

Employment, Skills and Enterprise Plan 2019/2022



Ambitious for Redbridge

Employment, Skills and Enterprise plan 2019/22

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Foreword

The Redbridge Employment, Skills and Enterprise Plan, which has been developed in consultation with key partners and stakeholders through our Enterprise Redbridge and Work Redbridge partnerships, sets out the skills and employment challenges we face, along with priorities and actions required to respond to these challenges.

There are exciting developments and opportunities happening in the borough, most notable being the arrival of Crossrail and the associated station developments. Public realm improvements have started in Ilford town centre and the development of The Spark Ilford project is set to make positive impacts on Ilford and the surrounding area. With excellent transport links, regeneration plans being implemented in Ilford and growth plans across the borough, we aim to boost our local economy and make Redbridge the ideal place for enterprise, and for businesses to start, stay and grow.

We want to ensure this growth is inclusive and that our residents and businesses can benefit from regeneration, development and growth.

The Employment, Skills and Enterprise Plan will capitalise on these regeneration developments by working with partners to ensure **inclusive growth** and beneficial outcomes in terms of employment, skills and enterprise for local residents and businesses.

Some of the key issues facing our borough include above average unemployment rates; high numbers of residents who are stuck in low paid and insecure employment, with little chance to progress to better-paid, more secure work. Although we have a high proportion of highly skilled residents we also have higher than average levels of residents without qualifications, particularly in literacy, English language, numeracy and digital skills. Other barriers faced by our residents include access to affordable childcare and a lack of coherent, effective careers information, advice and guidance.

Many of our local businesses currently face shortages of skilled workers and are struggling to fill key vacancies, particularly in the construction and health and social care sectors. The impact of Brexit may further impact on businesses ability to attract new skills and talent, and the changes resulting from new technology and automation will alter the type of work available, making re-training initiatives critical to helping residents share in future growth and prosperity.

The Redbridge Employment, Skills and Enterprise plan will complement the Local London Skills Strategy, improving access to employment and skills across the sub-region. Aiming to provide pathways into employment for all residents and address the levels of low pay within the borough. It also resonates with the Mayor's Call to Action on Employment and Skills, published in September 2019 which seeks further devolution in order to provide a local response to employment and skills needs.

Working together with our partners and key stakeholders we aim to better respond to the employment and skills needs of the borough and ensure more residents and businesses can benefit from future growth and regeneration.

Introduction

The Redbridge Employment, Skills and Enterprise Plan has been developed in consultation with key stakeholders in the borough and members of the Enterprise and Work Redbridge partnerships.

In light of changes to the local and national economy, changes to the policy environment, Brexit and key developments taking place in the borough and across London, this plan updates the borough's priorities based on the updated evidence base.

This plan sets out three main themes with related objectives. The partners have contributed to the creation of the objectives set out in this document and are committed to working towards the delivery of the strategic outcomes for Redbridge. Effective partnership working is key to ensuring that coordinated support and provision of employment, skills and enterprise initiatives will have the biggest impact on the borough.

There are exciting developments and opportunities on the horizon in the borough, most notable being the arrival of Crossrail and the associated station developments. Public realm improvements have started in Ilford town centre and the development of The Spark Ilford project is set to make positive impacts on Ilford and the surrounding area. The plan will capitalise on these regeneration developments by working with partners to ensure **inclusive growth** and beneficial outcomes in terms of employment, skills and enterprise for local residents and businesses.

The plan will complement the Local London Skills Strategy, improving access to employment and skills across the sub-region. Aiming to provide pathways into employment for all residents and address the levels of low pay within the borough.

The plan will examine long term goals of the partners to produce better outcomes for residents. The action plan will provide clarity on who will do what and by when to help in working towards achieving the outcomes. This will be owned, reviewed and monitored by the Enterprise Redbridge partnership.

Summary of key data

Diversity

Redbridge is the fourth most diverse borough in England and Wales, with a high percentage of the population (64.5%) coming from a black or minority ethnic background, which is notably larger than the average BME population (43.1%) for London.¹ The number of residents born outside the UK is 43.4% which is also higher than the London average of 37.6%.² It is therefore likely that these residents will have a first language other than English.

Level of English Speakers

Based on the 2011 Census (the latest available data), 10.5% of Redbridge's population cannot speak English well or at all.³ Currently, 67% of primary school students and 57% of secondary school students in the borough are known or believed to have a first language other than English.⁴ This compares to 65% of primary school students and 57% of secondary school students in 2015.⁵

Schools and higher education

In 2016-17 Redbridge pupils had an average Attainment 8 score of 51.2 and an average Progress 8 score of +0.42.⁶ This is above the London average of 48.9 for Attainment 8 and +0.22 for Progress 8.⁷

Redbridge schools routinely see high numbers of school leavers progressing to Higher Education. In 2017, 67% of school leavers went on to study at a UK higher education institution, including 27% at the top third most selective higher education institutions.⁸

Qualifications

The number of residents qualified to NVQ level 4 and above (47.5%) is below the London average of 51.8%.⁹ The number of people with no qualifications has reduced from 8.9% in 2014 to 7.9%, however this is still higher than the London average of 6.8%.¹⁰

¹ "London Borough Profile" www.data.london.gov.uk -

² Ibid. -

³ "ESOL Report 2017" - GLA -

⁴ "Percentage of Pupils by First Language" www.data.london.gov.uk -

⁵ Ibid. -

⁶ "GCSE Results by Borough" Department of Education -

⁷ Ibid. -

⁸ "Key stage 5 destination measure 2016-2017" Department for Education -

⁹ "Labour Market Profile – Redbridge" www.nomisweb.co.uk -

¹⁰ Ibid. -

Employment

The borough's working age employment rate is 69.5%, which is below the London and national averages of 74.2% and 75.0% respectively.¹¹

Overall the employment rate is higher for males 80.0%, (82,100), than for females 59.3% (61,600).¹²

Of those economically inactive, 21.8% want a job, so it is essential to ensure this group have access to appropriate help and support to obtain employment.¹³

Redbridge has a higher proportion of part time jobs 35% than the London average 27%.¹⁴

Self-Employment

The percentage of the Redbridge workforce in self-employment is currently 13.5% (28,700), this has increased since 2015. This figure is higher than the London 13.3% and national averages 10.6%.¹⁵

Industry Sectors

The highest percentage of jobs are within human health and social work at 17.5%, which is significantly higher than London 10.6% and Great Britain 13.3%.¹⁶ The demand in the health and social care sector is likely to increase as demographic projections of Greater London indicates that the largest increase in ages between 2016-2041 will be residents aged 65-90.¹⁷

The number of jobs in the construction industry, 7.5% is significantly higher than that of London 4.0% and Great Britain 4.8%.¹⁸ Between 2018-2022 London's total construction output is estimated to rise by an annual average of 1.5%.¹⁹

Business profile

Redbridge is a borough of micro businesses. In 2018, some 94.3% (12,860) of the borough's total businesses (13,635) were classed as micro businesses and had fewer than 10 employees.²⁰ This is an increase of nearly 2,035 micro businesses since 2015.²¹

¹¹ "Labour Market Profile – Redbridge" www.nomisweb.co.uk -

¹² Ibid. -

¹³ Ibid. -

¹⁴ Ibid. -

¹⁵ Ibid. -

¹⁶ Ibid. -

¹⁷ Local London Skills Strategy -

¹⁸ "Labour Market Profile – Redbridge" www.nomisweb.co.uk -

¹⁹ "Skills for Londoners 2018" GLA -

²⁰ Labour Market Profile – Redbridge" www.nomisweb.co.uk -

²¹ Ibid.

Strategy – Objectives and Priorities

To address the challenges for Redbridge, three key themes for improvement have been identified based on stakeholder input and existing data. These three themes will underpin the delivery of the Employment, Skill and Enterprise Plan to improve the quality of life for all residents.

- 1. Address low pay and in-work poverty**
- 2. Improve access to employment**
- 3. Build collaborative partnerships**

These themes have been expanded on below to include objectives and actions to remedy the challenges. The themes above cannot be actioned in isolation and therefore the priorities below often inter-link.

Key Theme 1: Address low pay and in-work poverty

In work support and career progression

For some residents, work does not provide the financial security necessary to meet the rising cost of living in London. While 143,700 are employed in Redbridge, 19.9% of workers are low-paid and 25.19% of residents are living in poverty.²² Redbridge has a lower level of pay (£633.2 full time weekly) than the London average (£670.80).²³ A variety of barriers contribute to the issue of low pay and in-work poverty, including a lack of qualifications and language skills. Temporary contracts and zero-hour contracts also influence in-work poverty.

The rates of people on zero-hour contracts, or earning the minimum wage and associated issues, are well document nationally, but regional data is harder to obtain. It is estimated that 2.6% of those in employment in London are on a zero-hour contract.²⁴ These are trends that will need to be monitored, but it is clear that there is a need for support, guidance and training for those in work, on low pay or insecure contracts. It is necessary to work with employers to reduce the number of residents on zero-hour contracts in order to create more secure employment opportunities.

Measures have been put in place to remedy in-work poverty with the introduction of the London Living Wage. However, the proportion of employed residents paid below the London Living Wage is 23% which is a 3% increase since 2017.²⁵ In November 2018 the Council was officially accredited as a London Living Wage employer and, as part of this accreditation, the council will encourage its own supplier base and private sector

²² "Poverty and inequality data for Redbridge" www.trustforlondon.org.uk

²³ "Labour Market Profile – Redbridge" www.nomisweb.co.uk

²⁴ "London and UK residents in zero-hour contracts" www.ons.gov.uk

²⁵ "Poverty and inequality data for Redbridge" www.trustforlondon.org.uk

businesses to also pay the London Living Wage. Encouraging and extending this commitment to as many local employers will help to alleviate in-work poverty.

Although support is necessary to get people into work, it is also needed by those already in work to address issues that arrive once in employment, and to support learning of new skills for progression to better paid jobs. Comprehensive in-work support prevents people falling out of employment and ensures people can sustain and progress. The opportunities to progress in work varies depending on the sector.

In work support can address issues of ‘the working poor’ by helping people in work to gain the skills and qualifications they need to progress. Although some residents are highly qualified, there is a significant number of residents with no qualifications. Barriers to gaining recognised qualifications can include child care responsibilities and cost, lack of basic IT, English language and numeracy skills. A lack of in-work opportunities for development is also a contributing factor. Supporting and advising local employers on the importance of workforce development opportunities will increase the level of higher skills and better paid employment.

Workforce development is important in securing the economic viability of the borough by encouraging businesses and employers to see opportunities to develop from within their existing workforce. East London businesses have reported that retraining existing employees for a new role was a high priority.²⁶ Building collaborative partnerships, understanding business needs and supporting employers to develop their staff will contribute to alleviating the levels of in-work poverty and skill deprivation. Promoting the use of the Apprenticeship levy and advising employers on the importance of workforce development will increase the level of skill and lead to better paid employment.

Objectives:

- To address the issue of low pay and in-work poverty through provision of IAG, employment support, skills training and progression opportunities to achieve pay levels of at least London Living Wage
- To provide pathways and progression to higher education and employment opportunities by reducing the level of low skills and increasing the level of higher skills and qualifications
- To support residents to take advantage of London wide career and employment opportunities

²⁶ London Business 1000 (July 2018)

Key theme 2: Improve access to employment

The Redbridge labour market data indicates that overall unemployment rates are below the London and national averages, but it has also identified groups that have employment rates significantly below the borough average. The unemployment rates for women, ethnic minorities and people with disabilities were all higher than the borough average. These groups face multiple barriers in accessing training and employment. Levels of deprivation in the borough also contribute to overall access to employment. The partnership must ensure services are targeted and adapted as necessary to support harder to reach, vulnerable and isolated groups. Improving access to employment will require understanding the skills needed for employment.

English for Speakers of Other Languages (ESOL) and English language and literacy needs, IT and internet skills, 'soft' transferable skills, debt and money management support remain skill priorities for the borough. Existing support and provision must be properly co-ordinated and marketed so partners can refer to the most appropriate organisation, ensure support is joined up and identify where further support will be needed. Wherever possible these areas of support should be linked to and form part of progress to employment pathways.

As previously mentioned a large proportion of the Redbridge population were born outside the UK and are therefore likely to have a first language other than English. There continues to be a high demand for language and literacy support, in particular ESOL classes. There is a need for greater partnership working to ensure adequate ESOL provision is available and appropriately targeted to address language barriers. Although Work Redbridge run English conversation clubs across Redbridge, the demand is outstripping supply and population growth. Increased diversity and insufficient funding for courses is likely to further exacerbate this issue. It is also of note that many ESOL courses have eligibility restrictions and are fee-paying, which may prevent certain individuals from accessing this support. A poor level of English will prevent residents from undertaking recognised qualifications necessary for gaining employment.

Not all residents have the education or skills to access employment opportunities. The percentage of residents with no qualifications 7.9%, is higher than the London average of 6.8%.²⁷ A lack of recognised qualification is likely to reduce the number of opportunities for an individual to gain employment. Providing pathways to employment and skills development for residents of all ages and abilities will enable them to be economically active.

The level of deprivation in the south of the borough is significant, in particular Loxford and Clementswood. These areas are likely to face increasing challenges with a growing and diverse population. Services which support access to employment will need to be targeted and adapted to support residents facing high levels of deprivation.

The partnership must work with employers and residents to understand the barriers that residents face accessing employment. Encouraging employers to achieve Disability Confident status will help enable pathways for residents with disabilities.

²⁷ "Labour Market Profile – Redbridge" www.nomisweb.co.uk

Promoting greater awareness of mental health issues and the importance of wellbeing at work will allow businesses to be more productive.

Understanding employer needs in terms of potential candidates will enable a targeted approach to supporting residents to meet these requirements. The ability to access secure sustainable employment will open up more choice in accessing local housing and support services, which will have a positive impact on physical and mental well-being. It is crucial that pathways into training and employment reach residents furthest from the labour market who would otherwise be reliant on public services.

Working with employers and partners offering work placement or work trial programmes will help identify the benefits and success rates so we can further develop and utilise this resource. Building relationships with quality providers and promoting their services will enable the opportunity to create targeted solutions for our residents. Promoting work focused education with providers and working with them to increase opportunities to gain employer recognised qualifications, for example food hygiene, will ensure that residents meet the skills demands of employers. These opportunities will need to be flexible around residents needs and take into account the barriers that they face, as some may not be able to commit to full time or yearlong courses.

The Work Redbridge partnership is key to our employment and support services. It will focus on improving long term sustainable job outcomes for vulnerable residents and reducing the impact of long term unemployment. It will continue to promote apprenticeships within schools and businesses as an alternative to an academic route into employment and for in-work development. Work Redbridge will continue to promote their services within the Council to compliment a holistic approach to supporting residents, moving towards an integrated approach to delivery of front line services, promoting the benefits of employment as a route out of poverty, greater financial independence, as well as benefits to health and well-being, confidence, self-worth and social integration.

Objectives:

- To ensure residents have access to the appropriate level of skills and qualifications to achieve their employment goals and career aspirations, and to meet the needs of local businesses and employers
- To provide pathways into employment for people of all ages and abilities so they can be professionally fulfilled and economically active throughout their careers and working life
- To address inequalities in employment and life chances for those residents who are most vulnerable and disadvantaged, as well as those furthest from the job market
- To increase the opportunities for residents who have low level or no qualifications which will lead to sustained employment
- To increase access to employment-related ESOL provision

Key theme 3: Build collaborative partnerships

Collaboration and partnership working is fundamental to the success of this plan. It is essential to ensure that all partners continue to work closely to monitor the nature of existing provision, co-ordinate provision with each other and facilitate joined up pathways between organisations that ensure individuals are signposted to the most appropriate support. The Work Redbridge partnership has a key role in helping to lead on this but widening engagement within the partnership would assist in joining up both employment and training support which will provide individuals with 'wrap around' support. This will also ensure that information is shared allowing a greater understanding of the needs of the borough in terms of residents, employers and businesses.

A collaborative approach will ensure that appropriate referrals are made, any 'gaps' in provision are filled and duplications are reduced allowing for a more effective use of time and resources. Partnership work will ensure an efficient mechanism for referring individuals to the appropriate provision to equip them with the skills needed to enter the workplace. A greater focus on joint working between housing, health, employment, economic development, services for children and families, and VCS services would also assist in providing a joined up, targeted response to residents' needs, with advisers and practitioners able to overcome barriers and offer a holistic approach to supporting residents.

It is necessary to build collaborative relationships not just between partners, but with local businesses, employers and education institutions to support the objectives. Developing these connections will enable partners to collect information on employer demand and skill requirements to identify future skill priorities allowing for a better understanding of the Redbridge labour market. This information will enable partners to work with local employers to promote and fill vacancies as well as influence the service offer of training providers.

Business support

Redbridge is a borough of small business with the majority of local businesses employing less than 10 people. Engaging with small businesses locally and generating comprehensive business support will be needed, both at the pre-start up, start-up stage and on an ongoing basis for established businesses. The Council's Economic Development service runs a business support and advice service, currently located at Hub Central in Redbridge Central Library. This service provides support to pre-start up and start-ups and to businesses looking to grow in Redbridge and continues to build up partnerships with key organisations providing business support services.

A large proportion (over 60%) of the population work outside of the borough and numbers of large businesses based in Redbridge are low. The borough is still home to a significant amount of small business activity and with the right help and support these small businesses can drive the economic prosperity and viability of the area. With the establishment of The Spark Ilford, we will work with our providers to create flexible work space, business support and employment opportunities. We need to have a solid business and employment offering for people in the borough to use their skills, and this will rely on having an economically viable borough, safeguarding business property and creating workspace and having local jobs available.

It is vital to encourage businesses to start, stay and grow in the borough. We will support businesses by creating the right environment for them to thrive, contribute to the prosperity of the borough and benefit of residents. Working in partnership with local businesses, we will develop collaborative relationships to promote the importance of workforce development, apprenticeships and the London Living Wage.

Work Redbridge for Business is essential to ongoing engagement with employers and offering them support and advice on recruitment, skills and training. This will enable closer working relations with local businesses and industries to identify, promote and support growth sectors. We will increase the number of employers currently being engaged.

It is important to ensure good links with local businesses and employers to capture their future skill need projections. Knowledge of local and sub-regional skill needs, based on employment opportunities and growing sectors, will enable us to work with training providers to ensure they are offering relevant programmes and responding to the opportunities available.

Securing economic benefits from procurement

Working together with businesses and contractors the Council can secure social value and economic benefits through procurement. The Council has potential to secure greater benefits for the borough, local economy and residents through requesting and requiring contractors to create apprenticeships and employ local people in the delivery of contracts. Continued utilisation of the Social Value Act will contribute to securing wider social, economic and environmental benefits.

Promoting the importance of lifelong learning and quality apprenticeships to both employees and employers will contribute to wider local economic benefits. This will also provide the opportunity to endorse key centres of excellence in the borough. New partnerships will need to be established to ensure that all areas of development are adequately catered.

Objectives:

- To increase the quality and quantity of Apprenticeships at all levels in partnership with businesses and employers
- To build on existing and develop new partnerships with colleges, training providers and Higher Education Institutions and businesses
- To promote the benefits of lifelong learning, skills development and employment to health and wellbeing, including benefits of 'healthy workplaces' to both employees and employers
- To identify and promote key centres of excellence in the borough eg. New City College - catering, beauty, and health and social care, Redbridge Institute – outstanding ACL provision, RCVS – largest CVS in the sub-region

Appendix A -Action Plan 2019-22

This Action Plan will specify the programmes and actions, and partners who will lead in order to meet the objectives set out in the Employment, Skills and Enterprise Plan.

To provide structure for this document it has been divided by theme. It should be noted that some actions will be relevant to more than one objective.

Outcome	Key Activity	Lead Partners	Progress Milestones	RAG rating	Timescales
Overall Plan					
N/A	Bidding for relevant external funding by all partners. All bids to be aligned with the objectives of the Employment, Skills and Enterprise plan.	Redbridge Council - (Economic Development Team) Local London Local Delivery Partners	-Establish funding bidding pipeline - Mapping and monitoring bids submitted		On-going
	Use S106, social value in procurement and commissioning to create local employment, training and education opportunities by including social	Redbridge Council	-Adoption and implementation of revised SPD specifying employment, training and workspace requirements for S106 agreements.		December 2019

	value targets in S106 agreements and Council contracts		-Establish procurement /commissioning model to include Social Value initiatives - Establish monitoring system to ensure delivery track outcomes		
	To achieve and track employment outcomes within Work Redbridge to ensure it is a work focused service (all participants to have an employment focused action plan including short-term and long-term goal)	Redbridge Council	-Increased employment rate -reduced claimant count -reduced in-work poverty		On-going Quarterly monitoring
	To achieve and track employment outcomes within Work Redbridge partners to ensure they offer a work focused service (all learners to have an employment focused action plan including short-term and long-term goal)	NCC Redbridge Redbridge Institute Work Redbridge partners	Increased employment rate -reduced claimant count -reduced in-work poverty		On-going Quarterly monitoring
	Improve online marketing and interaction of all partners through more integrated use of social media	All	Actively promote social media handles of partners Use social media as a platform		December 2019 and on-going Quarterly monitoring

			<p>to ensure residents are well informed and have access to up to date information on employment and training opportunities</p> <p>Increase the number of followers on social media outlets</p>		
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Outcome	Key Activity	Lead Partners	Progress Milestones	RAG rating and Comments	Timescales
Theme 1: To address the issue of low pay and in-work poverty					
Objective 1a: To address the issue of low pay and in-work poverty through employment support, coaching, skills progression and employment opportunities to achieve pay levels of at least London Living Wage					
Reduction on the proportion of residents earning less than LLW	Work with local businesses to raise commitment to paying the London Living Wage (LLW)	Redbridge Chamber Ilford Bid Hainault Bid Redbridge Council	<p>Establish communication strategy for LLW</p> <p>Use networks to actively work with local employers to increase the number of LLW</p>		<p>Jan 2020</p> <p>On-going</p>

Increase median level of income across the borough		Employment and Training providers	<p>employers in the borough</p> <p>Explore opportunities for incentivising employers to</p> <p>Implement 'Good Work' agenda</p> <p>Explore opportunities for widening provision of 'In-Work support' and career progression for those on low wage, low hours and in insecure employment</p>		<p>Jan – March 2020</p> <p>2020/21</p> <p>Dec 2019 and on-going</p>
	Redbridge Council will ensure the adoption of LLW amongst its contractors as contracts are renewed.	Redbridge Council	LLW introduced as contracts are retendered (ongoing)		2020/21
	Offer coordinated support in response to the impact of welfare	Redbridge Council	Continue coordinated response to addressing		On-going

	reforms, policy changes and government budget reductions.	DWP / Job Centre Plus RCVS CAB	the impact of welfare reforms Work with wider partners across the borough around money management and advice Integrate employment and welfare advice at the front line of Council services		Jan 2020 2020/21
Objective 1b: To provide pathways and progression to higher education and employment opportunities by reducing the level of low skills and increasing the level of higher skills and qualifications					
Increased number of employees gaining	Actively work with local employers to support workforce development.	Ilford Bid Hainault Bid	Communicate the benefits and opportunities of workforce		Dec 2019 – skills summit

higher levels of skill		Redbridge Chamber Redbridge Council	development to employers within the borough Promote apprenticeships as a method of workforce development		2020/21 Dec 2019 – skills summit On-going
Residents in work have opportunities to gain new skills	Establish and promote workforce development offer to employer partners	New City College Redbridge Institute Work Redbridge Ilford Bid Hainault Bid Redbridge Chamber	Collaborate on curriculum with employer partners. Develop pre-employment programmes which will support access to job vacancies (traineeships etc)		2019/20 On-going

			Promote the benefits of workforce development		
Residents will develop skills which local businesses require	Develop the higher learning skills offer with businesses to support local business needs	New City College Redbridge Institute Redbridge Chamber Ilford Bid Hainault Bid	Communicate with businesses to understand skill gaps Collaborate on curriculums to meet these gaps		Dec 2019 – skills summit On-going
Residents will be able to compete in the London labour market	Promote and strengthen the advanced higher and degree apprenticeship offer to address the current and future skills needs for employers	All Enterprise Adviser Network	Ensure that schools, residents and businesses understand the variety of degree level vocational courses available Ensure that there is good provision and choice of apprenticeship courses in the borough		2019/20 On-going

Objective 1c: To support residents to take advantage of London wide career and employment opportunities					
Residents are well informed of opportunities across London	Ensure residents are informed of London wide career, employment and training opportunities	New City College Redbridge Institute Work Redbridge RCVS Redbridge Council	Inform residents of relevant career and employment opportunities and sign post them to further information (social media etc) Support residents to take advantage of opportunities		On-going

Outcome	Key Activity	Lead Partners	Progress Milestones	RAG rating and comments	Timescales
Theme 2: To improve access to employment for all residents					
Objective 2a: To ensure residents have access to the appropriate level of support, skills and qualifications to achieve their employment goals and career aspirations, and meet the needs of local businesses and employers					
Employers can meet their skill needs	Ensure post 16 (FE) and Higher Education (HE) offer in the borough is 'fit for purpose' for both employers and residents	New City College Redbridge Institute Redbridge Chamber	<p>Ensure good provision of high quality functional skills courses (including basic English literacy, numeracy and digital skills)</p> <p>Build on relationships with local employers to ensure sector specific skills and qualifications are available</p> <p>Develop demand led curriculums with local employers to meet current and future skill gaps</p>		<p>2019/20</p> <p>2019/20</p> <p>On-going</p>

Residents are well informed of skills and attributes necessary for employment	Support residents to better understand the jobs employer want to fill, the skills they need and recruitment methods	Work Redbridge New City College Redbridge Institute Redbridge Schools Redbridge Council	Build relationships with local employers to understand the needs and recruitment process. Inform and support residents to use this information to gain employment		On-going
	Facilitate employer-led sector specific groups: to target activity and interventions to address skills shortages, gaps and unfilled vacancies that are a barrier to growth in key employment sectors				Dec 2019 – skills summit 2020/21
Objective 2b: To provide pathways into employment for people of all ages and abilities so they can be professionally fulfilled and economically active throughout their careers and working life					
Residents are aware of opportunities available to them	Utilise all communication channels in promoting opportunities to local people	All	Develop and implement communications plan		Jan- March 2020

			Use social media as a platform for promotion of opportunities		On-going
Creation of new employment opportunities for residents	<p>Maximise employment related opportunities through section 106 agreements, CIL and Developers' commitments</p> <p>Supporting businesses to grow. Providing support on recruitment and apprenticeships</p> <p>Supporting business to set up or re-locate into the borough</p>	Redbridge Council	<p>Complete consultation and implement revised Supplementary Planning Guidelines for Employment and Training contributions from Developers</p> <p>Refresh information and guidance on council services available on the Council website and other communication channels.</p> <p>Encourage partners as appropriate to maximise employment opportunities for residents</p>		<p>2019/20</p> <p>2019/20</p> <p>On-going</p>
Front-line staff can connect residents to	Provide clear routes for referral into skills and employment programmes for front-line staff	Redbridge Council	Promote 'think work' ethos amongst all front-line services.		On-going

appropriate support	working with adults and businesses		<p>Provide accessible referral mechanisms and marketing material that clearly identifies eligibility criteria and what services and support will be offered to the client</p> <p>Build partnership with front line service staff to ensure they can refer residents effectively, including some integrated services</p>		<p>2019-20</p> <p>2019-20</p>
Education institutions and business are active in promoting opportunities for residents	Education institutions and providers better linked with businesses to provide employment pathways	<p>Redbridge Institute</p> <p>New City College</p> <p>Redbridge Chamber</p> <p>Ilford Bid</p> <p>Hainault Bid</p> <p>Enterprise Adviser Network</p>	<p>Increase the number of businesses engaged with schools and higher education institutions</p> <p>Raise awareness of career opportunities and professional development across key sectors</p>		<p>2019/20</p> <p>2019/20</p>

			Develop technical and vocational pathways which reflect business need		On-going
			Ensure clear pathway between training, skills, qualifications and employment		On-going
Objective 2c: To address inequalities in employment and life chances for those residents in who are most vulnerable and disadvantaged, as well as those furthest from the job market					
Support is targeted to help those most in need The gap in employment levels between the most deprived neighbourhoods and the borough as a	Tailor approaches to address the challenges and needs of those furthest away from the labour market	Work Redbridge Redbridge Council Redbridge Institute Job Centre Plus	Focus on areas of deprivation and most vulnerable residents and continue to develop understanding of local needs Build relationship with these communities to understand barriers to employment and skills Holistic approach - target employment and skills support as part of support with		2020/21

whole are reduced			wider needs and barriers		
Residents are aware of practical support services available to them	Promote employment support including practical and specialist support services to residents. For example, Dress for Success/Suited and Booted/Money management and debt advice/housing support/counselling and mental health support	Redbridge Council Work Redbridge Public Health JCP RCVS Redbridge Institute NCC Redbridge	Keep up to date with and promote practical support opportunities Support residents to take advantage of such services Map practical support services in the borough to understand gaps and to inform the development of future provisions based on need		On-going Jan 2020
	Address child care being a barrier to searching, securing and sustaining employment	Redbridge Council DWP Job Centre Plus	Increase take up of childcare through increasing awareness of access to places, support and funding available		On-going
Residents with disabilities will have more	Encourage employers to become Disability Confident accredited	DWP	Promote the process and the benefits of		2019/20

<p>opportunities to find employment</p> <p>Employers will be able to tap into a wider talent pool</p>		<p>Redbridge Council</p> <p>Redbridge Chamber</p> <p>Hainault Bid</p> <p>Ilford Bid</p>	<p>becoming a Disability Confident employer</p>		<p>On-going</p>
<p>Healthy workforce and Reduction in absenteeism</p> <p>Employees will be more productive</p> <p>Employers and employees will have a better understanding of mental health</p>	<p>Ensure residents and employers in Redbridge understand the importance of well-being including mental health</p>	<p>All</p>	<p>Ensure employees and residents have access to information and support on mental health</p> <p>Promote healthy lifestyles and work place practices</p> <p>Promote support services</p>		<p>2019/20</p>

Objective 2d: To increase opportunities for residents with either low level or no qualifications to gain skills and qualifications which will lead to sustained employment					
Residents have basic employability skills Ensure a year on year reduction in the number of residents with no qualifications	Develop more innovative employability and re-training opportunities by combining basic skills, employability and occupational skills to support individuals both pre-employment and in work to increase the likelihood of sustained employment	New City College Redbridge Institute Redbridge Council Work Redbridge	Support residents to have a basic level of employability skills which will act as a foundation for further training opportunities Ensure that residents have the tools to sustain employment		2019/20 and On-going
Vulnerable groups are able to gain employability skills and experience	Offer more supported voluntary work, work experience and employment opportunities to vulnerable groups	All	Work with vulnerable residents to fully understand barriers to employment and skill opportunities Work with employers to encourage adjustments (if necessary) are made in order to accommodate		On-going

			vulnerable residents taking up employment opportunities		
	Build capacity of voluntary sector providers to provide community based employment and skills support	RCVS	To ensure the full engagement of those communities who may not be responsive to statutory services and more formal institutions		2020/21
Objective 2e: To increase access to employment-related ESOL provision					
Reduce the number of residents for whom English language skills acts as a barrier to employment	Continue to promote ESOL courses and conversation clubs concentrating on ESOL for employment	Redbridge Institute New City College Work Redbridge Redbridge Council	Conduct mapping exercise of providers offering ESOL for employment Co-ordination of ESOL provision Promote opportunities to volunteer at conversation clubs		2019/20 2019/20 On-going

			Support ESOL provision as a pathway into employment		2019/20
			Support partners to take advantage of ESOL related support		2019/20

Outcome	Key Activity	Lead Partners	Progress Milestones	RAG rating and comments	Timescales
Theme 3: To build on existing and develop new collaborative partnerships with local businesses and education institutions					
Objective 3a: To increase the quality and quantity of Apprenticeships at all levels in partnership with businesses and employers					
Clear understanding of business base, business needs, and opportunities for collaboration	Support local business to develop apprenticeship programmes and provision to meet skill needs	Redbridge Chamber	Ensure a greater understanding of apprenticeships and the apprenticeship levy		2019/20
		Ilford Bid			
		Hainault Bid			
Number of quality and relevant apprenticeships available for residents increase		Work Redbridge	Develop simple messaging which disseminates information and support for levy paying and non-levy paying employers		2019/20
		Redbridge Council			
		Redbridge Institute			
		New City College	Promote and celebrate businesses and individual success stories of apprenticeships		2019/20
			Explore potential for re-distribution of unspent levy funds to		2019/20

			sub-contractors and other employers Promote apprenticeships as a means of developing and retaining talent		On-going
Apprenticeships are developed to meet business needs to ensure sustained employment for residents	Develop demand led apprenticeship offer with local employers to meet current and future skill gaps	New City College Work Redbridge Training Providers	Build relationships with local employers to understand need Work collaboratively on developing a curriculum Focus on provision for growth sectors (construction, health and social care, hospitality, creative)		2019/20 On-going On-going
Increase the number of apprenticeship opportunities in the borough	Develop Redbridge Council's in-house apprenticeship opportunities to meet succession planning needs and employee development	Redbridge Council (HR) Work Redbridge	Facilitate (all age) job fairs annually as well as apprentice events Promote apprentice opportunities as a		2019/20

			<p>means of workforce development</p> <p>Ensure Council departments understand how to use apprenticeships as a means of succession planning</p> <p>Ensure that vulnerable residents are given the opportunity to take up apprenticeships within the Council (care leavers, those with disabilities etc)</p> <p>Work with partners to encourage the development of apprenticeship programmes within the private and voluntary sectors</p>		On-going
Residents have a greater understanding of	Grow the understanding of apprenticeships in schools through workshops, assemblies	Redbridge Council NCC – Redbridge	Facilitate links between schools and businesses on apprenticeships as		2019/20

apprenticeship opportunities	etc. as an alternative pathway to employment	Work Redbridge Enterprise Adviser Network	pathways to employment		
Objective 3b: To build on existing and develop new partnerships with colleges, training providers and Higher Education institutions and businesses					
Local businesses have access to support in order to thrive	Provide support services for local businesses including information on signposting, training, networking and advice on changes in legislation	Redbridge Council Redbridge Chamber Business Support agencies NCC - Redbridge	Widely promote Council's business support and advice service Communicate business support opportunities to established businesses and start-ups, as well as pre-start ups Work with businesses to identify gaps in support Map support within the borough to determine areas for improvement		2019/20

Businesses are aware of funding opportunities	Actively work to attract funding for services to enable businesses to develop	Redbridge Chamber Redbridge Council	Keep up to date with external funding opportunities Inform and support businesses to make the most of these opportunities		2019/20
Skills provision is dictated by employer demand	Build on existing and develop new relationships with local employers to understand skill need and develop demand-led curriculums to respond to changing requirements of the employment market	New City College Redbridge Institute			On-going
	Establish close partnerships between local schools, higher education institutions and businesses.	New City College Redbridge Institute Enterprise Adviser Network	Ensure partners understand each other roles and support offer Identify opportunities to collaborate and improve offer to		On-going

			residents and businesses Actively promote each other's services to ensure residents and businesses are informed of opportunities		
Objective 3c: To promote the benefits of lifelong learning, skill development and employment to health and wellbeing, including benefits of 'healthy workplaces' to both employees and employers					
	Build on internal workforce development opportunities	All	Promote and celebrate success stories of workforce development in action		2019/20
	Develop mentoring opportunities for residents and businesses	All	Ensure residents and employer are aware of mentoring opportunities		2019/20
Objective 3d: To identify and promote key centres of excellence in the borough eg. NCC-catering, beauty, and health and social care, RI-outstanding ACL provision – largest CVS in the sub-region					

	Promote good practice and successes Build better relationships with partner employers	Work Redbridge New City College Redbridge Institute Redbridge Council	Promote ESE plan objectives		March 2020
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Appendix B -Evidence base

Location

Redbridge is an outer north-east London borough, with a culturally rich, diverse and highly educated community. Despite areas of affluence, there are also areas of deprivation where residents are struggling to meet the rising costs of living.

The borough borders Waltham Forest, Havering, Barking and Dagenham and Essex. It stretches from Ilford and Seven Kings in the south through Newbury Park and Barkingside, to Woodford Green, Woodford Bridge and Hainault in the north. As a north-east, outer suburban borough, Redbridge has inner city features, predominately in the south around Ilford, mixed with less densely-populated, more affluent areas in the north. Ilford is the main town centre in the borough and the location for the Council's civic centre. Other key town centres are located at Wanstead, Barkingside, South Woodford and Gants Hill. The latter two having strong evening economies. Redbridge is known for being 'leafy' with 40.6% of the borough being made up of Greenspace, which contributes to Redbridge being a desirable place to live.²⁸

There are significant changes taking place across the borough, with further development and improvement works planned. A significant number of these regeneration works are planned in Ilford town centre, including substantial levels of housing development, the arrival of Crossrail and the introduction of The Spark scheduled over the next few years. These are likely to bring additional benefits and further investment to the area. However, this will see the population increase and impact on the demand for services and local infrastructure. Understanding and meeting the needs of this growing and diverse population will require monitoring.

Population and growth

The borough's population is currently 301,800 (2017), which is an increase of 8,700 since 2014.²⁹ 65% of the population were of working age (aged 16-64) in 2017.³⁰ Redbridge is seeing high levels of population growth with the population projected to increase by 11% to 336,097 by 2027.³¹

Diversity

Redbridge is one of the most diverse boroughs in England and Wales, with a high percentage of the population (64.5%) coming from a black or minority ethnic background, which is notably larger than the average BME population (43.1%) for London.³²

²⁸ "London Borough Profile" www.data.london.gov.uk

²⁹ "Labour Market Profile – Redbridge" www.nomisweb.co.uk

³⁰ Ibid.

³¹ "Population projections -local authority based by single year of age" www.nomisweb.co.uk

³² "London Borough Profile" www.data.london.gov.uk

Residents born outside the UK

The number of residents born outside the UK is 43.4% which is also higher than the London average of 37.6%.³³ It is therefore likely that these residents will have a first language other than English.

Level of English

Based on the 2011 Census, 10.5% of Redbridge's population cannot speak English well or at all.³⁴ Currently, 67% of primary school students and 57% of secondary school students in the borough are known or believed to have a first language other than English.³⁵ This compares to 65% of primary school students and 57% of secondary school students in 2015.³⁶

It is important to consider the challenges that the population demographics pose in terms of employment and skills. Understanding the population and identifying hard to reach groups will enable services to target appropriate support to an increasingly diverse and growing population. Monitoring further demographic changes will allow services to adapt accordingly.

Housing

As is the case with other areas in London, there are issues around the supply of good quality housing in Redbridge, and notably around the supply of affordable and social housing. This has resulted in added pressures to services and contributed to the level of homelessness within the borough. The Council are working towards meeting housing demand and tackling homelessness through a variety of programmes.

The Council's housebuilding programme has delivered new Council homes in Redbridge for the first time in 30 years and will continue to deliver an additional 150 affordable homes by 2020.³⁷ This will be complemented by the newly established development company Redbridge Living which will develop mixed tenure homes including low cost home ownership.³⁸ Three schemes are in development with a further 13 under consideration. Affordable homes will also be developed through the Council's Housing Revenue Account (HRA) land with 34 new homes already completed over 8 sites in 2018/19. A further 126 units over 6 sites are anticipated to be completed by 2020/21.

As one of the Mayor's Housing Zones, there are plans to regenerate Ilford which will create momentum for investment in other town centres in the borough and capitalise on the opportunity of Crossrail. These developments provide the opportunity for employment and apprenticeships; however, it is important to consider the long-term

³³ "London Borough Profile" www.data.london.gov.uk

³⁴ "ESOL Report 2017"- GLA

³⁵ "Percentage of Pupils by First Language" www.data.london.gov.uk

³⁶ Ibid

³⁷ Redbridge Regeneration Strategy 2017

³⁸ Ibid

impact these housing developments will have on local infrastructure and service demand. It is vital to work in conjunction with these developments to maximise the benefit for residents and ensure that provisions are in place to respond accordingly to increased pressures.

Crossrail

A key opportunity for Redbridge is the arrival of Crossrail in 2019. This will further enhance Redbridge's transport connectivity along with improvements to Chadwell Heath, Goodmayes, Seven Kings and Ilford stations as well as the surrounding areas. These developments provide the opportunity to attract investment into the area and provide long term economic improvements.

Travel

Just over 22,000 residents living in Redbridge work in the borough, however the majority of residents work outside the borough, notably in Westminster (City of London), Tower Hamlets and Newham.³⁹ The distance and travel to work patterns provide insight into how far people are willing to travel to get to work. This could indicate that there are more opportunities for residents outside of the borough.

Distance to work is a barrier to employment for some individuals, as they may not be able to afford travel costs, have childcare or caring responsibilities. Such individuals may only be willing to seek employment locally. There is a need therefore, to engage with local employers to encourage them to recruit local people. This is likely to become increasingly relevant as the population of the borough continues to grow and public-sector employment in the borough continues to shrink. It is important to try and balance the outbound workforce with the inbound workforce as much as possible by keeping the area economically viable through providing an accessible working environment and ensuring good employment opportunities in the borough.

Business Improvement Districts

The borough has two Business Improvement Districts (BIDs) located in Ilford and Hainault Business Park. These are areas where local businesses have voted to invest collectively to create an attractive and economically successful trading area. The BIDs work on behalf of businesses in the area to achieve this goal.

Schools

Redbridge has high performing schools and consistently high percentages of pupils achieving good examination results. A new secondary school accountability system was introduced in 2016, Attainment 8 and Progress 8. Attainment 8 measures pupils' average grade across eight subjects including Maths and English. Progress 8 measures pupils' progress between Key Stage 2 and Key Stage 4 across the eight subjects above.

³⁹ "Place of Residence by Place of Work", www.data.london.gov.uk

If the student has achieved better than expected, the score will be positive and if they achieved below expectations this will result in a negative score.

In 2016-17 Redbridge pupils had an average Attainment 8 score of 51.2 and an average Progress 8 score of +0.42.⁴⁰ This is above the London average of 48.9 for Attainment 8 and +0.22 for Progress 8.⁴¹

Progression to Higher Education

Redbridge schools routinely see high numbers of school leavers progressing to Higher Education. In 2017, 67% of school leavers went on to study at a UK higher education institution, including 27% at the top third most selective higher education institutions.⁴²

NEET

Redbridge is below the London average of 16-17 year olds who were not in education, employment or training (NEET). It is vital to engage with schools to ensure that students are offered good and timely career advice which explains all available career pathways. This will include further promotion of apprenticeships as an alternative into employment.

Qualifications and Skills

NVQ level

Some residents in the borough are highly skilled with 47.5% of residents qualified to NVQ Level 4 and above, equivalent to degree level.⁴³ This is lower than the London average 51.8%, but higher than the national average 38.6%.⁴⁴ It is noteworthy that this represents a significant increase from 2014, when 45% of the population were qualified to NVQ Level 4 and above.⁴⁵

No qualifications

Despite the relatively high number of people with NVQ Level 4 qualifications, there are still high numbers of people in the borough with no qualifications. The number of people with no qualifications has reduced from 8.9% in 2014 to 7.9%, however this is still higher than the London average of 6.8%.⁴⁶ A lack of recognised qualification is likely to reduce the number of opportunities for an individual to access employment and higher employment. Basic English language, IT and numeracy skills are also contributing factors.

⁴⁰ "GCSE Results by Borough" Department of Education -

⁴¹ Ibid. -

⁴² "Key stage 5 destination measure 2016-2017" Department for Education -

⁴³ "Labour Market Profile – Redbridge" www.nomisweb.co.uk -

⁴⁴ Ibid. -

⁴⁵ Ibid. -

⁴⁶ Ibid. -

For certain industries there is a divide between employment provision and the desired skills; this can include technical or industry specific, for example construction or digital skills. East London businesses were more likely to report challenges when recruiting for manual and technical skills than the rest of London.⁴⁷ The level of formal qualifications and skills are vital to people's ability to securing meaningful and well-paid employment.

Health and disability

Overall, 48.1% of Redbridge residents consider themselves to be in very good health in comparison to a national figure of 47.1% and London figure of 50.5%.⁴⁸ As a contrast, 1.1% of residents considered themselves to be in very bad health, alongside 1.3% nationally and 1.2% of Londoners.⁴⁹

Although unemployment impacts health negatively, jobs that are insecure and low-paid can cause ill health in the form of material deprivation, psychological distress and unhealthy behaviour.

Supporting people into work is critical for reducing health and social inequalities; however, jobs need to be sustainable and offer a minimum level of quality, including a decent living wage, opportunities for in-work development, a healthy work-life balance and protection from adverse working conditions.

Mental Health

Unemployment or the environment at work can contribute to the development of mental health issues. Approximately 1 in 7 people experience mental health problems in the workplace.⁵⁰ Mental ill health contributes to reduced presenteeism, where people are less productive as they are working whilst ill, and absenteeism. Working with employers to understand mental health issues and promote wellbeing will create a healthy and productive workforce.

Health issues and disabilities may pose as barriers in accessing training, employment and support services. There are noticeable differences between the overall employment rate and the employment rate for those with a health condition, learning disability or those with a mental health condition.

⁴⁷ London Business 1000 (July 2018) -

⁴⁸ "London Borough Profile" www.data.london.gov.uk -

⁴⁹ Ibid. -

⁵⁰ "The Fundamental Facts about Mental Health" (2016), Mental Health Foundation. P 37 -

Working age population with declared disability

Overall, 15% of the Redbridge working age population have a declared disability⁵¹, which is in line with the London average 15.7%.⁵² The economic activity rate⁵³ for the disabled population is 52.5%, which compares to 57.1% for London.⁵⁴

The working age employment rate for those with a disability is 48.1%; which is below the London average 51.4%.⁵⁵ The working age unemployment rate for those with a disability, 8.5%, is also below the London average of 10.1%.⁵⁶

Understanding the barriers that people with ill health or disabilities may face in accessing employment, skills and business opportunities will help adapt and target services.

Deprivation

Based on the Index of Multiple Deprivation 2015, Redbridge as a whole is the 138th most deprived local authority district (out of the 326 local authority districts), this is in comparison to being 134th in 2010.⁵⁷ Redbridge is now the 21st most deprived local authority in London.⁵⁸

Loxford and Clementswood in the south of the borough are, by most measures, the most deprived wards in Redbridge, however the Orchard Housing Estate in the north-west is in the 10% most deprived areas in England.⁵⁹ Other areas of deprivation include Fullwell and Hainault.⁶⁰ Child poverty and fuel poverty are contributing factors to overall deprivation statistics.

Child Poverty data

A new method of measuring child poverty was introduced under the Conservative government in 2016, which focuses on the root causes of poverty. This change introduced indicators of 'worklessness' and children's educational attainment at 16 and removed targets for income poverty and material deprivation. This is likely to impact on child poverty statistics, but is important that associated issues continue to be priorities and appropriately tackled.

In percentage terms, Redbridge has seen an increase in the number of children under 16 living in poverty. In 2016 this was at 14.7% and in 2015 it was 14.1%.⁶¹ This figure corresponds to numbers of children under 16 living in low income families who are in

⁵¹ EA core or work-limiting disabled

⁵² "Employment Rates by Disability" www.data.london.gov.uk

⁵³ Economic activity: people who are either in employment or unemployed.

⁵⁴ "Employment Rates by Disability" www.data.london.gov.uk

⁵⁵ "Employment Rates by Disability" www.data.london.gov.uk

⁵⁶ Ibid.

⁵⁷ "English indices of deprivation 2015" www.ons.gov.uk

⁵⁸ "Deprivation in Redbridge" www.redbridge.gov.uk

⁵⁹ "English Indices of deprivation 2015 -Redbridge" www.ons.gov.uk

⁶⁰ Ibid.

⁶¹ "Children in Poverty" www.data.london.gov.uk

receipt of out of work benefits or tax credits. The figure for London as a whole in 2016 was 18.8%.⁶²

Free school meals

In 2018, 10.2% of pupils at maintained nursery and primary schools in the borough were known to be eligible for and claiming free meals, this has decreased from 2017 and is lower than the Outer London average 12.4%.⁶³ Of pupils at maintained secondary schools, 14% were known to be eligible for and claiming free school meals, this figure has increased since 2017 and is higher than the Outer London average.⁶⁴

Fuel poverty

In 2016, 11.3% of Redbridge households were experiencing fuel poverty, meaning they were unable to keep their home adequately heated.⁶⁵ The percentage of households in an area that experience fuel poverty is calculated as required fuel costs divided by income.

The borough is likely to face increasing challenges as demographic changes and a growing population will require services to be targeted to support residents in areas of high deprivation.

Local Labour Market

Working age employment rate

The working age population (all people aged 16-64) of the borough is 196,100 (2017), 65% of the overall population.⁶⁶ The borough's working age employment rate is 69.5%, which is below the London and national averages of 74.2% and 75.0% respectively.⁶⁷ Overall the employment rate is higher for males 80.0%, (82,100), than for females 59.3% (61,600).⁶⁸ For ethnic minorities, the working age employment rate is 65.3%.⁶⁹ The overall employment rate is below the London average, it is therefore important to support people into work.

Working age unemployment rate

The working age unemployment rate in the borough is 4.9% (7,400), which is below the London and national averages of 5.1% and 4.2% respectively.⁷⁰ The

⁶² Ibid.

⁶³ "Pupils Eligible for Free School Meals" www.data.london.gov.uk

⁶⁴ Ibid.

⁶⁵ "% of households in fuel poverty in Redbridge" www.lginform.local.gov.uk

⁶⁶ "Labour Market Profile – Redbridge" www.nomisweb.co.uk

⁶⁷ Ibid.

⁶⁸ Ibid.

⁶⁹ "Employment rates by Ethnicity" www.data.london.gov.uk

⁷⁰ "Labour Market Profile – Redbridge" www.nomisweb.co.uk

unemployment rate is higher for females 7.4% (4,900), than for males 4.3% (3,700).⁷¹ The unemployment rate for ethnic minorities is 9.4% for those not born in the UK and 10.7% for those born in the UK.⁷² Despite the unemployment rate being below the London average, there are still issues with the level of underemployment.

In 2017, there were 6,000 workless households which made up 6.9% of the total number of households in the borough.⁷³ Of those economically inactive, 21.8% want a job, so it is essential to ensure this group have access to appropriate help and support to obtain employment.⁷⁴

Part time jobs

Redbridge has a higher proportion of part time jobs 35% than the London average 27%.⁷⁵ Part time employment may offer a level of flexibility; however, it is necessary to ensure that there are opportunities for progression.

Self-Employment

The percentage of the Redbridge workforce in self-employment is currently 13.5% (28,700), this has increased since 2015. This figure is higher than the London 13.3% and national averages 10.6%.⁷⁶

Benefits

Welfare Reform

The impact of Welfare Reform and the introduction of Universal Credit (UC) in June 2018, requires a joined up holistic response from Council services as well as employment and training providers.

UC is a single monthly payment for people in and out of work which can only be applied for online. It has replaced the following: Income-based Job Seekers Allowance (JSA), Income-related Employment and Support Allowance (ESA), Income Support, Working Tax Credit, Child Tax Credit and Housing Benefit. UC requires a broader span of claimants to look for work than under JSA. As of January 2019, 4,888 people are claiming UC in the borough, the majority of which were aged 20-39.⁷⁷ 2,216 of those

⁷¹ Ibid. -

⁷² "Economic activity rate, employment rate and unemployment rate by ethnic group & nationality" - www.data.london.gov.uk -

⁷³ "Labour Market Profile – Redbridge" www.nomisweb.co.uk -

⁷⁴ Ibid. -

⁷⁵ Ibid. -

⁷⁶ Ibid. -

⁷⁷ "People on Universal Credit" www.stat-xplore.dwp.gov.uk

claiming were male and 2,667 were female.⁷⁸ As UC is only available online, it is vital to support those who do not have the skills or access to online services.

Universal Credit

As of November 2018, 3,402 households were claiming UC, of which 3,005 were in payment. Of these households, 898 were counted as single with dependent children, the cost of child care is a potential barrier to gaining employment. The majority of claimants were single with no dependent children.⁷⁹

Unemployment related benefits

In November 2018, 5,277 people were claiming unemployment related benefits which has increased since 2017.⁸⁰ Of this total 2,303 claimants were male and 2,969 were female.⁸¹

Employment Support Allowance

As of August 2018, there were 6,817 claimants for Employment Support Allowance (ESA).⁸² Of which 2,529 had been claiming for over 5 years and 2,516 had been claiming from between 2 and 5 years.⁸³ Residents claiming unemployment benefits are those which need to be analysed in order to target support and build more effective outcomes.

Job Seeker's Allowance

As of August 2018, there are 1,520 people claiming Job Seeker's Allowance (JSA), this is a claimant rate of 0.8.⁸⁴ This is a decrease in comparison to the previous year as 1,860 people were claiming with the rate at 0.9, however the introduction of Universal Credit will have influenced these numbers.⁸⁵ The number of JSA claimants will decrease as UC replaces it.

It should be noted that there is a proportion of the population who are likely to be eligible for benefits but are not claiming. It is difficult to put a figure against this and there are a multitude of reasons for why a person would not claim benefits to which they are entitled, but it is essential to work with partners who are engaged with such individuals and ensure they are offered the appropriate help and support.

⁷⁸ Ibid. -

⁷⁹ "Universal Credit: Households" Universal Credit Official Statistics -

⁸⁰ "Alternative Claimant Count" www.stat-xplore.dwp.gov.uk -

⁸¹ Ibid. -

⁸² "ESA- Data from May 2018" www.stat-xplore.dwp.gov.uk -

⁸³ Ibid. -

⁸⁴ "Job Seekers Allowance Claimants" www.data.london.gov.uk -

⁸⁵ Ibid. -

Apprenticeships

The introduction of the Apprenticeship Levy in April 2017 has provided a new opportunity to engage with local businesses, schools and colleges to promote the benefits of apprenticeships for work-force development and employment opportunities. It is essential to ensure that the apprenticeship opportunities being provided in Redbridge are of a high quality and within growing sectors offering progression opportunities. We must work with employers to ensure they are aware of the business benefits of an apprentice as well as the commitment required from them. It is also important to ensure businesses understand that apprenticeships are for anyone aged 16 or older.

In 2017, there were 1500 apprenticeship starts which is an improvement on the previous year which only had 720.⁸⁶ In 2016, there were 870 total achievements, an improvement on the previous year which had 730.⁸⁷ Closer links between businesses, training providers and schools could help to promote the benefits of vocational and apprenticeship routes to young people. Good careers advice and guidance aimed at getting school age students engaged in 'getting ready for work' as well as work experience to learn about the realities of the job market early on are important to ensure young people are well informed and prepared to make realistic choices about further learning, training and employment when they leave school.

Skill needs

Collaborative working is necessary to ensure growing industries and sectors are identified. Training and skill sets need to be matched to these growth areas and existing employment opportunities. Addressing the skills shortage will become increasingly relevant as the demand for higher skills is likely to grow. We also need to work closely with colleges and training providers to ensure they place a greater focus on employment outcomes.

Redbridge is experiencing increasing demand in personal care, residential and nursing care, civil engineering and construction; we must ensure training providers are offering training appropriate to these growth sectors. The success of local sector strategies can give a significant boost to the local economy and the retail and business support services are experiencing growth in Outer London boroughs, including Redbridge.

Employee jobs by industry

In 2017 there were approximately 80,000 jobs in Redbridge, the majority 65% being full-time. Most jobs in Redbridge are within service industries. There are two key areas

⁸⁶ "Apprenticeships starts and completions by Region and Local Authority" www.data.london.gov.uk

⁸⁷ Ibid.

of projected job growth within Redbridge: social care and construction. To harness the opportunity that these areas of growth will bring, we need to work closely with partners to ensure that residents can gain skills in these fields.

The highest percentage of jobs are within human health and social work at 17.5%, which is significantly higher than London 10.6% and Great Britain 13.3%.⁸⁸ The demand in the health and social care sector is likely to increase as demographic projections of Greater London indicates that the largest increase in ages between 2016-2041 will be residents aged 65-90.⁸⁹

Construction

The number of jobs in the construction industry, 7.5% is significantly higher than that of London 4.0% and Great Britain 4.8%.⁹⁰ Between 2018-2022 London's total construction output is estimated to rise by an annual average of 1.5%.⁹¹ Brexit has the possibility of affecting London's level of construction skills as more than a quarter of the workforce come from the EU.⁹² Brexit is also likely to impact on the social work sector. It is important therefore to ensure that the residents are given the opportunity to develop these in demand skills and that we work with these industries to understand their needs.

UK Business Counts

Redbridge is a borough of micro businesses. In 2018, some 94.3% (12,860) of the borough's total businesses (13,635) were classed as micro businesses and had fewer than 10 employees.⁹³ This is an increase of nearly 2,035 micro businesses since 2015.⁹⁴

Business 'births and deaths'

In 2017 there were 2,680 enterprise 'births', a decrease from 2016 (3095).⁹⁵ Overall active enterprises increased from 16,025 in 2016 to 16,635 in 2017, enterprise 'deaths' also increased in these years from 2030 to 2595.⁹⁶ It is vital to work with business and offer the appropriate levels of support to reduce the number of business 'deaths'.

Digital Inclusion

Redbridge faces issues around digital inclusion and ensuring the working age population have good levels of IT and internet skills, as well as appropriate computer access. In 2016, 10% of the population had never used the internet; which has fallen

⁸⁸ "Labour Market Profile – Redbridge" www.nomisweb.co.uk

⁸⁹ Local London Skills Strategy

⁹⁰ "Labour Market Profile – Redbridge" www.nomisweb.co.uk

⁹¹ "Skills for Londoners 2018" GLA

⁹² "Housing in London 2017" GLA

⁹³ "Labour Market Profile – Redbridge" www.nomisweb.co.uk

⁹⁴ Ibid.

⁹⁵ "Business Demographics" www.data.london.gov.uk

⁹⁶ Ibid.

from 14% in 2015.⁹⁷ Digitalisation of DWP services and the increased number of employers advertising vacancies online indicates that IT skills are necessary for gaining support and employment. Greater partnership working will ensure IT provision and support is appropriately targeted.

Whilst residents who lack the appropriate digital skills complete IT training courses, there is still a need to create spaces around the borough where they can practice these skills. Not all residents have access to computers and it is necessary with the digitisation of services that residents can access public computers.

⁹⁷ "Internet and Computer use" www.data.london.gov.uk