



**Meeting:** Enterprise Board  
**Date:** 8 September 2008  
**Report title:** Tackling Worklessness Update  
**Report of:** Martin Tucker – Regeneration Manager (Employment & Skills)

**Summary:**

This report provides an update on progress in the main programmes tackling Worklessness in the Borough:

- The Haringey Guarantee
- Families into Work
- North London Pledge
- Development of Strategic Partnership on Employer Engagement as part of the Haringey Guarantee

**Recommendations:**

1. That the Board note the developments and progress in each of the programmes.
2. That the Board agree the development of a Strategic Partnership on Employer Engagement as part of the Haringey Guarantee.

**Financial/Legal Comments:**

N/A.

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## **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. This is an amended evaluation from that sent to Board members in June and reflects accurate performance figures for the pilot phase of the Guarantee to March 2008.

Performance on the Guarantee to end March 2008 is:

|                                     |      |
|-------------------------------------|------|
| <b>Registrations</b>                | 1391 |
| <b>Students on Enhanced Courses</b> | 417  |
| <b>Work Placements</b>              | 161  |
| <b>Jobs</b>                         | 248  |
| <b>Women jobs</b>                   | 120  |
| <b>BME jobs</b>                     | 218  |
| <b>Disabled people into jobs</b>    | 21   |
| <b>Retentions</b>                   | 169  |
| <b>Qualifications</b>               | 244  |

The Final Evaluation shows that the target for the overall numbers of beneficiaries has been achieved, and that the targets for demographic sub-groups that are most disadvantaged in the jobs market (including people of BME origin, women and single parents) have all been met. However, the crucial point to record is that the targets for participants achieving part time, full time and sustained employment have all been met, and the latter point is a particularly significant achievement given that participants had previously been out of work for long periods of time.

The targets relating to the successful engagement of local businesses and other organisations were also met, and this is important, as the programme could not operate without their active support and involvement. Similarly the targets for volunteering (an important outputs area in the run up to the 2012 Olympics) have all been exceeded.

The Haringey Guarantee has continued delivery in this municipal year with targets of 250 jobs, 55 work placements and 180 young people supported through enhanced vocational courses.

A new **Strategic Partnership on Employer Engagement** is being developed in the borough the main Train2Gain consortia in the borough led by CoNEL and KIS Training. The Partnership would better link the Haringey Guarantee with Train2Gain provision and with the development of Local Employment Partnerships. The partnership will deliver **Employer Engagement** through an Employer Sales Team/Employer Call Centre which would conduct initial contacts with employers undertaking initial brokerage, skills analysis and deliver bespoke training packages to workless residents based on employers identified needs. This would deliver cohort(s) of trained people who could be matched with employer vacancies. A **Job Brokerage** service would prepare candidates for identified vacancies and support them into employment. **In-work Support/Post-Employment Mentoring** would involve the Train2Gain providers delivering workforce development training to employers and would be an integral part of an enhanced offer to employers accessing the Employer Engagement and Job Brokerage elements of the Strategic Partnership approach. **Short Courses and Training** meeting major recruitment drives by national employers sourced by JCP National Sales Team contracting with Haringey Council through the Haringey Guarantee as a signatory to the Local Employment Partnership. These courses would be delivered by quality training providers in the borough who could respond rapidly to short timescales to meet employers' needs. **Improved Local Recruitment** by delivering a series of short training courses to local major employers – the Council, PCT etc – on targeting local residents, tackling barriers to employment for local residents, how to engage local residents etc – and training on working in particular settings for local workless residents – what it means and what is involved in working for a local authority, PCT, large employer and how to access and successfully apply for such jobs. Development of meaningful **Local Employment Partnerships** through linking and joining up the JCP led Local Employment Partnerships with the Haringey Guarantee and North London Pledge. Haringey Council will lead on these with JCP to secure agreement that the Guarantee and Pledge are recognised

as the local and sub-regional delivery of a national initiative the Local Employment Partnership.

### **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. **A team of 4 is being 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 project is about co-ordination and partnership working and family support, rather than the provision of additional services.**

### **Progress to date:**

- Delivery Plan agreed by Steering Group on 30 April and Enterprise Board in June 2008.
- Office established at Northumberland Park Resource Centre July 2008 with office opening September 2008.
- Families into Work Manager appointed June 2008 – taking up position 1 September 2008. Family Support Officers appointed on August 2008 taking up posts late September 2008.
- First families engaged in September 2008 with action plans agreed by families and services in October 2008. (26 parents of students at NPCS undertook ESOL/Basic Skills and Employability Skills training with 15 going on work placement. The new team will further engage with these families in September getting the project off to a steady start.)
- Community engagement/information events in September/October 2008
- FIW/Services meetings – September/October 2008

- Formal launch of project in October 2008.
- Added value projects (childcare, skills training etc.) identified and commissioned in October/November 2008

**A meeting of the Executive Group will be scheduled for September/October 2008 with the Steering Group meeting in September 2008.**

### **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.

Contracts for delivery of Employment Support outputs leading to jobs and skills outputs which will be shared by three boroughs and delivered through their existing programmes have been issued – in Haringey this will be through the Haringey Guarantee partnership. In Haringey in 2008/09 57 Employment Support interventions leading to a minimum of 23 jobs will be delivered with 110 Employment Support interventions and 57 jobs in 2009/10. Similar outputs are to be delivered in Enfield and Waltham Forest.

A single Skills Offer contract has been agreed across the ULV delivering 300 Basic Skills, 200 Other Skills and 75 Level 2 Skills over the lifetime of the programme. This will be delivered from sites in each of the 3 boroughs. This skills offer commenced delivery in August 2008.

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 across the ULV led by Haringey TPCT commenced delivery in August 2008.

### **Financial Implications**

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

