

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

| <b>Meeting of:</b>                              | <b>Date</b>     | <b>Ward(s)</b> |
|---|-----------------|----------------|
| Environment and Regeneration Scrutiny Committee | 5 November 2018 | All            |

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**SUBJECT: Quarter 1 Performance Report – Employment, Skills and Culture**
**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 and Culture for the first quarter of 2018-19 (1 April to 30 June 2018). A data dashboard showing performance against the KPI’s is included as a separate attachment. The report should be read alongside the dashboard for a full understanding of performance in each area.

**2. Recommendations**

- 2.1 To note the progress at the end of Quarter 1 against performance indicators for Employment, Skills and Culture which fall within the remit of the Environment and Regeneration Scrutiny Committee.

### 3. Employment: Reduce levels of long term unemployment and worklessness

- 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 the council has set a target of supporting 4000 residents into employment over the next four years.
- 3.2 **JM1 - The number of people supported into paid work through 'Team Islington activity is 261 in Quarter one**, which is 4% above the target of 250 and over 30% more than this time last year. To effectively deliver a Team Islington approach to supporting residents into work, we have established a Pathways to Employment Partnership. Convened by the council, 13 of the borough's key employment support organisations have committed to working together to reduce duplication by:
- sharing the details of their local offer,
  - consulting with the Partnership when considering changing or adapting delivery,
  - sharing data regarding their outcomes
  - working collectively to identify and address gaps in provision.
- These members are signing up to a memorandum of understanding to develop and implement simple quality control and feedback procedures, and implement a 'no wrong door' approach by referring residents between partners.
- 3.3 The council's iWork service which was initially established to demonstrate good practise in 121 employment coaching, has been evolving its role to co-ordinate the efforts of external employment support organisations so that the borough's employment support offer is more than the sum of its individual parts.
- 3.4 As part of our approach to progress the partnership, we are establishing the iWork base at 222 Upper Street as a Team Islington employment support hub, with staff from a range of partner organisations co-locating to provide residents an opportunity to access the most appropriate service. The intention is that co-location will also foster best practise. We are also trialling a new employment contact agent role, to facilitate the referrals between partners.
- 3.5 To add value to the existing local employment coaching offer and to minimise duplication, iWork is now trialling different models of outreach to ensure we can more effectively target support to economically inactive residents, including parents who don't claim unemployment benefit, under 25s, residents on certain disability benefits. This has been identified by all partners as the current gap in provision, because of the rise in the London employment rates, it is those residents who are not actively seeking work who we need to reach and support
- 3.6 The targets for 2018-19 have been set to take into account these current full employment rates, which mean that services are having to work harder to find and progress residents who are not currently actively seeking employment, or who face multiple barriers to employment.
- 3.7 Within a broader data set, we monitor support, targeted to those who need it most and have continued to track 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 BAME.
- 3.8 Supporting parents into work is key to breaking the cycle of poverty, particularly given the high levels of child poverty in Islington which is related to parents on out of work benefits. The job centre only captures figures for lone parents claiming, currently standing at 2,290<sup>1</sup>. council services and partners aim to support at least 425 parents into employment this year and have already exceeded the profiled target for quarter 1 with 119 outcomes.
- 3.9 The employment challenge is greatest in relation to those residents with disabilities and long term health conditions. Many residents with disabilities experience discrimination and barriers to accessing good employment, and are unaware of their rights to adjustments and support in the workplace. These

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<sup>1</sup>DWP Benefit Claimants – working age client group (Nov 16)

residents may be unaware of the employment support opportunities available to them and part of our strategy is to broker adjusted opportunities and build awareness of the in-work support available. council services and partners aim to support at least 220 into employment this year and are on track, with a Q1 achievement of 72 outcomes against a profile of 55. However, it is important to note that when we report on people with a disability or long term health condition, we are not necessarily capturing the impact on ESA claimant rates. This is because many JSA claimants are living with long term health conditions and because most of our partners do not currently capture benefit type. There are currently 11,960<sup>2</sup> residents claiming employment support allowance. It is our intention to work towards a target for ESA claimants supported into employment in 2019/20, and we are currently discussing this with partners.

- 3.10 Our data shows that BAME residents have higher rates of unemployment and economic inactivity. The council has introduced a new measure to monitor targeted employment support and improved outcomes for this group. At quarter 1 we have supported 127 BAME residents into employment and are on track to exceed the year-end target of 200.
- 3.11 Unemployed young adults, aged 18- 25yrs remain difficult to engage and there are no accurate statistics in relation to the employment rates, for example, Central Government does not collect/publish statistics for the age group. council services and partners aim to support at least 360 young people aged 18-25 into employment this year and have already exceeded the profiled target for quarter 1 with 71 outcomes.
- 3.12 The Islington Aspire Youth Employment Network is convened by the council, to co-ordinate youth employment provision across the borough and to promote youth employment and training opportunities by hosting exciting events. For example, this quarter, the Aspire Network provided hospitality masterclasses with employers, including Nando's and Caffè Nero.
- 3.13 This quarter figures for residents employed by council contracted suppliers are below the same period previous year. This is because each year contractual commitments and timeframes vary. We are confident outcomes will increase in subsequent quarterly reporting periods.
- 3.14 There is no corporate target for supporting residents out of in-work poverty. We intend during this year to create a methodology for capturing outcomes linked to receipt of the London Living Wage, and how many residents benefited from the new Adult & Community Learning progress into better remunerated roles.

#### **4. Help residents get the skills they need to secure a good job**

- 4.1 **JM2 – Number of Islington residents supported into apprenticeships**  
The 12 apprenticeship starts in Q1 are new roles created by LBI and local authority maintained schools and not the upskilling of existing employees. The new roles include 1 apprentice in a school, 4 in Environment and Regeneration and 7 in Housing and Adult Social Services. In line with the council's ambitions to create opportunities across a range of vocations within the council, these apprenticeships are across levels 2-4 and include Facilities Services, Business Administration, Housing and Property Management, Data Analysis and Project Management.
- 4.2 We have exceeded the target for supporting residents into apprenticeships with local employers and met the target for apprentices who have moved on to further employment or training within 3 months of completing their apprenticeship.
- 4.3 There are two measures to monitor the council's progress in deriving social value from its purchasing power: Islington residents supported into jobs with council contracted suppliers and residents securing apprenticeships with council contracted suppliers. A Social Value officer started in April 2018, with a remit to create an approach to embedding social value in council commissioning/ procurement, with an emphasis on prioritising the creation of apprenticeships and entry level jobs by suppliers for local residents.

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<sup>2</sup> DWP Benefit Claimants – working age client group (Nov 16)

#### 4.4 **JM3 – Number of Islington residents enrolled on an Adult and Community Learning course**

The council's Adult & Community Learning Service (ACL) is preparing plans to address two key priorities; making lifelong learning more accessible for Islington residents by offering night schools and establishing a joint directorate outreach team to more effectively target provision. The Service will focus on priority groups in line with the Employment Team. ACL is supporting the 'Team Islington' approach by participating in the Pathways to Employment Partnership and support hub to ensure employability is embedded in the curriculum design and offer. We are working with health partners to map pathways into health careers, identifying any gaps in these pathways that can be addressed by ACL, further education providers or bespoke training provision.

We are continuing to work with the Greater London Authority (GLA), Central London Forward (CLF) and other Local Authorities in preparation for Devolution. We have had formal contact from the new GLA Skills Team and responded to the consultation on the London Skills Strategy. Devolution will come into effect December 2018/January 2019 and the Adult Education Budget (AEB) will be transferred to Mayoral authorities. From April 2019. Approximately 85% of the allocation from the GLA will continue to be grant-funded and the DfE is currently considering what monitoring and performance frameworks will be used. A recent funding policy change in the AEB offers a new flexibility to fully-fund employed individuals in receipt of low-wage which is in line with our vision for the Night School cohort of learners. We are also following the Devolution agenda to re-shape the service in line with the expected funding arrangements from outputs to outcomes, where the headline outcome is employment.

Skills devolution provides an opportunity for us to look afresh at the skills needs of residents and what they will require to secure good employment. We know that there are a wide range of organisations in the borough that commission services which are crucial to successful transition into employment and have good links with employers, but this is not well co-ordinated or integrated. To address this, we will be commissioning a local skills strategy in collaboration with partners that offers a 'Team Islington' approach to skills and progression.

#### 4.5 **JM4 – Number of library visits**

Slightly under target for 2018/19, but Q1 figures up on 2017/18. We are working to increase our active membership which will increase our visits. We have developed an outreach programme and library staff are doing regular visits to a wide range of community settings for example children's centres, community centres, leisure centres and local schools in order to talk to residents and organisations about the services we offer. We are developing community use of library spaces for example Archway Library is used as a venue for the Archway with Words Festival, as well as a wide range of activities to drive up visits and increase membership. This year we are participating in a number of national initiatives which focus on the benefits of libraries and reading and the role we can play in combating social isolation.

#### 4.6 **JM5 - Number of children taking part in the summer reading challenge**

The Summer Reading Challenge is a national initiative which is designed to get children to read six or more books from the library over the summer holidays. Children receive special rewards each time they finish a book and there's a certificate for everyone who completes the Challenge. These certificates are presented at an award ceremony which all libraries hold, usually during October half term. We have successfully promoted the Summer Reading Challenge and have worked with schools to ensure that we reach as many children and their families as possible. Library staff visit local schools to promote the scheme at assemblies, parents morning and summer fairs. Data not available until Q2.

#### 4.7 **JM6 – Number of schools that have expressed an interest in the cultural enrichment programme (11 by 11) by March 19**

11 By 11 is a commitment to providing all children and young people in Islington with 11 outstanding cultural experiences by Year 11 in school, it is a programme which aims to ensure equality of access to enrichment activities, particularly targeting those who are disadvantaged. This new corporate plan priority and recommendation of the Fair Futures Commission is an evidenced based response to enhancing life skills through engagement with cultural activity. Working in partnership with head teachers, through the Islington Community of Schools and with over 40 cultural organisations to date, a delivery plan has been devised, early actions include: setting up a website to enable schools to access

11 by 11 offers, a survey of schools to map current enrichment activity and a monitoring and evaluation framework to track engagement of schools.

**4.8 JM7 – Number of secondary schools committed to an outline plan for implementation by March 19**

**JM8 – Sectors with a local business leader committed to supporting the 100 hours by March 19**

The council has committed to ensuring that all young people in Islington benefit from 100 hours' experience of the World of Work by age 16. This will help young people to prepare for their future careers and to gain an understanding of the breadth of career options that are available locally. An action plan is underway to map a coordinated approach to this. Islington school's careers leads have been consulted on the approach and we have initiated an overall programme design in collaboration with head teachers through the Islington Community of Schools and with businesses we currently work with.

4.9 Progress in quarter 1 has included the Youth Employment Team brokering employer led activities for 776 young people in schools. Funding has also been secured through the Richard Reeves Foundation to support secondary schools with further develop careers education, including New River College PRU and Samuel Rhodes Special School.

**5. Implications**

**5.1 Financial implications:**

N/A

**5.2 Legal Implications:**

N/A

**5.3 Environmental Implications**

N/A

**5.4 Resident Impact Assessment:**

N/A

**6 Reason for recommendations**

6.1 In accordance with its remit:

Scrutiny committee is asked to discuss the progress set out in the report.

**Appendices**

- Appendix A: **The number of Islington residents supported into paid work through 'Team Islington' activity** for the period 1 April 2018 – 30th June 2018 (Q1) – 261

**Background papers:** None

Final report clearance:

**Signed by:**



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Date: 5 November 2018

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Financial Implications Author: N/A  
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**Appendix A:  
Number of Islington residents supported into paid work through 'Team Islington' activity for  
the period 1 April – 30<sup>th</sup> June 2018 – 261**

