

	Economic Development Partnership
Meeting 20 Nov 2007 3-5pm	Hackney Town Hall Room 101
Agenda	

1.	3.00 – 3.05pm	Welcome and apologies, notes from previous meeting <i>Notes attached</i>	Chair
2	3.05 – 3.20pm	Performance <i>Labour Market Bulletin LAA Performance (intervention and outcomes)</i>	<i>Helen Redmond James Palmer</i>
3.	3.20 – 3.45pm	City Strategy Pathfinder <i>Update</i>	<i>Helen Redmond</i>
4.	3.45 – 4.15pm	Skills agenda and Economic Development Skills Sub-Group <i>Discussion and next steps</i>	<i>Ian Ashman/Sonia Kahn</i>
5.	4.15 – 4.30pm	Local Employment Partnerships <i>Update</i>	<i>Helen Redmond</i>
6.	4.30 – 4.45pm	Strategy and delivery plan Update <i>Community Strategy, Local Area Agreement, Regeneration</i>	<i>James Palmer</i>
7.	4.45 – 5:00pm	Any other business	Chair

Outline forward plan

QTR 4 07/08	Strategies and delivery plans including LAA, Regeneration delivery plan, possible commissioning 08/09
QTR 1 08/09	Jobs and worklessness (report back on research), links with Housing Providers, new LDA powers
QTR 2 08/09	Business and Enterprise

Economic Development Partnership Meeting Notes

Date: 20th November
 Time: 15:00 – 17:00
 Venue: Hackney Community College, Lemon Tower

Role	Name	Organisation	Present	Apology
Chair	Cllr Guy Nicholson	LBH Cabinet Lead for Regeneration and the 2012 Olympic & Paralympics Games	x	
Member	Ian Ashman	Hackney Community College	x	
	Tania Fletcher	London Development Agency		x
	Fiona Fletcher-Smith	LBH, Corporate Director for Neighbourhoods & Regeneration		x
	Sue Foster	LBH, Assistant Director Regeneration & Planning		x
	Sonia Khan	Hackney Community Empowerment Network	x	
	Cathie Newton	Learning & Skills Council	X	
	Hilary Potter	City Fringe Partnership	x	
	Helen Redmond	LBH, Economic Policy Officer	x	
	Yvonne Servante	Learning Trust		x
	Clive Tritton	LBH, Interim Head of Regeneration		x
	Cecily Wint	Jobcentre Plus	x	
	Tasmin Edwards	ELBA , Programme manager	x	
Guest speakers	N/A			
Officers	Francis Kaikumba	Team Hackney	x	
	James Palmer	Team Hackney	x	

Agenda Item	Item Discussed	Action
1	<p>Welcome and apologies, notes from previous meeting</p> <p><i>Introductions made and apologies conveyed. The Chair introduced Bisi Ojuri to the EDP board.</i></p>	
2	<p>Notes form previous meeting</p> <p><i>Sonia Khan's details to be amended. Louise Woodford and Clive Tritton to be added to apologies.</i></p>	FK
3	<p>Matters arising</p> <ul style="list-style-type: none"> • <u>Incapacity Benefit recipients</u>: Jane Woolley to meet with representative from Job Centre Plus and update (EDP &) LAA working group when further information is available. • <u>Pathways</u>: Programme to commence 03/12/07 <p><i>* The Chair decided to go straight to Agenda Item 4</i></p>	JW
4	<p>Skills agenda and Economic Development Skills Sub-Group</p> <p><i>The board were given a breif summary of the national, regional, and local 'Skills agenda'- highlighting key implications for Hackney.</i></p> <p>This agenda has the following broad target areas:</p> <ol style="list-style-type: none"> 1. Skills for Life Literacy, numeracy and language skills (English) 2. Level 2 qualifications (equivalent to 5 good GCSE's) 3. Level 3 qualifications 4. Level 4 qualifications (especially in London) 5. Increasing the skills of those in work <p>Nationally, activities have focused around identifying and diverting reasources for taking this work forward – with the objective of engendering a 'demand-led' approach through inititives such as Train to Gain and 'learner accounts'.</p> <p>The 'London Skills and Employment Board' has identified the following additional priorities for London:</p> <ol style="list-style-type: none"> 1. Uneven access to work 2. Worklessness 3. Pooled (public) Funding – linking employment and training outcomes. <p>Hackney will need to develop a clear multi-agency Skills strategy, that :</p>	

	<p>EDP board meetings.</p> <ul style="list-style-type: none"> • Performance reporting should also detail job outputs. 	JP
6	<p>City Strategy Pathfinder: Helen Redmond</p> <p>The board were given a brief overview of this initiative, and the following key issues were raised:</p> <ul style="list-style-type: none"> • Hackney is currently proposing a programme that aims to tackle and uncover barriers to employment through (RSL and estate based) single point access provision. • The proposed start date for this is project January 2008. <p><i>The following Actions were agreed:</i></p> <ul style="list-style-type: none"> • Outline proposals are due on the 10th December - EDP board to sign-off process. • LBH's Chief executive needs to be made aware of this. • This process will require cross partnership support/buy-in. <p><i>The following suggestions were raised:</i></p> <ul style="list-style-type: none"> • We need to ensure that the CSP engages with 'need to reach' communities, such as New Migrant communities. • The Third Sector can play a key role in supporting this programme and need to be involved. 	HR & JP
7	<p>Local Employment Partnerships</p> <p>The board were given a brief overview of this employment initiative, and some key implications were put forward.</p> <p><i>The board noted the following:</i></p> <ul style="list-style-type: none"> • There has been a great deal of work in getting local employers engaged with this programme. • The main objective of this programme is to get 250 people into work, through a collaboration of public and private sector partnership working. • In Hackney there are 23 employers engaged within this programme, and these include London Borough of Hackney and the Homerton Hospital. <p><i>A discussion then ensued and the following was raised:</i></p> <ul style="list-style-type: none"> • The VCS should be involved within this scheme as they are an untapped resource. • There are currently 20 'starters' on the extended work trials programme, however there is a current drive to increase the 	

	<p>take-up of this programme.</p> <ul style="list-style-type: none"> ELBA are currently running a 'pre-employment training scheme' with HCC, and Jule Hutchinson is the main contact. <p><i>The following actions were agreed:</i></p> <ul style="list-style-type: none"> The Managing Director of HVA to meet with JCP reps and uncover ways in which Hackney's VCS can play a role in these initiatives. There needs to be a detailed conversation on the LEP, Joblink, and the various employment generating schemes in Hackney, to mitigate duplication and uncover potential linkages/areas of support. 	<p>BO & CW/DH</p> <p>FK</p>
8	<p>Community Strategy and LAA Refresh</p> <p><i>The board were presented with a brief outline of this process, and the following was noted:</i></p> <ul style="list-style-type: none"> EDP board members were encouraged to attend a Community Strategy and Local Area Agreement refresh event, on the 12th December, where partners will be given the opportunity to shape the priorities for these initiatives. EDP board members were strongly urged to ensure that the priorities of this board are fed into this process. In doing so there needs to also be greater thought as to how we make the connections between promoting/supporting enterprise and the worklessness targets. 	<p>ALL</p> <p>ALL</p>
<p>Date, location and time for next meeting:</p> <p>Tuesday 29th January, 2008; Hackney Community College, Lemon Tower; 1-3pm</p>		

Team Hackney Strategic Commissioning

UPDATE SUMMARY FOR EDP 20 November 2007

Intervention: Addressing barriers to employment for IB recipients with a specific pathway for those with mental health conditions

LAA target: Number of LBH residents who have been in receipt of incapacity related benefits for a minimum of six months assisted by LBH LAA funded worklessness initiative into sustained employment (Stretch target 100 by 2009/10).

The Evidence Base

- 37.2% of Hackney borough residents (52,100) are economically inactive (NOMIS), 25.7% of whom (13,100) are on Incapacity Benefit or Severe Disability Allowance
- 43% of IB claimants are from BAME backgrounds
- All of Hackney's wards have high numbers of IB claimants: Hoxton, Chatham and Queensbridge have particularly high representation
- After six months sickness absence, there is only a 50% likelihood of an employee returning to work (British Society for Rehabilitation Medicine)
- IB claimants are difficult to engage in employment support, because of their distance from the labour market

In addition:

- 5,930 (45%) of IB claimants in Hackney have mental ill health
- The incidence of mental health problems in Hackney is 87% above the national average (Sainsbury Centre for Mental Health)
- Only 24% of adults with longer term mental health issues are employed (Social Inclusion Unit, 2004)
- IB claimants with mental health problems have very complex needs, making this group the most challenging to progress into employment

Barriers

- Difficulties in accessing the IB claimant population
- Low aspirations, confidence and motivation
- Employer attitudes, significantly the stigma attached to mental ill health
- Carer responsibilities
- Lack of social networks (particularly for newer communities)
- Lack of connectivity of services which can support IB claimants back to employment
- Drug dependence
- Criminal records
- Perceived and actual racism/discrimination
- Poor transport, especially in the east of the borough

Needs

- Self awareness – boundaries and capabilities
- Confidence building
- Motivation to start and sustain employment preparation and job search
- Health condition management
- Upgraded skills and work competences
- Employment adaptations and reasonable adjustments
- Benefits advice
- Employer engagement, interface and support
- Employment retention support
- Graded transition from worklessness to sustainable employment through training, volunteering and work placements

An Ambitious Approach

- Pilot two delivery pathways – one generic and one mental ill health specific
- Build on existing practice with particular emphasis on developing existing structures and practices relating to mental ill health and employment - the City and Hackney Mental Health Collaborative, Routes2Employment, Moving On
- **Create integration with the JCP Pathways to Work programme provider, Work Directions**
- Outreach and engagement focused on network of 52 GP practices in Hackney, Family Welfare association and community infrastructure
- Establish a Hackney employment provider support forum, which complements groups which already exist – the Social Inclusion Group (chaired by the Joint Commissioner for Mental Health) and the Monday Employment Support Group (led by ELCMHT)

Key Features of Delivery Model

- Outreach and engagement focused on the 52 GP practices in Hackney
- Employment advisers
- Individual needs assessment resulting in support plan
- Group and individual support, including ELCMHT Moving On group for mental health pathway
- Facilitated introductions to education, training and skills provision with support available throughout.
- Employer engagement and interface
- Employment retention support
- Beneficiary support fund – needs based to enable appropriate support to take place plus 'back to work' incentive
- Establish a Provider Forum (to include Work Directions) to exchange knowledge and good practice, generate collaborative working on outreach and engagement, including GP engagement, and employer engagement.

Mental Health Pilot

We have now agreed deliverables with the East London & City Mental Health Trust. This is shaping up to be a very innovative and exciting intervention, building on existing work but expanding the employment support and job brokerage activities considerably.

Deliverables

- 150 beneficiaries engaged/registered
- 40 sustained employment outcomes (13 weeks continuous employment, minimum 16 hours per week)
- 27 beneficiaries progress into education and/or training
- 18 beneficiaries progress to voluntary work
- One provider forum – five events and regular knowledge exchange
- 'Lessons learnt' input to future policy and strategy formulation

Budget

Mental Health pathway	£405,780
Provider forum	£ 24,000

Generic Pilot

We have encountered some significant issues around the new contract held by DWP with Work Directions, and we will meet with JCP in the next week to review this situation. Our current understanding is that Work Directions has been asked to work with our target client group (long-term IB claimants) exclusively until April 2008 – i.e. not with new claimants. This creates some barriers to procuring any additional delivery, to engaging clients, and engaging GPs. The risk is that we will duplicate the Work Directions contract, creating a competition for clients and fragmenting delivery.

Jane Woolley will update the EDP LAA Working Group as soon as further information is available.