

## Resources and Public Realm Scrutiny Committee

1<sup>st</sup> December 2020

### Supporting the Economic Recovery

#### Appendix 2:

Table 1: Employment and Skills Support

Objective	Services available	Lead Partners	Measures of success
Accessing and creating quality job opportunities for Brent residents	<p><u>Brent Works job brokerage:</u></p> <p>Leading the Kickstart scheme for the council as an 'intermediary', supporting SMEs and VCS to create placements.</p> <p>Brokering and placing Brent residents into apprenticeships and local recruitment.</p> <p>Managing the commitments by developers in Section 106 Agreements.</p> <p>Supporting Brent contractors to deliver their Social Value commitments.</p> <p>Official Job brokerage Partner with HS2</p>	Brent Council (working with employers, developers, Social Value contract commitments)	<p>Residents supported into employment</p> <p>Residents supported into apprenticeships</p> <p>Kickstart placements</p> <p><i>Progress since lockdown:</i></p> <p>46 job outcomes</p> <ul style="list-style-type: none"> <li>• 78% LLW</li> <li>• 21% in growth sectors</li> <li>• 0% zero hour contracts</li> </ul> <p>24 apprenticeship outcomes</p> <p>April to October jobs by sector</p> <ul style="list-style-type: none"> <li>• Health and Social Care – 11</li> <li>• Construction – 7</li> <li>• Creative – 6</li> <li>• IT - 2</li> <li>• Customer Service – 2</li> <li>• Warehouse – 2</li> <li>• Cleaning – 2</li> </ul> <p>April to October 2020 apprenticeships by sector</p> <ul style="list-style-type: none"> <li>• Construction – 9</li> <li>• Admin and Customer Service – 4</li> </ul>

			<ul style="list-style-type: none"><li>Facilities Management – 1</li><li>Creative - 2</li></ul> <p>Registered and engaged over 1,000 people for employment related advice and support</p> <p>Created a series of 10 interactive employment webinars, which have supported over 300 residents, including partnerships with the Metropolitan Police and HS2.</p> <p>HS2 Jobs Portal will officially launch in January 2021, however, Brent Works have already been engaging with HS2 supply chain opportunities and have brokered 4 job outcomes and are currently promoting 2 Level 4 Apprentices.</p>											
<p>Moving on Up:</p> <p>Consortium funded by NCIL, Trust for London, and City Bridge Trust, in partnership with the Black Training and Employment Group and GLA.</p> <p>Pathway support to work</p> <p>Mentoring</p> <p>BITC project</p>	<p>Council with MOU Collective Impact Partnership</p>	<p><i>Desired Outcomes:</i></p> <p>Over the 3 years</p> <table><tr><td>Engagement</td><td>450</td></tr><tr><td>Jobs</td><td>144</td></tr></table> <p><i>Progress to date:</i></p> <table><tr><td>Engagement</td><td>135</td></tr><tr><td>Jobs</td><td>43</td></tr><tr><td>Mentors recruited</td><td>15</td></tr><tr><td>Mentees matched</td><td>11</td></tr></table> <p><b>Outcomes breakdown Jan – July 2020</b></p> <ul style="list-style-type: none"><li>Apprenticeship – 5%</li><li>Permanent/Full Time – 81%</li><li>Fixed Term/Temporary – 14%</li></ul> <p>Average Pay Jan – Jul 10.15/hr</p>	Engagement	450	Jobs	144	Engagement	135	Jobs	43	Mentors recruited	15	Mentees matched	11
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	<p>Support interns with employability skills and on the job experience. Support the interns with their job search post completion.</p> <p>Black Community Action Plan – Employment Strand</p>	<p>Council teams (ESE, CYP), CNWL and Tottenham Hotspur Foundation</p> <p>All Council Departments providing opportunities for placement. Some local employer provide placements as well.</p> <p>Brent Employment, Enterprise and Partnerships, business including HS2 and Quintain and local black community businesses and organisations.</p>	<p>6 sustained for 26 weeks (thus far) This should grow as intensive post-employment support is delivered to support job retention</p> <p>Supported Internship</p> <p>11 interns engaged All interns completed at least two placements over the year. Each placement for 8-12 weeks. City and Guilds entry level 3 award in Employability English, Maths and ICT training Post programme support</p> <p>Steering group set up to progress the Employment and Enterprise recommendations of the Black Community Action Plan to address the inequalities of access to employment and careers development. Considering how best to streamline with the existing Moving On Up programme already in delivery.</p>
Supporting residents to develop skills relevant to the labour market (current and focussing on sectors that are more resilient and likely to grow)	<p>Sector Based Work Academies</p> <p>Brent Works – development of opportunities in growing and resilient sectors, including the promotion and creation of Apprenticeships; and offering wrap round employability support for the Kickstart Scheme to ensure quality work placements, which prepare young people for the workforce.</p> <p>Tech Careers – commissioned to Career Camps CIC, funded by the council's Digital Programme</p> <p>Moving on Up Business in the Community project</p>	<p>Council (including Brent Works and Brent Start), United Colleges Group and JCP</p>	<p>Progress- Two Sector Based Work Academies (SBWAs) are planned for early 2021. These will focus on the Care and the construction sectors. Each SBWA will have a cohort of 15 learners. Brent Works will arrange work experience and job interviews. The Training will be divided between Brent Start and the College of North West London.</p> <p>Business In The Community (BITC) commissioned as part of the Moving on Up programme to engage growth sectors, to test</p>

	<p>Skills Supply and Demand Study – to consider sector needs across West London to inform the Further Education system, apprenticeships and links to Higher Education in the sub-region. This will include focus on skills needed for growth sectors including tech, digital, the green economy, and creative industries.</p>	West London Alliance	<p>inclusive recruitment practice, building on the Inclusive Employer Toolkit recently published by the GLA and the Black Training and Enterprise Group (BTEG). Co-design with employers in these growth sectors will take place with the involvement of young black men from the MOU cohort.</p> <p>Progress to date. Initial scoping work commissioned by WLA in consultation with borough partners. Aims to provide a tool that will inform on the skills needs of growth sectors. This will support leveraging further and higher education, and wider skills delivery to meet the needs of labour market growth sectors and inform IAG services to support residents in making more sustainable skills development and career choices.</p>
Facilitating partner networks and referral pathways, seeking to ensure that there is No Wrong Door.	<p>Health and Employment Forum: Resulting from an Outcome Based Review of Health and Employment, bringing together primary health, the Clinical Commissioning Group, council, and Jobcentre Plus. Focus on developing operational working relationships and referrals.</p> <p>Community Hubs: Employment support embedded in the Community Hub teams to ensure this is part of the holistic response offered to residents.</p> <p>Family Wellbeing Hubs: Employment and skills support to be provided from the Family Wellbeing Centres, to support parents and young people to access services that are available.</p> <p>Housing Options and preventing homelessness:</p>	<p>Council (Employment, Skills and Enterprise)</p> <p>Council (Transformation Team)</p> <p>Council (Early Years Service and Employment, Skills and Enterprise)</p>	<p><i>Outcomes:</i> <i>Improving referrals between health and employment services.</i></p> <p><i>Progress to date:</i> A programme of employer engagement to promote disability confidence to Brent employers.</p> <p>Community Hubs The TLR team is now embedded in hubs. Since April 2020 the team has achieved.</p> <p>Jobs 17 Soft Outcomes 17 Skills Escalator Income Increase 17 Skills Escalator training outcome 8</p>

<p>Referrals to employment support by frontline housing teams where households are affected by the Overall Benefit Cap (OBC)/Spare Room Subsidy (SRS) or if there is evidence of growing rent arrears</p> <p>‘Youth Hub’: A proposed co-location of United Colleges Group, Jobcentre Plus and Brent’s employment and skills offer at the colleges Willesden Campus.</p>	<p>United Colleges Group, Jobcentre Plus, and Council (Employment, Skills and Enterprise)</p>	<p><b>Housing Options and Preventing Homelessness</b></p> <p><b>TLR data since April 2018</b></p> <table><tr><td>Council tenant</td><td>252</td><td></td></tr><tr><td>Housing Association</td><td>72</td><td></td></tr><tr><td>On Housing Benefits</td><td>330</td><td></td></tr><tr><td>Job starts from this group</td><td></td><td>82</td></tr><tr><td>Affected by OBC/SRS</td><td>71</td><td></td></tr><tr><td>Preventing Homelessness</td><td>15</td><td></td></tr></table>	Council tenant	252		Housing Association	72		On Housing Benefits	330		Job starts from this group		82	Affected by OBC/SRS	71		Preventing Homelessness	15	
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