



**Meeting:** Enterprise Partnership Board  
**Date:** 11 June 2008  
**Report Title:** Tackling Worklessness Update  
**Report of:** Martin Tucker – Regeneration Manager (Employment & Skills)

### **Summary**

To update the Enterprise Board on progress in the main programmes tackling Worklessness in the Borough: The Haringey Guarantee, Families into Work and the North London Pledge.

### **Recommendation**

- i. That the Board note the developments and progress in each of the programmes.
- ii. That the Worklessness Update be a standing item at future Enterprise Board meetings.

### **Financial/Legal Comments**

N/A

### **For more information contact:**

Name: Martin Tucker

Title: Regeneration Manager, Employment & Skills

Tel: 020 8489 6914

Email address: [martin.tucker@haringey.gov.uk](mailto:martin.tucker@haringey.gov.uk)

## **Strategic Implications**

### **Introduction**

This paper outlines developments and progress on the programmes tackling Worklessness in Haringey – The Haringey Guarantee, Families into Work and The North London Pledge..

### **The Haringey Guarantee**

The Haringey Guarantee has been in place as a pilot programme since September 2006 and regular evaluation reports have been presented to the Board as the programme has developed.

The final evaluation report is appended for information. The main findings and recommendations from the report are:

### **Main Findings**

The programme's key strength was in tailoring services so that the latent abilities of the individual were honed to meet the particular needs of an employer

Reducing the cost of recruitment was particularly important as the Haringey (and wider north London) economy is dominated by SMEs

Many individuals who have the appropriate skills on paper have not been able to hold down a job in the past because they lack the mindset required by employers, and the programme has helped such individuals become properly "work ready"

The programme was also recognised as an important element that complements mainstream programmes such as Train to Gain

The programme was seen by some to be more of a social programme rather than something of benefit to business competitiveness

Short term funding of the programme has led to uncertainty about its future

Several reasons were put forward to justify less targeting and a more open approach that allowed all local people to participate

### **Recommendations**

The programme's relationship with Job Centre + and the Learning & Skills Council needs to be reviewed and streamlined where possible.

Methods of engaging with the local private sector should be reviewed in conjunction with business umbrella bodies.

An announcement about the long term funding of the programme should be made as soon as practicable.

Performance on the Guarantee to end March 2008 is

|                                     |      |
|-------------------------------------|------|
| <b>Registrations</b>                | 1401 |
| <b>Students on Enhanced Courses</b> | 250  |
| <b>Work Placements</b>              | 291  |
| <b>Jobs</b>                         | 248  |
| <b>Women jobs</b>                   | 120  |
| <b>BME jobs</b>                     | 218  |
| <b>Disabled jobs</b>                | 21   |
| <b>Retentions</b>                   | 159  |
| <b>Qualifications</b>               | 289  |

Haringey's Employment and Skills Team have conducted 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)?

This review and evaluation has resulted in a review of outputs, outcomes and payments for delivery partners in 2008/09 and the table below sets out the programme for this year.

| <b>Project Title</b>                               | <b>Agency</b>              | <b>Service and outputs</b>  | <b>Amount</b> |
|--|----------------------------|---|---------------|
| Families into Work                                 | LBH                        | See Below   | £300,000      |
| Tackling Worklessness – Northumberland Park School | Northumberland Park School | Providing vocational support to KS4 pupils with progression routes to F.E., apprenticeships or employment. <ul style="list-style-type: none"> <li>○ 180 Yr11 pupils to receive vocational qualification Level 1 &amp; 2</li> <li>○ 40 of these identified at high risk of becoming NEET to receive enhanced vocational training from Entry Level to Level 2.</li> </ul> | £100,000      |
| Moving Forward                                     | Positive Employment        | Based in TGEC, providing IAG support to CoNEL students and other residents. To deliver: <ul style="list-style-type: none"> <li>○ 25 jobs sustained for 13 weeks</li> </ul>  | £50,000       |
| Haringey at Work                                   | Talent – At Work           | Providing IAG support to residents at a range of Council services. To deliver: <ul style="list-style-type: none"> <li>○ 100 jobs sustained for 13 weeks</li> </ul>  | £160,000      |
| Working for Health                                 | Haringey TPCT              | Working at GPs surgeries across the borough, with a focus on long term IB claimants. To deliver: <ul style="list-style-type: none"> <li>○ 33 jobs sustained for 13 weeks</li> </ul>   | £100,000      |
| Work Placements for Employment                     |                            | Providing structured work placements for Haringey Guarantee participants. To deliver: <ul style="list-style-type: none"> <li>○ 55 work placements</li> <li>○ 20 volunteering placements</li> </ul>  | £50,000       |

|                                  |                               |  |                 |
|----------------------------------|-------------------------------|--|-----------------|
|                                  |                               | <ul style="list-style-type: none"> <li>o 15 jobs sustained for 13 weeks</li> </ul>   |                 |
| Extending The Haringey Guarantee | Aidevian, KIS & Women Like Us | <ul style="list-style-type: none"> <li>o Security Industry Authority training certificates for 41 participants</li> <li>o NCFE in Childcare for 32 participants</li> <li>o Tailored support for 80 women with children</li> </ul> <p>In total will deliver 58 jobs sustained for a minimum of 13 weeks</p> | £100,000        |
| Evaluation                       | TBA                           |  | £25,000         |
| Employment Action Network        | LBH                           | <p>Working from Neighbourhood Management centres across the borough, to deliver:</p> <ul style="list-style-type: none"> <li>o 20 jobs sustained for 13 weeks,</li> </ul>   | £46,000         |
|                                  |                               |  | <b>£931,000</b> |

Haringey Council have been successful in securing £250,000 of LDA ESF co-financing to extend the delivery of the Haringey Guarantee across the borough until 2010. Contract negotiations with the LDA around the detailed delivery of this project are set for mid-June.

### **Families into Work**

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 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.

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.**

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.

Working Neighbourhoods Fund has been identified to fund the project in 2008/09 and was confirmed by the Enterprise Board on 5 March 2008.

A delivery plan for the project was presented and agreed at the Steering on 30 April 2008.

The project will go live by June to coincide with the start of the new LAA.

#### **Milestones**

|  |                  |
|--|------------------|
| Recruitment of FiW Manager                                       | June 2008        |
| Recruitment of FiW Team  | June/July 2008   |
| Community Information Meetings<br>school, children's centre, NRC | June/July 2008 – |
| Office open  | July/August      |
| First families engaged   | Sept 08          |
| Agreed action plans  | Oct 2008         |

#### **2008/09 Budget Profile**

|                      |          |
|----------------------|----------|
| Recruitment          | £15,000  |
| Office Accommodation | £16,000  |
| Office Equipment     | £10,000  |
| Salaries             | £120,000 |

Added Value Projects  
**TOTAL**

£139,000  
**£300,000**

### **The North London Pledge**

The North London Pledge is a LDA Funded £1.51million integrated employment and skills programme bringing together co-ordinated resident engagement through clear points of access in the 3 boroughs of Enfield, Haringey and Waltham Forest, quality inductions/assessments linked to clear pathways into employment including pre-employment skills training including Basic Skills, skills development, work trials and placements, a condition management programme, job brokerage and post-employment in- work support.

A total of £600,000 has been allocated to 2008/09 delivery of the programme with £910,000 in 2009/10.

Haringey Council is the accountable body for this programme and will undertake programme management, administration and financial probity roles including liaising with the LDA on behalf of the 3 boroughs and compiling and returning quarterly finance claims and all monitoring information required by the LDA. Two Programme Management posts have recently been filled with the Council.

Haringey Council will manage funding relating to Programme Management, communications/marketing, and monitoring which will be delivered Urban Futures. Evaluation of the programme will be directly commissioned and managed by the LDA

In-work support will be delivered as a single approach across the ULV linked to Train2Gain. A Condition Management Programme supporting IB claimants into work will be delivered across the ULV led by Haringey TPCT.

Delivery of Employment Support outputs leading to jobs and skills outputs which will be shared by three boroughs and delivered through their existing programmes – in Haringey this will be through the Haringey Guarantee partnership.

| <b>Project Title</b> | <b>Agency</b>       | <b>Service and outputs</b>                                      | <b>Amount</b> |
|----------------------|---------------------|---|---------------|
| Moving Forward       | Positive Employment | 15 Employment Support outputs plus 1 job sustained at 13 weeks  | £4,050        |
| Haringey at Work     | Talent – At Work    | 31 Employment Support outputs plus 7 jobs sustained at 13 weeks | £12,350       |
| Working for Health   | Haringey TPCT       | Condition   | £35,000       |

|                                  |               |   |                 |
|----------------------------------|---------------|---|-----------------|
|                                  |               | Management Programme across ULV                                   |                 |
| Work Placements for Employment   | HAVCO/NLPC    | 8 Employment Support outputs                                      | £1,600          |
| Extending The Haringey Guarantee | Aidevian, KIS | 10 Employment Support outputs plus 4 jobs.                        | £5,000          |
| Employment Action Network        | LBH           | 100 Employment Support outputs plus 25 jobs sustained at 13 weeks | £45,000         |
|                                  |               |   | <b>£103,000</b> |

Contracts for delivery in Haringey additional to that through the Guarantee have been issued and will be reported on at future Enterprise Board meetings.

An additional contract for Skills outputs and in-work support are to be agreed

### **Financial Implications**

All of the programmes are funded through grants – Area Based grant and LDA funding – and do not have financial or resource implications.

### **Recommendations**

That the Board note the developments and progress in each of the programmes.

That the Worklessness Update be a standing item at future Enterprise Board meetings