implications of the recommendations will be assessed.

18. Use of Appendices

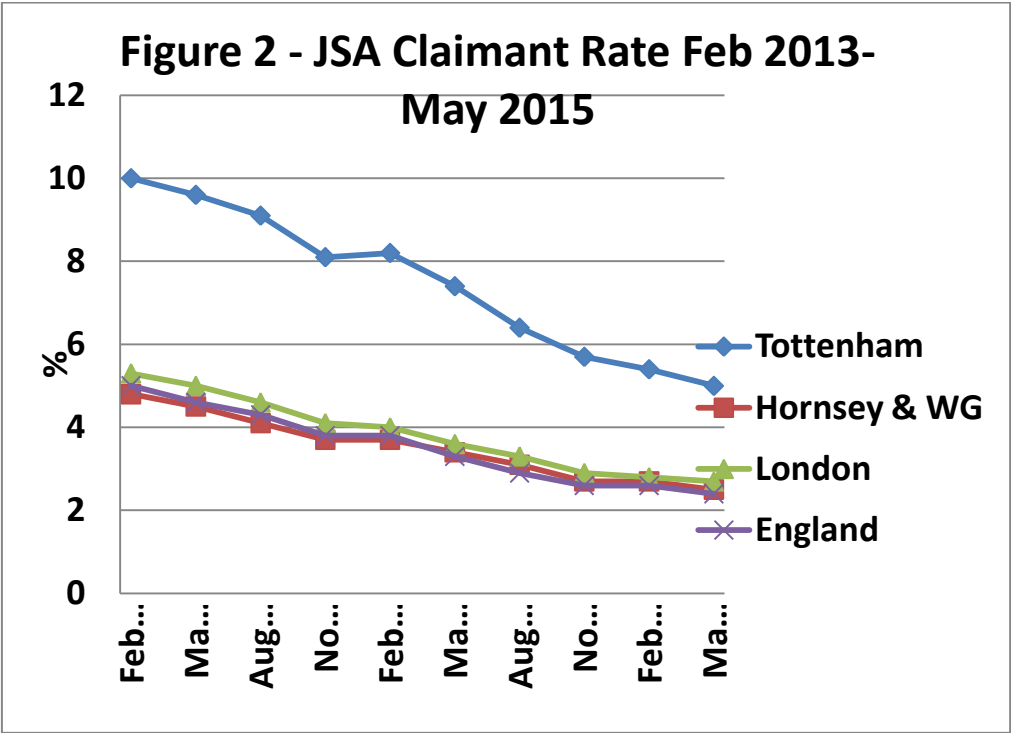
⁷ Tackling Long-Term Unemployment Amongst Vulnerable Groups, OECD, 2013

Appendix a – Full list of contributors to this review.

19. Local Government (Access to Information) Act 1981

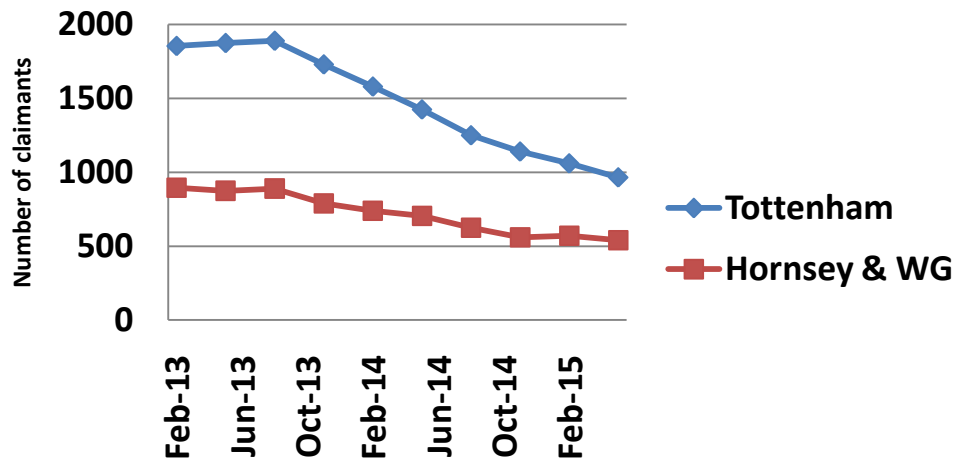


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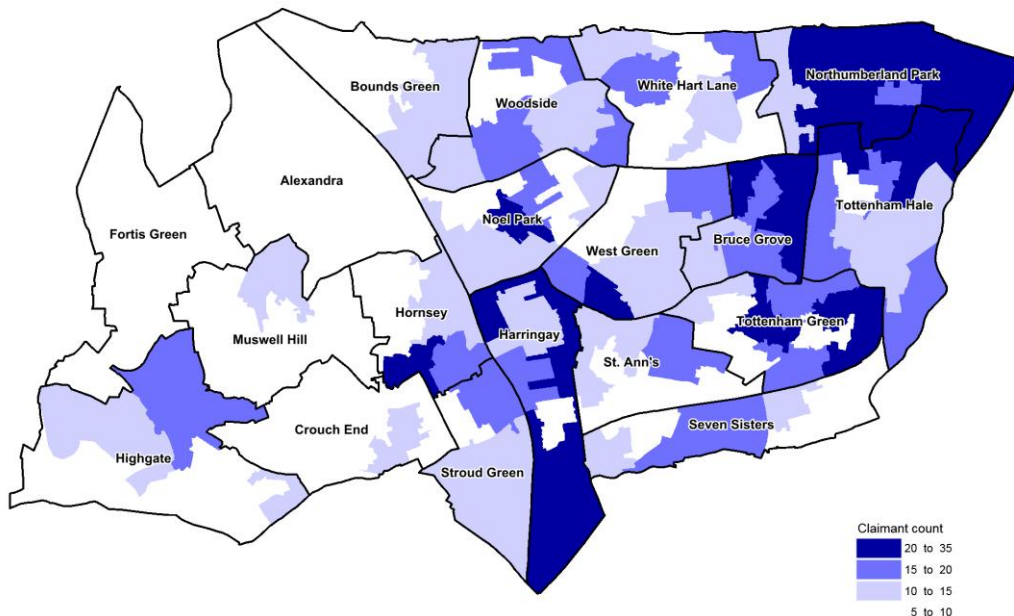
Figure 3 - Number of JSA Claimants with claim +12 months duration (February 2013 to May 2015)



source NOMISWEB

Figure 4 – Number of JSA claimants in Haringey wards – duration of claim +12 months

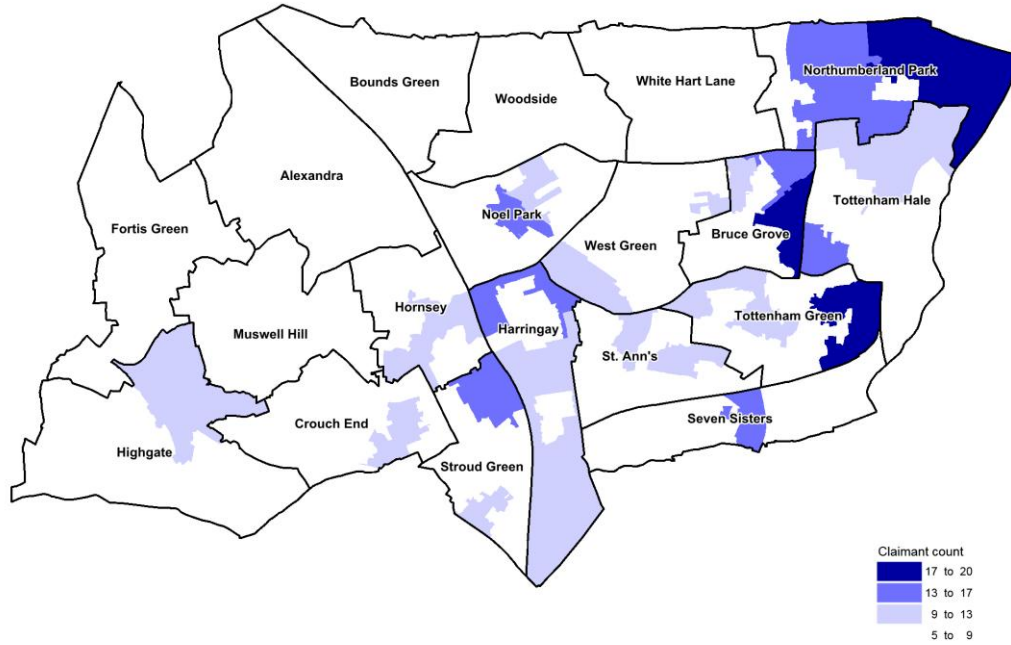
Number of claimants claiming for 1 year or over (LSOA) May 2015



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Figure 5 – Number of JSA claimants in Haringey – duration of claim + 2years

Number of claimants claiming for 2 years or over (LSOA) - May 2015

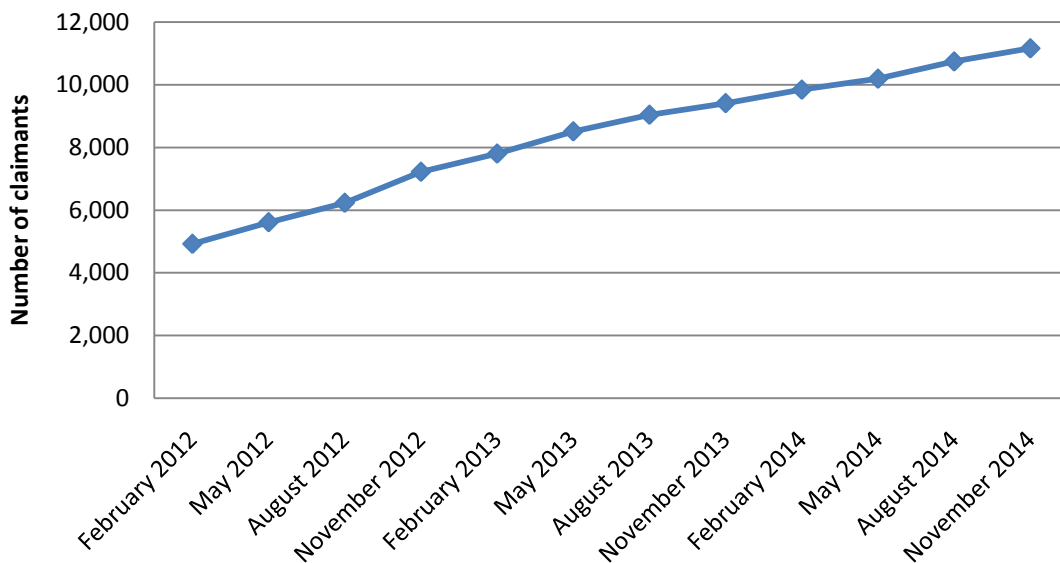


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Figure 6 - JSA claimants by age duration (June 2015) source NOMISWEB

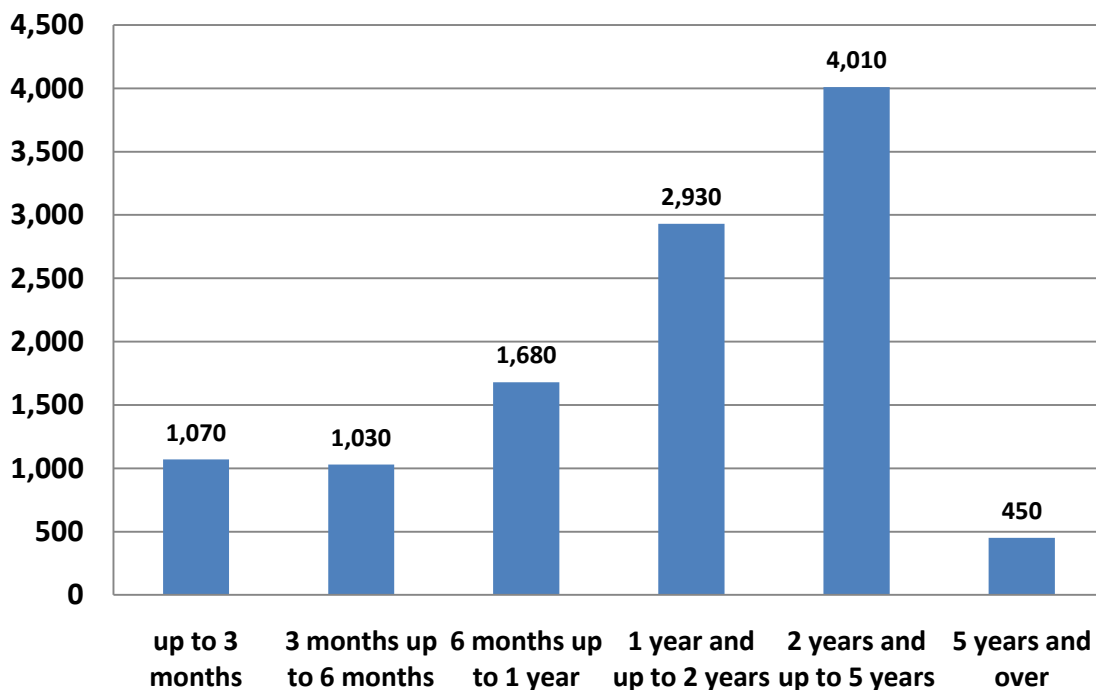
	Haringey (level)	Haringey (%)	London (%)	Great Britain (%)
Aged 16 to 64				
Total	5,005	2.7	1.9	1.7
Up to 6 months	2,650	1.4	1.1	1.0
Over 6 and up to 12 months	915	0.5	0.3	0.3
over 12 months	1,440	0.8	0.5	0.5
Aged 18 to 24				
Total	725	3.1	2.4	2.5
Up to 6 months	515	2.2	1.7	1.7
Over 6 and up to 12 months	130	0.6	0.4	0.5
over 12 months	75	0.3	0.2	0.3
Aged 25 to 49				
Total	3,075	2.5	1.9	1.9
Up to 6 months	1,650	1.4	1.1	1.0
Over 6 and up to 12 months	565	0.5	0.3	0.3
over 12 months	860	0.7	0.5	0.5
Aged 50 to 64				
Total	1,205	3.4	2.1	1.4
Up to 6 months	485	1.3	0.9	0.7
Over 6 and up to 12 months	215	0.6	0.3	0.2
over 12 months	505	1.4	0.9	0.5

Figure 7 - Employment Support Allowance Claimants in Haringey (February 2012 to November 2014)



source NOMISWEB

Figure 8- Duration of Employment Support Allowance Claim (as of November 2014)



source NOMISWEB

Appendix A – List of project participants

Council Officers

Dan Hawthorn, Assistant Director for Regeneration
Jacque McGeachie, Assistant Director for Human Resources
Stephen Kelly, Assistant Director for Planning
Huw Sharkey, Assistant Director for Procurement
Vicky Clark, Economic Development Consultant
Ambrose Quashie, Economic Development Officer Policy & Projects
Denise Gandy, Welfare Reform, Director of Housing Demand
Sylvia Lewin, Families First, JCP Adviser
Robert Bennett, Head of Service, Haringey Adult Learning Service
Sharon Bolton, Delivery Manager, Haringey Employment & Skills team
Sarah Hart, Public Health Commissioner (Substance misuse)
Sean May, Principal Adviser, Partnerships and Developments
Cleo Andronikou, Housing Related Support Commissioning Officer

Council Partners

Phyllis Fealy, Job Centre Plus
Jackie Chapman, Director of Employability and Employer Engagement, College of Haringey, Enfield, & North East London
Nikki Kelly, Employment and Skills Manager, Tottenham Hotspur Foundation
Fiona Apio-Matanda, Reed in Partnership
Ellie King, Performance and Delivery Manager, Ingeus
Dominic Arnall, Business Manager, Shaw Trust
Henrietta Catherine, Public Sector Partnerships Manager, Prince's Trust
Aminata Diaby, Senior Project Officer, Greater London Assembly
Chinyere Ugwu, Community Development Director, Homes for Haringey
Emmanuel Coker, Metropolitan Housing
John Egbo, Director, North London Partnership Consortium
Marc Molloy, Family Mosaic Housing
Tony Azubike, Senior Operations Manager, Reed in Partnership