



**Haringey**  
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Building genuinely  
affordable homes  
in Haringey



# Employment and Skills Recovery Action Plan

November 2020



# Foreword

The impact of COVID-19 has highlighted more than ever how much we depend on people and their skills, and how interconnected our systems are.

Before the pandemic, low paid workers were undervalued but every one of us relied on them to keep Haringey moving. As our economy starts its slow recovery, we brace ourselves for further job losses, adding to the many residents already living in poverty. Since March, over 10% of Haringey's residents have claimed Universal Credit for unemployment, the highest rate in Central London. This pandemic is shared by all of us, but the economic impact on our residents has been particularly severe.

Haringey's Good Economy Recovery Plan sets out our immediate response to the crisis, with a focus on our top four priorities, across the next 12-18 months. We will:

- Re-open and support our high streets and town centres
- Support businesses through recovery and into renewal
- Support residents into work and training
- Secure social and economic value through investment in our neighbourhoods and communities.

This Employment and Skills Recovery Action Plan is for all of Haringey. Some residents require rapid interventions, focussed on job searches or short courses to help move quickly back into work. Others need a more gradual approach, with support to overcome multiple barriers to work. Whatever the need, our principles remain the same: a person-centred strengths-based approach, early intervention, and a support package tailored to each individual's ambition.

We can't do this alone. We need to work with our skills, training and employment support partners in borough. More than ever we rely on the strength of our partnerships, to refocus and build on previous work. The response to COVID-19 locally has shown we can mobilise quickly with other local agencies, partners and businesses. We will cultivate local connections to ensure that national jobs and

training measures are fit for purpose locally, that they meet our local needs and make the most of our local opportunities.

We will create and promote Good Work. This means supporting residents into jobs and training that pay a London Living Wage, with opportunities for skills development to help employees progress, now and in the future. Without Good Work, some of our residents find themselves trapped in in-work poverty, struggling to make ends meet. Good Work depends on employers being able and willing to provide decent pay and good terms to their employees. We will work with employers to achieve this standard.

We want our residents to easily access the right support at the right time, so that no one falls through the gaps of different services. That requires a different conversation with our residents; one where we work with local people to design and shape services to be accessed where people already meet, including virtually.

Our ambition is a joined-up approach to employment and skills, that connects to other local services and ensures support is co-ordinated to make sense for residents. It means a focus on skills that work for jobs now but with an eye on the future jobs market.

Our community wealth building approach includes strengthening ties with key anchor institutions, including hospitals and colleges, third sector partners and businesses to work collaboratively to deliver better job and training opportunities for residents in Haringey, and in commutable areas. We will continue to use our powers to ensure that every public pound spent delivers maximum value for the local economy, targeted at residents who need it most.

Residents of all backgrounds have been impacted by the health and economic impacts of COVID-19, inequalities have widened for low earners, young people, care leavers,

residents with disabilities, women, people from Black, Asian and Minority Ethnic backgrounds, people over 50 and those who are digitally excluded. We will focus new employability support programmes on supporting those most impacted by COVID-19, and those who will otherwise struggle most to access employment.

Employment in Haringey has been disproportionately impacted because sectors forced to close or reduce services due to public health restrictions, such as hospitality and leisure, are over represented in our economy. While supporting businesses in these sectors, we will also remain alert to the opportunities for Good Work and career progression in growth sectors. To take advantage of this, our sectoral focus for the next 18 months will be on the Green Sector, Health and Social Care, Construction and Science, Technology, Engineering, Mathematics (STEM), where existing work can be built on.

This Action Plan describes a series of interventions designed with local partners to support employment and skills opportunities in Haringey, and locally we will do all we can to maximise income. This includes our commitment to London Living Wage for all care workers. But rising unemployment in Haringey is pushing more of our residents into poverty. We have lobbied the Chancellor to continue the lift in the benefit cap past April 2021, and we will continue to press national government to do more to support jobs and protect incomes in the months to come.

This plan marks another period of our recovery response, and I thank all our partners involved who are committed to finding new ways of creating and supporting people back to work, and into better work.

**Councillor Gideon Bull,**  
Cabinet Member for Local Investment  
and Economic Growth

# Principles of our approach

In this changed employment landscape, we recognise **the journey into work may take longer** especially for those who already had barriers to getting into and remaining in work.

That is why our employment and skills recovery action plan is focused on supporting residents impacted most by COVID-19 with access to the right support at the right time – this might mean support is focused on pre-employment training opportunities, apprenticeships, or employability support aimed at taking one step closer towards work.

If a resident has issues with debt, childcare or insecure housing, just trying to find them a job is not enough and will not support them out of poverty. This means we need a **person-centred, strengths-based approach** to the support we provide, linking in to other services provided by the council and partners and intervening at the earliest possible point.

The current employment support and skills training landscape is complex and there are not always clear pathways for residents to progress into new opportunities. Key to delivering our vision is building a **strong integrated local** employment support offer, working closely with employment support and training providers, providing an offer that is accessible and **always clear on where residents can move on to next**.

Supporting residents into a job is not the end of our work. Critical to addressing in-work poverty in the borough is to **support progression into Good Work** through in-work training, apprenticeships and career support.



# Our approach

Our approach is rooted in partnership work with Employment and Skills Providers. In recognition of this the council hosted a series of Employment and Skills Partnership workshops to assess the impact of COVID-19 on the local labour market, review data and to explore the best way to respond to the labour market challenges faced by Haringey residents.

The workshops were attended by: Bridge Renewal Trust, Selby Centre, CONEL, Haringey 6th Form College, DWP, Haringey Adult Learning, Haringey Works (the council's job brokerage team), North Middlesex University Hospital, Whittington Hospital and Ada. The intelligence gathered through these sessions have been used to outline a joint approach, key priorities and workstreams across the partnership for the next 12 – 18 months. These are detailed in the following sections of this Action Plan.

There is a lot of work already underway to support residents through the COVID-19 employment crisis, with organisations rapidly reshaping services to meet new demand by delivering in new and innovative ways. What we have captured in this plan is the immediate and planned workstreams across our partnership that respond to the challenges that we currently face and will face over the coming years as a result of COVID-19.

Approach	Detail
 <b>Targeted Approach</b>	Focus our employment and skills training support on those most impacted by COVID-19 and use data to support that focus e.g. newly unemployed, young people, care leavers, residents with disabilities both physical and mental, women, people from Black, Asian and Minority Ethnic backgrounds, low earners, people over 50 and those who are digitally excluded.
 <b>Sector Focus</b>	<p>Maximise training and job opportunities in those sectors where there is job growth and that offer opportunities for Good Work and career progression.</p> <p>Our initial sector focus will be on the Green Sector, Health and Social Care (H&amp;SC), Construction and STEM.</p> <p>We will ensure the influence we have through our local spend and investment in these sectors is harnessed for maximum benefit for local residents.</p>
 <b>Community Wealth Building</b>	Strengthen our ties with key anchor institutions, the voluntary and community sector and businesses to work collaboratively to deliver better job and training opportunities for residents in Haringey.
 <b>A Joined Up Local Employment and Skills Offer</b>	Build a partnership approach across employment support and training providers, as well as Haringey Community Gold Partnership and Connected Communities, delivering services in a flexible and co-ordinated way so that residents can access the right help at the right time and can shape service delivery.

## Targeted approach



### OBJECTIVES

- Reduce unemployment rate amongst those most impacted by COVID-19.
- More young people move on to education, employment and training.

Prior to COVID-19, Haringey's economy contained structural labour market challenges, with employment gaps for people with disabilities and BAME residents, and a mismatch in skills levels and job opportunities. Unemployment and underemployment issues are geographically concentrated in the East of the borough with low pay, in-work poverty, part-time work and lack of progression opportunities an issue.

And now COVID-19 has had a disproportionate impact on our economy, in part because the sectors that make up a large share of our economy (hospitality, leisure and retail), have had to adhere to strict public health restrictions. This has impacted the employment prospects of many of our lower paid, more insecure residents.

We have limited resources and will target training and employment support on those most impacted by COVID-19, using evidence and local intelligence to define our priority groups. Based on this intelligence our initial focus will be: those newly unemployed, young people, care leavers, residents with disabilities both physical and mental, women, people from Black, Asian and Minority Ethnic backgrounds, low earners, people over 50 and those who are digitally excluded.

Workstream	Overview of Activity	Partners
<b>Supporting newly unemployed residents back into work and/or training – ensuring our offer is targeted at priority groups</b>	<ul style="list-style-type: none"> <li>• Work with Central London Forward and GLA on a regional and sub-regional approach to supporting newly unemployed residents in borough.</li> <li>• Utilise EMSI software available through CONEL to identify current employer demand to help shape local training provision.</li> <li>• Deliver the Job Entry Targeted Support (JETS) programme. A new devolved national programme, JETS will provide CV writing, job search, interview skills and confidence building for unemployed residents who have been in receipt of benefits for 13 weeks.</li> <li>• Scope out feasibility of new types of short course format for learning advanced digital skills to help support local residents with digital reskilling and retraining.</li> <li>• Promote resident engagement with short courses in a range of subjects offered for free by CONEL, with a focus on moving residents into work quickly.</li> <li>• Delivery of Fusion Skills Employability project (with Central London partners) focused on future/ transferable/ soft skills.</li> </ul>	<p>Central London Forward (CLF)/ GLA</p> <p>CONEL</p> <p>Ingeus CLF</p> <p>HALS, Ada, CONEL</p> <p>Haringey Works</p> <p>HALS</p>
<b>Supporting unemployed young people into employment or training</b>	<ul style="list-style-type: none"> <li>• Develop Interim Youth Hub in Wood Green. The Hub will be delivered with Early Help and include an employment and skills and careers focus and this model will be replicated in Bruce Grove Youth Space.</li> <li>• Deliver a new youth unemployment service in Haringey Works targeting Care Leavers and Young People at Risk, embedded in Early Help provision.</li> <li>• Work with Central London Forward and GLA on a regional and sub-regional approach to supporting young unemployed residents in borough.</li> <li>• Co-ordinate a local response to the Government's Kickstart Scheme and other national measures set out in the National Plan for Jobs maximising benefit for our young people.</li> <li>• Scope out options for local kickstart Gateway model to support SME engagement.</li> <li>• Pilot with Civil Service a paid internship scheme for care leavers.</li> <li>• Develop Youth Employment Pathways with a focus on early intervention and prevention and an initial sector focus on H&amp;SC and Digital Skills.</li> </ul>	<p>Haringey Works, DWP, Haringey Gold Haringey Council, DWP, CLF/GLA</p> <p>Haringey Works</p> <p>CLF/GLA</p> <p>Gateway organisations, SMEs and Bridge Renewal, North Middlesex, Whittington Health</p> <p>Civil Service</p> <p>Whittington Health, North Middlesex, and Ada, CONEL</p>

Workstream	Overview of Activity	Partners
<b>Target support to those residents most impacted by COVID-19</b>	<ul style="list-style-type: none"> <li>• Work with Central London Forward to shape devolved employment support programmes that meet local need.</li> <li>• Focus on effective Work and Health programme integration in Haringey. Haringey to be one of three one-stop shop hubs for Ingeus in London. Employment Hub to co-locate with other enterprise or civic services.</li> <li>• Pilot immediate six month youth unemployment programme with Ingeus, for 18-24 year olds, via outreach engagement with a bespoke youth offer that sits complimentary to existing programmes, leading to training and employment.</li> <li>• Expansion of targeted DWP services for people with disabilities, including the Intensive Personalised Support Offer and Access to Work (support to remain in work) and pilot paid work placements and grant/community budget funding for organisations using their expertise to deliver services to target groups. So far this includes support targeted at: BAME people, the over 50s and BAME women from low income households.</li> <li>• Co-ordination of borough wide Employment and Health Live Well subgroup to Borough Partnership to create a single pathway for residents with health barriers to access appropriate provision in a timely manner. In 2020/2021 there is a focus on increasing referral pathways into the revamped Central London Works programme, embedding the improved health offer with other clinical services being provided.</li> <li>• Piloting of an Employment Navigator Service delivered on Broadwater Farm and Northumberland Park estate focused on communities most impacted by COVID-19.</li> <li>• Expansion of HALS delivery to include Coaching and Mentoring programme for Migrant Learners in partnership with Business In The Community.</li> <li>• New employability programme delivered with Shaw Trust and Improving Access to Psychological Therapies and new functional skills programmes.</li> <li>• Borough-wide Digital Inclusion group, linked to a digital improvement programme and digital champions projects.</li> <li>• Scope with partners an Entrepreneurship programme building on previous programmes in borough focused on entrepreneurialism as a pathway out of unemployment.</li> <li>• Re-align Council's and partners enterprise and start-up programme for example, Global Entrepreneurship Week (GEW); Business Bursary Scheme to those residents most impacted by COVID-19.</li> </ul>	<p>CLF/GLA</p> <p>Ingeus</p> <p>Ingeus</p> <p>DWP</p> <p>Haringey Council, E&amp;S providers</p> <p>Haringey Works</p> <p>HALS</p> <p>HALS</p> <p>Haringey Council</p> <p>Haringey Council and partners</p> <p>Haringey Council</p>
<b>Skills Progression/Higher level skills offer</b>	<ul style="list-style-type: none"> <li>• Expansion of HALS courses to include new level 3 Higher level skills offer at Haringey Adult Learning</li> <li>• New free Level 3 offer at CONEL supporting residents to upskills and retrain alongside initiative with Tottenham Hotspur Foundation in delivering opportunities with the football club and upskilling English and Maths for local residents.</li> <li>• Haringey Higher Level Skills providing NVQ L3 and above to support both entry into employment, and progression in the workplace to minimum London Living Wage</li> </ul>	<p>HALS</p> <p>CONEL</p> <p>NLPC</p>
<b>Apprenticeships</b>	<ul style="list-style-type: none"> <li>• Expand Reskilling the Recovery Initiative with London Progression Collaboration, transferring unspent Apprenticeship Levy to H&amp;SC sector alongside construction, retail and hospitality that already benefit from the scheme.</li> <li>• Address Health and Social Care Skills gaps promoting apprenticeship levy transfer for care providers (if using Kickstart placements, then as progression for these) in following areas: Level 2 Care Assistants, Level 3 Senior Care assistants, Level 5 Trainee Nursing Associates and Level 5 Leadership.</li> </ul>	<p>Haringey Council and Reskilling the Recovery/GLA</p> <p>Haringey Council and Reskilling the Recovery/GLA</p>

# CASE STUDY

## Whittington Health

### Whittington school leaver mentoring, directly supports entry in care jobs.

Whittington Health are excited to be partnering with the council as an anchor institution. We have an ambition to employ and support the economic growth of Haringey and in particular reduce inequalities.

We are looking forward to kicking off an innovative approach to supporting local school leavers and graduates in an awareness session and then a promise of a one hour mentoring session from someone in Whittington Health to help job seekers in Haringey get into the health and care sector. Linked to that we will set up a joint academy into care scheme.

**Jonathan Gardner,**  
Director of Strategy, Whittington Health.



## Sectoral focus



### OBJECTIVES

- Harness local spend and investment in these sectors for maximum benefit for local residents and local supply chain.
- Secure job and training opportunities for residents.
- Create training pathways for residents to secure opportunities.

We will be supporting residents into existing employment opportunities and alongside this we want to maximise job and training opportunities in those sectors where there is recognised job growth and that offer opportunities for Good Work and career progression. To achieve success, we will need to continue working closely with regional and national government, employment and skills providers, schools and colleges, employers and residents to understand strengths, gaps, ambitions and opportunities so that we can effectively connect residents to the jobs of the future.

Our initial focus will be on the Green, Construction, Health and Social Care and STEM sectors ensuring that the influence we have through our local spend and investment in these sectors are harnessed for maximum benefit for local residents. In some of these sectors our influence is immediate and we can create job opportunities now, but for others we will need to lay the groundwork, alongside regional partners, to capture the future jobs market.

Workstream	Overview of Activity	Partners
<b>Green Economy</b>	<ul style="list-style-type: none"> <li>• Working sub-regionally with other boroughs, scope employment and skills opportunities in Environmental and Renewable Energy sectors, to better understand current and future employment opportunities and employer demand. As part of this work we will consider the adaptation required to existing training standards to shape new training provision locally.</li> <li>• Scope Green skills academy opportunities in North Central London that will be most appropriate for Haringey residents.</li> <li>• Support lobbying for the development of an industry developed trailblazer apprenticeship standard for green construction.</li> <li>• Work with schools retrofitting programme and other public sector partners to demonstrate demand and encourage private market to bring programmes forward.</li> <li>• Maximise opportunities for local SME/sole traders from Ecofurb and sustainable building practices. Working with Parity Projects and Retrofitworks Cooperative, local businesses and Self Employed residents will be supported with sustainable building skills to achieve Trustmark accreditation to be connected with homeowners who want to make green improvements such as loft, wall and floor insulation.</li> <li>• Deliver local labour opportunities through the council's Housing Retrofit programme, securing job opportunities and social value through procurement. This includes the first phase using the EnergieSprong model in September 2021.</li> </ul>	<p>CLF, Waltham Forest, Enfield, GLA, Employers</p> <p>CLF/GLA</p> <p>Haringey Council</p> <p>CLF/GLA</p> <p>Parity Projects and Retrofitworks Cooperative</p> <p>Haringey Council and London Construction Programme</p>

Workstream	Overview of Activity	Partners
<b>Health and Social Care</b>	<ul style="list-style-type: none"> <li>Develop a Pathway/Academy into Care pilot in partnership with Haringey Works promoting roles available and supporting residents through application and interview process with initial focus on Health Care Assistant pathway.</li> <li>Scale up workplace adult learning delivery at North Middlesex Hospital providing access to basic skills for NHS workers with digital/time/travel/working pattern barriers to learning.</li> <li>Local young people mentoring scheme delivered by Whittington Hospital to promote career pathways in H&amp;SC and schools programme delivered by North Middlesex.</li> <li>Care For future project supporting local residents into employment in the care sector.</li> <li>Embedded Health and Social Care provision as part of ESOL offer/Central London curriculum development project.</li> <li>Continue improving working conditions in H&amp;SC sector in north central London, promoting London Living Wage and meeting employers recruitment needs.</li> </ul>	<p>Whittington/North Middlesex./ Haringey Works</p> <p>HALS</p> <p>Whittington/North Middlesex,</p> <p>CONEL</p> <p>HALS</p> <p>Haringey/Islington/Camden</p>
<b>STEM</b>	<ul style="list-style-type: none"> <li>Develop a tiered approach that provides multiple routes into training and towards employment in the tech sector. This will start with short digital skills courses at level 2 and 3 for anyone seeking an introduction into coding and tech activities – this will be aimed at NEET with staircasing potential towards higher apprenticeship.</li> </ul>	Haringey Council, Conel, HALS
<b>Construction</b>	<ul style="list-style-type: none"> <li>Labour skills forecasting across all council construction projects to support training design and delivery.</li> <li>Promoting access to CONEL CSCS courses and other local provision.</li> <li>Use section 106 lever to continue securing jobs and training for local people from developments.</li> <li>Use procurement lever to secure social value outputs from council's own development schemes.</li> <li>Work with Enfield Council on securing opportunities for residents at the Meridian Water scheme, including a developing a skills hub that meets employers needs.</li> <li>Women into Construction programme – Construction course and 2 weeks work placement with large house builder starting 9th Nov targeted at Women only.</li> </ul>	<p>Haringey Council/HfH</p> <p>CONEL</p> <p>Haringey Council/Haringey Construction Partnership</p> <p>Haringey Council/Haringey Main Contractors Forum</p> <p>Haringey Council / Enfield WIC</p>
<b>Supporting local SMEs to access growth sector opportunities</b>	<ul style="list-style-type: none"> <li>Training to support businesses/self-employed residents e.g Bitesize accreditation in Hygiene, Infection Control, COVID-19 regulations.</li> <li>DWP Sector Work Academy programmes to progress people into jobs which include health and social care, Green Energy retail and logistics.</li> <li>Expanded free Level 3 offer at CONEL focused on upskilling, in work progression.</li> </ul>	<p>HALS</p> <p>DWP</p> <p>CONEL</p>



## CASE STUDY

# HALS local employment and health partnership

Haringey Adult Learning Service (HALS) has run a successful partnership with the Improving Access to Psychological Therapies (IAPT) service in Haringey since 2018.

A high proportion of learners at HALS face mental health barriers to work such as low to moderate depression, stress, and anxiety. The partnership (along with Shaw Trust) has taken a joined-up approach to delivering bespoke employability courses, which to date have achieved 284 enrolments.

Over lockdown, the programme was amended to cover areas such as "Making value-based career decisions and understanding our feelings in extraordinary times" and "Overcoming barriers to employment and managing stress through COVID-19". Embedded IAPT therapists are based at the HALS learning centre at Wood Green Library, and IAPT have run training sessions for HALS tutors in addressing mental health issues in the classroom. We have also co-designed new online wellbeing workshops in areas such as mindfulness, stress management and relaxation to help residents through the COVID -19 outbreak.

## Community Wealth Building



### OBJECTIVES

- Increased local spend by anchor Institutions.
- Higher levels of residents connecting to local employment and training opportunities.
- Commitment to LLW and Good Work.
- Reduction in level of digital exclusion reported in borough.

Community Wealth Building is an approach to local economic development which seeks to harness the influence and spending power of local authorities and local 'anchor institutions', such as colleges and the NHS, to build the prosperity of local people, businesses and communities. The aim of Community Wealth Building is to reduce inequality and enhance community resilience and wellbeing.

In relation to employment and skills, our initial focus is to strengthen ties with key anchor institutions and work collaboratively to deliver better job and training opportunities for residents in Haringey with a focus on Good Work that pays the London Living Wage, offers security of good terms and conditions and provides routes for progression.

Workstream	Overview of Activity	Partners
<b>Haringey Council Apprenticeship Programme</b>	<ul style="list-style-type: none"> <li>• Creation of targeted apprenticeship programme focused initially on digital. Focusing on skills gap and hard to recruit to roles providing career and training pathway for local priority group residents.</li> </ul>	Ada, CONEL
<b>Haringey Construction Partnership and Main Contractors group</b>	<ul style="list-style-type: none"> <li>• Establish a new main contractors forum to support more effective delivery of local labour and social value requirements in construction including supply chain opportunities.</li> </ul>	Developers, main contractors, CONEL, ATAs
<b>Use anchor institutions spending power to create local jobs, training and supply chain opportunities</b>	<ul style="list-style-type: none"> <li>• Use of procurement and investment to create opportunities for local residents and businesses.</li> </ul>	All
<b>Digital Inclusion</b>	<ul style="list-style-type: none"> <li>• Borough-wide Digital Inclusion group, linked to digital improvement programme and digital champions projects.</li> </ul>	Council/Bridge Renewal Trust/ CONEL/Ada/CCG
<b>Higher Level ESOL</b>	<ul style="list-style-type: none"> <li>• Higher level ESOL offer to anchor institutions in work upskilling.</li> </ul>	HALS
<b>Local recruitment</b>	<ul style="list-style-type: none"> <li>• Support partners to increase local recruitment and apprenticeship enrolments through information sharing and partnership work.</li> </ul>	All
<b>Good Work and the London Living Wage</b>	<ul style="list-style-type: none"> <li>• Our draft Economic Development Strategy sets out a vision for a Good Economy in borough, including a commitment to Good Work and a London Living Wage for residents. We will consult on how to achieve this before leading the local agenda.</li> <li>• Haringey Council is a London Living Wage employer and have committed to this for all care workers in the borough. We will work promote the London Living Wage to partners and employers through our engagement.</li> </ul>	Haringey  All

## A Joined Up Local Employment and Skills Offer



### OBJECTIVES

- To simplify access to employment support and training provision where possible.
- To intervene at the earliest point to minimise the potential damage from long periods of unemployment.

We cannot respond to the scale of the economic challenges caused by COVID-19 alone. We must harness the resources available locally, regionally and nationally to the benefit of our residents. The key to success will be the strength of our collective effort and, to achieve this, we need to strengthen our partnership approach.

Working with the council's Haringey Community Gold Partnership and Connected Communities team, and local Employment and Skills providers, we will deliver services in a flexible and co-ordinated way so that residents can access the right help at the right time, improving access to services and where possible working with residents to design services that meet their need.

This will be underpinned by core principles emerging from the Recovery and Renewal phase of COVID-19: early intervention, prevention, and collaboration. Residents should feel confident they will receive support as soon as they are ready, their strengths and needs will be holistically assessed, and services will be tailored to help them achieve their goals. At all times we will work to reduce the risk of long-term unemployment.

Workstream	Overview of Activity	Partners
<b>Haringey Employment Support Providers Forum</b>	<ul style="list-style-type: none"> <li>• Upskill the provider sector, through co-ordination of services and maximising benefit for residents from existing investment and wider opportunities.</li> </ul>	Haringey Works and E&S providers in borough
<b>Employment and Health Live Well Subgroup</b>	<ul style="list-style-type: none"> <li>• Multi agency partnership organised as a sub-group of Borough Partnership Live Well Board. Focus on improving referrals into existing provision, better co-ordination and addressing gaps. Maximise benefit for disabled residents from existing commissioned Work and Health Programme, develop clear pathway for employment support.</li> </ul>	Borough Partnership and E&S providers in borough
<b>Delivering support where it is needed</b>	<ul style="list-style-type: none"> <li>• Haringey Works to be delivered through a hub and spoke model using estate-based employment navigators, youth employment services aligned with front line provision and connected communities outreach model.</li> <li>• DWP Outreach Team are working in the community to ensure residents can access support. This includes Disability Employment Advisers, Young People Work Coaches, Prison Advisers and Troubled Families workers.</li> <li>• North Middlesex to deliver Connected Communities service addressing wider determinants of health including employment.</li> <li>• Whittington Health currently consolidating estates to support community based approach alongside other community services, and running connected communities from health centres.</li> <li>• HALS developing a community presence in neighbourhood locations.</li> </ul>	Haringey Works  DWP  North Middlesex  Whittington  HALS
<b>Strategic leadership</b>	<ul style="list-style-type: none"> <li>• We will continue to facilitate strategic partnership work as the employment challenge develops, supporting effective and targeted services, while reviewing progress and realising new opportunities.</li> <li>• We will act as a catalyst for new forms of collaboration between partners, playing a systems leadership role in identifying and addressing long-term structural challenges.</li> <li>• Recognising the centrality of Good Work to the wellbeing of residents, we will work in partnership with residents, employment and skills providers and businesses to build a sustainable footing for stable, good quality employment in the future.</li> </ul>	Haringey Council  All  All

## CASE STUDY

# Haringey Works

Haringey Works - the council's Job Brokerage Service - is setting up a new Employment Service targeting unemployed young people and in particular Care Leavers and Young People at Risk.

Our new service responds directly to the sharp increase in youth unemployment in borough as a result of Lockdown and COVID-19. The service will target young people already experiencing disadvantage in the labour market and will include one-to-one support helping young people navigate the existing skills and training offer as well as job search support to help young people find the best route for them. Our employment advisors will be based in existing youth spaces and will be a key element in our new Youth Hub in Wood Green.



We will continue to monitor and develop our plans and we welcome your feedback. If you have any comments relating to the Employment and Skills Recovery Action Plan, please email us at: [tottenhamregeneration@haringey.gov.uk](mailto:tottenhamregeneration@haringey.gov.uk)



