

Report of: Corporate Director, Community Wealth Building, and Director of Children’s Services

Meeting of:	Date:	Ward(s):
Environment and Regeneration Scrutiny Committee	Thursday 10 th November 2022	All

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

SUBJECT: Inclusive Economy & Jobs Quarter 2 2022-23 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 second quarter of 2022-23 (1st July to 30th September 2022). 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 generally 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 2022-23 Quarter 2 (1st July – 30th September 2022) for measures relating to Jobs and Money outcomes in Environment and Regeneration.

3. Background

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 and to align with the manifesto commitment we will support **5,000** residents into work over the 4-year period through direct and partnership service delivery.

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 2 with **1,443** unemployed Islington residents supported into paid employment exceeding the profiled target of **1,000** and on track to meet the year-end target of **2000**. This result reflects the embodiment of the Islington Working Partnership, the Islington Anchor Institutions' Network and council contractors who have all agreed to take a strategic approach to ensure that employment provision in the borough meets the needs of identified priority groups.

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.

Employment Support is delivered in Islington by a wide range of services. The Council's iWork service offers 1-2-1 tailored coaching and mentoring support. This direct delivery represents 10% of the total outcomes in quarter 2. The service also supports the Islington Working partnership through our networks to broker jobs, source candidates and share best practice. This has created a strong commitment to local recruitment for a wide range of local community stakeholders.

iWork Employment Support – Case Study 1

The council's iWork service has been delivering a European Social Funded (ESF) programme to support residents into work called Connecting Communities. The programme has brought in additional funding to our employment services providing a significant participant budget, so that clients can access financial support to assist their journey into employment. Monthly travelcards, work clothing and food vouchers are available as is IT equipment, allowing clients to independently apply for jobs.

As part of this, iWork has spent approximately £8,000 in local businesses as opposed to on-line purchases with larger organisations and multi conglomerates. This has strengthened internal partnership working and actively supports local businesses.

4.2 **Corporate Indicator JM1a - Number of Islington resident parents of children aged 0-18 supported into paid work through Team Islington activity**

Council services and partners supported **234** parents of children aged 0-18 into employment exceeding the profiled target of **232** by **1%**. We anticipate that by the year-end we will be able to achieve our annual target of **580**.

We are aware that although our partners are working with a high number of parents there is an issue with collecting data on parental status as not all routinely capture the age of client's children. This presents a challenge for reporting as 90% of employment outcomes are received from partners. Some partners have raised concern that collecting data on parental status could be seen as discriminatory. We are taking action to address this by working with partners to identify how to address this gap in information to ensure that this is available for future reporting.

The Council's iWork service has created two new posts for outreach workers. One will be focused on developing links with parents and will mainly be based in Childrens' centres or other early year settings in the borough. This targeted intervention will result in an increase in parents accessing employment support provision and moving into training or employment, with monitoring processes put in place to aid future reporting.

A recent report in the Guardian showed that the number of people who aren't working because of caring commitments is the highest since May 2020, with the last year marking a sustained increase in stay-at-home parents and carers after three decades of decline. Figures show that 43,000 women have dropped out of the workforce to look after family in the last year, a 3% increase on the previous year and part of a sustained shift after decades of decline, according to the most recent [UK labour market figures](#) from the Office of National Statistics (ONS).

Whilst the council is doing all that it can to address the needs of working families, in terms of a commitment to flexible working and our offer of support with childcare costs for new workers, we have more to do to ensure that parents can access sustainable careers with employers who allow the flexibility needed to deal with childhood illnesses and school holiday demands. We already do this through our Caterlink contract and will continue to identify other similar flexible opportunities.

4.3 **Corporate Indicator JM1b - Number of Islington resident young people aged 18-25 supported into paid work through Team Islington activity**

Council services and partners supported **228** 18- to 25-year-olds into employment exceeding the profiled target of **224** by **2%**

These outcomes are reflective of all young people supported into work through a 'Team Islington' approach with the majority via our network of youth providers. London Councils has convened a working group to look at how local authorities can collaborate to improve the employment offer for young people, including workstreams linked to local partnerships, co-location, data sharing and the creation of additional pathways in positive and sustained employment outcomes The Islington Aspire network of youth providers is due to meet in Quarter 3 to review the local offer and consider innovation around youth engagement, including use of the LBI Youth Employment Hubs and businesses partnerships to attract young residents.

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** Council services and partners supported **234** residents with a disability/long term health condition into employment exceeding the profiled target of **200** by **17%**.

The Council in collaboration with London Metropolitan University has commenced a research project to gain greater insight into unemployment among residents with disabilities or long-term health conditions. Currently, the data available on employment/ unemployment for this cohort is provided at a national level and we are often unable to see detail about the categories of disability, the kinds of jobs being secured and the extent to which support programmes are useful for disabled residents. The research project will segment the general 'disability and long-term health condition' category and allow us to see in greater detail the employment circumstances of sub-groups within this category and, in turn, allow us to provide more targeted support.

Mental Health Working by Hillside Clubhouse – Case Study 2

(Client name changed to preserve anonymity)

Devon has been a client with Mental Health Working Islington (MHWI) for the last 3 years. He suffers with severe depression, anxiety and has regular panic attacks. He struggles with literacy (could be dyslexic but has no formal diagnosis), inter-personal relationships and communication. He had been unemployed for 3 months (when referred) after having been in his previous job for eight years. The loss of this job had a detrimental effect on his mental health, confidence, and self-esteem.

The combination of his mental health issues and lack of inter-personal skills made it difficult for the MHWI Employment Specialist (ES) to support Devon at first. When Devon was referred to MHWI, he was being supported by three other employment services in Islington, all of whom were struggling to understand and support his complex needs. The issues that arose frustrated Devon even further. Despite facing many barriers and a regular breakdown in communication, Devon continued to engage well with MHWI. The more his ES got to know and understand his personality, the more comfortable he became with the team and vice versa.

After more than a year of one-to-one employability support and job searching, Devon finally secured a temporary role as a Maintenance Assistant in April 2021. This gave him a tremendous sense of self-confidence and motivated him to be positive about his future. Since securing this first role, MHWI has supported Devon into a further five jobs (although he is looking for permanent work all his roles so far have been temporary – contracts of two to six months) in facilities and maintenance. As a result of the support from MHWI, he has not been without work for more than a couple of weeks in the last 18 months.

4.5 **Corporate Indicator JM1d - Number of Black, Asian and Minority Ethnic Islington residents supported into paid work through Team Islington activity** Council services and partners supported **745** residents from Black Asian and Minority Ethnic residents into employment exceeding the profiled target of **480** by **55%**

The Council in collaboration with London Metropolitan University has completed a research project on employment among Islington's Black, Asian and Ethnic minority communities. The research made recommendations for the targeting of support at communities and these recommendations are being addressed. Through the Islington Working Partnership the Council is encouraging other employment support services in the borough to use the research findings to support better targeting of their own support. To monitor this, we have asked larger employment support services to give us greater detail on the ethnic breakdown of the residents they are supporting into work. This will be reported in Quarter 3 2022-23.

An outreach worker has been employed specifically to strengthen the relationships with voluntary and community organisations that support Black, Asian and Minority ethnic communities and to connect residents from these communities to the range of employment and training provision that's available in the borough.

The Council continues to convene the Black, Asian and Ethnic Minority and Refugee Employment Forum. This meets twice a year and brings together up to 20 voluntary and community sector organisations for dialogue and information sharing on available services.

4.6 Corporate Indicator JM1e - Council Contracted Suppliers

We continue to work closely with contractors to capture employment outcomes. This year we have established a social value officer working group, who are looking at each contract presented to identify meaningful opportunities for social value. These will not always be employment outcomes as we also focus on inspiring our young people to better understand the full range of local careers available. However, there is always a push for local jobs and apprenticeships, and through this work we have seen additional apprenticeship and job opportunities coming through to iWork to promote and being placed on our e-bulletin. We are keen to promote the iWork partnership with clients direct ltd plus who provide payroll services under the Matrix temping contract. To date we have placed 16 residents into entry level roles. This could be doubled if more council recruiting managers were aware of our service and we are working closely with colleagues in Human Resources to ensure this happens more systematically.

4.7 JM1 f and g - Percentage of Islington residents supported into paid work through Team Islington activity who are still in work at 13 weeks and 26 weeks

We have identified the issues of sustainment in work as a key measure in assessing the effectiveness of employment support services and have developed this indicator to track clients at 13 and 26 weeks which will be reported annually. This will also be rolled out and embedded across the Islington Working partnership.

4.8 JM2 a) Number of London Living wage entry level jobs achieved through the Islington Working Partnership

Performance has been strong in Quarter 2 with **238** Islington residents achieving paid employment paying the London Living wage, exceeding the profiled target of **200** by (19%).

JM2b - Number of employers achieving London Living Wage accreditation

256 employers in Islington are now living wage accredited drawn from sectors listed from highest to lowest in the table below.

Sector	Number of Businesses	Sector	Number of Businesses
Charities	65	Wholesale	4
Consulting	23	Recruitment	4
Media and Communications	22	Cultural	3
Public Sector (inc Local Authority)	16	Health	3
Tech and Telecoms	16	Cleaning	3
Retail	11	Banking	3

Schools	11	Hospitality	3
Social Enterprises	9	Other Third Sector	3
Religious	8	Property	3
Finance	7	Engineering	2
Construction	7	Higher Education	2
Other Services	6	Housing	2
Law	6	Manufacturing	2
Caring	5	Trade Unions	2
Professional	4	Training	2

Although it is likely that all living wage employers are not accredited, the list shows clearly that more work is needed to raise living wage payments for residents and workers in the borough who work in foundational sectors, a disproportionate number of which are likely to pay less than the living wage including hospitality, security, and cleaning. We are also continuing to monitor the impact of increased costs for businesses to see if this has a negative effect on the number of businesses signing up to formal accreditation.

4.9 **JM3 - Number of Islington residents supported into apprenticeships**

An Early Careers and Talent (ECT) Strategy is being developed to help provide direction for how we work with both internal and external partners to better promote ECT activities within the council and the borough. To support our Internal activities, we are also developing a work experience placement approach to provide clarity and direction on a diverse range of ECT activities. We particularly want to promote the recruitment of external apprentices and the provision of work experience placement for schools, young people, adults, those from our priority groups.

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. We have captured all outputs, whether quantitative or qualitative and assigned a monetary value where possible. The monetary value is calculated using the Social Value Portal's TOMs evaluation methodology.

Town Square - £15,850 While the operators at White Collar Factory (WCF) are fully operational, they are still in Year 1 and not yet required to formally report on Social Value targets. However, even in this 'building' stage, they have secured a financial equivalent of £15,850. They have hired 1 FTE Community Manager, an Islington resident who is actively working in the community to promote the space. They have run 4 workshops once again this quarter which have all been well attended. Town Square is currently looking to recruit an additional person to support their Community Manager and is working with iWork to promote the opportunity locally.

Fashion Enter – £190,981 13 residents completed Level 1 Stitching and Level 2 Pattern Cutting Course. There has been a significant increase in the social value delivered, due to the realisation of outputs that had not previously been recorded. We are working closely with Fashion Enter to continue identifying missed opportunities and continue the community opportunities that have been generated from the site.

Outlandish - £354,849 An Islington resident recently started work with them. Founders And Coders is continuing to support and train individuals with another 10 started in September. This figure includes a

Tech for Better programme in July, which included 1533 hours of time in course delivery, facilitation, and development, with developer/programmer's time working full time to deliver a real digital product.

Better Space – £41,547 17 members with 40 ad hoc users and appointed 4 FTEs, two of whom are Islington residents. They have supported 2 Islington residents to gain employment through the Creative Start programme. Both residents are BAME. One of the candidates has a disability and has been supported by Better Space, by them meeting the cost of a note taker. The creative start programme was in partnership with the LIFT Programme.

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

Local Economy Officers working directly with businesses in our town centres and high streets have continued to broker opportunities for residents, including creating 100 hours of work opportunities from TFL/Network Rail at Finsbury Park Station and Quantum Physics opportunities with Cally business Quantum Motion, with many more in the pipeline.

The Local Economies team continues to engage and support businesses to lay the ground for more brokerage opportunities to arise. We have held a successful trial market at the Cally Clocktower in Caledonian Park, where 21 Cally traders were given the opportunity to promote their businesses by having a stall at the event. In addition, we have helped to further establish and grow business networking and business to business supply chains by engaging 20 new businesses to join the Caledonian Traders Association. This work has been well received, building collaboration and trust amongst local businesses, and laying the ground for more brokerage opportunities to emerge in due course.

The Local Economies team has recently been brought onto the Hanlon CRM system and will be reporting on brokered opportunities and businesses engagement from Quarter 3 onwards. Work is ongoing this quarter to test the agreed performance indicators, embed new processes, and undertake training to ensure that Local Economies Officers can more accurately record the impacts of their business interactions going forward.

Inclusive Economy Team Brokering Jobs and Boosting Business in Bunhill – Case Study 3

Town Square Spaces (TSS) successfully bid for the operator contracts of 3 spaces in Bunhill – White Collar Factory, 160 Old St, and 250 City Rd. A key social value output of this was to employ local people to manage the space. The Local Economies Officer (LEO) for the area linked TSS up with Islington's employment services to make sure the job post was prioritised on the employment bulletin, and that employment coaches knew about the role and put candidates forward. We also advertised the job through St Luke's community centre Job Club, where coincidentally, one of our employment coaches, who lived locally, was also very active... Here, she met Anna – a Bunhill resident who used the centre for family activities with her daughter. The employment coach mentioned the job to Anna and took her on as an iWork client and helped her apply for the job through iWork... She was successful in getting the job!

Since starting, Anna has run 2 Start Up Clubs helping 25+ local people to develop their business ideas - for which the local LEO and local councillor were on the panel. The LEO for the area has built up a relationship with Anna since she started and now has regular contact her – linking her up with local connections, referring potential tenants (3 of which are now members), supporting her start up club, involving her in events and meetings that broaden her local connections, and finally understanding any challenges or issues. Town Square are now hiring for an assistant for Anna and of course, hiring locally! LEO has helped ensure the job has been advertised locally – getting it on

the employment bulletin, pushing out to community centres to advertise, and asking the rest of the LEO team to push within their areas and through social media.

- 4.12 **JM7– Monetary value of the childcare bursary uptake with sub targets for types of outcomes**
The council has committed to £120k investment in childcare bursaries in budget proposals for 2022-23. The new scheme was launched in June. Parents are now eligible to apply for up to 8 weeks of childcare bursary when starting training or paid employment. The bursary covers 4 weeks' deposit and the first 4 weeks' fees.

Spend in Quarter 2 is £30,214.56. Within this period 43 applications were processed, 35 were for parents with employment outcomes and 8 to undertake training opportunities. With the additional budget allocated, we are now increasing its promotion amongst relevant partners, including our affordable workspace operators, as well as public communications. We anticipate this will increase as more Islington residents are supported to apply for the bursary in the coming months.

In addition, we are monitoring whether any amendments to the scheme criteria might be advisable to increase reach and benefit to parents/carers.

Helping Parents to Get Back into Work: The Islington Childcare Bursary – Case Study 4

The Islington Childcare Bursary scheme helps parents on low incomes to move into or remain in work by providing short term financial support towards the cost of childcare, which can be a significant barrier to employment.

“Getting the childcare bursary, which was processed at quite short notice, allowed me to continue with crucial work experience for my university course. I want to become a qualified early educator., I am Currently a full-time student at the London metropolitan, studying Early childhood studies., and as part of my course I must complete 260 hours in a childcare setting. My daughter is too young to be eligible for 30 hours at nursery, and whilst the free hours have allowed me to do the course, I wouldn't be able to do the work experience, and I have struggled to find appropriate part time work. In fact, due to my daughter having the same days at nursery as I have for university, I am limited to days I can work and already miss a bit of learning time due to drop off and pick up, I have asked the nursery if I could pay for breakfast club, but they explained they do not do that.

“I have applied for many jobs via indeed, I want to find work in a nursery as it will benefit my studying, I have finally been offered a job and they wanted me to start soon, without the help from the bursary I would have missed this opportunity as well.

Now I can continue my course and earn a bit of extra cash to get us a better Christmas”

5. 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.’

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 2 runs from July to the end of September. This report focusses on the year-end numbers for academic year 21/22, the end of July. For the 21/22 academic year, we had 31 learners that progressed into work after leaving ACL. A full learner destination survey is currently underway and further information will be provided in the Quarter 3 report.

5.1 **Corporate Indicator JM8 - Number of Islington residents enrolled on an Adult Community Learning Course¹**

Over the course of the academic year, the service enrolled 1257 learners, which represents an increase of 290 unique learners as compared to academic year 20/21. The reasons for increases in numbers are several, but mostly due to the increase in face-to-face provision and confidence that adult learners have to come back to the classroom.

Several key workstreams over the course of the year have helped increase engagement of learners who are hard-to-reach or those who need skills development.

The Essential Digital Skills Qualification was delivered for residents and Libraries staff with identified training needs in digital skills. A total of 23 Staff and 18 residents took part in the programme. Feedback has been very positive, with one learner saying, ‘The module “Being responsible and safe online” was especially beneficial for me. I have adjusted safety features in all my devices.’

The service contributed towards two significant Council-wide efforts in welcoming and integrating refugees within the borough. Through the supporting Afghan refugees programme, the service supported 27 number of learners with English language provision. In addition, with the arrival of Ukrainian refugees, the service delivered bespoke fast-track Functional Skills courses to 12 learners, enabling them to enhance their opportunities for next steps.

In a joint piece of work with Camden and Islington ACLs, a member of Islington ACL’s ESOL team delivered on the Camden Summer University programme; an offer that was devised when Camden identified a need for young Ukrainian refugees to develop their language in a quicker, more intense way than is typical of ESOL classes – more akin to International English Language Testing Systems (IELTS) training. The feedback from the staff at Camden was positive, as was from the learners who attended.

5.2 **Corporate Indicator JM8a - Number of parents of children aged 0-18 enrolled on an Adult & Community Learning Course**

The proportion of parents enrolled on Adult Learning courses stands at 50%, with 626 learners having enrolled. This was bolstered by an increased number of Family Learning courses that were delivered over the course of the year, with a total of 263 residents engaged in 21/22, compared to 143 in 20/21. Increased resident confidence, more venues opening and wider council-wide offers, such as the Bright Start summer offer and Soul in the City, have enabled this further engagement. Some of the ‘regular’ ACL provision that re-commenced over the course of the year includes:

- Family Numeracy for KS2 Parents
- Family Literacy for KS2 Parents
- Tie Dye Bags and Patterns
- Family Language.

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

The number of learners who have declared disabilities and long-term health issues was 260, representing 21% of the learner cohort. While this is below the target of 23%, the increase in enrolments of learners from this vulnerable cohort has been due to the increase in face-to-face

provision, as well as bespoke provision that the service has delivered to meet the needs of those with long-term health conditions. One of the exciting additions to the curriculum offer was the Volunteering in the Community course, developed with Islington Mind and delivered by Islington ACL as a subcontractor for the Workers Education Alliance. The learners engaged with all had pronounced needs and were from deprived postcodes.

5.4 **Corporate Indicator JM8c - Number of Black, Asian and Ethnic Minorities enrolled on an Adult & Community Learning Course**

The service continues to have a strong percentage of learners from black and ethnic minorities enrolled, with a total of 82% of the learner cohort. Courses have an even representation of learners from these backgrounds, but numbers were particularly bolstered by the fast-track Maths and English courses that were delivered for Ukrainian refugees and the integration programme for Afghan refugees that was delivered with other council services.

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

There was 1 new business offering WoW activities in Quarter 2, which reflects the fact that Quarter 2 falls across the summer holiday period when there is very little activity taking place. There will be a significant increase in Quarter 3 and 4 in response to the targeted business engagement underway to attract growth sector organisations onto the menu – with particular focus on the creative industries and green skills.

There are also several new opportunities emerging through social value agreements with partners such as Marlborough Highways, the three new community broadband providers and Finsbury Park Leisure Centre development.

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.

Conclusion

The Council's Corporate 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.

Date:

Signed by:

Stephen Biggs, Programme Director
of Community Wealth Building

Appendix A: Employment & Skills Dashboard Quarter 2 2022-23

PI No.	Indicator	Frequency reported	Latest data for period	Q2 22/23	Q2 22/23 Profile Target	Target 2022-23	Actual 2021/22 FY	On Target
JM1	Number of Islington residents supported into paid work through Team Islington activity, with sub-targets for:	Quarterly	April - Sep	1443	1000	2,000	988	↑
	a) Parents of children aged 0-18	Quarterly	April - Sep	234	232	580	223	↑
	b) young people aged 18-25	Quarterly	April - Sep	228	224	560	238	↑
	c) Residents with disabilities / those with long term health conditions	Quarterly	April - Sep	234	200	500	186	↑
	d) BAME	Quarterly	April - Sep	745	480	1200	491	↑
	e) Council Contracted Suppliers	Quarterly	April - Sep	153	120	300	180	↑
	f) Percentage of Islington residents supported into paid work through team Islington activity who were still in work at 13 weeks	Annual	Annual Indicator	Annual Indicator	Annual Indicator	80%	86%	Annual Indicator
	g) Percentage of Islington residents supported into paid work through team	Annual	Annual Indicator	Annual Indicator	Annual Indicator	80%	84%	Annual Indicator

	Islington activity who were still in work at 26 weeks							
JM2 a)	Number of London Living Wage entry level jobs achieved through the Islington working partnership	Quarterly	April - Sep	238	200	500	307	↑
b)	Number of employers achieving LLW accreditation	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3
JM3	Number of apprenticeships supported with sub targets for:	Quarterly	April - Sep	128	40	100	New Indicator	↑
a)	Council Apprenticeships	Quarterly	April - Sep	51	15	37	New Indicator	↑
b)	Number of Islington residents supported into Apprenticeships with an external employer	Quarterly	April - Sep	77	25	63	67	↑
d)	Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3
JM4	Monetary value of social value derived through affordable workspace with sub targets for under-represented founders:	Quarterly	April - Sep	£781,228.58	£200,000	£500,000	£157,968	↑
a)	Women	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3

b)	Black, Asian & Minority Ethnic	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3
c)	Disability	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3
JM5	Number of Businesses that have been positively impacted by the Inclusive Economy and Jobs Directorate	Annual	April - Sep	Annual Indicator	Annual Indicator	TBC	Baseline Year	Annual Indicator
JM6	Number of opportunities brokered through Inclusive Economy & Jobs	Quarterly	April - Sep	To be reported from Q3	N/A	TBC	New Indicator	To be reported from Q3
JM7	Monetary value of the childcare bursary uptake with sub targets for types of outcomes:	Quarterly	April - Sep	£30,214.56	£64,000	£160,000	New Indicator	↓
a)	Number of recipients with an employment outcome	Quarterly	April - Sep	35	N/A	Baseline Year	New Indicator	Baseline Year
b)	Number of recipients with a training outcome	Quarterly	April - Sep	8	N/A	Baseline Year	New Indicator	Baseline Year
JM8	Number of Islington residents enrolled on an Adult & Community Learning Course with sub-targets for:	Termly	Autumn/Spring Term 2022-23 Academic Year	1257	TBC	1800	1256	
a)	Parents of children aged 0-18	Termly	Autumn/Spring Term 2022-23 Academic Year	626	TBC	45%	626	
b)	Residents with disabilities / those with long term health conditions	Termly	Autumn/Spring Term 2022-23 Academic Year	260	TBC	23%	260	

c)	BAME	Termly	Autumn/Spring Term 2022-23 Academic Year	1031	TBC	81%	1031	
JM9	Positive year-end destinations for learners with sub targets for:	At the end of academic year/term	Academic Year	Learner survey underway	Baseline Year	Baseline Year	New Indicator	
a)	Learners moving into paid employment	At the end of academic year/term	Academic Year	Learner Survey underway	Baseline Year	Baseline Year	New Indicator	
b)	Learners moving onto higher level learning	At the end of academic year/term	Academic Year	135	Baseline Year	Baseline Year	New Indicator	
JM10	No. of new businesses offering WoW activities with sub targets for	Quarterly	April - Sep	9	16	40	New Indicator	↓
c)	Further education	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	
d)	Black Asian and Minority Ethnic	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	