



ISLINGTON

# ENVIRONMENT AND REGENERATION SCRUTINY COMMITTEE

## 20 February 2023

### SECOND DESPATCH

Please find enclosed the following items:

<b>Item 8</b>	North London Waste Authority Presentation	1 - 12
<b>Item 10</b>	Q3 Performance Report (2022/23) – Employment and Skills	13 - 28

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# North London Waste Authority

## Progress Update

# NLWA - Context

Over two million people live in the seven boroughs of **Barnet, Camden, Enfield, Hackney, Haringey, Islington** and **Waltham Forest** - a quarter of the population of London, and 3% of the UK.

In 2021/22 we managed around 800,000 tonnes of waste. Islington generated **74,146 tonnes of residual waste**, **15,245 tonnes of mixed dry recycling** and **4567 tonnes of organic waste (food and garden)**. **Around three quarters of this total is from households**

Borough councils are responsible for collecting waste and recycling. NLWA then deals with it. We also:

- promote **waste minimisation** and encourage **recycling**
- arrange materials **collected for recycling** to be recycled
- **transport and dispose** of all “residual waste” collected by our boroughs
- arrange for **7 reuse and recycling centres** to operate incl. **Hornsey Street RRC**
- plan for the infrastructure and contracts needed to provide **long-term high quality recycling and waste services**



NLWA is the UK's second largest waste authority, responsible for managing the transportation and disposal of rubbish on behalf of seven London boroughs



# Waste reduction and recycling in Islington, 2022-23

NLWA's activities follow the waste hierarchy. Our first priority is to **reduce waste**, which saves money for councils and preserves resources for future generations. Highlights from last year include:

## North London Community Fund

Funding provided for:

- Dragon Hall Trust to deliver electrical repair training for young people.
- Octopus Community Network for textile upcycling workshops.

## Repair and upcycling events

- Event took place at Islington the Angel Shopping Centre on 10 September.
- 172 residents attended, hearing from repair and upcycling experts and business owners, with demos and hands-on activities.

## Food waste recycling trial

- Partnership with Islington Council to trial a food waste collection service for flats above shops on Holloway Road.
- Doorstep engagement and surveying was undertaken to launch the trial in October. Evaluation is now underway.



Repair and upcycling event, Islington



Food waste recycling trial launch

# Waste Prevention Plan 2022-25

The plan was informed by stakeholder engagement sessions attended by representatives of a wide range of interest groups from across the Authority's area. 10 Islington-based community groups participated

Activities over the next two years include:

- North London Community Fund doubled to £250,000.
- Promotion of repair, sharing and reuse activities with aim of creating a community-based hub network.
- High profile communications campaigns encouraging residents to recycle more/better, reduce food waste, and use out of home recycling schemes.
- Following recommendations from research with north London primary schools, creation of a resource hub enabling teachers to embed waste prevention into their lessons.
- Reusable nappy subsidy and investigation of an alternative scheme for reusable period products.
- Expand the range of hard-to-recycle items accepted at reuse and recycling centres, such as carpets and hard plastics.
- Behaviour change intervention working with business to encourage their customers to use reusable alternatives to single-use plastics.



Islington North London Community Fund project



Example of high profile waste prevention campaign

# Planning for the future

- NLWA has been clear with Government that driving a truly circular economy needs a strong national and local integrated policy framework.
- We regularly call on the Government to bring forward policies to include:

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- **Banning single use plastic** products which aren't recyclable - including coffee cups, stirrers, cutlery.



- Making producers responsible for the cost of disposing of the waste they cause (known as **extended producer responsibility**).



- More coordinated national action to promote a **reduction in food waste**



- Establishing a **deposit return scheme** covering glass and plastic bottles.

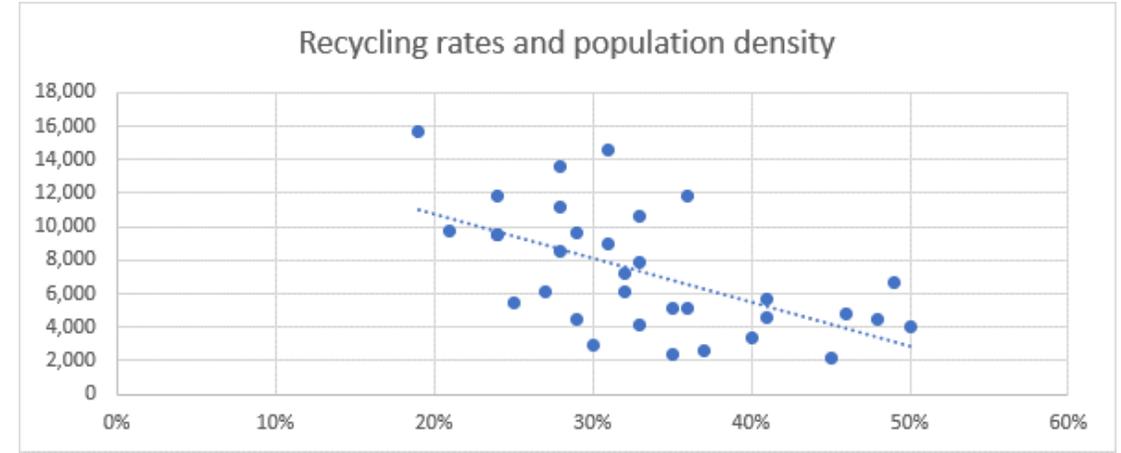


- **Supporting industries** to establish in the UK, using recycled products so there is a market for the materials we collect.

- Government has announced progress on some of these issues but with significant limitations. NLWA will continue to argue for greater ambition
- NLWA worked with social enterprise Everyday Plastic to survey residents. We've been working to raise awareness that our survey found **46 million pieces of plastic** are used every week by north London residents.

# Waste and recycling targets

- Recycling percentage targets are known to reflect unfairly on authorities with high population density.
- However total waste volumes are also lower. East Suffolk has the same population as Islington and generates around 110,000 tonnes of household waste. Islington generates under 70,000 tonnes.
- Under the Environment Act 2021, the Government has set a target to reduce residual waste per capita by 50% by 2042 from 2019 levels. This covers all waste (not just local authority waste). Data are not collected comprehensively at present.
- The target is to reduce residual waste from 560kg per person to 280kg per person. The Islington local authority component is currently between 160kg and 170kg per person



# Windfall payments for north London councils

- The Edmonton energy from waste facility is 100% publicly owned saving councils considerable money for residual waste disposal. The income from energy generation is offset against the cost of disposal for council taxpayers.
- The hardship caused by high energy prices can be devastating
- NLWA Members have voted to pay windfall gains back to boroughs. In total £14.95m will be paid in 2022 and 2023, of which **Islington's share is £1.828m (£0.566m in 2022 and £1.262m in 2023)**
- While we all want to minimise residual waste, it is not practicable to eliminate it. It is positive to ensure it is treated in the best environmental way and for the public benefit

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# North London Heat and Power Project

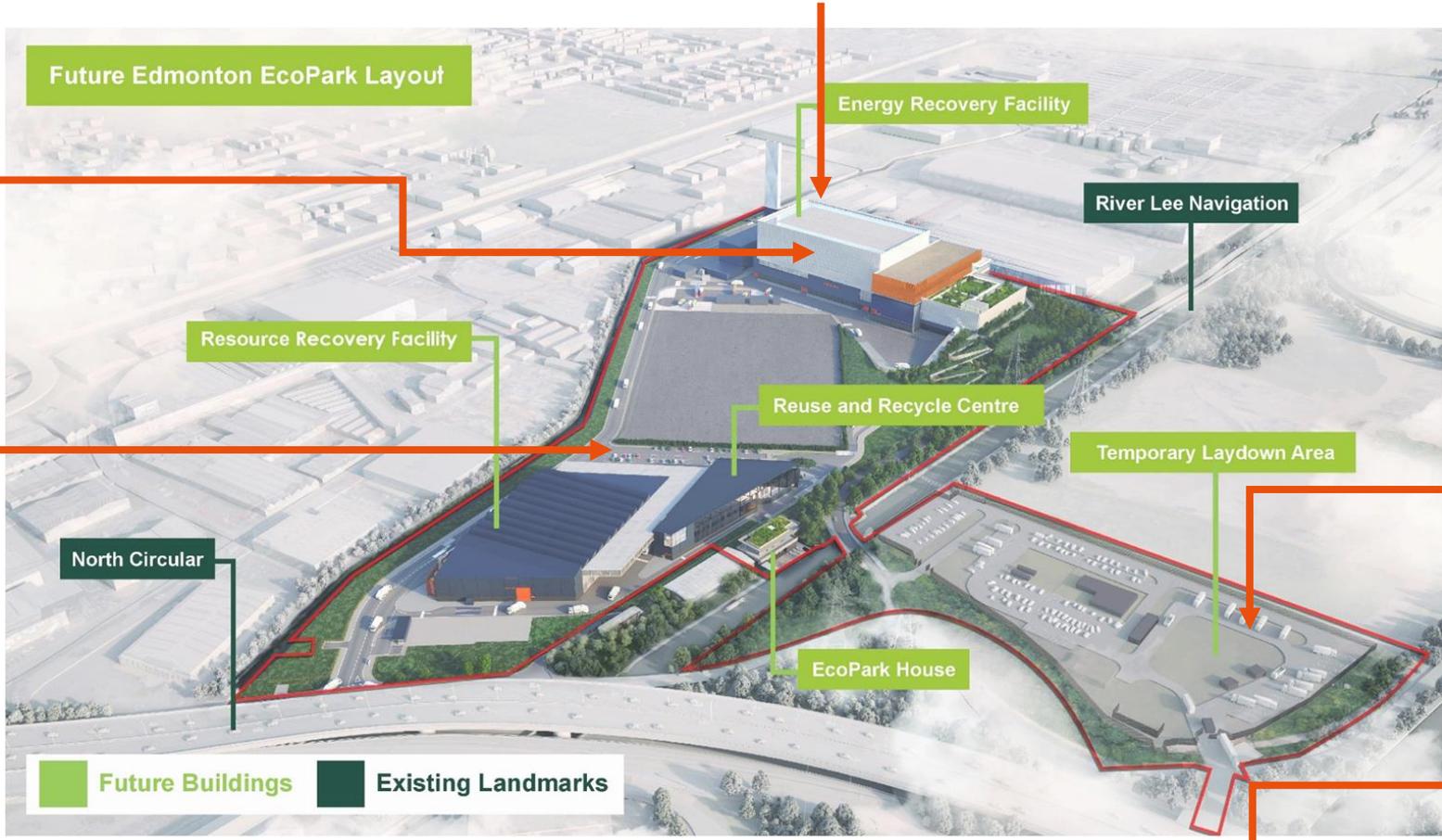
We are building the best solution for dealing with north London's waste....

**April 2022:** Completion of the Temporary Bulky Waste Recycling Facility



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**April 2021:** Construction of a northern site access complete



**March 2021:** Construction of the Laydown Area offices



**Sept 2021:** Completion of the Sewer Diversion



**Nov 2020:** Completion of relocation of the Transport Yard to Hawley Road



\*Hawley Road is located to the south of the North Circular

# Progress on waste handling/recycling facilities

January 2021

New facilities



January 2023



March 2021

EcoPark House

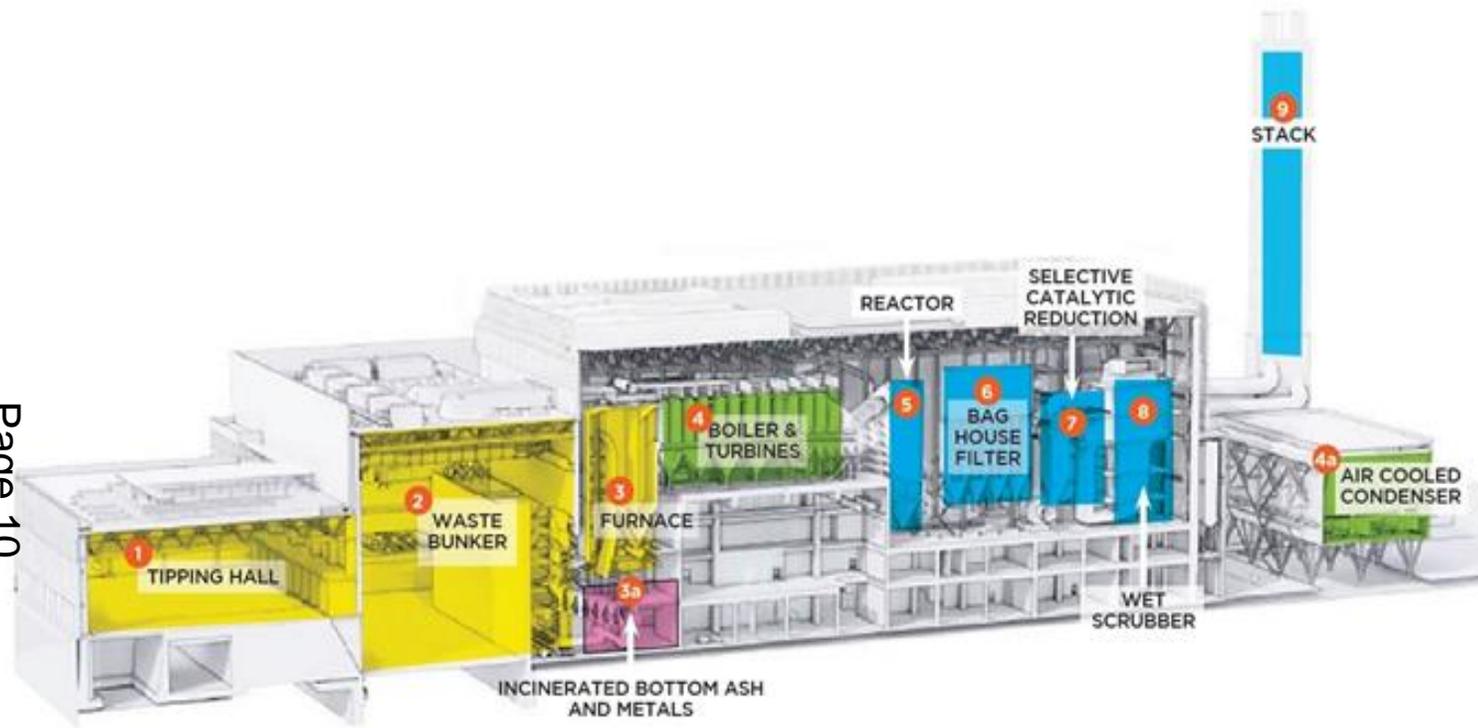


January 2023



# The Energy Recovery Facility

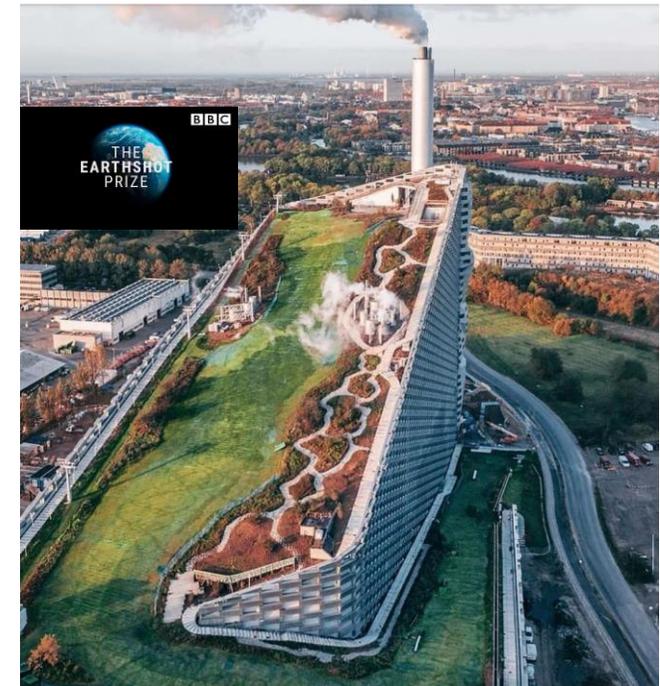
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Ongoing works  
at the Energy  
Recovery  
Facility site:



The Copenhill facility in Denmark  
*“is so clean that you almost have  
fresh mountain air on top of it”.*  
Quote from Bjarke Ingels, architect  
in Sir David Attenborough’s BBC  
Earthshot Prize programme



# Community Benefit

- We are committed to delivering social and economic benefits to the local community.
- The project is committed to delivering **100 apprentices, 225 skills training opportunities, Community Project support and schools programmes.**

We are prioritising local employment. To date **23%** of the on-site workforce have been from all NLWA boroughs.

- All our contractors **pay the London Living Wage**. Our ERF contractor is adopting “Blue Book” arrangements – to guarantee worker terms, conditions and procedures. **Equality, Diversity and Inclusion** training is encouraged with contractors.
- We’re prioritising opportunities for local businesses by using north London suppliers. To date, **£22 million** has been spent employing local businesses.



Local people working, learning new skills at the EcoPark and donating to community organisations.

## **Further information:**

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### **EcoPark site visits**

- **Contact us at [post@nlwa.gov.uk](mailto:post@nlwa.gov.uk)**



Community Wealth Building Directorate  
222 Upper Street, London N1 1XR

Report of: Corporate Director, Community Wealth Building, and Director of Children's Services

Meeting of:	Date:	Ward(s):
Environment and Regeneration Scrutiny Committee	Monday 20 <sup>th</sup> February 2023	All

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## SUBJECT: Inclusive Economy & Jobs Quarter 3 2022-23 Performance Report

### 1. Synopsis

- 1.1 The council has in place a suite of corporate performance indicators to help monitor progress in delivering the outcomes set out in the Council's Corporate Plan. Progress on key performance measures is reported through the Council's Scrutiny Committees on a quarterly basis to ensure accountability to residents and to enable challenge where necessary.
- 1.2 This report sets out a progress update for those indicators related to Inclusive Economy & Jobs for the third quarter of 2022-23 (1st October to 31<sup>st</sup> December 2022). A data dashboard showing performance against the KPI's is included as a separate attachment (Appendix A). The report should be read alongside the dashboard for a full understanding of performance in each area. Green, amber, and red bandings are used in the dashboard to represent performance compared to the profiled targets. The green banding is used where performance is better than the profiled target. Amber is used where performance is within 5% of the profiled target. The red banding reflects performance that is more than 5% off the profiled target.
- 1.3 For conciseness and to avoid repetition, only measures where new data is available since previous reports to Scrutiny are included within the narrative of this report.

### 2. Recommendations

- 2.1 To note performance against targets in 2022-23 Quarter 3 (1<sup>st</sup> October – 31<sup>st</sup> December 2022) for measures relating to Jobs and Money outcomes in Environment and Regeneration.

### 3. Background

- 3.1 The council's corporate plan 2018-22 sets out an objective to 'Deliver an inclusive economy, supporting people into work and helping them with the cost of living'. As part of delivering this objective and to align with the manifesto commitment we will support **5,000** residents into work over the 4-year period through direct and partnership service delivery.

### 4. Quarter 3 Performance Update - Reduce Levels of Long-Term Unemployment and Worklessness

- 4.1 **Corporate Indicator JM1 - Number of Islington residents supported into paid work through Team Islington activity** Performance has been very strong in Quarter 3 with **2,080** unemployed Islington residents supported into paid employment exceeding both the profiled target of 1,500 and year-end target of **2,000**. To achieve the corporate commitment ahead of the expected term is an excellent achievement and reflects the embodiment of the Islington Working Partnership, the Islington Anchor Institutions' Network and council contractors who have all agreed to take a strategic approach to ensure that employment provision in the borough meets the needs of identified priority groups. Ingeus who deliver the Work and Health programme, Job Entry Targeted Support (JETs) and Restart have been a key contributor to these employment outcomes.

We work collectively to support the following groups: parents of those aged 0-18, people who have declared a disability or long-term health condition, young people aged 18-25 and those from Black, Asian and Minority ethnic communities. It is difficult to maintain a consistent monitoring approach across all the partners, and improvements continue to be made.

- 4.2 **Corporate Indicator JM1a - Number of Islington resident parents of children aged 0-18 supported into paid work through Team Islington activity** Council services and partners supported **346** parents of children aged 0-18 into employment below the profiled target of **435**.

We are aware that although our partners are working with a high number of parents there is an issue with collecting data on parental status as not all routinely capture the age of client's children. This presents a challenge for reporting as 90% of employment outcomes are received from partners. Some partners have raised concern that collecting data on parental status could be seen as discriminatory. We are taking action to address this by working with our Anchor Institution network to identify how to address this gap in reporting. Perceived fears about discrimination against parents should not be a reason for failing to capture childcare and caring needs.

- 4.3 **Corporate Indicator JM1b - Number of Islington resident young people aged 18-25 supported into paid work through Team Islington activity** Council services and partners supported **330** 18- to 25-year-olds into paid employment below the profiled target of **420**. Although performance represents an improvement at the same time previous year. The data represents two challenges being faced at a local, regional, and national level. The first is successfully engaging with young NEETs and the second is more complex needs being identified by practitioners, with an increasing number of young people citing social, emotional, and mental health challenges as their primary barrier to employment post pandemic.

In response, the council is working more closely with youth providers and partners such as the Department for Work and Pensions (DWP) to improve cross referrals and ways of working, and the Youth Employability and Skills (YES) team has expanded its outreach activity to include NEET hot spots. The council has also commenced a knowledge exchange project with University College

London (UCL) which will look in detail at the impact that the pandemic has had on the mental health of young people and their ability to access positive employment, education, and training outcomes. The recommendations of this research will support an enhanced and improved person centered offer to our most vulnerable young people.

- 4.4 **Corporate Indicator JM1c - Number of Islington resident Disabled people / those with long term health conditions supported into paid work through Team Islington activity** Council services and partners have supported **372** residents with a disability/long term health condition into employment slightly under the profiled target of **375**.

The second largest programme delivering employment support in Islington is the Work and Health Programme. This quarter they supported 62 residents into work. Of those 31 (50%) had a disability or long-term health condition. The Restart programme does not target residents with a disability but was able to support 234 into paid employment of which 59 (25%) had a disability or long-term health condition. Five residents with autism or a learning disability were supported into paid work. The learning disability and autism subgroup has an annual target to support 20 into work and are on track to meet the year-end target.

- 4.5 **Corporate Indicator JM1d - Number of Black, Asian and Minority Ethnic Islington residents supported into paid work through Team Islington activity** Council services and partners have supported **1,123** residents from Black Asian and Minority Ethnic residents into employment exceeding the profiled target of **900**.

The Islington Working Partnership reports good outcomes for supporting residents from Black, Asian and Minority ethnic communities into employment. In response to research undertaken by the Council and London Metropolitan University last year to look at the barriers and challenges for this cohort. Additional focus has been placed on outreach and engagement for the following groups: Black African, Black Caribbean, Turkish and Kurdish, Bangladeshi and Pakistani.

The Council's Inclusive Economy and Jobs service has six officers who now do outreach and engagement which includes attending public-facing events or working at regular intervals within community organisation venues that support the targeted communities identified.

In Quarter 4 there will be more targeted intervention to establish links with Turkish/Kurdish and Bangladeshi residents. Work is underway with Adult Community learning to identify learners on courses who are from these target groups. They will be contacted with information of the employment support offer, as they near the end of the academic term. We are also working with partners to improve monitoring of ethnic subgroup outcomes. Similar to issues reported about capturing data on parental status. Partners gather ethnicity information using broad general categories, but more accurate monitoring is required for us to assess the effectiveness of our targeted work.

- 4.6 **Corporate Indicator JM1e - Council Contracted Suppliers**  
We continue to work closely with contractors to capture employment outcomes but are under the profiled target of 225 with **193** outcomes reported. Results included are from health and social care contractors who work with the iWork health and social care resource hub, Caterlink school catering services, who also recruit using iWork and GLL whose contract manager ensures that their direct recruitment is captured. To improve the capture of this data for future reporting we are seeking to ensure that employment is part of the standard contract monitoring process for all council contracts.

- 4.7 **JM1 f and g - Percentage of Islington residents supported into paid work through Team Islington activity who are still in work at 13 weeks and 26 weeks** We have identified the issues of sustainment in work as a key measure in assessing the effectiveness of employment support services and have developed this indicator to track clients at 13 and 26 weeks which will be reported annually. This will also be rolled out and embedded across the Islington Working Partnership.
- 4.8 **JM2 a) Number of London Living wage entry level jobs achieved through the Islington Working Partnership** Performance has been strong in Quarter 3 with **397** outcomes exceeding the profiled target of 375. This strong performance reflects our commitment to work with our contractors and the councils dedicated approach to paying the Living wage through all its contracts.
- JM2 b) - Number of employers achieving London Living Wage accreditation**  
36 new employers accredited with the Living Wage Foundation between April 1<sup>st</sup> and December 31<sup>st</sup>, 2022, a total of 13 in quarter 3. Currently there are 284 employers in Islington that have accredited, including employers from lower paying sectors such as hospitality, food services, administrative support services including cleaning, and the arts.
- 4.9 **JM3 - Number of Islington residents supported into apprenticeships**  
There were 27 new apprenticeship starts in Quarter 3 of which eight were new entrants to the Council, 19 were upskilling apprenticeships as part of the Council's Fuse programme. A coaching apprenticeship programme with 14 learners has now been launched and external apprenticeship appointments are being considered for areas of skills shortages, supply gaps or as part of succession plans. Data collection and storage is currently under review with a plan to have a system in place from 1 April which will capture information on the end destination of all apprentices, including information from apprentices who remained in the council.
- 4.10 **JM4 - Monetary value of social value derived through affordable workspace**  
This indicator relates to an estimation of the monetary value of the social value delivered by workspace operators participating in the Council's Affordable Workspace Programme. The monetary value is calculated using the Social Value Portal's TOMs evaluation methodology. In Quarter 3 we have transitioned to the 2022 TOMS from the 2019 TOMS and are still in discussion with the TOMS provider to confirm new measures. Due to this and to ensure accurate reporting we are unable to report a monetary value this quarter and will provide an update in Quarter 4.

**Filip Hnízdo is the co-founder [of Octophin Digital](#) and joined Better Space in August 2022.**

Octophin Digital is a digital agency that works primarily within the wildlife conservation, arts, and charity domains. Octophin Digital builds websites, apps, games, interactive maps, campaign microsites, e-commerce, donations and membership systems, CRMs and more.

Filip is an Islington resident and found out about Better Space through an existing member and being local Filip thought to investigate the opportunity further. Octophin approached Better Space with a view to needing to move in quickly as their existing office was closing, but they were also growing their team and planning to take on two London Living Wage, 6-month interns by the end of summer.

Better Space was delighted to be flexible in welcoming the team, particularly because they fostered a culture of mentoring and helping others to grow. Better Space therefore helped Octophin

promote their internship vacancies through their network, collaborating with LIFT and online channels. This resulted in many applicants and the successful appointment of two Islington residents who are now over halfway through their internships and on course for success.

Better Space provided significant discounts to support Octophin's business and enhance the work experience of the interns themselves through the events and workshops offered to the community. Filip has also gained two clients who are also installed at Better Space and described the atmosphere there in the following way.

"The welcoming and friendly environment really helps us do what we do and is very important for team wellbeing."

#### 4.11 **JM6 Number of opportunities brokered through Inclusive Economy & Jobs**

In Quarter 3 the Local Economies team have brokered **206** inclusive economy opportunities by liaising with small businesses across the borough, an average of 68 per quarter. Outputs include (but are not limited to) supporting a business to set up an Islington Working account, referring a business to other council run programmes (e.g., Black Pound Day or Market Traders Support), securing a supply chain outcome for a small business, or moving local entrepreneurs into an Affordable Workspace setting. This indicator does not represent the breadth of Local Economies' business engagement, the full extent of which will be reported at the end of the year. The case study (below) illustrates the added value of Local Economy officers in securing local supply chain results in collaboration with colleagues across the directorate.

#### **Links between Local Economy Officers and iWork Support Laptop SOS Ltd in Finsbury Park**

As a local business, Mr Hamoud has been a part of Finsbury Park for many years and as with many businesses has been affected by the pandemic and, more recently the Cost of Doing Business crisis. Andrew Paschalis, Local Economy Officer, has built up a good working relationship with the business over time and was therefore well placed to provide support to Laptop SOS Ltd when it was most needed.

iWork colleagues were in the market for laptops and tablets for their Back to Work programme and wanted to move away from large online retailers and support local businesses. Knowing that Local Economies Officers have good relationships with local businesses iWork colleagues approached them collectively for support in finding local businesses that could service their needs.

Andrew was able to make an introduction between Mr Hamoud and colleagues from iWork, and brokered an opportunity for the council to purchase 28 Laptops (£8693), 5 tablets (£1825) and 8 Microsoft packages (£520) directly from this local business This resulted in £11,038 worth of local spend, which has been a huge boost to Laptop SOS Ltd.

*Mr Hamoud says: "I'm very grateful to the council for approaching me with the offer. This type of support shown to local businesses helps us keep going! Through supplying this IT equipment to the council, we have made new connections and customers from the local community who now know I am here! They have even come into my shop for further support in setting up their items and have also bought other things, so this has created more business for me. For me, business between the local authority, local business and residents has created a micro economy and I am extremely thankful for all the support from this and previous occasions when I needed help"*

#### 4.12 **JM7– Monetary value of the childcare bursary uptake with sub targets for types of outcomes**

The council has committed to £120k investment in childcare bursaries in budget proposals for 2022-23. The new scheme was launched in June. Parents are now eligible to apply for up to 8 weeks of childcare bursary when starting training or paid employment. The bursary covers 4 weeks' deposit and the first 4 weeks' fees. This quarter several applications have come from students struggling with delays in university student finance, and from people waiting for universal credit to be revised. We have also expanded the eligibility criteria to provide discretionary flexibility where parents can show their youngest child is slightly over 8 weeks away from qualifying for the 3-year-old offer.

Spend in Quarter 3 is **£64,469.57**. We are now increasing its promotion amongst relevant partners, including our affordable workspace operators, as well as public communications. Offers like the childcare bursary do take a while to be widely understood. We anticipate applications will increase as more Islington residents are supported to apply for the bursary in the coming months. We have worked closely with nursery providers and the Family information service to ensure that parents who are about to start work and have enquired about childcare are encouraged to apply.

#### 5. **Help residents get the skills they need to secure a decent job**

Key performance indicators relating to 'Help residents get the skills they need to secure a decent job.'

5.1 Adult Community Learning operates over academic years, so performance is not measured by financial quarters, but by return figures at the end of each term. Financial Quarter 3 runs from 1<sup>st</sup> October to the end of December. This report focusses on figures for the first term of academic year 22/23. For the 21/22 academic year, the service had 31 learners who progressed into work after leaving ACL. A full learner destination survey for 21/22 learners is at the final stages of being completed, and figures will be available for the next scrutiny report.

#### 5.2 **Corporate Indicator JM8 - Number of Islington residents enrolled on an Adult Community Learning Course<sup>1</sup>**

The service enrolled a total of 913 residents for the Autumn term of 22/23. This represents an increase of over a third as compared to the same period last academic year, where 600 were enrolled. The increase in learners reflects the second-best performance that the service has had in the last four years. The reasons behind this include an increase in outreach work on part of the service; more courses being delivered face-to-face and an increased confidence in residents returning to the classroom. The service is working hard to meet the ambitious target of 1800 learners over the academic year by promoting courses at events with sibling services, such as the Local Economies Team, at the Whitecross Festival and other places. The service also delivered the Introduction to Market Trading and Events Planning course, which gave 4 residents the skills and confidence to set up their own businesses.

The overall performance has been in line with GLA planned delivery, so has positioned the service well for a growth bid to core funding. We will be submitting a bid for growth, with an emphasis on developing skills and training support to small businesses.

At a management level, the curriculum has been rejigged so that non-qualification delivery has a clearer sightline into learning aims that carry accreditation. The net result of this is twofold; the service will drawdown its GLA contract more efficiently and more residents will benefit from accredited learning outcomes. The management team will monitor this and tweak further into next term and for other learning programmes, where appropriate.

Using funding secured from the GLA, the service launched its Multiply offer in November. The programme is a national initiative to improve the numeracy of adults, with a rationale of developing employment prospects through increased confidence with maths and more Londoners taking maths qualifications. A Multiply Co-ordinator was appointed to lead the initiative for ACL and has engaged with local partners and council services to promote the offer. They are planned to meet local anchor institutions and develop bespoke training offers for those in low-paid employment. The planned impact on this is an increase in residents engaging in skills training and referrals to the service's maths provision.

The upward trend is encouraging and is set to continue. As such, the service is highly likely to surpass numbers last academic year. Inner-London ACLs have varying degrees of performance following the pandemic, depending on their curriculum offer and how they are positioned within the communities they serve. As a service that is embedded within communities, without a bespoke learning centre, the recovery rate in terms of KPIs has been adequate but there is room for improvement. Key to this will be the continued partnership working with services within Inclusive Economies and Jobs and in the People Directorate. A comprehensive review is underway, with plans for improvements to be implemented in Spring/Summer 2023.

5.3 **Corporate Indicator JM8a - Number of parents of children aged 0-18 enrolled on an Adult & Community Learning Course**

The service engaged with 431 parents over this period, significantly surpassing the figure of 300 engaged with at this time last year. One of the key reasons behind this increase has been stronger working relations with colleagues from the Schools Improvement team that has resulted in more Family Learning provision delivered in schools. The service has events taking place this term at Highbury Quadrant, Duncombe, Ambler and Pakeman and is planning sessions with Pooles Park, Copenhagen and St Aloysius. With spring and summer Family Learning provision planned, the number of parents engaged with will increase and the service is set to meet this target.

5.4 **Corporate Indicator JM8b - Number of residents with disabilities/those with a long-term health condition enrolled on an Adult & Community Learning Course**

The proportion of learners on courses with learning difficulties stands at 23%, with a total of 190 having enrolled onto courses. The service is set to meet the year-end target.

5.5 **Corporate Indicator JM8c - Number of Black, Asian and Ethnic Minorities enrolled on an Adult & Community Learning Course**

84% of the current cohort are from Black, Asian and Ethnic Minority backgrounds, with an even spread across all courses.

**ACL Case Study - BT's Story**

We hear a lot from students who are returning to work after a gap of some years. This can often be because of caring responsibilities, raising a young family – often alone - or for health reasons. One such learner is BT, who told us she first heard about ACL 'through the Parent Champion WhatsApp chat,' and with her children getting a little bit older she was ready to embark on a career again for herself.

BT prepared carefully and, throughout the last academic year did courses to brush up her English and improve her grammar. BT was successful in passing her Level 2 English exam. At the same time, she started to attend a range of our accredited vocational courses. Colin Gardiner was her

tutor for 2 of them; the Introduction to Working in Administration and the Introduction to Working in Adult Social Care, both at Level 1. Additionally, she passed the Level 1 Supporting Children in Nursery and Reception qualification. BT was highly diligent and self-disciplined in her approach to learning. Her work was of a consistently high standard and her contributions in class demonstrated her enthusiasm to make progress and enter employment.

BT's tutor, Colin, asked her what impact the vocational courses had:

"I'm very grateful for the courses that I did with ACL, because it gave me the necessary skills to achieve my goal of getting a job doing something that I enjoyed."

Focussing on a job that a learner will 'enjoy' is something we try and instil in all Islington residents attending courses with ACL. To this end, we signposted BT to the "Get Ready for Work" training programme. At the same time as doing that, BT applied for an apprenticeship with Bright Start Islington as an early year's child educator. We are delighted to report that she was successful in her recent interview, and she starts her Level 3, two-year apprenticeship at the end of the month (January 2023).

The final word to BT, "I would say to anyone thinking about taking a course with ACL that they should do it and try to do all the courses that you can, because it really helps you to improve your skills. You can add all this to your CV. It is an investment for your future. I would like to add that I really enjoyed all the courses that I did with ACL and all of them are valuable and helped me a lot to achieve my goals."

5.6

### **JM10 - Number of new businesses offering WoW activities**

11 new businesses offered world of work activities across primary, secondary and FE settings this quarter. Among these organisations, there was good representation from the creative sector – one of our priority growths sectors – because of some targeted businesses engagement by the team which has seen several gaming, screen and backstage micro businesses supporting the programme. In addition, new employer relationships were established through social value commitments and closer partnership with procurement colleagues.

#### **JM10 b) – Number of businesses offering Wow activities to secondary school aged children and young people**

9 businesses offered WoW activities to secondary aged children in Q3. Among them were some of our new creative sector partners BlinkInk animation studios, costumer businesses Cospro and Costumer Studio and e-sports management company 4Gamersake. The latter 2 both supported a series of Careers Week activities at New River College (Islington's pupil referral unit), delivering careers talks to year 10 and year 11 students which proved extremely popular and inspiring, not least because the volunteer from For4gamersake had himself attended a PRU as a child and could relate to relate well to the audience.

## **JM10 c) – Number of businesses offering WoW activities to young people in Further Education**

In Quarter 3, 5 businesses supported FE students, including Discover2Dream (who advocate for diverse and underrepresented women in business), and Matrix (brokered via our social value agreement) who delivered careers talks to young people with special educational needs and disabilities.

## **JM10 d) – Number of businesses offering WoW activities to children and young people from Black and Minority Ethnic backgrounds**

As the programme is accessible to all Islington young people, each of the 11 businesses that offered WoW experiences in Q3 engaged with some Black and Minority ethnic children. WoW activities delivered this quarter reached 1530 students across primary, secondary and FE settings and comprised of 16 careers insights sessions, 4 presenting yourself days, 2 apprenticeship events, 2 progression events, 5 employability workshops, 2 workplace visits, 1 work experience placement, 1 careers fair and one 1-2-1 employability support.

Student ethnicity is not captured at this level; however, we are able to identify the student profile of each school via the January census. This data will be available at the end of March, and we will therefore be able to provide an indication of the number of young people from Black and Minority ethnic backgrounds that accessed the programme at year end.

We are also developing a mechanism for recording the ethnicity of our business volunteers to ensure there is good representation and that the student profile is reflected by those in industry.

### **Implications**

#### **Financial implications:**

The cost of providing resources to monitor performance is met within each service's core budget.

#### **Legal Implications:**

There are no legal duties upon local authorities to set targets or monitor performance. However, these enable us to strive for continuous improvement.

#### **Environmental Implications and contribution to achieving a net zero carbon Islington by 2030:**

There is no environmental impact arising from monitoring performance.

#### **Resident Impact Assessment:**

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010).

The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and

encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

## **Conclusion**

The Council's Corporate Plan sets out a clear set of priorities, underpinned by a set of firm commitments and actions that we have taken to work towards our vision of a more equal Islington. The corporate performance indicators are one of several tools that enable us to ensure that we are making progress in delivering key priorities whilst maintaining excellent quality services.

Date:

**Signed by:**

Stephen Biggs, Programme Director  
of Community Wealth Building

Appendix A: Employment & Skills Dashboard Quarter 3 2022-23

PI No.	Indicator	Frequency reported	Latest data for period	Q3 22/23	Q3 22/23 Profile Target	Target 2022-23	Actual 2021/22 FY	On Target
JM1	Number of Islington residents supported into paid work through Team Islington activity, with sub-targets for:	Quarterly	April - Dec	<b>2,080</b>	<b>1,500</b>	2,000	988	↑
	a. Parents of children aged 0-18	Quarterly	April - Dec	<b>346</b>	<b>435</b>	580	223	↓
	b. young people aged 18-25	Quarterly	April - Dec	<b>330</b>	<b>420</b>	560	238	↓
	c. Residents with disabilities / those with long term health conditions	Quarterly	April - Dec	<b>372</b>	<b>375</b>	500	186	↔
	d. BAME	Quarterly	April - Dec	<b>1,115</b>	<b>900</b>	1200	491	↑
	e. Council Contracted Suppliers	Quarterly	April - Dec	<b>193</b>	<b>225</b>	300	180	↓
	f. Percentage of Islington residents supported into paid work through team Islington activity who were still in	Annual	Annual Indicator	<b>Annual Indicator</b>	<b>Annual Indicator</b>	80%	86%	Annual Indicator

	work at 13 weeks							
	g. Percentage of Islington residents supported into paid work through team Islington activity who were still in work at 26 weeks	Annual	Annual Indicator	<b>Annual Indicator</b>	<b>Annual Indicator</b>	80%	84%	Annual Indicator
JM2 a)	Number of London Living Wage entry level jobs achieved through the Islington working partnership	Quarterly	April - Dec	<b>397</b>	<b>375</b>	500	307	↑
b)	Number of employers achieving LLW accreditation	Quarterly	April - Dec	<b>36</b>	<b>Baseline Year</b>	Baseline Year	<b>New Indicator</b>	New Indicator
JM3	Number of apprenticeships supported with sub targets for:	Quarterly	April - Dec	<b>169</b>	75	100	<b>New Indicator</b>	↑
a)	Council Apprenticeships	Quarterly	April - Dec	<b>78</b>	28	37	<b>New Indicator</b>	↑
b)	Number of Islington residents supported into Apprenticeships with an external employer	Quarterly	April - Dec	<b>91</b>	47	63	67	↑

d)	Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	Quarterly	April - Dec	<b>Baseline Year</b>	<b>Baseline Year</b>	Baseline Year	<b>New Indicator</b>	New Indicator
JM4	Monetary value of social value derived through affordable workspace with sub targets for under-represented founders:	Quarterly	April -Sep	<b>£781,228.58 (Q2 data)</b>	<b>£375,000</b>	£500,000	£157,968	<b>To be reported in Q4</b>
a)	Women	Quarterly	April - Dec	<b>126</b>	<b>Baseline Year</b>	Baseline Year	<b>New Indicator</b>	New Indicator
b)	Black, Asian & Minority Ethnic	Quarterly	April - Dec	<b>47</b>	<b>Baseline Year</b>	Baseline Year	<b>New Indicator</b>	New Indicator
c)	Disability	Quarterly	April - Dec	<b>10</b>	<b>Baseline Year</b>	Baseline Year	<b>New Indicator</b>	New Indicator
JM5	Number of Businesses that have been positively impacted by the Inclusive Economy and Jobs Directorate	Annual	April - Dec	<b>Annual Indicator</b>	<b>Annual Indicator</b>	Baseline Year	Baseline Year	Annual Indicator
JM6	Number of opportunities brokered through Inclusive Economy & Jobs	Quarterly	April - Dec	<b>206</b>	Baseline Year	Baseline Year	New Indicator	New Indicator
JM7	Monetary value of the childcare bursary uptake with sub targets for types of outcomes:	Quarterly	April - Dec	<b>£64,469.57</b>	<b>£120,000</b>	£160,000	New Indicator	↓

a.	Number of recipients with an employment outcome	Quarterly	April - Dec	<b>24</b>	Baseline Year	Baseline Year	New Indicator	Baseline Year
b.	Number of recipients with a training outcome	Quarterly	April - Dec	<b>17</b>	Baseline Year	Baseline Year	New Indicator	Baseline Year
JM8	Number of Islington residents enrolled on an Adult & Community Learning Course with sub-targets for:	Termly	Autumn/Spring Term 2022-23 Academic Year	<b>914</b>	TBC	1800	1256	
a)	Parents of children aged 0-18	Termly	Autumn/Spring Term 2022-23 Academic Year	<b>431</b>	TBC	45%	626	
b)	Residents with disabilities / those with long term health conditions	Termly	Autumn/Spring Term 2022-23 Academic Year	<b>190</b>	TBC	23%	260	
c)	BAME	Termly	Autumn/Spring Term 2022-23 Academic Year	<b>765</b>	TBC	81%	1031	
JM9	Positive year-end destinations for learners with sub targets for:	At the end of academic year/term	Academic Year	<b>Annual Indicator</b>	Baseline Year	Baseline Year	New Indicator	
a)	Learners moving into paid employment	At the end of academic year/term	Academic Year	<b>Annual Indicator</b>	Baseline Year	Baseline Year	New Indicator	
b)	Learners moving onto higher level learning	At the end of academic year/term	Academic Year	<b>Annual Indicator</b>	Baseline Year	Baseline Year	New Indicator	

JM10	No. of new businesses offering WoW activities with sub targets for	Quarterly	April - Dec	11	30	40	New Indicator	
a)	Primary	Quarterly	April - Dec	8	Baseline Year	Baseline Year	New Indicator	Baseline Year
b)	Secondary	Quarterly	April - Dec	9	Baseline Year	Baseline Year	New Indicator	Baseline Year
c)	Further education	Quarterly	April - Dec	5	Baseline Year	Baseline Year	New Indicator	Baseline Year
d)	Black Asian and Minority Ethnic	Quarterly	April - Dec	Baseline Year	Baseline Year	Baseline Year	New Indicator	Baseline Year

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