

**Report of: Corporate Director for Children, Employment and Skills**

Meeting of:	Date	Ward(s)
Environment and Regeneration Scrutiny Committee	26 February 2018	All

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## **SUBJECT: Quarter 3 Performance Report – Employment & Skills**

### **1. Synopsis**

- 1.1 Each year the council agrees a set of performance indicators and targets, which, collectively, help to monitor progress in delivering our corporate priorities and working towards the goal of making Islington a fairer place to live and work.
- 1.2 Progress is reported on a quarterly basis through the council's scrutiny function to challenge performance where necessary and to ensure accountability to residents.
- 1.3 This report sets out a progress update for those indicators related to Employment & Skills for the third quarter of 2017-18 (1 April to 31 December 2017).
- 1.4 Key performance indicators for libraries services are now included in this report as they form part of the new division Employment Skills and Culture and contribute to the Employment and Skills agenda.

### **2. Recommendations**

- 2.1 To note the progress at the end of Quarter 3 against performance indicators for Employment & Skills which fall within the remit of the Environment and Regeneration Scrutiny Committee.

### 3. Quarter 3 Update on Employment & Skills

Objective	PI No.	Indicator	Frequency	Q3 Actual Apr - Jun	Q3 Target	Target 2017-18	On/Off target	Same Period last year	Better than last year	
<b>Support Islington residents into employment</b>	E1	a) Total number of people supported into paid work through council activity <i>with sub-targets for:</i>	Q	951	938	1250	Off	828	Yes	Progress has been made in the first three quarters of 2017-18 in reducing unemployment and supporting people into work Internal delivery has focused on long term unemployed, those with multiple barriers, and young people. The borough also benefits from a number of employment initiatives funded by ESF and large charities, and we are negotiating with the most substantial of these to create a “Team Islington” partnership approach to coordinating services. The results this quarter reflect the input from these partners and Appendix A provides greater detail regarding this.
		b) Islington parents of children aged 0-18	Q	306	289	385	On	207	Yes	The number of parents supported into employment is on target at Q3 and is a significant improvement on the same period previous year. This is due to improved processes for capturing data on outcomes for parents from partners in the borough which includes, The Parent House, Islington Somali Community and The Pillion Trust.

		c) Young people aged 18-25	Q	352	244	325	On	239	Yes	<p>We have exceeded the target for supporting young people into work and made a significant improvement on the same period for the previous year. This is in part due to stronger relationships with partners providing employment support to young people in the borough, in particular the Pillion Trust, Muslim Welfare House and Arsenal in the Community.</p>
		d) Disabled people / those with long term health conditions	Q	163	150	200	On	155	Yes	<p>We have exceeded the Q3 target for the number of disabled people supported into work by Council services and partners. A number of new initiatives, including the Individual placement and Support trial which bases employment coaches in GP surgeries, and raises the awareness of employment as a health outcome amongst clinicians, will provide further capacity to progress this important equality objective.</p>
	E2	Percentage of residents supported into paid work through council activity, who remain in employment for at least 26 weeks	Q	74%	70%	70%	On	No data available	N/A	<p>Sustained employment is measured by contacting clients at 13, 26 and 52 weeks after they have started work to see if they are still in employment. The measure currently focuses on those supported into work through iWork. Improved data capture systems are being developed to ensure sustained outcomes can be reported from all council services and partners. We expect those agencies who engage as “Team Islington” to start sharing</p>

										sustained outcomes from next quarter.
<b><i>Increase proportion of disabled people in employment</i></b>	<b>E3</b>	Percentage gap between employment rate for residents with long term health conditions and overall Islington employment rate	<b>A</b>	<b>20.3%</b>	<b>N/A</b>	<b>13.5%</b>	<b>N/A</b>	<b>Annual Indicator</b>	<b>N/A</b>	Data source is the Annual population survey of The Labour Force Survey and is a measure to determine the % point gap between those with a long term health condition and the overall employment rate. There is a substantial 1 year + lag in data for this indicator. Data for for 16/17 has just been released.
	<b>E4</b>	Number of Islington working age residents claiming Employment Support Allowance or Incapacity Benefit	<b>A</b>	<b>11,548 (May 17)</b>	<b>N/A</b>	<b>11,460</b>	<b>N/A</b>	<b>12,050 (Aug 16)</b>	<b>Yes</b>	Council services and partners are collectively working to reduce the number of claimants on ESA & IB. The target is to reduce the claimant level for these benefits to 10,130 by March 2019. Following an initial reduction in ESA claimants, numbers have now levelled out – 11,548 in May 17 compared to 11,540 in May 16. Last year, we comfortably met our target to reduce numbers on ESA. The target for this year (17/18) is 11,460 – this could be a challenge if numbers have stagnated. The four year target was based on an expectation that an increasingly higher numbers of claimants would come off benefit each year. In fact, those claimants that remain are increasingly complex cases so the target remains challenging.
<b><i>Promote and facilitate</i></b>	<b>E5</b>	a) Number of people placed into council	<b>Q</b>	<b>39</b>	<b>38</b>	<b>50</b>	<b>On</b>	<b>32</b>	<b>Yes</b>	The number of council apprenticeship starts has increased sharply in Q3, with

<b>take up of apprenticeships</b>	apprenticeships									a large intake of apprentices in line with the recently introduced cohort recruitment.
	b) Number of people placed into external apprenticeships	<b>Q</b>	<b>71</b>	<b>56</b>	<b>75</b>	<b>On</b>	<b>70</b>	<b>Yes</b>	This quarter saw a high number of apprenticeship starts. The majority of apprentices placed were aged 16-25, while construction continues to be the largest sector represented. This has been achieved despite a widely reported decline in the number of apprenticeship starts nationally over the same period.	
	c)Percentage of council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	<b>Q</b>	<b>67%</b>	<b>70%</b>	<b>70%</b>	<b>Off</b>	<b>New Measure</b>	<b>N/A</b>	This is a new measure that was introduced to monitor pastoral care and progression activities. Of the 15 people who completed council apprenticeships during this monitoring period, 10 have progressed into further employment or training, 2 are unemployed and receiving support through the iWork Employment Support team, while 3 are uncontactable and attempts are being made to contact them. New processes are in place to enhance the progression support offer from the iWork team prior to completion of an apprenticeship. In the past 6 months we have introduced a resource dedicated to providing pastoral care. This officer is also able to offer substantial support towards the end of apprenticeships, to ensure that each apprentice is supported to plan for their next step, and progress in their career	

<i>Promote social value through our commissioning and contracts.</i>	E6	a) Number of Islington residents supported into jobs with council contracted suppliers	Q	43	23	30	On	New Measure	N/A	A Steering Group for Social Value has been established in order to build on the work done so far and to focus on a clear strategic approach for the impending Social Value Advisor. The group has representatives from Energy Services, iWork, VCS and Procurement. Current figures reflect the momentum related to the Care and Construction sectors. We have exceeded the quarter 3 target and will work towards expanding the pool of contractor relationships. Current approaches are to high value contracts as well as identified impending contracts.
		b) Gaining apprenticeships with council contracted suppliers.	Q	8	8	10	On	New Measure	N/A	
<i>Support residents to develop their learning and skills</i>	E7	Number of learners doing an accredited course	T	327	Results reported termly	1,200	N/A	New Measure	N/A	The council provides free learning and skills courses to unemployed residents or those on a low income to build employability skills. This new indicator

		Percentage of those learners who achieve an accreditation	T	50%	Results reported termly	90%	N/A	New Measure	N/A	<p>has been introduced to monitor the progress of these council led programmes.</p> <p>Early intervention measures are currently being implemented within curriculum design (e.g. flexible re-sit dates and times for exam courses), extra support (e.g. workshops) for non-exam courses and better use of the virtual learning environment to optimise success for all learners.</p>
Promote employability skills and lifelong learning		Number of library visits	Q	782136	810786	1081049	Off	802698	No	<p>We opened a new library in November 2017 and expect to see a steady increase in visits (we have already seen one in the first month) so hope to get closer to our target by year end. Over the coming months we have a large amount of activity planned to celebrate Islington Reads and 2018 year of reading. We are also continuing with outreach work and hope to close on the gap on our visitor targets. Going forward , a wider range of indicators such as digital engagement will be reported to better reflect the full range of community activity libraries deliver.</p>

#### **4. Implications**

**4.1 Financial implications:**  
N/A

**4.2 Legal Implications:**  
N/A

**4.3 Environmental Implications**  
N/A

#### **4.4 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.

#### **5. Reason for recommendations**

5.1 We are recommending the committee accept the report because the figures have been checked and all relevant officers have contributed.

#### **Appendices**

- Appendix A: Number of Islington residents supported by council services and partners into paid employment for the period 1 April 2017 – 31st December 2017 (Q3) – 951

**Background papers:** None

Final report clearance:

#### **Signed by:**

Carmel Littleton  
Corporate Director, Children, Employment and  
Skills

Date 26 February 2018

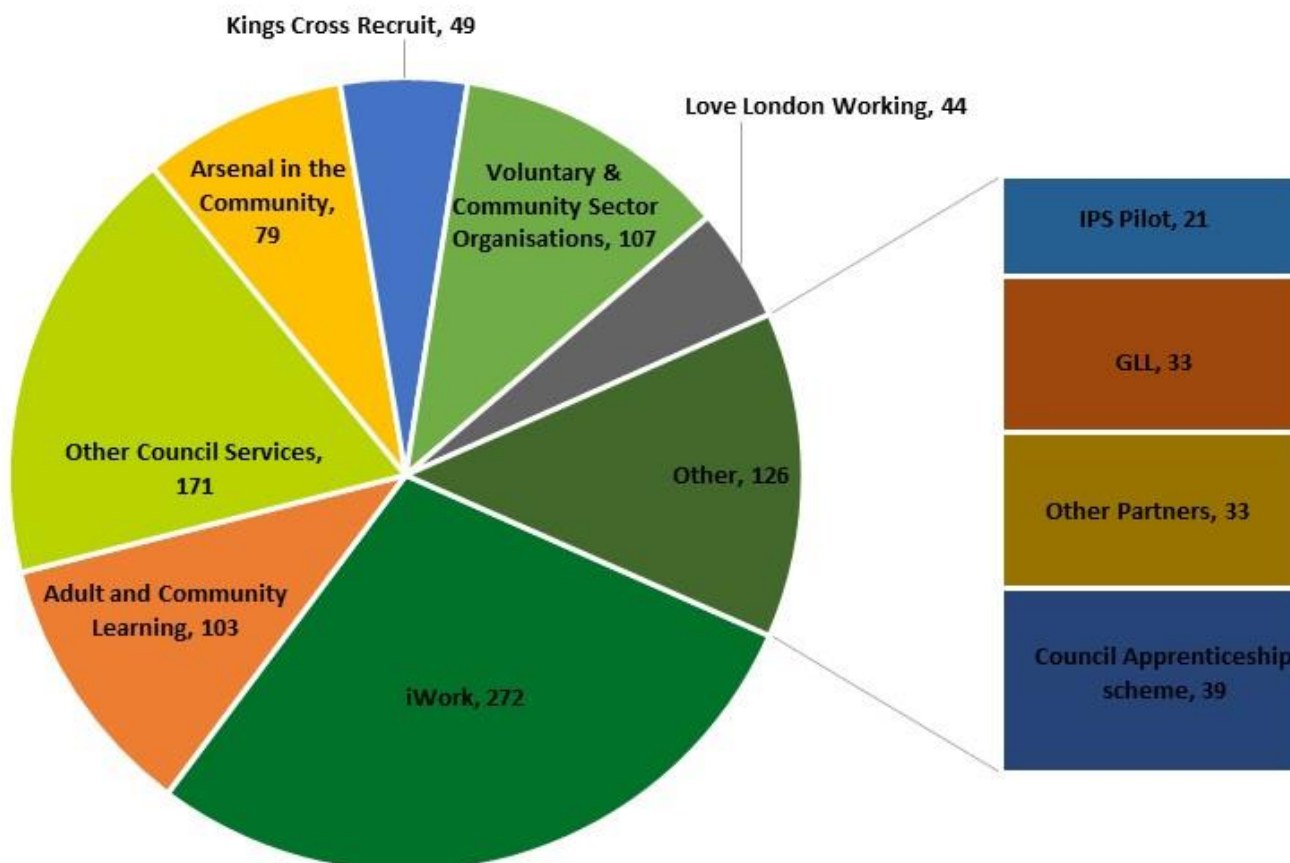
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**Appendix A:  
Number of Islington residents supported by council services and partners into paid employment for the period 1 April 2017 – 31<sup>st</sup> December 2017 (Q3) – 951**



The category identified as 'Other partners' in the chart above includes outcomes for the following partners; Scope (4), London Care (10), Education Catering (10), NSL Ltd (3), Whittington Hospital (1), Great Ormond Street Hospital (3) and Travis Perkins (2).