

Health, Inclusion and Social Care Policy and Accountability Committee

Thursday 7th October 2021

Inclusive Employment Update

What young people are telling us about pathways to employment

They're interested in this type of work:

- Music Production
- Software Development
- Customer Services
- Hospitality
- Childcare / Play work
- Data Entry
- Construction
- Hair and beauty
- Childcare
- Youth work
- Health and social care
- Catering
- Music industry
- Mechanics (including car wrapping)
- Refuse services
- Landscaping/gardening
- Animal care

They'd like more training on:

- Understanding finances –
 - Income tax
 - National insurance
 - Pensions
 - Budgeting
- Taster sessions in areas of interest
- CV development
- Communication skills
- Understanding their strengths
- Interview techniques and preparation

Children's Services



- Young People's Inclusive Employment Operational group brings together partners to understand and remove the barriers faced by young people on their pathways to employment. Includes youth voice and parent/carer representatives, Employers, Voluntary sector, Education providers, The Economy, People, Talent and Transformation with the Virtual School, Family Assist and Education services.
- The Inclusive youth voice network and youth council – representing the borough's young people and working to put young people at the centre in strategic developments, commissioning and other decisions. Employment and training identified as top issues in the Youth Council manifesto which was put together using and led by youth research. Links with the Industrial Strategy & inclusive careers leaders network
- Supported internship programmes continue in West London along with the project with the North-West London Trusts to develop inclusive employment pathways in the Health service. Over 300 young people with learning disabilities are currently undertaking the internship programmes including our own one at the Council, in London every year, with an average employment achievement rate of over 60%.
- Changing Lives - session driven by young people at the Senior Managers Forum asking departments to make a 'pledge' to support inclusive employment. Opportunities include regular work experience; mentoring; job-carving; inclusive apprenticeships; supported internship rotations and other changes such as recruitment
- Let's go EET! - an in-person event bringing together employers, training providers and young people in the borough after the impact of Covid-19 on education, employment and training Organised by Hammersmith & Fulham and the Young H&F Foundation, to make the borough's exciting career opportunities accessible to all young people
- New Independence Pathway Coordinator posts working on empowering young people and working with partners on inclusive and open pathways into employment. At least 10 young people with learning disabilities or autism have got paid work through the open job market.

Economy

Impact of COVID-19

- **Unemployment levels remain high but steady:** 9,475 (Jul 2021) H&F residents are claiming Universal Credit (double pre-Covid level of 4,525 (Feb 2020), only slightly improved from peak claimant level of 10,390 (Apr 2020)
- **Furlough** ended in September 2021: impact on unemployment levels will be visible in the October – December period
- In 2019, 57.5% of economically active 16-64 year-olds, with **work limiting disabilities** in H&F, were in employment (54.3% in London). Residents with disabilities are more likely to have had their jobs and prospects impacted by the pandemic.
- The **recovery** from the Covid-19 pandemic is set to take until 2023 in terms of the return of H&F's labour market to pre-pandemic levels of employment and labour demand
- H&F delivering/facilitating a range of **programmes**: Kickstart / Community Budget / Skills Escalator / The Forge / Mass Recruitment / Youth Ambitions (including Changing Futures Changing Lives and Sounds Like H&F), Schools Careers provision

Economy

Recovery, Growth and Future Resilience

- **Refresh WorkZone and Increase Capacity** – ESF bid coordinated by WLA
- **Statutory Programmes** – DWP Work and Health, JETS, Restart
- **Aligned to Industrial Strategy** – Developing access to Growth Sectors
- **Integrated Services** - Developing more integrated delivery pathways for vocational learning whilst recognising the additional barriers that our priority groups face
- **Prioritising Social Value** – Maximising outcomes from contractors and suppliers
- **Vibrant Places** - Utilise vacant spaces to deliver partnership priorities around culture, community engagement, developing pop-up community spaces for entrepreneurs and resident groups.
- **Impact at Scale** - ensuring pipeline to traditional sectors are maintained

Resources – Transformation, Talent and Inclusion



Developed a clear set of **EDI priorities** and a twelve-month workplan with the new Equality, Diversity and Inclusion Lead covering all protected characteristics - Yvonne Okiyo

Make a Pledge initiative in collaboration with key H&F partners

Monthly **managers networking** event for managers supervising apprentices to share best practice and guidance

Introduction of monthly **apprenticeship network** (all apprentices) - we currently employ 83 apprentices

Community of Practice for Inclusion expanded to include more officers from across the Council

Partnering with **Microlink** (supporting with **access to work** and a review of our **inclusive recruitment** offer)

Launch of quarterly **internal Young People's Network** in October (for anyone employed by H&F under 30)

Transformation, Talent and Inclusion regular attendance and participation in the **Young People's Employment Operational Group**

All vacancies now advertised via **Get Ahead** to support internal progression and career pathways

Collection of key data associated with recruitment and internal progression plus improvements to how we collect data along with campaigns to encourage sharing of personal data ('share not declare' initiative)

Adult Social Care

- Day Services modernisation – in-house and commissioned day services to have increased focus on employment – preparation for work, IT skills for work, barista training and establishing social enterprises – collaboration with West London College
- Working with colleagues in Certitude to develop the role of their 'Market Shaper' in supporting residents with learning disabilities into work, including those residents in Certitude supported housing provision
- The Integrated Care Partnership Mental Health Campaign has established Stakeholder Network which will be utilised to map employment support post Covid and ensure services are coordinated and promoted on the Corporate website
- Inclusive Apprentices working across Children's Services and Adult Social Care – supporting the development of our post 19 pathways and how we promoted them on the 'Local Offer' Website
- Supported Intern in Adult Social Care, working with Principal Social Worker
- New Independent Living Delivery Group established in Adult Social Care to further develop employment pathways for residents with learning disabilities, autism, mental health issues internally and externally – this group will also co-produce the independent living web pages on the Corporate website