



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

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

Delete as appropriate		Non-exempt
-----------------------	--	------------

SUBJECT: Quarter 4 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 fourth quarter of 2017-18 (1 April to 31 March 2018).
- 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 4 against performance indicators for Employment & Skills which fall within the remit of the Environment and Regeneration Scrutiny Committee.

3. Quarter 4 Update on Employment & Skills

Objective	PI No.	Indicator	Frequency	Q4 Actual Apr - Mar	Target 2017-18	On/Off target	Same Period last year	Better than last year	
Support Islington residents into employment	E1	a) Total number of people supported into paid work through council activity <i>with sub-targets for:</i>	Q	1334	1250	Yes	1117	Yes	<p>Significant progress has been made this year to reduce unemployment and support people into work. Council delivery has focused on long term unemployed, those with multiple barriers, and young people. We have established a “Team Islington” approach to co-ordinating services with external employment support organisations.</p> <p>We are now going to focus on identifying those communities’ least engaged with our collective efforts and improve our outreach to these communities. The successful achievement of our employment targets this year reflects our joint working with partners and Appendix A provides greater detail regarding this.</p>
		b) Islington parents of children aged 0-18	Q	388	385	Yes	267	Yes	<p>The number of parents supported into employment is on target 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 and the embodiment of the “Team Islington” approach. The Parent House, Islington Somali Community, The Pillion Trust and Love London Working were key contributors to this target.</p>
		c) Young people aged 18-25		434	325	Yes	316	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. IWork supported 107 young people into employment, with 60% being placed into an apprenticeship.</p> <p>Partners in the borough providing employment support to young people, in particular the Pillion Trust, Muslim Welfare House, Isledon Arts and Arsenal in the Community made valuable contributions to the achievement of the overall target.</p>

		d) Disabled people / those with long term health conditions	Q	272	200	Yes	202	Yes	<p>We have exceeded the target for the number of disabled people supported into work by Council services and partners. This year we had several key programmes in the borough testing approaches to working with disabled clients, including the NHS funded IPS trial, the Central London Forward funded Working Capital and Central London Works trials, and the Shaw Trust funded Get back on Track pilot, as well as the council funded Mental Health Working, Community Access Project (CAP) and iWork services.</p> <p>Whilst all of these have contributed to supporting residents with disabilities into work, we have identified a lack of data regarding which claimants we are affecting the most, JSA claimants with a disability, ESA work related action group, or ESA support group. In 2018-19 we will start collecting and analysing this data and will use it to establish shared good practise and ensure that all client groups are accessing an appropriate and good offer of employment support.</p>
	E2	Percentage of residents supported into paid work through council activity, who remain in employment for at least 26 weeks	Q	72%	70%	Yes	69%	Yes	<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 this year has focused 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 external partners.</p>
<i>Increase proportion of disabled people in employment</i>	E3	Percentage gap between employment rate for residents with long term health conditions and overall Islington employment rate	A	20.3% (2016-17)	13.5%	N/A	15.1% (2015-16)	No	<p>Data source is the annual Labour Force Survey and it is used to measure the % point gap between those with a long term health condition and the overall employment rate. In the Labour Force Survey a long term health condition is defined as a physical or mental health condition or illness lasting or expected to last more than a year. The increased figure of 20.3% for 2016-17 could be due to a higher rate of employment in the overall Islington population, rather than an increase in the numbers of people with a long term health condition. There were 463 fewer people on ESA in Nov 2017 than in Nov 2016.</p> <p>Whilst employment rates are increasing, the rate for those without a long term health condition could be improving more quickly than those with a long term health condition so the gap has widened.</p> <p>There is a substantial 1 year + lag in data for this indicator.</p>

	E4	Number of Islington working age residents claiming Employment Support Allowance or Incapacity Benefit	A	11,497 (Nov 17)	11,460	N/A	11,960 (Nov 16)	Yes	<p>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.</p> <p>This is a four-year target which was based on the expectation that an increasingly higher numbers of claimants would come off benefit each year. The ESA figure is decreasing with 463 fewer people on ESA in Nov 2017 than in Nov 2016. Assuming that rate of decrease continues, we are on track to achieve the 2017-18 target.</p>
Promote and facilitate take up of apprenticeships	E5	a) Number of people placed into council apprenticeships	Q	55	50	Yes	42	Yes	HR have led on this and have exceeded the target and improved our offer by aligning a number of apprenticeships with the school year and have employed our first degree level apprenticeship.
		b) Number of people placed into external apprenticeships	Q	118	75	Yes	80	Yes	<p>We have continued to build our expertise in the construction sector, with many of the apprenticeships linked to trades or professions within the sector. We are also pleased to report that we are now being told by young people that they hear about apprenticeship at schools, a real change from a few years ago.</p> <p>The data supports this, as recent figures show that Islington has the highest proportion of London School leavers going into apprenticeships.</p>
		c) Percentage of council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	Q	68%	70%	No	N/A	New Measure	<p>This is a new measure that was introduced to monitor pastoral care and progression activities. This year we set up new processes to enhance the progression support offer from the iWork team prior to completion of an apprenticeship. We have an officer dedicated to pastoral care, supporting them to plan for their next steps and how to progress in their career. This has proved successful and of the 19 people who completed their apprenticeships within this period, 13 progressed into further employment, 3 were uncontactable, and 3 were out of work. Of these, two were unable to work due to medical/health conditions.</p>

<i>Promote social value through our commissioning and contracts.</i>	E6	a) Number of Islington residents supported into jobs with council contracted suppliers	Q	58	30	Yes	New Measure	N/A	We continue to increase our focus on social value, with a newly formed social value steering group exploring how we can best identify existing and new contracts which offer scope for supporting local residents into good employment and apprenticeship opportunities
		b) Gaining apprenticeships with council contracted suppliers.	Q	10	10	Yes	New Measure	N/A	
<i>Support residents to develop their learning and skills</i>	E7	Number of learners doing an accredited course	T	504	1,200	N/A	New Measure	N/A	The council provides free courses to unemployed residents or those on a low income to build employability skills. New indicators and targets have been set this year to monitor to what extent residents are enrolling on accredited courses as this is a less developed area of curriculum that was first introduced in 15/16.
		Percentage of those learners who achieve an accreditation	T	91%	90%	N/A	New Measure	N/A	ACL now comprises both accredited and non-accredited courses and so offers residents flexibility in terms of choice. Accredited courses are often more academic, run for longer and are more demanding with either an exam at the end of a course or a portfolio for learners to complete. Residents recruited by Adult Community Learning are normally assessed at entry level and through our non-accredited courses support is given with communication, confidence building and mental health and well-being. Enrolment on non-accredited courses is significantly higher and currently stands as 1228 learners. As residents' take up of accredited courses is lower, we have spoken to other providers locally and further afield. There appears to be a trend of decreasing participation in adult education and to understand why this is the case we will be talking to residents and our VCS contacts. There will be a more innovative and agile curriculum offer for the new academic year, from Sept 18, that will take into account the findings of conversations with learners, residents community groups and employers. ACL works on academic years, so achievement data (verified by ESFA) for the current year 17/18 will not be available until end of Oct 18.
<i>Promote employability skills and lifelong learning</i>		Number of library visits	Q	1052841	1081049	No	1059852	No	During 2017/18 local libraries provided a huge range of community activities to promote the benefits of reading and we saw the largest number children taking part and completing the Summer Reading Challenge. We had 1110 children complete the challenge an increase of 4% on 2016/17. The target for visits was narrowly missed and the context for this included: less opening hours in 2017/18 for most sites due to the way the bank holidays fell. The 3-week closure of the temporary John Barnes library (before the new one opened) as well as a faulty people

									counter at N4 Library which was not recording figures correctly. This was replaced in November and we have seen increased visitor figures for N4 since then.
--	--	--	--	--	--	--	--	--	--

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 June 2018

Report Author: Nicky Freeling, Business Engagement and Employment Support Manager
Tel: 020 7527 6771
Email: Nicky.freeling@islington.gov.uk

Financial Implications Author: N/A
Tel:
Email:

Legal Implications Author: N/A
Tel:
Email:

**Appendix A:
Number of Islington residents supported by council services and partners into paid employment for the period 1 April 2017 – 31st March 2018 – 1334**

