



# ENVIRONMENT AND REGENERATION SCRUTINY COMMITTEE

## 16 April 2024

### SECOND DESPATCH

Please find enclosed the following items:

**Item 11** Quarter 3 Performance Report (2023/24) - Employment and Skills

1 - 24

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Community Wealth Building Directorate  
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## Report of: Corporate Director, Community Wealth Building

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Environment and Regeneration Scrutiny Committee	Tuesday 16th April 2024	All

<b>Delete as appropriate</b>		Non-exempt
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## SUBJECT: Inclusive Economy & Jobs Quarter 3 2023-24 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 2023-24 (1st April to 31<sup>st</sup> December 2023). 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 2023-24 Quarter 3 (1<sup>st</sup> April – 31<sup>st</sup> December 2023) for measures relating to Jobs and Money outcomes in Environment and Regeneration.

### 3. Background

3.1 The council's 'Islington Together 2030' plan sets out an objective to 'create a more equal future for Islington, where everyone who lives here is able to thrive.' 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 2022-26 through direct and partnership service delivery. 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.

#### **4. Quarter 2 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 strong in Quarter 3 with **1,380** unemployed Islington residents supported into paid employment. We are on track to achieve the year-end target of 1500 with support from Department for work and pensions (DWP) funded programmes. Ingeus who deliver the Work and Health programme and Restart have been a key contributor to these employment outcomes. The funding for these programmes through Central London Forward has been confirmed until the end of March 2025. This strong performance also reflects the commitment of the Islington Working Partnership, the Islington Anchor Institutions' Network and council contractors – all working in a challenging labour market. All partners have collaborated to ensure that employment provision in the borough meets the needs of residents.

It remains challenging to ensure 100% adherence to data collection particularly for priority groups across all partners, and we are continually seeking new ways to secure compliance with monitoring procedures. Voluntary Community Sector (VCS) organisations are all asked to support the Council's Islington Together 2030 vision, which includes a commitment to support residents into well-paid, secure jobs. The Council's VCS team carry out twice-yearly visits to these funded organisations to support, guide, and monitor delivery of agreed work programmes. From April 2024 onwards, these monitoring visits will include a conversation on employment support delivery and will check that each organisation has completed the Inclusive Economy and Jobs survey, to capture the number of residents supported into work in the previous quarter. This new contractual requirement will improve data capture across partners in 24/25.

4.2 **Corporate Indicator JM1a - Number of Islington resident parents of children aged 0-18 supported into paid work through Team Islington activity** In Quarter 3, Council services and partners supported **292** parents of children aged 0-18 into employment exceeding the profiled target of 169. This strong performance reflects improvements to compliance with monitoring procedures for some partners. Ingeus who deliver the Work and Health programme and Restart who are key contributors to outcomes have been able to provide data this quarter on the number of parents supported into employment.

4.3 **Corporate Indicator JM1b - Number of Islington resident young people aged 18-25 supported into paid work through Team Islington activity** In Quarter 3, **325** young people have been supported into paid employment exceeding the profiled target of 169. This strong performance in part links to improved monitoring across the Islington Working partnership, but also reflects an increase in employment related activities delivered through the youth employment team and youth employment hubs. This includes increased access to internships and work experience as a steppingstone into employment, and pre-employment programmes delivered by Film Fixer, Museum of London and Cultiv8, delivered from the hub spaces.

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** In Quarter 3, **226** people with a disability/long term health condition have been supported into paid employment exceeding the profiled target of 225. The Council commissioned London Metropolitan university to identify the levels of unemployment amongst residents with different disabilities and long term health conditions in the borough. The research has now concluded and has provided recommendations to help us pinpoint our outreach, tailor, and adapt our brokerage service to ensure that employers are fully considering applicants with disabilities. We have been exploring how best to support residents with a range of disabilities into good work. The Council's ISET teamwork with residents who have a global learning disability and have been able to achieve employment outcomes at Network Rail, The Business Design Centre, Great Ormond Street Hospital and The Almeida Theatre.

The LIFT programme has commenced a piece of work focused on employment for neurodiverse residents. Initial insights show many autistic people do not declare they have a disability, suggesting we may have supported more disabled people than we are reporting. LIFT is working on developing a neurodivergence toolkit for employers. They hosted a roundtable which highlighted concerns about supporting employees once they have been employed, the need for guidance in describing a workplace environment as well as the job tasks, to support neurodivergent individuals to assess how well the job would suit them. It also highlighted how the wording on person specifications can prevent people from applying if they take each "essential" requirement literally.

We have also undertaken a piece of work with partners from across the UK exploring how best to support Deaf people who are BSL communicators. This has highlighted the increasing national shortage in BSL interpreters, which we are planning to address through piloting a teaching apprenticeship adjusted for a BSL user, Deaf resident.

We are now exploring how to best embed work around disability into our governance system and anticipate that we will be convening a forum for agencies supporting people with disabilities into work, to share best practice around recruitment, adjustments, Access to Work, and staff training.

4.5 **Corporate Indicator JM1d - Number of Black, Asian and Minority Ethnic Islington residents supported into paid work through Team Islington activity** – In Quarter 3 Council services and partners have supported **748** residents from residents from Black Asian and Minority Ethnic communities into employment exceeding the profiled target of 675. The Council commissioned London Metropolitan University to identify the levels of unemployment among Black, Asian, and Minority Ethnic communities.

A key recommendation from the London Met University research was additional outreach to the ethnically minoritised subgroups we want to target. Officers have been contacting groups to make appointments to meet and plan putting place arrangements that support close, ongoing relationships between iWork and these community organisations. This has resulted in positive engagement e.g. a member of iWork and LIFT were both invited to attend a coffee morning with the Holloway-based Eritrean Women's Group where they met and outlined our services to 16 women. These are the kinds of relationships and events that we are keen to build and develop. We will monitor the impact and report back to committee.

4.6 **JM1e number of residents employed by council contractors.**

In Quarter 3 **138** residents have been employed by council contractors which is significantly below the profiled target of 375. The low outcomes this quarter reflects a data capture challenge with

contractors. To date this information has come from staff in iWork Adult Employment support calling employers to ascertain outcomes. We have revised our methodology for collecting data by asking contract managers at the council to obtain this information from contractors who are required to complete comprehensive monitoring returns. We anticipate that in Quarter 4 we will begin to see increased returns coming in via this new process, with the intention that all contractors working with us will be expected to inform the council about local recruitment linked to council spend.

The year-end target of 500 for 2023-24 was set to be a stretch target to raise awareness across the council that capturing local labour outcomes is an important element of contract monitoring. We also include local labour sourced via Section 106 code agreements, and these along with a stronger focus on monitoring and enforcing social value commitments, mean that over time the council should be able to achieve 500 jobs through its spend and other leverage each year.

4.7 **JM2 a) Number of London Living wage entry level jobs achieved through the Islington Working Partnership** - The number of living wage jobs is impacted by the low number of contractor jobs reported. The majority of the living wage jobs we are able to report are via contractors returns, as key partners such as Ingeus do not report on this routinely. Data collection across the Islington working partnerships remains an issue for collecting information on London Living wage outcomes and we continue to seek new ways to secure compliance with monitoring procedures. The iWork service increasingly only works with employers who do pay the London Living wage, but outcomes reported are only a small proportion of the overall number. If a resident secures employment which does not pay the London living wage, we work with them to support their progression. It is important to note that quality of life, and standard of living are not identical, and that good work is more than just good pay. iWork have supported residents who were happier with an employer who paid less but offered better employment policies and support. Some training programmes are not formal apprenticeships but offer a similar pathway into a good long term career. Pay for these is often lower than the real Living wage, but the prospects can be much better. Residents may choose to take these roles for a longer term gain.

We have begun to get returns on the Living Wage from Ingeus who are a key contributor of outcomes and anticipate this will support us to achieve our year-end target. Ingeus receive an incentive payment on their Work and Health programme contract with Central London Forward (CLF) to achieve higher paid outcomes. Recent GLA funded programmes have also asked for a percentage of jobs to be good jobs. These funding requirements are helping to drive up standards.

4.8 **JM2 b) - Number of employers achieving London Living Wage accreditation** there have been 27 new accreditations between April 1<sup>st</sup> 2023 and 31<sup>st</sup> December 2023. There are now 314 accredited living wage businesses in Islington. The Institute of Physics has now passed through the formal accreditation process. A Planning meeting has taken place with the Living Wage Foundation to agree a programme of work for the next 6-12 months and to seek reduced accreditation rates. Work is also underway with the Islington Anchor Institutions network to do a thorough analysis of their supply chains to encourage and support accreditations.

4.9 **JM3 - Number of Islington residents supported into apprenticeships.**  
In Quarter 3 there is a cumulative total of 132 external apprenticeship outcomes exceeding the profiled target of 75. To further accelerate the council's work on apprentices, a new strategic approach is underway.

The Council has secured 1-year Shared Prosperity Funding (UKSPF) to trial Islington-wide approaches to apprenticeship recruitment and delivery. This includes a dedicated resource to provide resident support, delivering a range of outreach activities and information sessions for all ages to understand and apply for apprenticeships. Pastoral support will also be provided for apprentices in post to ensure sustainment and progression opportunities. We are also funding a bespoke offer of Employer support, intended to support more local employers to understand the benefits of and the processes for developing apprentice roles .

We are aware that apprenticeships can target young people but we are increasingly encountering higher level opportunities which value residents with more lived experience and which pay the London living wage. We are working with our communications team and outreach staff to broaden our reach to a wide range of local people.

Our sector teams are exploring innovative approaches to apprenticeships. The LIFT programme is piloting carousel offers, where apprentices work across two or more employers. We are in discussions with University College London (UCL) and Frank Barnes school about a similar model to support a British Sign Language (BSL) communicator to gain a teaching qualification. Through our youth hubs we will be hosting a range of information sessions to raise awareness of the variety of apprenticeships available and will enhance these with small simulation experiences. To support a better understanding of the vast range of apprenticeship opportunities that are available.

#### **Case Study: iWork Adult Employment Support**

Liam, is an Islington resident of English and Albanian heritage, born and educated in Islington, he embarked on his journey seeking apprenticeship opportunities within his community. Liam's quest led him to discover iWork Adult Employment Support through a simple Google search, he was then contacted by an iWork coach from the construction team.

He has been supported with updating his CV, interview techniques and one to one guidance when feeling emotionally vulnerable. The iWork coach supported him with contacting colleagues in the housing department to secure him accommodation.

A few weeks later Liam had an interview with AD Construction for a painting and decorating apprenticeship, to pursue his passion. With guidance and encouragement, Liam will gain his CSCS card and Level 1 health and safety certificate. "I was able to call my iWork coach and talk to her, she supported me when I needed her most".

The impact this has had on Liam's life is that he is looking forward to the future with the aim of getting full time employment with the company, gaining experience, and opening his own painting and decorating company in the future. Liam is totally grateful at the impact of working with an iWork coach especially with the housing situation he said, "it's been a positive impact 100%, and now having his interview it's all coming together".

- 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 ( see Appendix B) In Quarter 3 , the Affordable workspace programme performance has been strong with a cumulative total of **£1,385,913** exceeding the year-end target of £500,000. This has been in part due to the good work delivered by the programme operators, mainly Outlandish and Better Space.

### **Outlandish - £188,948**

Founders and Coders delivered a total of 385 weeks of Level 4 Software Development apprenticeships to 30 apprentices, which delivered £86,263 in social value. £47,317 was delivered in employability support initiatives, including the FAC's Skills Bootcamp Workshops and Employer Engagement workshops alongside Outlandish's Masterclasses in Digital Marketing, Wordpress and Community Organising. A total of 12 different sessions were delivered to 83 unemployed residents. Founders and Coders have also recruited more people, with 2 staff being local and 4 staff being female and 2 BAME. This has a combined social value of £32,138.

**Fashion Enter - £108,125** have 2 local staff members and 4 female staff in their first year of employment. They have also recruited their first staff member with a disability. These are our priority groups and that has delivered £23,673 in social value. Fashion Enter continued to successfully deliver their employability workshops to local unemployed residents. With a focus on young people, the last quarter saw them collaborate with the NHS to mentor and teach 10 young people with serious mental health issues to design, create and sell their own T-shirts and get started in fashion. They also collaborated with Arsenal Youth Hub on the "No More Red" anti-knife crime campaign. This delivered a total of £80,496 in social value with £67,942 of that coming from the initiatives with young people.

### **Better Space - £115,699**

Better Space significantly improved on their quarterly delivery as a direct result of the quarterly review meeting after Q2. A plan was designed to improve their delivery to get on track which included employability support/career mentoring, wellbeing activities for their staff and members, and paid work placements for residents with their members. They delivered 9 employment/career mentoring sessions to 61 people, delivering £27,189 in social value. They also delivered 37 weeks of high level paid work placements for 5 residents, delivering £5,511 in social value. Due to a partnership with CitySport, they have been able to offer a range of wellbeing activities to their staff and members, as well as a series of different wellbeing events. This has delivered a massive £54,836 in social value for them. They have also recently recruited 2 BAME staff to add to the 1 local staff member and 2 female staff in their first year. This delivered a combined £16,263.

### **Town Square - £88,015 (£31,419 in Q3 + £56,596 retrospective claim)**

After a review in Q2, we allowed Town Square to report retrospectively on claims they may have missed out on going back to the start of the contract. Through the expert advice, supply chain and in-kind hire, we were able to verify and capture £56,596 in total of social value. In Q3, Town Square have recruited a new local female staff member, delivering a total of £16,298 in social value. They have also established a relationship with Channing School & St Aloysius School to deliver their Young Entrepreneurs initiative, which delivered £2,703 in social value. They also delivered 36.5 hours in expert advice to local SMEs, VCSEs and self-employed entrepreneurs which delivered £6,332 in social value. "

4.11

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

The Local Economies team regularly engage with businesses, with an additional 700 positive business interactions taking place in Quarter 3 of 2023/24. Of the 1,942 positive interactions recorded in the year-to-date, 300+ represented opportunities brokered by Local Economies Officers that either support or directly deliver Community Wealth building outcomes. Across Quarter 3, this included significant work engaging businesses and traders in Chapel Market as works there come closer to completion in a vastly improved market, launching a nascent Traders Association in the Cally alongside a new shop local loyalty card scheme and significant business engagement across the Cally and Barnsbury & Laycock on Liveable Neighbourhood plans. The Local Economies service is exceeding its KPIs for 23/24.



### **Case Study: Creative Enterprise Zone**

Local Economies, Affordable Workspace and our Culture Teams have worked together to develop a bid and win a new London Mayor Creative Enterprise Zone (CEZ) designation for Archway, creating pathways and workspace for entrepreneurial residents to gain the necessary information, knowledge, and skills to start on the road to working in Islington's creative industries.

Creative businesses are facing severe pressure from rent rises on commercial property, but the CEZ leverages access to affordable workspace and supports entry routes to running a small creative business. Existing businesses can be supported to stay in the area, and new entrepreneurs can test out ideas without the heavy investment and start-up costs associated with paying full commercial rents on the high street whilst still having access to a ready-made eco-system of creatives and customers.

The CEZ designation and associated funding means the Local Economies Team now has a dedicated CEZ Officer who has started in post, bringing creatives together to partner in bringing in funding and workspace for Archway's creative sector and working with iWork and Youth Employment on creating pathways into creative opportunities for residents.

4.

Islington Council became a corporate member of MSDUK in October 2023, which is the UK's leading supplier diversity advocacy network for ethnic-minority businesses, as part of the council's commitment to improve diversity of its supply chain and provide further opportunities to underrepresented businesses. The council now has access to MSDUK's database of over 500 ethnic-minority businesses (EMBs - defined as at least 51% owned, managed and/or controlled by individual/s of a non-white ethnic origin), more than 300 of which are based in London. Nineteen of those businesses are Islington based, with almost 60 organisations situated within neighbouring boroughs.

The council has conducted outreach with 19 of the Islington based EMBs and collaborated with MSDUK, City of London, Westminster City Council and the GLA to deliver an 'Introduction to Public Procurement' webinar to SMEs on 6th March 2024, and to co-host a 'Meet the Buyer' event for diverse businesses for construction, events services, and professional services categories in March.

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

See Appendix C.

#### 5.0 **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> July to the end of September. This report focuses on figures for the first term of academic year 23/24.

5.2 **Corporate Indicator JM8 - Number of Islington residents enrolled on an Adult Community Learning Course<sup>1</sup>** - Over the period of Q3, the Adult Community Learning service enrolled 944 residents on learning activities. This continues the trend of strong enrolments over the last few years, that has been supported by better-publicised enrolment days and weekly opportunities for enrolment.

5.3 Learner numbers have increased across all curriculum areas. In addition to what has already been highlighted, the service is developing courses that are needed in the local area. During this period, the service secured circa £20k Local Skills Innovation Funding via the Lifelong Learning London network. The money is to provide equipment that can be used for community learning delivery at London Square and resource to scope opportunities for ACL to develop a green offer that serves as an easy entry to the sector.

5.4 **Corporate Indicator JM8a - Number of parents of children aged 0-18 enrolled on an Adult & Community Learning Course – 853.** Over half of the learners from this cohort were enrolled on Family Learning courses. Delivery of Family Learning provision within schools has continued to be strong.

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

5.5 An increased presence in learning centres and confidence with the hardest to reach residents, coupled with a robust learning offer have resulted in the service engaging with **398** residents with long-term health issues and disabilities. Partnerships with Islington Mind, Light Project Pro International and close working with the Community Engagement team have helped to engage these learners.

**JM8c - Number of Black, Asian and Ethnic Minorities enrolled on an Adult & Community Learning Course – 1, 427.**

5.6 The service continues to engage with communities from diverse backgrounds across all curriculum areas. Leafleting in community areas and engaging with partners highlighted above are some of the factors that have helped the service engage with these often-disadvantaged learners. In addition to this, the partnership with the No Recourse to Public Funds team, and the appointment of a refugee English Language co-ordinator has resulted in an increase in the number of ESOL learners on course.

**JM9 - Positive year-end destinations for learners**

5.7 With an increasing focus on outcomes and the impact of adult learning, the service has commissioned an end-of-year destination report for leavers. For the data collected, academic year 2022/23, out of 1005 leavers, the response rate was 33%, with 327 respondents. The service is working with the QDP, the firm commissioned to carry out the survey, to identify the reasons for such a low response rate. An initial idea that has been mooted by the team is to initiate the survey earlier and make use of online means of filling the survey out. The Assistant Director is leading a discussion with Camden and Haringey ACLs on this work and is in the process of comparing results.

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

In Quarter 3, the World of Work team engaged with 21 new businesses to offer activities in schools. These were a mixture of small and large employers representing the world of Science, Energy, Transport, Engineering, Finance, Technology, Automotive and Aerospace Defence.

5.8 **JM10 b) – Number of businesses offering Wow activities to secondary school aged children and young people** There were 15 mainly large-scale activities delivered in secondary school settings this quarter, including career insights, employability workshops, progression fairs, a

workplace visit and a work experience placement. A total of 140 volunteers supported these events which reached just over 2,000 students.

5.9

**JM10 c) – Number of businesses offering WoW activities to young people in Further Education** There were no FE based activities this quarter. Although suitable world of work opportunities are highlighted to our local FE provider via our fortnightly world of work bulletin and through direct contact, we have not had any take up this quarter. We anticipate an uptake of offers in the next quarter, including work experience offers and through Summerversity/Launchpad programme 2024. We have reached out to City and Islington College to advise of our council's work experience programme and have allocated 3 work experience placements for their Yr12/13 students. We are working collaboratively with Isledon and relevant partners to develop and include world of work activities in the upcoming summerversity programme for Islington children and young people.

5.10

**JM10 d) – Number of businesses offering WoW activities to children and young people from Black and Minority Ethnic backgrounds** Although we do not capture the ethnicity of individual students accessing WoW activities, reviewing school profiles means we can estimate that 64% of the 2,383 students that participated in Q3 were from Black and minority ethnic backgrounds. This would equate to approx. 1,541 young people.

5.11 **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.

## 6. Conclusion

The Council's 'Islington 2030 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.

**Signed by:**

Date: 27<sup>th</sup> March 2024

Stephen Biggs, Corporate Director  
of Community Wealth Building

Appendix A: Employment & Skills Dashboard Quarter 3 2023-24

PI No.	Indicator	Frequency reported	Latest data for period	Q3 23/24	Q3 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
JM1	Number of Islington residents supported into paid work through Team Islington activity, with sub-targets for:	Quarterly	April - Dec	<b>1380</b>	1125	1500	3013	↑
	a. Parents of children aged 0-18	Quarterly	April - Dec	<b>292</b>	169	225	445	↑
	b. young people aged 18-25	Quarterly	April - Dec	<b>325</b>	169	225	420	↑
	c. Residents with disabilities / those with long term health conditions	Quarterly	April - Dec	<b>226</b>	225	300	467	↑
	d. BAME	Quarterly	April - Dec	<b>748</b>	675	900	1559	↑
	e. Council Contracted Suppliers	Quarterly	April - Dec	<b>138</b>	375	500	515	↓
	f. Percentage of Islington residents supported into paid work through team Islington activity who	Annual	Annual Indicator	<b>Annual Indicator</b>	Annual Indicator	80%	81%	Annual Indicator

PI No.	Indicator	Frequency reported	Latest data for period	Q3 23/24	Q3 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
	were still in 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>	Annual Indicator	75%	76%	Annual Indicator
JM2 a)	Number of London Living Wage entry level jobs achieved through the Islington working partnership	Quarterly	April – Dec	<b>418</b>	675	900	914	↓
b)	Number of employers achieving LLW accreditation	Quarterly	April – Dec	<b>27</b>	75	100	59	↓
JM3	Number of apprenticeships supported with sub targets for:	Quarterly	April – Dec	<b>174</b>	150	200	210	↑
a)	Council Apprenticeships	Quarterly	April - Dec	<b>42</b>	75	100	105	↓

PI No.	Indicator	Frequency reported	Latest data for period	Q3 23/24	Q3 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
b)	Number of Islington residents supported into Apprenticeships with an external employer	Quarterly	April - Dec	132	75	100	105	↑
d)	Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	Quarterly	April - Dec	To be reported in Q4	To be reported in Q4	tbc	Baseline Year	To be reported in Q4
JM4	Monetary value of social value derived through affordable workspace with sub targets for under-represented founders:	Quarterly	April - Dec	£1,385,913	£375,000	£500,000	£1,287,085.37	↑
a)	Women	Quarterly	April – Dec	493	75	100	537	↑
b)	Black, Asian & Minority Ethnic	Quarterly	April - Dec	447	75	100	248	↑
c)	Disability	Quarterly	April – Dec	70	30	40	33	↑
JM5	Number of Businesses that have been positively impacted by	Quarterly	April - Dec	1942	1125	1500	1268	↑

PI No.	Indicator	Frequency reported	Latest data for period	Q3 23/24	Q3 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
	the Inclusive Economy and Jobs Directorate							
JM6	Number of opportunities brokered through Inclusive Economy & Jobs	Quarterly	April – Dec	<b>430</b>	375	500	473	↑
JM7	Monetary value of the childcare bursary uptake with sub targets for types of outcomes:	Quarterly	April - Dec	<b>£57,611</b>	£120,000	£160,000	£84,047.18	↓
a.	Number of recipients with an employment outcome	Quarterly	April - Dec	<b>47</b>	45	60	39	↑
b.	Number of recipients with a training outcome	Quarterly	April - Dec	<b>7</b>	n/a	tbc	16	
JM8	Number of Islington residents enrolled on an Adult & Community Learning Course with sub-targets for:	Termly	Final outturn AY23/24	<b>944</b>	1,600	1,700 23-24 Ac Year.	1,256	↑
a)	Parents of children aged 0-18	Termly	Final outturn AY23/24	<b>46%</b>	720	800	626	↑
b)	Residents with disabilities / those with long term health conditions	Termly	Final outturn AY23/24	<b>26%</b>	368	380	260	↑



PI No.	Indicator	Frequency reported	Latest data for period	Q3 23/24	Q3 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
c)	BAME	Termly	Final outturn AY23/24	81%	1,296	1,400	1,031	↑
JM9	Positive year-end destinations for learners with sub targets for:	At the end of academic year/term	August '23 to June '24	<b>Not available until QDP survey in October 2024</b>	Baseline Year	Baseline Year		
a)	Learners moving into paid employment	At the end of academic year/term	August '23 to June '24	<b>Not available until QDP survey in October 2025</b>	Available in Oct./Nov. 23	6%	37 (QDP survey: out of 753 responses – 5%)	
b)	Learners moving onto higher level learning	At the end of academic year/term	August '23 to June '24	<b>Not available until QDP survey in October 2026</b>	Available in Oct./ Nov 23	31%	N/A	
JM10	No. of new businesses offering WoW activities with sub targets for	Quarterly	April - Dec	38	30	40	41	↑
a)	Primary	Quarterly	April - Dec	2	4	5	0	
b)	Secondary	Quarterly	April – Dec	31	19	25	25	↑

PI No.	Indicator	Frequency reported	Latest data for period	Q3 23/24	Q3 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
c)	Further education	Quarterly	April - Dec	6	8	10	10	
d)	Black Asian and Minority Ethnic	Quarterly	April - Dec	38	19	25	27	↑

# Appendix B

## AFFORDABLE WORKSPACE PROGRAM - SOCIAL VALUE MATRIX (2022 TOMs - THEMES, OUTCOMES & MEASURES)

SOCIAL VALUE TARGET	£0.00
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							BID	
CORPORATE THEMES	AFFORDABLE WORKSPACE THEMES	OUTCOMES	NT/AW REFERENCE	MEASURE	UNITS	SOCIAL VALUE PROXY	NO. OF UNITS TARGETED	SOCIAL VALUE TARGETED
GOOD QUALITY JOBS: PROMOTE LOCAL SKILLS, EMPLOYMENT & EDUCATION FOR ALL	EMPLOYMENT	WORKSPACE USERS	AW1	No. People provided with the means/facilities to perform their job and run their business at the workspace	no. of people using the workspace	£0.00		£0.00
			AW3	% workspace users that are BAME	%	£0.00		£0.00
			AW4	% workspace users that are female	%	£0.00		£0.00
			AW5	% workspace users that are disabled	%	£0.00		£0.00
		NT1	No. of local people (FTE) employed as a result of the contract directly employed by the provider	no. of people	£31,461.00		£0.00	
		NT1c	No. of local people (FTE) employed through the supply chain	no. of people	£31,461.00		£0.00	
		NT2	% of local people employed (FTE) as a result of the contract directly employed by the provider	%	£0.00		£0.00	
		NT3	No. of employees (FTE) hired on the contract who are long term unemployed (unemployed for a year or longer) as a result of a recruitment programme	no. of people	£20,481.00		£0.00	
		NT4	No. of employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs) as a result of a recruitment programme	no. of people	£14,782.00		£0.00	
		NT5	No. of 18+ y.o. employees (FTE) hired on the contract who are rehabilitating or ex-offenders as a result of a recruitment programme	no. of people	£24,527.00		£0.00	
		NT6	No. of disabled employees (FTE) hired on the contract as a result of a recruitment programme	no. of people	£16,420.00		£0.00	
		AW8	No. of (FTE) BAME employed directly by the provider as a result of the contract	no. of people	£14,238.46		£0.00	
	AW9	No. of (FTE) women employed directly by the provider as a result of the contract	no. of people	£14,238.46		£0.00		
	NT20	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes	no. of people	£131.86		£0.00		
	NT41	Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation	%	£0.00		£0.00		
	& SKILLS	EMPLOYMENT SUPPORT	NT7	No. of hours of support into work provided to over 24 y.o. unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance	no. of hrs * no. of attendees	£105.50		£0.00
			AW13	No. of hours dedicated to supporting unemployed women into work by providing career mentoring, including mock interviews, CV advice, and careers guidance	no. of hrs * no. of attendees	£0.00		£0.00
			AW14	No. of hours dedicated to supporting unemployed BAME into work by providing career mentoring, including mock interviews, CV advice, and careers guidance	no. of hrs * no. of attendees	£0.00		£0.00
			NT11	No. of hours of support into work provided to under 24 y.o. (young people) unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance	no. of hrs * no. of attendees	£105.50		£0.00

EDUCATION &	TRAINING & APPRENTICESHIPS	NT8	No. of staff hours spent on local school and college visits e.g. delivering career talks, curriculum support, literacy support, safety talks (including preparation time)	no. of staff hours	£16.09		£0.00
		NT9	No. of weeks of training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC) that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	no. of weeks	£286.47		£0.00
		NT10	No. of weeks of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	no. of weeks	£224.07		£0.00
		NT12	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	no. of weeks	£168.72		£0.00
		NT13	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)	no. of weeks	£168.72		£0.00
BUSINESS SUPPORT & CLUSTER DEVELOPMENT	BUSINESS SUPPORT & EXPERT ADVICE	NT15	Provision of expert business advice to VCSEs and MSMEs (e.g. financial advice / legal advice / HR advice/HSE)	no. of expert hours	£101.86		£0.00
		NT16	Equipment or resources donated to VCSEs (£ equivalent value)	£ invested	£1.00		£0.00
		NT17	Number of voluntary hours donated to support VCSEs (excludes expert business advice)	no. of staff hours/expert hours	£16.09		£0.00
		AW21.1	Provision of expert business advice to VCSEs and SMEs (Change Management)	no. of expert hours	£116.49		£0.00
		AW21.2	Provision of expert business advice to VCSEs and SMEs (Supply Chain/Logistics)	no. of expert hours	£104.12		£0.00
		AW21.3	Provision of expert business advice to VCSEs and SMEs (IT Management)	no. of expert hours	£91.94		£0.00
		AW21.4	Provision of expert business advice to VCSEs and SMEs (Financial)	no. of expert hours	£91.94		£0.00
		AW21.5	Provision of expert business advice to VCSEs and SMEs (Management consultancy)	no. of expert hours	£92.46		£0.00
		AW21.6	Provision of expert business advice to VCSEs and SMEs (Human resources)	no. of expert hours	£106.56		£0.00
		AW21.7	Provision of expert business advice to VCSEs and SMEs (Human resources)	no. of expert hours	£104.82		£0.00
		AW21.8	Provision of expert business advice to VCSEs and SMEs (Project management)	no. of expert hours	£94.20		£0.00
		AW21.9	Provision of expert business advice to VCSEs and SMEs (Business advice/Development)	no. of expert hours	£91.76		£0.00
		AW21.10	Provision of expert business advice to VCSEs and SMEs (Public Relations)	no. of expert hours	£84.62		£0.00
		AW21.11	Provision of expert business advice to VCSEs and SMEs (IT solutions)	no. of expert hours	£78.35		£0.00
		AW21.12	Provision of expert business advice to VCSEs and SMEs (Market research)	no. of expert hours	£76.61		£0.00
		AW21.13	Provision of expert business advice to VCSEs and SMEs (Engineering)	no. of expert hours	£78.35		£0.00
AW21.14	Provision of expert business advice to VCSEs and SMEs (Marketing)	no. of expert hours	£71.22		£0.00		
AW21.15	Provision of expert business advice to VCSEs and SMEs (Regeneration)	no. of expert hours	£85.49		£0.00		
AW21.16	Provision of expert business advice to VCSEs and SMEs (Research)	no. of expert hours	£79.75		£0.00		

**PLACE & ENVIRONMENT: MAKING AN ATTRACTIVE  
BOROUGH AND A HEALTHIER ENVIRONMENT FOR  
ALL**

**SOCIAL: MAKING A FAIRER PLACE FOR ALL**

OTHER SOCIAL VALUE OUTPUTS		WORKSPACE MANAGEMENT					
WORKSPACE MANAGEMENT		AW21.17	Provision of expert business advice to VCSEs and SMEs (Graphic Design)	no. of expert hours	£81.66		£0.00
		AW21.18	Provision of expert business advice to VCSEs and SMEs (Environment)	no. of expert hours	£60.94		£0.00
		AW21.19	Provision of expert business advice to VCSEs and SMEs (Writing or editorial)	no. of expert hours	£54.33		£0.00
		AW21.20	Provision of expert business advice to VCSEs and SMEs (Not listed above - from AW21.1 to AW21.19)	no. of expert hours	£85.57		£0.00
	SUPPLY CHAIN	NT14	Total amount (£) spent with VCSEs within your supply chain	£	£0.12		£0.00
		NT19	Total amount (£) spent through contract with LOCAL micro, small and medium enterprises (MSMEs)	£	£0.75		£0.00
		NT42	Percentage of contractors in the supply chain required (or supported if they are micro OR small business) to pay at least Real Living wage	%	£0.00		£0.00
		NT35	Percentage of procurement contracts that include sustainable procurement commitments or other relevant requirements and certifications (e.g. to use local produce, reduce food waste, and keep resources in circulation longer.)	%	£0.00		£0.00
	SOCIAL INNOVATION & COMMUNITY SUPPORT	NT50	Innovative measures to promote local skills and employment to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc	£ invested including staff time/expert hours	£1.00		£0.00
		NT27	Initiatives to be taken to support older, disabled and vulnerable people to build stronger community networks (e.g. befriending schemes, digital inclusion clubs)	£ invested including staff time	£1.00		£0.00
		NT29	No. of hours volunteering time provided to support local community projects	no of staff hours	£16.09		£0.00
		NT51	Innovative measures to promote and support responsible business to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested including staff time/expert hours	£1.00		£0.00
NT52		Innovative measures to enable healthier, safer and more resilient communities to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested including staff time/expert hours	£1.00		£0.00	
NT28		Donations or in-kind contributions to local community projects (£ & materials)	£	£1.00		£0.00	
ENVIRONMENT	NT31	Savings in CO2 emissions on contract achieved through de-carbonisation (i.e. a reduction of the carbon intensity of processes and operations, specify how these are to be achieved)	tonnes CO2e	£70.43		£0.00	
	NT31.1	Please specify and evidence the baseline level of emissions used to measure savings/reductions against, and the baseline year (e.g. 100 tonnes of CO2e based on 2018 emission levels), see also Technical guidance for NT31.		£0.00		£0.00	
	NT31.2	Please specify and evidence the the target level of emissions on the project (as determined by the reduction commitments), see also Technical guidance for NT31.		£0.00		£0.00	
	NT31.3	Please specify the net zero carbon target year (e.g. net zero carbon by 2030) as relevant at project or corporate level. Targets for reaching net zero carbon should be specified as a minimum to be in line with a net zero greenhouse gas emissions target of 2050. Please see technical guidance for NT31.		£0.00		£0.00	
	NT53	Innovative measures to safeguard the environment and respond to the climate emergency to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested including staff time/expert hours	£1.00		£0.00	

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# Islington Childcare Bursary Scheme: Update April 2024

## 1. Synopsis

This report provides an update on the Enhanced Childcare Bursary, spend to date, impact of the changes which were implemented June 2023 and anticipated impact of future changes to government policy and legislation.

## 2. Context

The original Islington bursary programme was designed to support residents with a range of costs related to the transition into /back to work, but this support ceased when the Enhanced Childcare bursary scheme was introduced.

In November 2023 we agreed to extend the childcare bursary programme to again cover these ad hoc costs, up to a total of £20,000. Although this has been barely spent in 23/24, we believe this is because the approval to broaden the spend was only received in November and that we can achieve full spend against the nominated £20,000, based on the approach outlined below.

We launched our work to support refugee communities fully in January this year, and we anticipate at least £5000 p/a being spent on interpreting and other specific support, in addition to the needs of other residents being supported by our service.

We would also like the flexibility to offer a bursary to residents with multiple barriers to employment, to incentivise them to take up work experience placements brokered by our teams. This would be primarily for care experienced young people, young offenders, or those at risk of gang involvement, and for refugees and residents with disabilities where employers need to experience their talents directly to be encouraged to consider offering adjusted waged employment opportunities.

It is worth noting that employees at Islington council do not benefit from the bursary unless they are Islington residents. Spend would be increased if the scheme were opened to new employees, and employees returning from maternity leave, from any London borough.

## 3. Spend to date.

Based on increased flexibilities agreed July 2023, allocation of a resource to administer the bursary, and an allocation offered direct to Adult and Community learning, current spend for 23/24 is as follows .

Budget allocations	Actual	Item	Comment
£80,000	£81182	Bursary applications	See section 5 below
£20,000	£7120	ACL creches	Develop action plan to increase use
£20,626	£15000	administration costs	Recruitment delayed to June 23
£20,000	£1189	General Discretionary budget	Only agreed at end November 23, so take up not representative of a full year
<b>£20,000</b>	£0	To be allocated	
£160000	£104719	Actual spend to date	
	£ 55281	Forecast underspend	This should be fully utilised next year as administration costs increase, ACL improve take up,

			members share proposals for the use of the £20,000, and the employment services are enabled to support remove other barriers for residents wishing to enter work
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#### 4. Impact of Bursary

This report is just ahead of the year end, but we anticipate the bursary will have supported 68 parents, plus any supported by Adult Community Learning ACL.

- Over 80% of recipients are non-white, with over 90% being lone parents.
- 40% of applicants had more than one child, and only 30% were educated below level 4; educational attainment was high, in relation to iWork clients. Most of these applicants came via their childcare providers, directly from the council's website, or were referred by FIS.
- At least 70% applied because they were starting work – of these around 50 % were returning from maternity leave. The others were entering education.
- 100 % of those supported into work, have reported they are still in work a year later, when we checked, and all have reported that the bursary was extremely helpful.

ACL have not fully used their funding this year because not all their curriculum teams had realised it was available. This year, the funding has been used by the ESOL team to provide childcare facilities for parents who would otherwise have no access to learning. The service will promote the childcare bursary more clearly at termly and weekly enrolment sessions and include it on promotional material where relevant so that more residents can take advantage of the offer.

#### 5. Recommendations.

- Maintain Bursary at £160,000 per annum.
- Continue to allocate £20,000 to cover other costs associated with the transition into work, for all residents.
- Use the remaining £20,000 for items identified by members following feedback from lead member.



## Appendix A - Impact of Policy Changes

Further insights into the impact of changes to policy around benefits, job centre Flexible Support Fund (FSF)

- To be eligible to receive a payment from FSF the claimant must:
- Have taken or be due to take up an offer of work.
- Have increased or be due to increase their hours of work.

This means that many of the parents we have been supporting, would not be able to gain support via FSF as the funding will still not support:

- Parents on training courses.
- Parents returning from Maternity leave.
- Parents who are looking for support with after school care or holiday play scheme costs
- It still only covers 85% of early childcare costs, leaving 15% for parents to pay.

Accessing the improved offer, is dependent on efficient processing at the local Job Centre. The Council's Family Information team have encountered many incidences of inefficiencies or lack of knowledge at the Job Centre, that they are now offering training to JCP staff around the bursary .

The DWP offer is only for one month of childcare costs and does not consider the need for a paid settling in period prior to the parent actually starting work. From April 1<sup>st</sup> 2024 all parents of children over two, and from September 20<sup>th</sup> 2024 , parents of children 9 months or older will be entitled to 30 hours of free childcare .The funding is only available the term after the child turns the relevant age and an access code must be applied for to give to childcare providers.

The scheme is difficult for parents returning from maternity leave as they cannot apply for the code earlier than 31 days before they return to work. This means that some nurseries are asking for assurance that they will take up a place by requesting a deposit which they are entitled to do because parents cannot yet show them a code.

Another scenario relates to parents on zero hour contracts where their salary fluctuates. When they apply for their code, or when they come to renew every 3 months. If their last 3 months income does not meet the earning threshold, they could be denied a code or find that they cannot renew their code until they are back in a period of higher earnings.

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