



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

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Environment and Regeneration Scrutiny Committee	28 March 2019	All

<b>Delete as appropriate:</b>		Non-exempt
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## **SUBJECT: Quarter 3 2018/19 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 third quarter of 2018-19 (1 October to 31 December 2018). 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.
- 1.4 Red, amber and green colour bandings are used in the dashboard to represent performance compared to the profiled targets and performance at the same point during previous years. The green banding is used where performance is better than the profiled target and where performance is better at the same point during the previous year. Amber is generally used where performance is within 5% of the profiled target or performance at the same point last year. However, where a measure is based on low numbers, a 10% amber banding may be used. The red banding reflects performance that is more than 5% off target or below performance during the previous year (or 10% where low numbers are involved).

1.5 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 the progress at the end of Quarter 3 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 900, up to the end of Quarter Three**, which is 20% above the target of 750. To effectively deliver an 'Islington Working' approach to supporting residents into work, we have established an Employment Partnership. The partnership aims to increase employment for Islington residents by co-location and sharing information on vacancies and other local opportunities. Local partners have signed up to this way of working to create a coherent and comprehensive offer to residents who are unemployed or require in work support. This approach means that collectively we are able to place resources where they can have the most impact to create an integrated employment service in Islington.

3.3 An 'Islington Working' steering group convened by the council took place in January 2019 to support our common goal of working together to reduce duplication. It was agreed that we would develop an action plan with four objectives:

- To develop a visible and accessible 'Islington Working' partnership
- Work as a collective body to address gaps in current provision or areas to develop in expertise or approach
- Maximise and influence our engagement with employers
- Use data to measure what we are doing and what we still need to do

3.4 iWork is leading a pilot initiative based at 222 Upper Street, the 'Islington working employment support hub', with staff from a range of partner organisations and council services working together to support our most vulnerable residents and those furthest away from the labour market, including those with mental and physical health related challenges. Partners include Ingeus, The Shaw Trust, Prospects, Advance Personnel Management and Love London Working.

3.5 The Islington directory, which is available on the council's website, now provides a further resource for residents to be able to access a wider range of employment support now available in the borough.

3.6 The targets for 2018-19 have been set to take into account support for targeted residents who face a range of barriers to overcome to secure good employment. We continue 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, for the first time, BAME.

- 3.7 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 parent claimants, currently standing at 2,290<sup>1</sup>, and this reporting has now been discontinued. Council services and partners aim to support at least 425 parents into employment this year. The latest data shows that across the first three quarters of 2018/19, 313 parents have been supported into paid work, which is within 3% of the profiled target of 319 at this point of the year.
- 3.8 Engagement with unemployed young adults aged 18-25 is a challenge, in part, because there are no accurate statistics for employment rates for this group available locally. Council services and partners aim to support at least 360 young people aged 18-25 into employment this year. At the end of Q3 we had 255 outcomes, against a target of 270. This is partly because the quarter is one of transition and change for young people at the lower end of the age band, and partly because we have not received returns from some of our key partners for a variety of reasons. As part of the new Islington Working arrangements, we are formalising partnership reporting requirements with youth providers and this will enable more consistent and accurate reporting of outcomes. We have identified specific partners who did not return in time for this quarter and we anticipate that their contributions, along with the impact of our National Apprenticeship Week Aspire roadshows, will bring us back on target. It is also worth noting that there are a further 25 young people who went into work who were aged 16 -18, which brings the total of young people supported to 280, but the indicator does not include people under 18.
- 3.9 The figures for the number of parents and young people supported into work through Team Islington activity have shown seasonal variation, as there is an additional six-monthly data collection that helps to increase the totals in quarters 2 and 4. The profiled targets currently reflect an even split across the year, which partially explains why we are below the profiled target in Q3. We will be looking to build this seasonal variation into our profiled targets for 2019/20 and beyond.
- 3.10 The employment challenge remains greatest in relation to those residents with disabilities and long-term health conditions. By the end of Quarter 3 we have supported 188 residents into paid employment against a target of 165. This is also higher than the same period in the previous year.
- 3.11 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 3 we have supported 377 BAME residents into employment and have already exceeded the year-end target of 200.
- 3.12 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. This quarter figures for residents employed by council contracted suppliers stand at 38, compared to a target of 25, with 19 of these into apprenticeships (target 8). We have already met the year-end targets of 33 jobs, of which 11 were to be apprenticeships.

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

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

##### **4.1 JM2 – Number of Islington residents supported into apprenticeships & JM3 – Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship**

The 36 apprenticeships starts in the first three quarters of the year are new roles created by LBI and local authority maintained schools and not the upskilling of existing employees. The new roles include 16 in Housing and Adult Social Services, 6 in Children, Employment and Skills, 6 in Environment and Regeneration, 5 in Resources and 3 in local authority maintained schools. The range of apprenticeships are across levels 2, 3 & 4 and include apprenticeships in Business Administration, Customer Service, Housing and Property Management, Facilities, Carpentry, Plumbing, Electrical installation, Teaching Assistant, Early Years Educator, Events Management, Project Management and Data Analysis.

4.2 We have exceeded the year-end target for supporting residents into apprenticeships with local employers and the profiled target for apprentices who have moved on to further employment or training within 3 months of completing their apprenticeship. Of those who have completed their apprenticeships, 50% progressed into further employment in the council, 25% into employment elsewhere, and 25% were either unknown or unemployed and receiving further support.

The sector with the largest proportion of apprentices recruited externally remains construction, due to commitments secured by the council through section 106 planning agreements and council contractors.

##### **4.3 JM4 – 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 evening classes and establishing a joint directorate approach to more effectively target provision. The Service will focus on priority groups in line with Employment target groups. ACL is supporting the 'Team Islington' approach by participating in the borough-wide Employment Partnership and support hub, to ensure employability is embedded in the curriculum design and offer. Both our curriculum pathways, Vocational and Basic Skills, embed employability into lessons, either as a stand-alone element or contextualised. For example, our ESOL learners are trained on how to write covering letters and how to complete application forms during a language acquisition class. ACL is working with local health and social care partners (employers and providers) to map pathways into careers, identifying any gaps in these pathways that can be addressed by ACL, further education providers or bespoke training provision. A next step will be to re-design the curriculum into a more pertinent and up-to-date learning experience enabling faster access into the sector for our learners. In addition, ACL is also working with partners to review the overall current curriculum offer, including analysis of ICT/Digital skills courses to update the offer for 2019/2020. In partnership with Camden ACL, we have received funding for an ESOL co-ordinator to map current provision, identify overlaps and gaps in provision.

4.4 Adult education nationally, including some of the further education sector, has seen a drop in participation and demand with an underspend nationally in the Adult Education Budget (AEB - the grant allocation awarded to providers). Islington ACL continued our marketing campaigns and our work with partners to promote our curriculum offer in a bid to attract more (and new) learners onto our courses. The service has trialled new methods to reach

out to this cohort of learners, from the informal community classes to vocational courses which will help maximise pathways into employment, including Basic Skills. The Council's corporate communications team is refreshing ACL's communications strategy to raise awareness of provision available through different media outlets (e.g. Twitter, Facebook, Instagram).

- 4.5 Notwithstanding a reduction in participation in adult education nationally, ACL has met its ESFA (Education and Skills Funding Agency) targets for the 2017/18 academic year and is awaiting the release of annual achievement data.
- 4.6 In the Autumn term of 2018/19 academic year, 670 Islington residents have enrolled on an Adult & Community Learning Course, which meets the target for the term. As of the early February, 950 Islington Residents enrolled on a total of 1,867 learning aims.
- 4.7. The introduction of tracking groups of learners which align with employment priority groups is new and so we have no previous data to compare against. There is no national data or benchmarking of these sub groups in the Adult Education sector since each Local Authority determines and establishes its priorities based on their own needs. For the Autumn term, Islington was narrowly below each of the priority group targets.
- 4.8 Based on the report produced by the Learning and Work Institute for Islington Council, the "Islington Labour Market Study" in March 2018 described that the employment rate for BAME residents is substantially lower than for white residents regardless of gender. The employment rates for white residents have been rising, with that for white men rising faster than for white women. This has been the basis of selecting BAME as a priority group on which to focus. Although the study did not interrogate data on parents or residents with disabilities, the benefits of lifelong learning on these groups are very well known and have been well researched and publicised nationally. Public policy objectives from increasing social cohesion and mobility to improving productivity, tackling mental and physical health issues and extending working lives for these sub-groups is our rationale. In 2017/18, 72% of learners accessing provision at ACL were from the BAME cohort, this is above the demographic for the Islington area. 79% of learners on ACL courses are female. During 2017/18 only 49 learners were from the 19-25 cohort (10 male and 39 female), which reflects another finding from the Labour Market Study – that these younger unemployed adults need a different approach if we are to successfully engage them. ACL is exploring how to identify learners who were previously NEET and tracked, who are now 19+ and did not achieve level 2 English and Maths, with a view to approaching these learners offering Functional Skills English and Maths, to reduce unemployment within this cohort. ACL is also working with partners such as "Mind" to promote a suitable ACL offer to meet the needs of learners with Mental Health issues.
- 4.9 **JM5 – Number of library visits**  
By the end of Q3 2018/19, there were around 791,000 visits to Islington libraries. This was just under the profiled target for this point in the year (by less than 1 percentage point), but encouragingly above the number of visits during the same period in 2017/18.
- 4.10 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 ACL are using Cat and

Mouse Library for Maths, English and ESOL classes. We are also offering a wide range of activities to drive up visits and increase membership. For example, we are rolling out Lego clubs to all libraries, a STEM club at Lewis Carroll, Knit and Natter groups at three libraries, Chess and scrabble clubs etc. This year we are also 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.

#### 4.11 **JM7 – 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 evidence-based response to enhancing life skills through engagement with cultural activity. At the time of writing in Q4, we have a further 11 schools who have expressed an interest in the programme, on top of the 25 at the end of Q3, bringing the total to 36 schools that have expressed an interest in the programme.

Developments to date include:

- A portal for schools to access 11 By 11 offers which will be launched on 15th March.
- A comprehensive database of cultural partners is in development for delivery which be delivered during Q4 2018/19.
- Activities for the Summer term are currently being sourced from cultural organisations.
- The Cultural Enrichment Team is working in partnership with School Improvement Service and leading cultural partner organisations to develop a suite of learning resources to ensure that Islington teachers have the necessary skills to make culture central to curriculum delivery.
- A monitoring and evaluation framework is being developed in partnership with Schools Data Team and Youth Employment; and
- An activity tracker has been set up for monitoring quantitative engagement in 11 by 11 activities by students and teachers which will be tested in the summer term.

#### 4.12 **JM8 – 100 hours of the world of work - Number of secondary schools committed to an outline plan for implementation by March 2019 & JM9 – Sectors with a local business leader committed to supporting the 100 hours initiative by March 2019**

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. Islington schools 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.

4.13 We are delivering work with six secondary schools that is funded by the Richard Reeves Foundation, and requires the schools to develop programmes of employer led activities that support the 100 hours World of Work and a plan for achieving a Quality in Careers Standard.

4.14 While scaling up the delivery of career related activity with secondary schools this academic year, we are testing employer activities with primary schools with a view to launching next year. Progress at Q3 includes the development of a web based booking system, with 30

businesses across eight key industry sectors currently offering their support, and a further eight expected by the end of March. By March we will also have a World of Work Guarantee in place that businesses and schools will pledge their support to.

## **5. Implications**

### **5.1 Financial implications:**

Not applicable.

### **5.2 Legal Implications:**

Not applicable.

### **4.3 Environmental Implications**

Not applicable.

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

Not applicable.

## **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: Data Dashboard for Q3 2018/19

## **Background papers:** None

Final report clearance:

## **Signed by:**

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Date

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