



ISLINGTON

**Annual Report of the  
Executive Member for Economic Development**

**Cllr Asima Shaikh**

Policy & Performance Scrutiny Committee  
September 2016

# Overview

Executive Member for Economic Regeneration: key areas of responsibility:

- Employment and employment services
- Apprenticeships
- Skills & Lifelong Learning, Libraries
- Economic Regeneration
- Business relationships

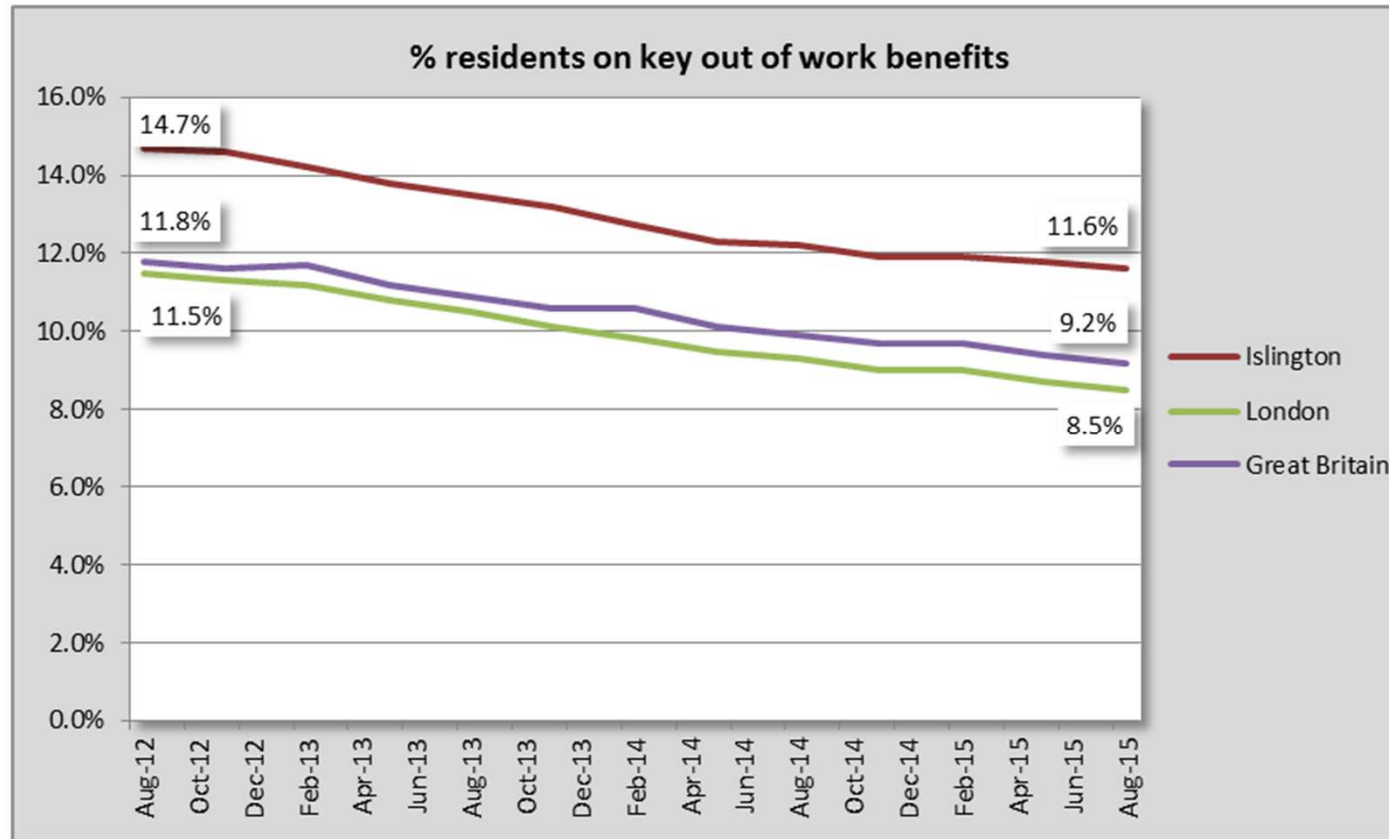
This annual report:

- Sets the scene – latest unemployment data, London labour market demand and trends - jobs and skills
- Outlines what the Council is doing to promote economic development, including key achievements and activity over the past year
- Identifies challenges and priorities going forward



# Out of work benefits

**Total numbers on out of work benefits are reducing, but remain high**



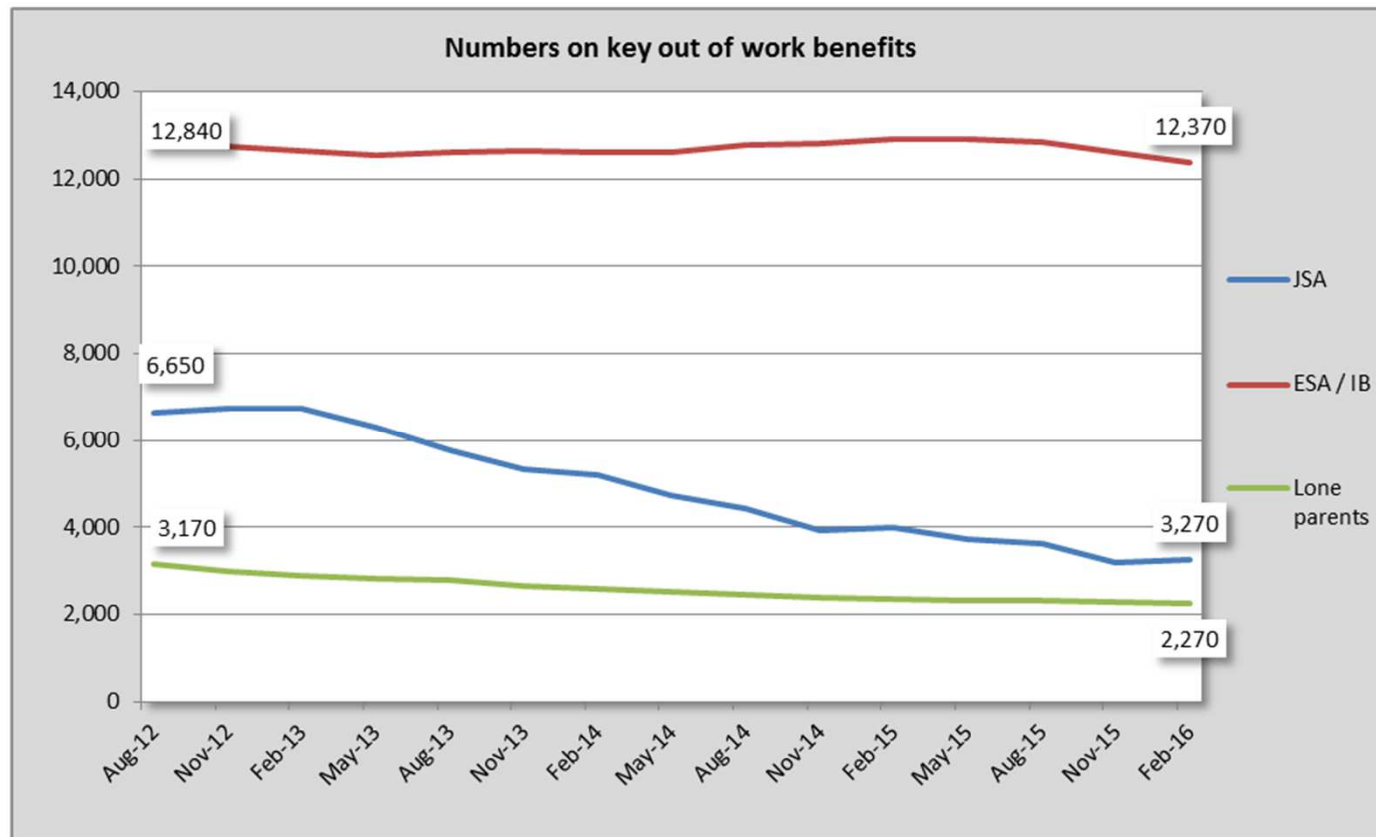
**22,000 (13.2%) of Islington working age residents (aged 16-64) are claiming Out of Work benefits**

**18,400 (11.1%) are on key out of work benefits**

Key out-of-work benefits include: JSA, IB/ESA, lone parent Income Support and 'Others on income-related benefits'. Source: DWP, latest data for Aug 2015.

# Key out of work benefits

**Almost 70% of those residents claiming key out of work benefits are on sickness benefits**

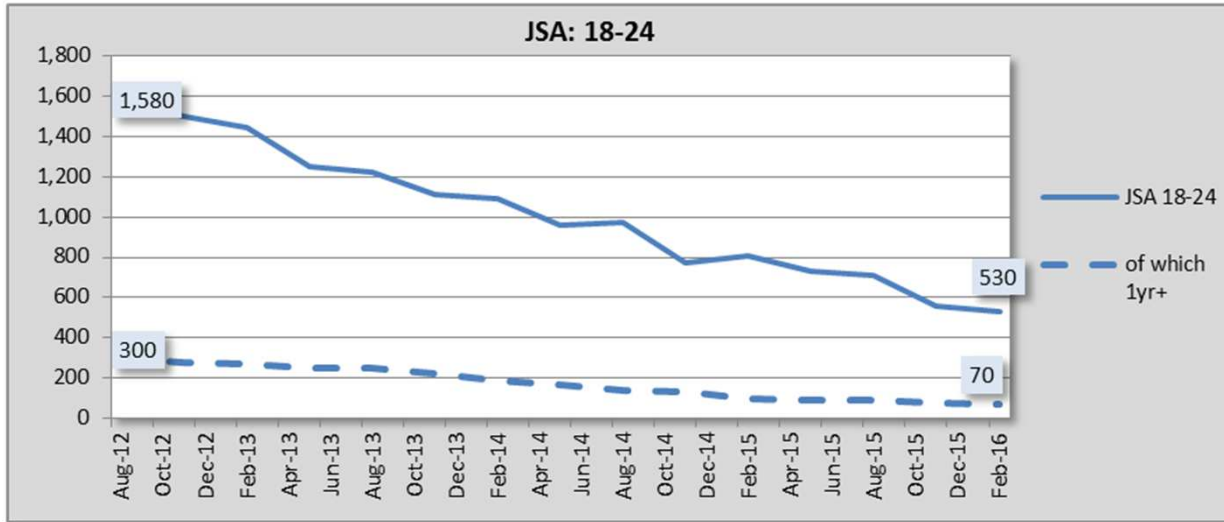


Numbers on ESA have started to fall, though remain high

7.1% of working age residents in Islington are on sickness benefits, compared to 5.1% across London and 6.2% nationally

Numbers on JSA were falling but have recently seen a rise - from 3,290 (December 15) to 3,580 (July 16)

# Unemployment amongst key groups



## Youth unemployment is falling

Number of young people claiming JSA continues to fall

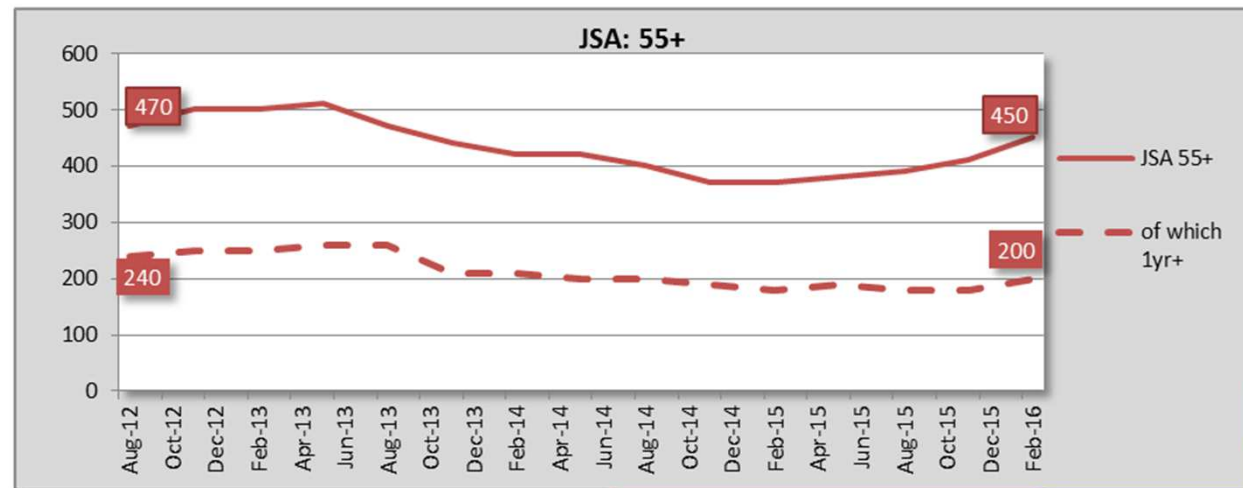
The number who are long term unemployed (1 year plus) is also falling

13% of under 25s on JSA have been claiming for more than 1 year

## Unemployment amongst older people is rising

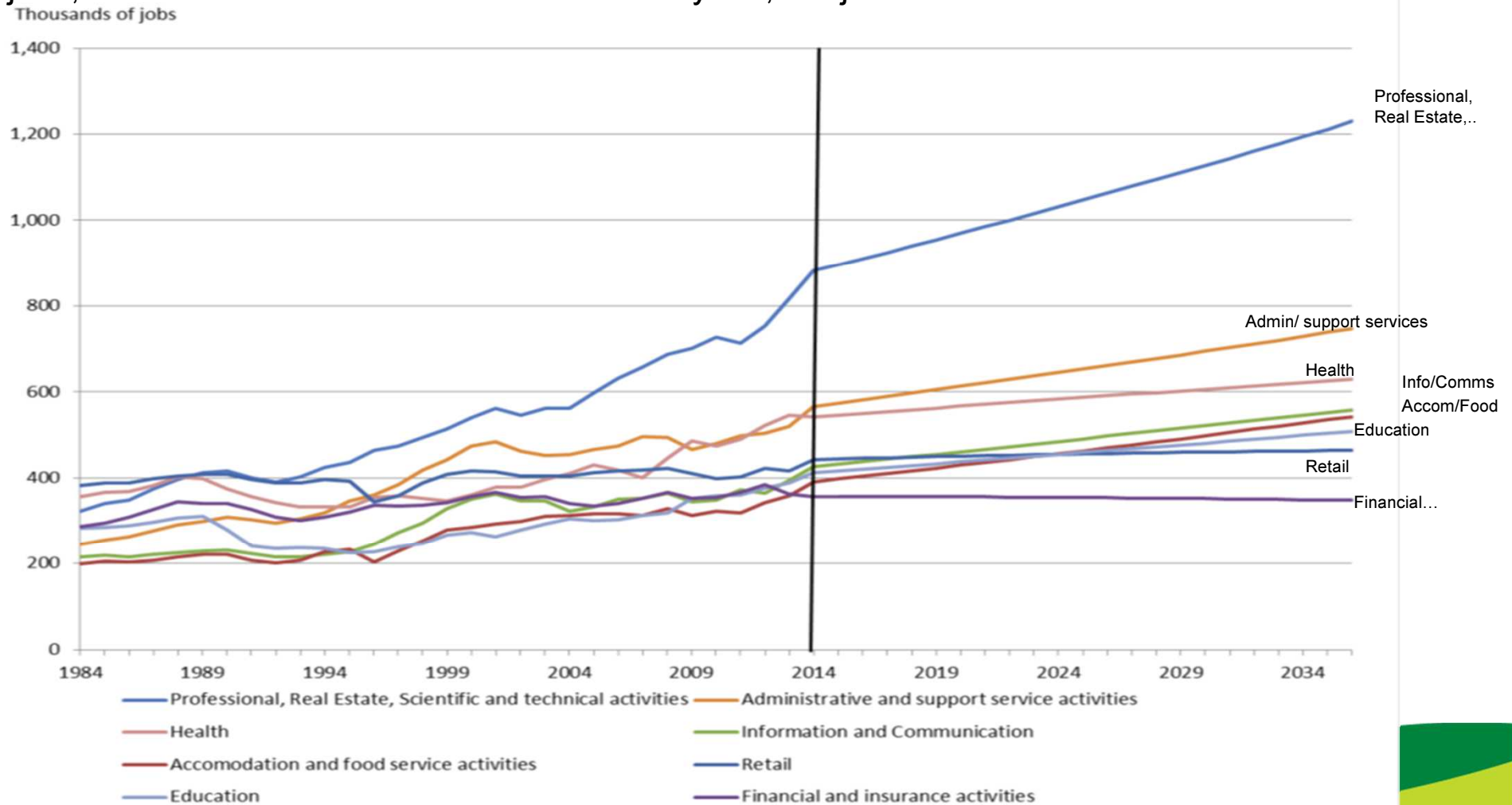
Number of residents aged 55+ claiming JSA fell for a while but is now on the increase

The number of over 55s who are long term unemployed is also rising: **44%** of over 55s on JSA have been claiming for more than 1 year



# London labour market: growth sectors ISLINGTON

Top broad industry growth sectors: **Professional, real estate, scientific & technical services** projected to grow by 334,000 jobs by 2036; **Administrative and support services** by 173,000 jobs; **Accommodation and food services** by 144,000 jobs



Source: GLA Economics: Trends in the demand for labour and skills across London as a whole (May 2016)

# London labour market: growth sectors ISLINGTON

**Looking at job trends within smaller industry sectors:**

**Projected growth of jobs in:**

- Construction
- Arts, entertainment & recreation

**Projected decline of jobs in:**

- Transport & storage
- Public admin & defence
- Wholesale
- Manufacturing

Source: GLA Economics: Trends in the demand for labour and skills across London as a whole (May 2016)



# London labour market: skills required ISLINGTON

- Jobs in London are increasingly requiring higher skills levels
- By 2036, 60% of jobs will require a degree, over 90% will require good GCSE grades
- Only 3.4% of jobs will require no qualifications

	Degree or equivalent	Higher education	GCE A-level or equivalent	GCSE grades A*-C or equivalent	Other qualifications	No qualification	Total in all occupations
Number of jobs, 2014 (thousands)	2,425	379	803	604	421	201	4,833
<b>Number of jobs, 2036 (thousands)</b>	<b>3,379</b>	<b>432</b>	<b>786</b>	<b>591</b>	<b>470</b>	<b>192</b>	<b>5,635</b>
Proportion of jobs, 2014 (%)	50.2%	7.8%	16.6%	12.5%	8.7%	4.2%	100.0%
<b>Proportion of jobs, 2036 (%)</b>	<b>60.0%</b>	<b>7.7%</b>	<b>13.9%</b>	<b>10.5%</b>	<b>8.3%</b>	<b>3.4%</b>	<b>100.0%</b>
Annual % change, projected (2011-2036)	1.5%	0.6%	-0.1%	-0.1%	0.5%	-0.2%	0.7%



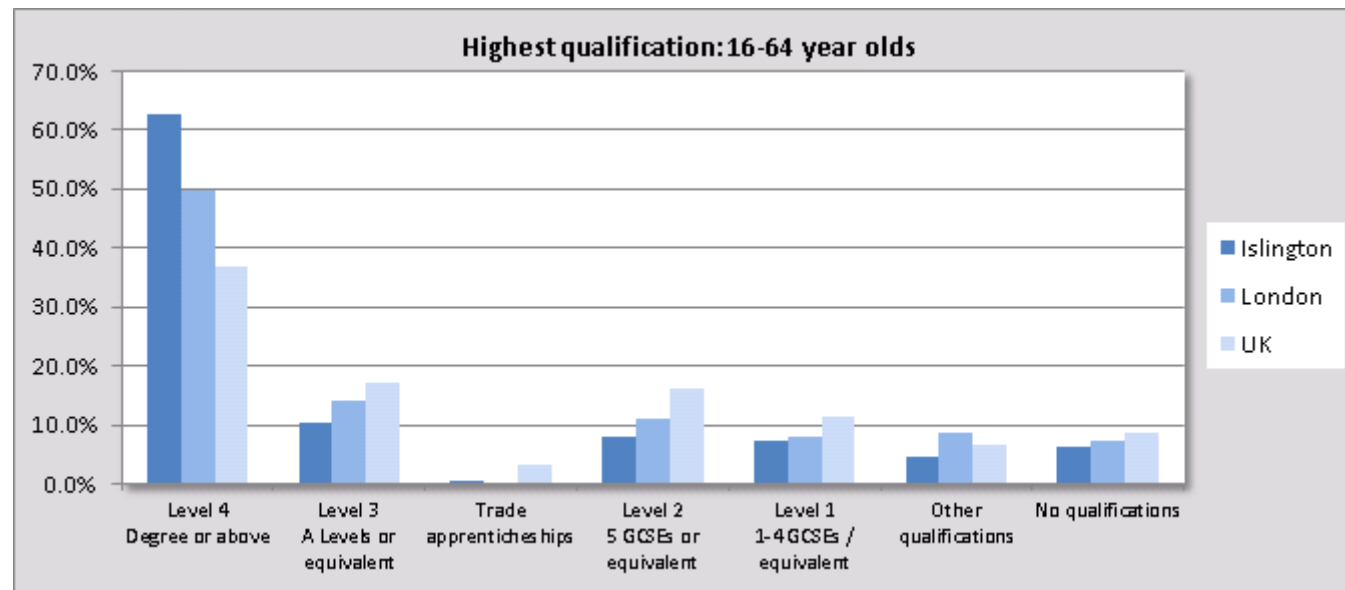


# London labour market: skills levels



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- Islington has a highly skilled population to meet this demand: 63% of working age residents are qualified to degree level or above, compared to London (50%) and UK (37%)
- However, around 29,000 have skills below Level 2 (5 GCSEs or equivalent) or 'other' qualifications
- 10,000 Islington residents (16-64) have no qualifications



Islington residents: highest qualification	% 16-64	Number 16-64
Level 4	62.7%	101,000
Level 3	10.5%	16,900
Trade apprenticeships	0.6%	900
Level 2	8.1%	13,000
Level 1	7.3%	11,800
Other qualifications	4.6%	7,500
No qualifications	6.2%	10,000

Source: NOMIS Qualifications of working age population (16-64)



# Implementing the recommendation of the Employment Commission



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## **Making it work better:**

One year on report summarised progress in implementing the Employment Commission recommendations

## **Over the past year we have:**

- Provided the right support to get over 1,000 people into work
- Brought together over 60 organisations to form an Employability Practitioners network, to drive up standards and build partnerships
- Developed an Islington Charter for employability support – putting quality at the heart of our provision
- Launched [Islington Aspires](#) – one place where employers can find out how to get involved locally and a showcase for good work done by local employers
- Islington Council has recruited 44 local apprentices since the launch of the commission and become a Timewise-accredited council for flexible working



# Employment support: key strands of Council activity



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**Direct employment support** (casework) to key groups

- Long term unemployed
- Those on sickness benefits (Employment Support Allowance)
- Disabled people and those with learning difficulties
- Over 45s
- Young people under 25

**Employer engagement:** working with local employers, and key job brokerage agencies to identify good jobs and apprenticeships and employability support to schools and residents

**Supporting the next generation :** working with young people in schools/ post 16 to give them industry insights, employability training and a better understanding of apprenticeship pathways

**Building adult skills:** courses by Adult & Community Learning with a focus upon employability skills

**Shaping policy:** regional and national provision / funding



# Creating change for the people who need it: Direct employment support



Collective effort through a ‘family’ of employment support providers working directly with residents:

## **Key council teams:**

- iWork Employment Support /iWork for Youth Employment
- Stronger Families Team
- Post 16 Progression Team
- Independent Futures – care leavers team
- Mental Health Working

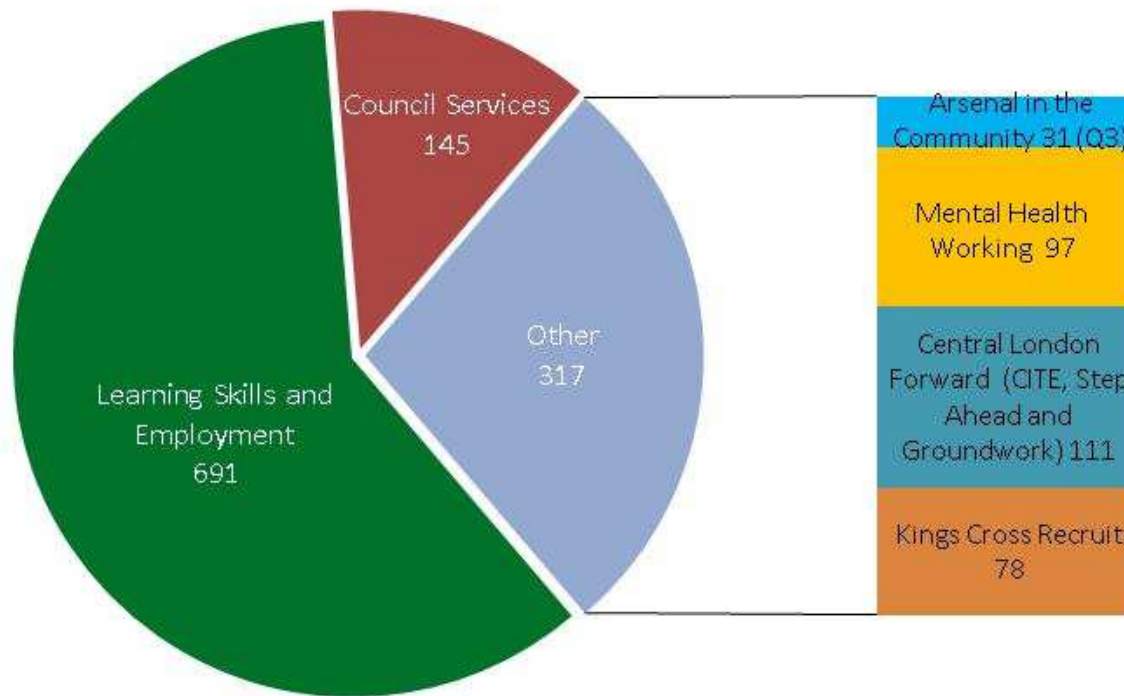
## **Key partners:**

- Arsenal in the Community
- Kings Cross Recruit
- Central London Forward (CITE, Groundwork and Step Ahead)



# Direct Employment Support: Paid job outcomes

**1,153 residents supported into work (April 2015 to March 2016)**



Our Employment support offer is now more coordinated building on the recommendations of the Employment Commission

Residents are referred to the most suitable service, thus avoiding duplication

Numbers have increased compared to 2014-15 – partly due to improved data on outcomes from other services / partners

# Residents supported into work: targets and outcomes for 2015-16



Measure	Target 15-16	Actual 15-16	Compared to 14/15	Comments
Support Islington residents facing additional barriers into employment	1,100	1,153	1,023	Year on year improvements in supporting residents into work. The majority of clients are supported by the Learning, Skills & Employment Service but other resident facing services are embedding employment support into their role in line with the Employment Commission recommendations.
<i>Of which:</i>				The number of parents into work met the year end target.
• Parents (children aged 0-15)	375	385	389	
• Disabled or with long term health conditions	80	192	43	The increase in the number of disabled people into work is largely due to client level data now being available from a commissioned council project 'Mental Health Working'. The project provides specialist employment support to people with mental health conditions living in Islington.
• Young people (aged 18-25)	250	342	237	The iWork services continue to work with employers to broker more apprenticeship opportunities.
200 council apprenticeships over 4 years (2014-2018)	55	44	34	Numbers taking up council apprenticeships were below target, with 44 placements in the year, against a target of 55. The recruitment of 10 apprenticeship posts was held back this year to align with the school academic year.

# Employers creating change: Employer Engagement



Delivered through the **iWork for Business** Team

Achievements in 2015-16 include:

- Launching the [Islington Aspires](#) website for local employers wanting to get involved in employment support
- 111 employers engaged with the Islington Offer resulting in:
  - 15 Saturday Jobs (and another 10 from Arsenal in the pipeline)
  - 139 apprenticeships offered
  - 27 carved jobs
  - 315 part time job opportunities
- 70 Employers participating in activities targeting young people
- 25 Get Set for Work placements within the council
- Sector-specific initiatives launched:
  - 14 health apprenticeships brokered with 9 Islington GPs & 5 care homes
  - Proactive engagement with 30 construction employer partners

# Creating change for the next generation: Apprenticeships



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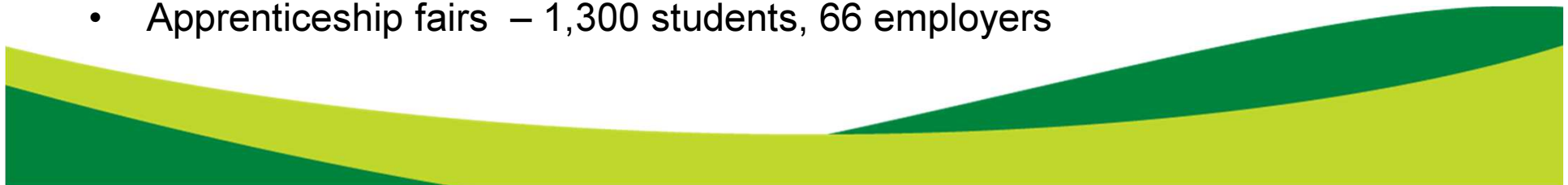
**iWork Youth Employment** secure paid apprenticeships for young people post 16, and develops awareness of this option post 16

Achievements for 2015-16 include:

- 104 Islington residents placed into apprenticeships
- Of which 44 placed into council apprenticeships
- Council roles include: facilities, financial services, caretaking on estates, IT / digital support, customer service and business admin
- Recruitment for 11 internal and 4 external roles aligned with the academic year

Activities to promote apprenticeships:

- Pathways to Apprenticeships – 10 assemblies, 27 workshops, 11 taster sessions, 7 fairs across all secondary schools as well as New River College and Alternative Provision
- Apprenticeship fairs – 1,300 students, 66 employers





# Creating a strong link between schools and businesses



**iWork Youth Employment** works with schools and Children's Services (e.g. Post 16 Progression Team, Care Leavers team) to engage with businesses and help prepare pupils for work

## Achievements in 2015-16

- Wide range of activities resulting in 8,000 pupil places filled across 11 secondary schools, Pupil Referral Unit and Alternative Provision
- Engaged with 200 businesses (around 25 – 30 businesses engage in the activities a month).

## Activities included:

- Present Yourself Days
- Professional Conversations
- Apprenticeship fairs
- Assemblies
- Taster sessions
- Progress evenings, including HE, FE and Apprenticeship Providers



# Adult Skills



- Delivered by the Council's **Adult & Community Learning** service
- Focus is on building basic employability skills to get people into work – links to City & Islington College for ongoing progression  
*(Parallel to this – work with schools prepares the next generation to have the skills levels required for the London jobs market)*
- Strategic role in influencing wider provision – in Islington and London
- New Islington Skills Strategy - work with other skills providers on four priorities:
  - Deliver a comprehensive offer which meets the needs of all residents – from basic skills through to higher level
  - Provide targeted support for those most in need
  - Ensure our offer meets the needs of employers
  - Deliver a high quality offer with all provision rated 'good' or 'outstanding'
- Key role in developing / implementing Digital Inclusion Strategy



# Adult Skills

Achievements for 2015-16 academic year include:

- **2,290** residents enrolled on ACL courses
- **548** courses and employment support packages delivered in more than **50** community venues.
- The 2015-16 retention and achievement rates were high and above the national benchmark but the final data will be available by mid October 2016.
- We are currently running a progression survey on 2015-16 learners to identify number of learners who progressed into employment or further/higher education. The survey report will be available by the end of September 2016.
- **Ofsted** inspection (March 2016) rated ACL service as **'Good'**

*"You have aligned the work of the adult and community learning service very closely to the borough's priorities. The commitment at the highest level of the council that has gone into addressing poverty, supporting people with more complex needs and positively placing employment at the heart of the council's priorities, pervades from the highest strategic level through the whole service and to tutors in the community"*

# Shaping national policy



- **Devolution agenda** – Islington is playing lead role in putting the case to government for greater local control over commissioning / delivery of employment & skills provision
- **The Wellbeing and Work Partnership** – a joint venture between the Council, Clinical Commissioning Group (CCG) and Jobcentre Plus to link health to employment support for those for whom work may lead to better health outcomes. A key priority for government
- **The Working Capital project** – working across the eight inner London boroughs (Central London Forward) to pilot new ways of supporting those with long term health conditions. The focus is upon ESA claimants who have returned from the Work Programme without finding work
- **USDL Trial** – Islington was one of 11 trials testing support arrangements for residents moving onto Universal Credit. Will inform future arrangements / funding of local support for UC



# Other Partnership working



Partnership working is essential to influence and improve employment support. Key partnerships we are engaged in include:

- **Strategic Employment Partnership** brings together key local stakeholders active in the employment agenda, and with oversight of new approaches to partnership;
  - The Employment Practitioners Network for frontline practitioners,
  - Employment clusters- designing quality local provision in areas of high need.
- **ASPIRE Network** bringing together youth and housing providers to develop opportunities for young people to have meaningful contact with employers
- **Islington Skills Strategy Partnership** – bringing together partners who to develop and deliver a coherent employment and skills system that works for Islington residents
- **Business Engagement Leadership Group** – achieved its core aims of increasing Islington residents employed at Kings Cross, business involvement in schools, and our understanding of key growth sectors. BELG has now ceased meeting but work with businesses continues through the Kings Cross Recruit Management Board, Urban Partners and the soon to be relaunched Islington Business Board .
- **Islington Learning Disability Partnership** (Employment sub-group) brings together support and employment services for those with learning difficulties to increase the proportion of people with LD who are in work



# Libraries: usage

- **Library visits** – around 250,000 every quarter  
After several years of steady decline in overall **library visits** (in line with national trends), possible early signs of a levelling off in Quarter 1 2016-17 – around 250,000 every quarter.
- **Library lending figures** continue downward trend  
Quarter 1 for 2016/17 is 8% lower than the same period last year)  
However, compared with 15 other comparative boroughs, we had (in 2014/15):
  - the highest music lends per 1,000 population
  - the 2<sup>nd</sup> highest DVD lends per 1,000 population
  - the 5<sup>th</sup> highest book lends per 1,000 population.
- **Active Borrowers** (those with library membership who have taken at least one item out in the last 12 months) is holding up at around 30,000 (or 13.7% of the local population).  
NB: Other people will also use libraries for information, study or activities but are not registered library members.



## Libraries: projects and initiatives



- **Major refurbishment** of Finsbury Library with shared (with Housing Office) reception area, new layout, improved study space and increased opening hours. This has resulted in increased number of visits to the library.
- **Delivered** the CityRead London Programme in April and our 5<sup>th</sup> annual Word Festival in June.
- **Islington Museum visits and Local History Centre enquiries** for Quarter 1 2016-17 remain very strong at 9,000 (up 35% on the same period last year).



# Economic development: Affordable workspace



## Policy development

- Regional work with London Councils and Greater London Authority to share best practice related to policy development and workspace delivery
- Identified key policy areas to review to support Islington to more effectively secure and safeguard affordable workspace
- Work with colleagues in Planning to support policy review and update of 'Guidance of Affordable Workspace'
- Established draft Heads of Terms with Legal Team to support more robust, streamlined and consistent S106 workspace allocations.





# Negotiating S106 contributions



The S106 and Infrastructure Officer has worked in partnership with colleagues in Planning and Legal to negotiate S106 affordable workspace contributions within large developments:

Development	Floor Space	Terms & Conditions	Coming Online
Farmiloe Building, 28-36 St. John Street	201 sq. m.	TBC	TBC
119 Farringdon Road	685 sq. m.	20 years peppercorn (Heads of terms under negotiation)	2016/17
112-116 Old Street	60 sq. m.	Policy compliant	2016/17
148 Old Street	117.9 sq. m.	10 years peppercorn (Heads of terms signed and agreed)	2017/18
423-425 Caledonian Road	349 sq. m.	20 years at 50% Market Rent (Heads of terms signed and agreed)	2018/19
Mount Pleasant	243 sq. m.	10 years peppercorn (pending)	2018/19
250 City Rd-(City Forum)	700 sq. m.	10 years peppercorn (Heads of terms signed and agreed – three separate units)	2017/2022
Finsbury Tower	Anticipated 1000 sq. m.	In negotiation	TBC
Regents Wharf	TBC	In negotiation	TBC

# Affordable workspace pilot: 27 Dingley Place



- Worked with colleagues in Property Services to use S106 offsite affordable workspace contributions to redevelop dilapidated council premises
- Led procurement of feasibility study for the development and the appointment of a high performing workspace management organisation
- Developed lease and contract agreements
- Worked in partnership with workspace operator and a community arts tenant to begin to establish an activities programme that will support skills and employment initiatives, and sector support activities for the creative industries
- Working to procure a Social Return on Investment Study to analyse efficacy of social, community and economic return on investment to inform and improve Islington's approach to maximising value of offsite affordable workspace contributions in the future



# Economic Development: Future Challenges and Priorities



## **Employment and Skills Devolution**

- Need to secure greater influence and control over the Work and Health programme for London
- ACL in London is likely to be significantly reshaped. The Council needs to identify and campaign for its preferred model of delivery

## **Apprenticeships**

- Apprenticeship Levy comes into force April 2017
- Presents an opportunity to increase apprenticeships in the borough, however there is a risk that businesses will choose to spend their levy on internal placements

## **Council employment support**

- Job outcomes will get harder as we continue to focus upon those facing the most challenges
- iWork caseloads currently significantly lower than required; a recovery plan is being implemented but this will take a while to impact and Q2 outcomes are likely to reflect this downward trend

# Economic Development: Future Challenges and Priorities (continued)

## **Social Value**

- Council has a legal obligation to consider social value when commissioning services. Need to implement a robust strategy to benefit from social value – contractors are required to pay the London Living Wage but there is no consistent process to ensure that opportunities are then accessed by our residents

## **Affordable workspace**

- Re-provision of affordable workspace in the north of the borough (currently concentrated in the south)

## **National policy**

- Impact of BREXIT on the labour market
- Impact of further Benefits changes: Universal Credit, further reduction in benefit cap, Pay to Stay

