

Appendix 1 – Data Story



Developed November 2016

Key issue	Numbers affected	Impact and opportunities
<p>1) There are 10,950 residents claiming employment related benefits, most of which are likely already to be supported by a council service or have reduced council tax liabilities.</p>	<ul style="list-style-type: none"> • 1,775 residents are claiming Job Seekers Allowance. 475 (27%) have been unemployed for over a year • 6,210 residents are claiming Employment Support Allowance. 30% of ESA clients are aged 55+. At least 830 will be out of working age in the lifetime of the plan • 730 residents are in the Work Related Activity Group – WRAG. 78% have been unemployed for longer than 2 years • 1,155 residents are long term unemployed 	<ul style="list-style-type: none"> • Numbers will be targeted through the Work and Health Programme but the Council has no influence on the chosen provider for Havering • 80% reduction from Work Programme spend but WRAG not mandated • Long term unemployed likely to be presenting to Council services now and at the end of working age (due to limited pensions and personal savings)
<p>2) Limits came into force on 7th November capping benefits at £23,000 and further impacts expected as Universal Credit is rolled out.</p>	<ul style="list-style-type: none"> • 469 households are affected by the benefit cap • 315 (67%) are facing a shortfall of up to £100 per week - £5,200 extra needed over a year - Based on the over 25 rate for the National Minimum Wage (£7.20phr), they would need to work at least 16 hours per week over 52 weeks to make up the difference • 81% of households affected have more than 4 children 	<ul style="list-style-type: none"> • Potential increase in rent arrears and impact on those in the Private Rented Sector • Affecting those on JSA/ESA, lone parents and larger families. • Larger families will face greatest challenges • Advice and guidance has been put in place and £50k secured from DWP to support 50 families for one year to December 2017. • Employment is the only real option to raise income but the employment status of affected individuals is not known
<p>3) Welfare reform coupled with a buoyant property market will be affecting homeless rates as private landlords end tenancies and tenants fall into arrears due to Universal Credit</p>	<ul style="list-style-type: none"> • 100 families are living in Hostel accommodation • C.100 families are living in Bed and Breakfast accommodation 	<ul style="list-style-type: none"> • Families being evicted are predominantly from the private rented sector and are on benefits • Cost to the council for emergency housing
<p>4) The borough has a higher proportion of lone parents compared to other boroughs living in the more deprived areas. These areas are reported to have insufficient childcare to meet the Early Education Entitlement</p>	<ul style="list-style-type: none"> • There are 1,830 lone parents in the borough • Harold Wood is projected to have a deficit of 631 Early Education Entitlement places from 2016/17 to 2020/21. There are also insufficient places in some other wards • 80% of UC claimants are lone parents 	<ul style="list-style-type: none"> • Lone parents will be most affected by Universal Credit • Childcare costs are disregarded within Universal Credit but capped so create an issue for families with several children.

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<p>5) The Troubled Families programme has been operating in the borough and new funding of nearly £5.6m has been made available through the ESF for 10 boroughs in the North and East London area to 2019. Contract has been awarded and starting imminently.</p>	<ul style="list-style-type: none"> • 1,450 families to be worked with by 2020 • 98 have achieved continuous employment (13 to 26 weeks sustainment). 28 individuals have achieved continuous employment to date in phase 2. 	<ul style="list-style-type: none"> • Programme targeting 2,941 families (min) over 10 boroughs. Funding equates to approx £1,900 per family. Havering’s allocation is c.£180,000 but the Council has little influence over delivery. • Likely to be families impacted by Universal Credit and/or on benefits • ESF Programme delivered by a company with a contract worth £35 million
<p>6) Young People Not in Education, Employment or Training (NEETS) in the borough</p>	<ul style="list-style-type: none"> • C.280 NEETs (around 4%) which is inline with London average. • 1% whose destinations are unknown (less than the London average), with greater concentrations in Havering Park, Gooshays, Harold Wood and Romford • 83 young people available for EET are aged 17/18 • 96 are not available for EET for various reasons. • 23 are care leavers/in care, 17 are known to the YOT and 23 have Learning Difficulties or Disabilities 	<ul style="list-style-type: none"> • Raising of the Participation Age (RPA) likely to have made an impact on NEETs • However positive participation rates have reduced for 17 year olds, suggesting this cohort is likely to be experiencing greater challenges. • Pockets of issues for smaller groups, needing greater tailoring of support and targeting
<p>7) Young people, attainment rates and apprenticeships– Havering ranks as the second lowest borough for attainment rates at Levels 2 and 3</p>	<ul style="list-style-type: none"> • Attainment gaps for disadvantaged young people at KS4 and KS5 (31% and 30%) are double the London average • Higher rate of participation (5%) in apprenticeships for 16-18 year olds than London • The Council has 30 looked after children in semi independent care • Care leavers service has helped 34 young people to to access employment and apprenticeships 	<ul style="list-style-type: none"> • Havering is an importer of learners from other boroughs • Apprenticeships and vocational routes require functional level skills at Level 2 – so provision needs to support young people who struggle with Maths and English
<p>8) The Apprenticeship Levy was introduced in 2017. Local authorities have a statutory duty to provide 2.3% of the workforce with apprenticeships and 0.5% of payroll levied, which can be recouped to pay for training and accreditation.</p>	<ul style="list-style-type: none"> • 165 employees estimated to be affected at Havering • 33 apprentices are currently employed in the council 	<ul style="list-style-type: none"> • Funding could be available to support apprenticeships in the council during the lifetime of the plan • Support workforce development for existing staff • Opportunities to support a ‘grow your own’ programme for local young people/adults into entry level jobs, with a possible focus on LAC • Use existing resource in the Adult College to provide

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<p>9) Vacancies are not being filled - UKCES data published in 2016 highlighted that there are considerable vacancies and hard-to-fill vacancies in Havering.</p>	<ul style="list-style-type: none"> There were 5,557 vacancies in Havering in 2015. 266 of these were in skilled trade occupations; 199 were in professional occupations, and 194 were for caring, leisure and other services staff There were 448 hard-to-fill vacancies 	<ul style="list-style-type: none"> Employers report a lack of applicants with the required skills or the required attitude, motivation and personality to fill vacancies This impacts on staff workload and loss of business has a knock on effect on productivity.
<p>10) Businesses are reporting that skills gaps are causing greater challenges than vacancies, but only 27% have training budgets in place.</p>	<ul style="list-style-type: none"> 677 employers report that they have skills gaps within their organisation 193 of these are among elementary staff, 172 are among managers and 126 are among sales and customer services staff 	<ul style="list-style-type: none"> Employers report that 1,782 staff are not fully proficient. 482 of these are sales and customer services staff, 369 are elementary staff and 301 are managers. There is a range of skills gaps at both the higher and lower end of job grades, so a tailored offer is needed Opportunity to use the BID as a means to raise skills levels within the retail/service sector
<p>11) Employee pay - Organisations pay their full-time employees less than the London average and women are particularly disadvantaged.</p>	<ul style="list-style-type: none"> Gross weekly pay for full-time staff in Havering is £622.90 compared to the London average of £632.40. Women in Havering are paid £536.20 compared to the London average of £585 and c£140 less than men 	<ul style="list-style-type: none"> There are signs of a low-wage economy in the borough based on workplace analysis.
<p>12) Significant growth in micro-businesses. These account for 92% of the business base (8,460). Between 2012 and 2016 the number of businesses in Havering increased by 2,285. 2,185 (96%) of these were new micro businesses.</p>	<ul style="list-style-type: none"> The sectors with the greatest increase were construction (450 new businesses); professional, scientific and technical (450); business, administration and support services (285) and information & communication (265). There were only 40 new retail micro businesses and the total number of small retail businesses decreased by 5. 	<ul style="list-style-type: none"> Investment and support for businesses needs to be targeted to help those sectors that are growing Opportunities to align business planning and support with workforce development and connecting businesses to readymade talent to enable them to grow
<p>13) There is increasing demand for office space in the borough. The projected growth in office space is mainly attributed to ongoing demand for space within Romford Town Centre.</p>	<ul style="list-style-type: none"> There is additional demand of up to 17,132 m² of office space in the period up until 2031. Net demand of industrial space is predicted to be -24 hectares. The vacancy rate for commercial office floor space is predicted to be 1.22% 	<ul style="list-style-type: none"> Conversion of office space as designated housing may impact on the ability to grow the business base and result in business flight The new developments at Rainham supported by Section 106 arrangements and opportunities to cluster developing sectors building on the GEMFEL