



ITEM 6



The table below shows a performance overview for each of the LAA2 indicators as provided to Government Office for Yorkshire and the Humber as part of the LAA Review for 2009.

NI146 Adults with learning disabilities in employment						
Baseline Table 1	2008/09		2009/10		2010/11	Forecast
	Target	Outturn	Target	Outturn	Target	
2008/09 data available summer 2009	N/A	N/A	Statistically significant improvement calculated in accordance with the **target negotiating brief minus 0.9% on baseline data for 2008/9	N/A	Statistically significant improvement calculated in accordance with the **target negotiating brief plus an additional 0.8% on baseline data for 2008/9	N/A

NI150 Adults in contact with secondary mental health services in employment							
Baseline	2008/09		2009/10			2010/11	Forecast
	Target	Outturn	Target	Q1	Q2	Target	
2008/09 data available summer 2009	N/A	N/A	Statistically significant improvement calculated in accordance with the ****target negotiating brief minus 0.8% on baseline data for 2008/9	N/A	N/A	Statistically significant improvement calculated in accordance with the **target negotiating brief plus an additional 2.2% on baseline data for 2008/9	N/A

NI 153 Working age people claiming out of work benefits in the worst performing neighbourhoods

Baseline	2008/09		2009/10			2010/11	Forecast
	Target	Outturn	Target	Q1	Q2	Target	
29.9%	28.9%	28.8%	27.6%	29.5%	Due December 2009 (per Data Hub)	26.1%	R

There is an option to review targets at the 2009/10 annual review.

NI117 16 to 18 year olds who are not in education, training or employment (NEET)

Baseline	2008/09		2009/10		2010/11	Forecast
	Target	Outturn	Target	Outturn	Target	
8.3%	7.7%	8.2%	7%	Awaited January 2010 (per Data Hub)	6.4%	R

NI171 New business registration rate

Baseline	2008/09		2009/10		2010/11	Forecast
	Target	Outturn	Target	Outturn	Target	
107.7% of Y&H average	108.4%	Awaited December 2009 (per Data Hub)	109.1%	Awaited	109.9%	U/K

The baseline is the average difference between the performance of Calderdale and that of the Yorkshire & Humber region between 2002 and 2007. Calderdale's average performance over this period was 7.7% better than Yorkshire & Humber's, and therefore the baseline is 107.7%. The target is to move further ahead of the Yorkshire & Humber average each year.

There is an option to review targets at the 2009/10 annual review.

1 Outcome:

a) LAA measure	RE01 Number of people achieving Skills for Life qualifications
b) LAA target for year	2370 for the academic year 2009/10 (Cumulative)
c) Lead officer	Chris Jones

2 What are we trying to achieve?

An increase in the number of people achieving Skills for Life qualifications at Entry 3, level 1 and level 2 (improvement of literacy, numeracy and language skills of adults aged 16-60 years) as measured by Learning & Skills Council West Yorkshire data from a baseline of 761 to 2370 in 2009/10.

3 What progress are we making?

In the academic year 2008/09 there were 1254 Skills for Life achievements at Entry 3, level 1 and level 2 delivered by Calderdale College.

These numbers include all 16-18 learners, Adult 19+ learners; Work Based Learners on Train to Gain Programmes, learners on LSC funded Projects and learners on Entry to Employment Programmes. There are a few expected achievements that are still awaiting certification and they are not counted in these achievements. There are around 50 learners counted in these totals that have achieved more than one qualification but are contributing to these totals. This number may increase as we are looking at individuals that are counting in these totals that may have been counted in the 2007-2008 totals.

There has been a greater focus on Skills for Life for working adults via Train to Gain and increased participation in key skills for younger learners, both apprentices and full time.

4 What actions are we taking to deliver improvement over the next 6 months?

Actions are continuing as for the academic year 2008/09.

5 Is anything expected to impact on delivery?**6 What are the prospects for future improvement and can we evidence these?**

It is expected that key skills numbers will continue to increase this year. Train to Gain is harder to forecast due to funding.

7 Overall Assessment

As for 6.

LAA Progress Update

Date of Report: 24th November 2009

1 Outcome:

a) LAA measure	RE02 Number of people on Incapacity Benefit back into work
b) LAA target for year	90 for 2009/2010 – 60% for PRG is 54
c) Lead officer	Adrian Rose
d) Lead group	NI153/RE02 Sub-Group

2 What are we trying to achieve?

To move 90 people into full time employment from Incapacity Benefit by 2009/10.

3 What progress are we making?

Workwise attending workshop activity at A4E with an increase interest from A4E and from their customers. Besides having the first A4E customer into work by Workwise through the Calderdale Council protocol we have worked jointly to achieve a further 5 job outcomes with 2 more pending.

Effective promotion through some GP surgeries particularly Mixenden group surgeries continues to develop across other surgeries.

Meetings with Jobcentre Plus/NHS and Gov Office have taken place to discuss current outturn of targets provided a positive way forward through joint partnership working. A business case was given to LSP to support target progression but has been refused by Government Office. Therefore evidencing sustained outcomes for Permitted work outcomes to support LAA target will not be an option.

a) Milestones due in current reporting period

- On-going meetings with A4E following Return to Work meeting, increased support from them regarding work allocation with IB/ESA customers
- On-going distribution of leaflets etc; carried out each quarter and attendance at Change Direction event at Northbridge Leisure Centre 17th June resulted in increased referrals
- Meeting with LSP support officer regarding audit systems, targets and actions for coming year
- Meeting with Housing Trailblazer staff to work jointly with client groups
- Meeting with Nigel Broadbent, Jobcentre Plus' Children Centres outreach worker to identify likely customers.
- Recruitment of Drug/Alcohol worker to support client groups who will invariably be IB claimants
- Recruit Housing Emp. Adv to support outreach work
- New contract in development to support IB claimants via 'Working Links' 1st Step engagement programme will increase JCP referrals to programme

Achieved

June 2009

Ongoing

Took place and not able to diversify outcomes
29/09/09
Due 9/11/09

Achieved
07/09/09

Tbc
Still in negotiation with Prime provider – Working Links

b) Latest Performance Information

Date Nov 2009

Latest information (at 02/11/09): We are now at an outturn figure of 37 at 2nd Nov 2009 sustained outcomes with a further 12 known outcomes awaiting sustainability evidence at 13 weeks.

Proposal to merge the permitted work sustained outcomes with this outturn following a discussion with LSP has been declined by Government Office. It is hoped the work with A4E will continue and develop further with increased jobs found via the CMBC protocol recruitment process and through A4E support.

<p>4 What actions are we taking to deliver improvement over the next 6 months?</p> <ul style="list-style-type: none"> i) Increased support from A4E to allow Workwise staff to access and support their client group on Pathways to Work. ii) Discussion with A4E around ways in which to capture sustained outcomes for Workwise clients who are no longer contactable. iii) Continue to develop links with SWYMH and PCT on their permitted work efforts and mapping of people into employment from Incapacity Benefit by earlier IAG intervention as people access work placements within services. iv) Additional adviser support from Workwise in relation to working with IB claimants who are in treatment for drug/alcohol abuse could provide additional job outcomes between November 2009 and March 2010 	
<p>a) Milestones due in next reporting period</p> <ul style="list-style-type: none"> ▪ Meeting with Nigel Broadbent the Jobcentre Plus Children centre's adviser to establish closer links with Children's centres. ▪ Meeting with Jayne Spencer coordinator for Pennine Housing to establish closer links with Housing Tenants. ▪ Continue increased intervention by Workwise with A4E clients following in-depth intervention by Gov Office staff. Thanks to A4E for cooperating and supporting Workwise and the LAA target. A way forward to be achieved around capturing Job Outcomes when Workwise client contact lost. 	<p>Deadline</p> <p>9th Nov. 2009</p> <p>TBA</p> <p>ongoing</p>
<p>5 Is anything expected to impact on delivery?</p> <p>The economic downturn continues to have a significant impact on this target: employers who are recruiting are looking for people who have up to date skills and are instantly employable. Recent increases in the number of people seeking jobs and decreases in jobs notified by Jobcentre Plus is likely to make it even more difficult for those furthest away from the job market to access employment.</p> <p>The business case to include permitted job outcomes within the sustained outcome target has been declined.</p> <p>It is more now more realistic to expect that 60% of the target will be achieved than the 100% target of 90.</p>	
<p>6 What are the prospects for future improvement and can we evidence these?</p> <p>NHS, Jobcentre Plus, Calderdale & Kirklees Careers and Calderdale Council work very well together due to the secondment of staff to the RE02 target programme - 'Back to Work' Initiative. The complexities of need of the clients involved (many have severe and enduring mental or physical health issues) outside the Pathways to Work programme and referral route continues to be a particular challenge. These clients continue to need intensive work over a long period; outcomes gained during 2009 have been a result of long-term interventions by advisers since 2007.</p> <p>As has always been the case we are striving to progress the outcome of to a fruitful and beneficial outcome to reflect the great energy and dedication that staff within Workwise have given to this target.</p>	
<p>7 Overall Assessment</p> <p>Continue to explore more workshops with A4E along the lines of those listed above, which should result in a significant improvement in performance, which, supported by the other actions outlined, should enable us to meet the targets for this year and the end of the three years. The forthcoming meeting with A4E promises to continue to offer a more successful partnership supporting this target.</p> <p>However it does still remain a worry for staff at Workwise and would like to conclude that all support that can be given from across Calderdale agencies is requested not only through the Return to Work group but also through the Economy & Enterprise group i.e. referral of people on IB/Employment Support Allowance (ESA) and offer of vacancies prior to advertising externally so that job matching can take place with Workwise clients.</p>	

LAA Progress Update

Date of Report: 11th November 2009

1 Outcome:

a) LAA measure	RE03a Total average point score at GCE/VCE for young people aged 19 RE03b Percentage of young people gaining national level 2 qualification by age 19
b) LAA target for year	RE03a 722 RE03b 68
c) LAA lead officer	Liz Singleton

2 What are we trying to achieve?

RE03a To increase the total average point score at GCE/VCE for young people aged 19 from a baseline of 701 to 760 in 2009/10.

RE03b To increase the percentage of young people gaining national level 2 qualification by age 19 from a baseline of 66.8% to 71% in 2009/10.

3 What progress are we making?

There has been a significant focus on increasing participation through curriculum reform and on raising standards achieved by the age of 19 years. These 2 priorities underpin the 14-19 Partnership Plan and the 2009/11 Action Plan.

RE03a: School sixth forms are our local provider of GCS/VCE programmes. There has been an emphasis on ensuring schools have the comparative data to enable them to accurately judge their performance against similar schools, in similar subject areas and against national outcomes. School agreed to contribute to ALPS (A Level Performance System) which analyses AS, A2 and BTEC outcomes against national achievement at a subject level. Data from all schools is shared through an agreed data sharing protocol. Training and updates on data from the Learning and Skills Council, in the form of the Data Dashboard and the Learner Achievement Tracker, have been used in schools to ensure a thorough understanding in terms of value added and success rates. The latter measure will impact on 16-18 funding and schools now appreciate the impact of that.

RE03b: The Campus Curriculum Planning Group has focused on developing a wider range of level 2 and Foundation Learning Programmes within school and college settings. Coupled with a commitment to impartial information, advice and guidance (through promotion of the IAG Quality Standard for all providers), this broader provision meets the needs of the 50% young people leaving KS4 without 5x A*-C GCSEs including English and maths. Provision includes vocational programmes, such as BTECs and better information, advice and guidance promotes all of the 4 new learning routes for young people. Plans are in place from 2010 onwards for collaborative delivery of KS4 and KS5 programmes spanning Foundation Learning through to Level 3, with an emphasis on increasing participation.

a) Milestones due in current reporting period	Deadline Achieved
RE03a - Current performance	Nov 2009

b) Latest Performance Information

RE03a - Current performance	2005/6	2006/7	2007/8	2008/9 (unvalidated)
England	721.5	731.2	739.8	731.1*
Calderdale Local Authority (schools and college)	701.9	704.9	731.1	750*
Performance expected without reward element				740
Performance expected with reward element				760

Unvalidated results for 2008/9 show an impressive rise in attainment relating to this

indicator. The average point score achieved per student has risen to 750 points, a noteworthy increase of almost 19 points. This builds upon the increase of around 23 points achieved last year. In addition to this rise of over 45 points in 2 years, Calderdale is, for the first time, attaining above the national average – and by a significant margin. Calderdale has moved from being ranked 66th Local authority in 2007 to 26th for 2009. This clearly demonstrates positive outcomes as a result of the focus given to improving post 16 attainment by Calderdale schools.

RE03b - Current performance	2005/6	2006/7	2007/8	2008/9
Level 2 at 19				
England	71.4%	73.9%	76.7%	NA
Calderdale Local Authority (schools and college)	70.%	70%	74.6%	NA
Performance expected without reward element				69%
Performance expected with reward element				71%

Calderdale young people have already gained national level 2 qualifications at 19 years above the performance expected without reward element. Attainment at level 2 at 19 rose significantly in 2008 but remained below the national average. This is despite raised GCSE results at KS4. No further data is available for school or college performance for 2008/9.

4 What actions are we taking to deliver improvement over the next 6 months?

See progress comment.

- smarter use of data to track KS4 and KS5 attainment. data training programmes for schools relating to KS4 and post 16 data.
- focus on quality provision post 16 through quality improvement projects in identified schools
- significant broadening of foundation learning programmes at KS4 and level 2 within KS5.

a) Milestones due in next reporting period

- Feb 2010 – student choices for 2010 first cut will show uptake of level 2

Deadline

April 2010

b) Performance Information Due

- data for RE03b expected early 2010
- information relating to reward element

Date Due annually

5 Is anything expected to impact on delivery?

The impact of the economic downturn in Calderdale is expected to be significant. However, this seems to be having a positive impact on post 16 student recruitment in to full time learning. For 2009/10 there are currently 155 more students in school sixth forms and an anticipated increase of 200 students into Calderdale College over the year. This will have a positive impact on level attainment in the future.

Further work is underway to improve post 16 further. Whilst these results represent a significant increase, we did not reach the highly ambitious target of 760 points for GCE/AVC that would have secured the full reward element. Whilst we reached the level 2 target for RE03b one year early, national attainment at level 2 has increased to above Calderdale levels. Therefore this remains a priority.

6 What are the prospects for future improvement and can we evidence these?

Continued emphasis on increasing participation and raising attainment is expected to indicate an increased % of young people gaining level 3 qualifications by 19 years, along with a further increase in average point scores per student. The focus on level 3 is also intended to increase the average point score per entry.

7 Overall Assessment

RE03a – As anticipated, Calderdale reached the target of 740, exceeding it by an additional 10 points. However, the ambitious target of 760 points was not reached.

RE03b – The performance expected with reward element was achieved by 2008. It is expected that this will have been sustained in 2008/9.

1 Outcome:

a) LAA measure	RE04 Percentage of businesses that start up in Calderdale that are active after one year
b) LAA target for year	91% of start up businesses surviving after one year (2009/10 - 89% for 2008/09)
c) Lead officer	Adrian Rose
d) Lead group	NI171/RE04 Sub-Group

2 What are we trying to achieve?

Increase the percentage of start-up businesses surviving for one year to 91% in 2009/10.

3 a) What progress are we making?

From a baseline of 85% of start-up businesses surviving in 2006/07 the target for 2008/09 is 89% survival for new businesses for one year. In previous years the monitoring for this target was undertaken by Business Link West Yorkshire. Due to the changeover from Business Link West Yorkshire to Business Link Yorkshire (BLY) the monitoring of new business survivals has not been undertaken by BLY and Calderdale Council has agreed that they will organise the survival monitoring for 2008/09 and that BLY will undertake this work for 2009/10.

b) Latest Performance Information

As at 31st March 2009 84% were in existence (based upon the number of businesses that could be contacted). A number of businesses could not be contacted reasons for may include no contact details available, no response or they could no longer be in existence. Out of total number of business start-ups in 2007/08 (458), as at 31st March 2009 183 companies (40% of the total) had survived at least 1 year. There were a high proportion of companies who could not be contacted. Business Link may have had similar issues in collating the data for 2007/08.

4 What actions are we taking to deliver improvement over the next 6 months?

The Delivery Plan for RE04 is in the process of being refreshed to include actions from Business Link's Local Delivery Plan for Calderdale, actions being undertaken by Calderdale Council to support businesses and actions from the Economy and Enterprise Strategy. The Delivery Plan will be circulated to the Partnership for comment shortly.

The use of proxy measures and outputs to assess progress is to be explored.

5 Is anything expected to impact on delivery?

The economic downturn is thought to be having a very significant impact on this target.

6 What are the prospects for future improvement and can we evidence these?

There is a high risk that this indicator will not be achieved.

7 Overall Assessment

Given the challenges of the current economic climate, at this stage there concerns that the target for the end of the three years will not be met.

LAA Progress Update

Date of Report: 17th November 2009

1 Outcome:

a) LAA measure	NI117 16 to 18 year olds who are not in education, employment or training (NEET)
b) LAA target for year	7.67%
c) Lead officer	Paul Brennan/Carol Stone
d) Lead group	NEET Strategy Group

2 What are we trying to achieve?

A reduction in the percentage of 16 to 18 year olds who are not in education, employment or training from a baseline of 8.3% to 6.4% in 2010/11. The actual number of young people who are NEET in Calderdale is around 500 at any one time.

3 What progress are we making?

- a) The NEET figure rose to a figure of 10.5% in August 2009 (550 young people). However, in September the figure was 9.0% (575), and in October, 8.8% (571).
- b) The improvements can be attributed to:
 - (i) An increase in the number of young people remaining in learning, which is 155 higher than in 2008
 - (ii) The successful application of the September guarantee, which ensures an offer of learning for all young people aged 16 and 17.
 - (iii) The increased availability of provision for NEET young people through the Engage programme (ESF funded, which has gone live over the last few months)

a) Milestones due in current reporting period

See (3).

Deadline Achieved
Yes/No

b) Latest Performance Information

The current figure is 8.8%

Date 17/11/09

4 What actions are we taking to deliver improvement over the next 6 months?

The NEET provider group has offered two **open days** during September which were held in NEET 'hot spots' Ovenden ward and Park ward, and targeted at young people who were not yet in education or training. The number of positive outcomes from these days suggests that this was helpful in maintaining contact with NEET young people. A further day is planned in January, which may be held in the centre of Halifax.

Phase 2 of the **Engage programme** involves the commissioning and procurement of provision for the next year. The 16-19 process is almost complete, and the 14-16 contracts will also be awarded before Christmas.

Work is taking place through the NEET strategy group to ensure that provision is made available through e2e for NEET young people.

Work will be continued to address the support needs of individual young people, through personal advisers and key workers. The ongoing development of community based drop-ins for young people, and the door-knocking employed by C & K Careers and other partners will be continued to ensure that support is offered to young people who most need it.

a) Milestones due in next reporting period

See (3).

Establishment of 14-16 work through Engage project.

NEET open day in January.

Deadline

b) Performance Information Due Monthly	Date
<p>5 Is anything expected to impact on delivery? The economic situation, which means that competition for jobs is fiercer, and also that some apprenticeships have been terminated is expected to impact.</p> <p>Seasonal fluctuation in take-up of places in education and training (i.e. some young people traditionally 'drop out' after Christmas. The measures above will continue to address this issue.</p>	
<p>6 What are the prospects for future improvement and can we evidence these? Evidence of trends is gained through C & K Careers and the ongoing analysis of data about the NEET cohort. This is the basis for understanding the current improvement.</p> <p>The recession is likely to impact on the prospects for improvement for the foreseeable future; however, a strong provider network and strategy group are addressing the needs of this group of young people, and developing responses on an ongoing basis.</p>	
<p>7 Overall Assessment See (5) and (6).</p>	

1 Outcome:

a) LAA measure	NI146 Employment of People with Learning Disabilities
b) LAA target for year	2009/2010 7% (43 people)
c) Lead officer	Mick Mellors
d) Lead group	NI146/150 Sub-group

2 What are we trying to achieve?

An increase in the number of people with a learning disability in employment. We have agreed targets with Government Office as follows:

Baseline (2008/9) 33 people (6%)
 Target (2009/10) 43 people (7%)
 Target (2010/11) 53 people (9%)

Overall increase – three percentage points.

3 What progress are we making?

Actions are being taken to improve access to existing posts in public sector organisations, to address job carving and to create specific posts.

- ‘Flutterbites’ café at Manor Heath Park opened in July 2009 and is currently employing 12 people with a learning disability as catering assistants (9 people have permanent part time contracts and 3 people are on a casual register)
- A 10-hour Contract Compliance Assistant post (ring fenced for a person with a learning disability) has been advertised in October with a proposed start date in December
- Successful recruitment of a person with a learning disability into the position of the Co-chair for the Learning Disability Partnership Board
- Successful recruitment to the Recycling Assistant vacancy - 2 hour post. (This post has been ring fenced for a person with learning disability). The post will be based at Park Road and the successful candidate will be in place by mid- November 2009 (pending references).
- Current development of information to be made available to managers in relation to employing a person with a learning disability
- Proposed re-write of the recruitment and selection policy (with HR & Change at Calderdale Council) to incorporate a section on employing a person with a learning disability – to also include an element of job carving
- Calderdale MBC represented at the ‘Valued in Public’ event in October 09.
- Calderdale will also be represented at the regional launch of the cross government strategy ‘Valuing Employment Now for people with learning disabilities’. The event will be held at Elland Road, Leeds on 12th November 09.

- Calderdale representatives attended an event hosted by George McNally (North Lanarkshire) which focused on the successes on North Lanarkshire's supported employment team and challenged the 'myths' around the benefits trap, with a view to achieving greater success through some of their developed initiatives.
- Greater and stronger working relationships developed within Adults, Health and Social care (LD) commissioning team, Work wise and Human Resources, recruitment campaign co-ordinators to support the progression and development of ongoing initiatives.

a) Milestones due in current reporting period see (3)	Deadline Achieved
b) Latest Performance Information Date	
<p>4 What actions are we taking to deliver improvement over the next 6 months?</p> <p>There is a need to refresh of the 'Directorate employment champions' as some of the nominated champions have left in the SMR or are currently away from work ill.</p> <p>There is also a real need to identify specific managers who could potentially carve, create and proactively make jobs available for people with learning disabilities. Departments such as parks and gardens, catering and libraries etc would be an ideal platform in supporting people into employment.</p>	
a) Milestones due in next reporting period	Deadline
b) Performance Information Due Date ?	
<p>5 Is anything expected to impact on delivery?</p> <p>The economic downturn is thought to be having a significant impact on this target. There may well have been a reduction in the number of people with a Learning Disability in employment due to recent redundancies and resignations. These numbers to be confirmed with all service providers.</p>	
<p>6 What are the prospects for future improvement and can we evidence these?</p> <p>Whilst the current economic climate is unhelpful in terms of both reducing the number of jobs and dominating the thoughts of employers (particularly in the private sector), we are starting from a low base and gains will be possible. Systems are in place to measure the number of people in employment.</p>	
<p>7 Overall Assessment</p> <p>Good progress has been made in relation to the amount of people with an LD employed we need to continue to encourage people and their support networks to continue to drive the aspirations of people to look for and gain full time employment (16+ hours).</p> <p>The benefits system is still a 'huge' stumbling block and barrier for many people with a learning disability in gaining employment, however we can start to work locally on this issues and take</p>	

guidance from Government in relation to 'clearing up confusion about the benefits system'.

1 Outcome:

a) LAA measure	NI150 Employment of People known to secondary mental health services
b) LAA target for year	2009/10 Target: 77 people 10.2% of people on CPA
c) Lead officer	Mick Mellors
d) Lead group	NI146/150 Sub-group

2 What are we trying to achieve?

An increase in the number of people known to secondary mental health services in employment. We have agreed targets with Government Office as follows:

2008/9 baseline: 62 individuals – 8.2% of people on CPA

Target 2009/10: 77 people – 10.2% of people on CPA

Target 2010/11: 100 people – 13.2% of people on CPA

3 What progress are we making?

Actions are being taken to improve access to existing posts in public sector organisations, to address job carving and to create specific posts.

4 posts for service users have been created by CISS in September 2009 and these will be targeted at people on CPA. These vacancies will be advertised through Workwise.

a) Milestones due in current reporting period

- Adoption of Directorate targets by LA
- Data report on position in first quarter 2009/10
- Completion of detailed action plans (including mapping of implementation activity that is already occurring)

Deadline Achieved
Yes
Yes
Yes

b) Latest Performance Information

Date Quarter 1

The performance data for Quarter 1 of 2009/10 shows that 9% (55 individuals) were in employment.

Clarification on the data is to be sought, as there are a number of people shown as “Not known” or “Not applicable”. Data quality issues are to be addressed.

Processes are to be checked to monitor those that are in work, to ensure that pro-active support is available if they become at risk of losing their jobs.

4 What actions are we taking to deliver improvement over the next 6 months?

Workstreams within the Mental Health and Employment Strategy:

- Addressing individual barriers to pursuing employment (lack of confidence, limited ambition)
- Ensuring adequate education and training opportunities for people with MH problems
- Ensuring adequate opportunities for community participation
- Supporting individuals to prepare for work

- Increasing employment opportunities
- Optimising employment retention
- Monitoring employment and vocational activity

Linking, where appropriate, work on Mental Health employment with the wider work covering both this target and NI 146 (Learning Disabilities Employment), eg identification of Employment “champions”, development of a toolkit of resources, challenging misinformation around problems of employing individuals with MH or LD conditions, raising awareness as to the added value for the employer that such employment can bring.

Regional funding is available to assist with the delivery of the Government’s PSA 16, which includes NI150. Bids will be submitted where appropriate to the target.

a) Milestones due in next reporting period <ul style="list-style-type: none"> ▪ 	Deadline
b) Performance Information Due Date November 2009 Quarter 2 data is awaited.	
5 Is anything expected to impact on delivery? The economic downturn is thought to be having a very significant impact on this target.	
6 What are the prospects for future improvement and can we evidence these? Whilst the current economic climate is unhelpful in terms of both reducing the number of jobs and dominating the thoughts of employers (particularly in the private sector), we are starting from a low base and gains will be possible. Systems are in place to measure the number of people in employment.	
7 Overall Assessment It still remains early days for this target but a much more coordinated approach is now taking place and steady momentum is building.	

LAA Progress Update

Date of Report: 11th November 2009

1 Outcome:

a) LAA measure	NI153 Working age people claiming out of work benefits in the worst performing neighbourhoods
b) LAA target for year	28.9%
c) Lead officer	Ann Sykes
d) Lead group	Return to Work Group

3 What progress are we making?

Data for the period up to February 2009 shows performance at 29.5%, compared with the August 2008 figure of 28.4%. Next data due imminently for performance up to August 2009. This data shows the first effects of the Economic Downturn and has increased the numbers of people claiming benefits in the worst performing neighbourhoods.

The indicator is a regular item at the "Return to Work Group" meeting chaired by Jobcentre Plus, which next meets on 19th November. All partners are feeding into the delivery plan and currently we are looking at addressing gaps in both provision and geography .

2 What are we trying to achieve?

A reduction in the percentage of working age people claiming out of work benefits in the worst performing neighbourhoods from a baseline of 29.9% to 26.1% in 2010/11.

a) Milestones due in current reporting period	Achieved
<ul style="list-style-type: none"> To provide breakdown by individual SOA of % claiming out of work benefits. To provide a breakdown of provision in each SOA To analyse gaps in provision Increase LEP take-up Increase customers brought into Pathways to Work provision. Purpose & aims of Return To Work group reviewed and partnership refocused 	<ul style="list-style-type: none"> Ongoing Ongoing Ongoing Ongoing Ongoing Yes

b) Latest Performance Information 29.5% Date Period up to February 2009

4 What actions are we taking to deliver improvement over the next 6 months?

Awareness raising of policy changes and implications plus availability of programmes and provision.

Further development of Local Employer Partnerships for disadvantaged customers.

Ensure provision is embedded in correct localities across Calderdale e.g. the most deprived wards.

Via Return To Work Group looking to progress partnership working and support for the LAA.

Work with Trailblazer Enhanced Housing Options service to engage with customers. Introduction of Childrens Centre Outreach Adviser working in the most disadvantaged areas

Working in partnership to deliver Future Jobs Fund .

a) Milestones due in next reporting period	Deadline
<ul style="list-style-type: none"> Next meeting of RTW group. Gap analysis of SOAs Comprehensive Delivery Plan including actions of all partners 	November 2009 November 2009 November 2009

b) Performance Information Due

Date

Information will be available imminently for performance up to August 2009.

5 Is anything expected to impact on delivery?

The economic downturn will have an impact on this target.

In order to impact the target we need to sustain people in work as well as obtain employment opportunities and upskill customers to be job ready.

6 What are the prospects for future improvement and can we evidence these?

The latest performance information is showing the effects of the Economic Downturn in Calderdale and this will continue to be demonstrated in the next set of figures. It is difficult to comment accurately as the data is in arrears by at least 6 months. At the present time the numbers of individuals becoming unemployed has slowed , however this will not be demonstrated in the data until mid 2010.

7 Overall Assessment

See 5 and 6.

LAA Progress Update

Date of Report: 24th November 2009

1 Outcome:

a) LAA measure

NI171 New business registration rate

b) LAA target for year

109.1% (2009/10)

c) Lead officer

Adrian Rose

d) Lead group

NI171/RE04 Sub-Group

2 What are we trying to achieve?

The baseline is the average difference between the performance of Calderdale and that of the Yorkshire & Humber region between 2002 and 2007. Calderdale's average performance over this period was 7.7% better than Yorkshire & Humber's, and therefore the baseline is 107.7%. The target is to move further ahead of the Yorkshire & Humber average each year.

3 What progress are we making?

Data is reported annually and is due in December 2009.

4 What actions are we taking to deliver improvement over the next 6 months?

The Delivery Plan for NI171 is in the process of being refreshed to include actions from Business Link's Local Delivery Plan for Calderdale, actions being undertaken by Calderdale Council to support businesses and actions from the Economy and Enterprise Strategy. The Delivery Plan will be circulated to the Partnership for comment shortly.

The use of proxy measures and outputs to assess progress is to be explored.

5 Is anything expected to impact on delivery?

The economic downturn is thought to be having a very significant impact on this target.

6 What are the prospects for future improvement and can we evidence these?

Information captured by Business Link from new businesses as to why they have not registered will provide evidence in the medium-term as to whether the economic downturn has been a dominant factor. Business Link has begun to collect this data.

7 Overall Assessment

There are concerns that given the current economic climate, the impact of national policy on this and the limitations to affect the climate at the local level that this target may not be achieved.