

# Edmonton's socio economic profile: meeting the challenge<sup>1</sup>

A REPORT FOR THE LONDON BOROUGH OF ENFIELD

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# EXECUTIVE SUMMARY

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## BACKGROUND

1. This report addresses two different but connected subjects. The first looks at Edmonton and Enfield as part of a wider discussion of the changing nature of suburban London as a whole. The second, which fits in with other work on the regeneration of Edmonton and Meridian Water, looks at the particular issues and barriers facing people in Edmonton that may prevent them from fully participating in the area's economic renewal.
2. The content of the report comes from a mixture of statistical analysis and in depth interviews with service providers and community groups in Edmonton. We have also reviewed the available literature.
3. The report examines the problem of worklessness in Edmonton in three stages. First, it provides an overview of the trends in worklessness in the area, in the context of Enfield as a whole and Outer London. It then offers a socio-economic description of the area, focussing on those most at risk of worklessness and the barriers they face. Finally, it puts these together to suggest a range of possible actions to help make redevelopment in and near Edmonton work for the people in the area.

## KEY FINDINGS

4. Our key findings are as follows:

### Edmonton compared to the rest of Enfield

- Since 2001, Enfield has seen a bigger rise in the proportion of its population claiming out of work benefits of any London borough. In 2011, measured by the proportion of people claiming out of work benefits, Edmonton Green was the fourth most deprived ward in London.
- Compared to a decade earlier, all Edmonton wards have seen an increase in the proportion of working age adults claiming out of work benefits. But even a decade ago, most were deprived areas. The biggest changes in Enfield over the last decade have not been in Edmonton, but to the north of it: Enfield Highway, Enfield Lock and Turkey Street. These previously "quite poor" areas are now as deprived as much of Edmonton.
- By contrast, the western half of the borough still has a far lower proportion of people claiming benefits, with the rate in Enfield Southgate well below than the London average.

### At risk groups

- Young adult unemployment in Edmonton is high, as it is across both the borough and London. A high proportion of Enfield's NEET population are in Edmonton.
- There is a high demand for apprenticeship places among Edmonton's young adults, but supply of placements falls short of demand, although employers may be more willing to offer short work experience placements.

- While basic skills and qualifications are an issue among Edmonton’s workless young adults, softer skills are often cited by employers as essential for the jobs they offer.
- The level of worklessness among women in Edmonton is particularly high. Yet many of the available jobs, and those anticipated to be created in the coming years, are in traditional “male” areas, such as driving and construction.
- Non -white ethnic groups in Enfield have a high risk of worklessness, but this varies between groups. Recent arrivals from Eastern Europe are more likely to be in work than the Turkish, Somali or Kurdish populations in the area.
- There is cultural resistance to paid work among some groups. One cause of this for several migrant groups is a distrust of the notion of formalised childcare where non-family members are entrusted with looking after children.
- One thing that all workless groups have in common is a low level of recognised formal qualifications. The jobs predicted to come into the area over the next decade will require a higher basic level of skills and qualifications as standard. Very few jobs will not require at least an NVQ2.

### Council responses

- Our interviewees suggested a range of possible areas in which the council could play a role. Our analysis suggests that these responses could be grouped into three types: risk reduction; coordination and information; and funding and resources.
  - Firstly, there is the reduction of risk both for people looking for work and for employers. For instance, by working with employers to guarantee job interviews at the end of training courses, the risk of investing in one’s own training is lessened. Similarly, by working with employer groups in the area to agree a standardised approach to, say, offering apprenticeships, the risk of a company losing a member of staff whose training they have invested in is lessened.
  - The second area is in co-ordination of information locally. For example, the council might play a role in ensuring that every job seeker understands how much better off they would be in work. With funding for job brokerage drying up, there is a role for the council in co-ordinating training providers and employers, to ensure that local people can fill local vacancies.
  - Finally there is inevitably an issue around funding of services, particularly where demand outstrips supply. The most obvious example is ESOL, where the need for training in Edmonton is far greater than the rest of the borough. There are providers in the area, but the council might invest in more capacity or ways of embedding ESOL into other areas, such as basic skills and vocational training.
5. This last point touches on something more general. Edmonton is still the poorest part of the borough, but it is not the part that has deteriorated most sharply compared with a decade ago. While there are several possible explanations for this, one may be that the Edmonton – its people and its support services – have been able to protect themselves fairly well during hard times. Cuts, notably to ESOL funding for those, principally women, who (for cultural reasons) are not looking for paid work, threaten this. Helping to sustain home-grown resilience may be as important over the next few years as finding ways to help Edmonton move forward once more.

# 1. INTRODUCTION

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- 1.1. This report looks at the socio economic position of Edmonton. It does so by making comparisons between Edmonton in 2011 and in 2001, between Edmonton and the rest of Enfield and between Enfield and the rest of London. It also looks at particular groups in Edmonton who are most excluded from the labour market.
- 1.2. The report contains the results of both statistical analysis and qualitative research, based on in-depth interviews with service providers and community groups in Edmonton. In total we carried out 15 interviews, each of which took between 30 minutes and an hour. Three were with local groups representing different parts of the community. Eight were with service providers or education establishments. Three were with council members or employees. The interviews were partially transcribed and detailed notes were made which will appear in an appendix (forthcoming).
- 1.3. The interviewees were as follows
  - Judy Flight, LBE
  - Fiona Crehan, LBE
  - Kibru Mekonnen, Tamil Relief Centre and Enfield Training Centre
  - Med Hussain, Chamber of Commerce
  - Anna Loughlin, Enfield Council sustainable communities
  - Simcha Silverstein, New Directions training centre
  - Beryl Little, Orion Pax training centre
  - Michael Farquharson, Jobsnet broker
  - Des Johnson, Enterprise Enfield
  - Helen Pickering, National Apprenticeships board
  - Denise White, Enfield Caribbean Association
  - Del Goddard, Cabinet member for Regeneration
  - Sharon Brimson, Community Access, Childcare and Early Years
  - Bektas, KATRE Community and Arts Centre (Kurdish and Turkish groups)
  - Jane O'Neill, College of Haringey, Enfield and North East London
  - Victoria Whyte, Job Centre Plus
- 1.4. Both the selection of the interviewees and the interviews themselves were informed by a literature review. This covered documents published by the council and other public bodies. The documents relating directly to Enfield were as follows
  - Child Poverty Needs Assessment (Child Poverty Strategy)
  - Information Briefing on Income Support
  - Local Area Profile: Neighbourhood Renewal Area (2005)
  - Putting it All Together: a report by Ecare (2005)
  - Local Enterprise Growth Initiative (BID from John Pryor)
  - Survey of Enfield Employers: Locality, Recruitment and Procurement (conducted in 2006)
  - LORECA Mapping Exercise Examining the numbers, locations, and employment, training, and enterprise needs of London's refugee and asylum seeker
  - North London and Beyond (2006)
  - The Eastern Southern Study 2005
  - Enfield disability report 2007

- The London Plan SubRegional Development Framework: North London (produced by the Mayor's office)
  - Families Study 2006
  - East European Immigration and the effects within the London Borough of Enfield (2007)
  - London Asylum Seekers Consortium, 2009
  - Migration Study (2006)
  - Enfield Strategic Partnership Community Cohesion strategy 2010-2015
  - New and existing community groups (IPSOS MORI)
  - Public Consultation on Enfield's transport strategy 2005/6-2007/8
  - Housing 2005-2011
  - Local Economic Area Assessment
  - Childcare Sufficiency Assessment 2011 draft; Enfield Childcare Sufficiency Assessment summary
  - Gap analysis childcare 2008
  - Core Strategy pre-submission report December 2009: section 7.8 public transport
  - Employment and Skills strategy 2008
- 1.5. The report begins with the comparison between Edmonton and the rest of the borough. It looks at how this relationship has changed over the last decade, and puts it in the context of other changes in outer London. This comparison is made by analysing official data, mainly on out of work benefits.
- 1.6. We then examine Edmonton more closely, looking at groups with high rates of worklessness – young adults, migrant groups, women (and, in particular, mothers) and disabled people. We look at the barriers these groups face and the services that can help them overcome these barriers. Finally, we offer some proposals as to how the London Borough of Enfield (LBE) can help ensure that the recent redevelopment and regeneration of the areas near Edmonton can help Edmontonians into employment, making the regeneration work for the people of Edmonton.
- 1.7. Unless otherwise stated, the “Edmonton” referred to in this report, particularly in the statistical sections, is the parliamentary constituency, comprising the wards of Upper Edmonton, Lower Edmonton, Edmonton Green, Jubilee, Haselbury, Ponders End and Bush Hill Park.

## 2. EDMONTON IN ENFIELD, ENFIELD IN LONDON

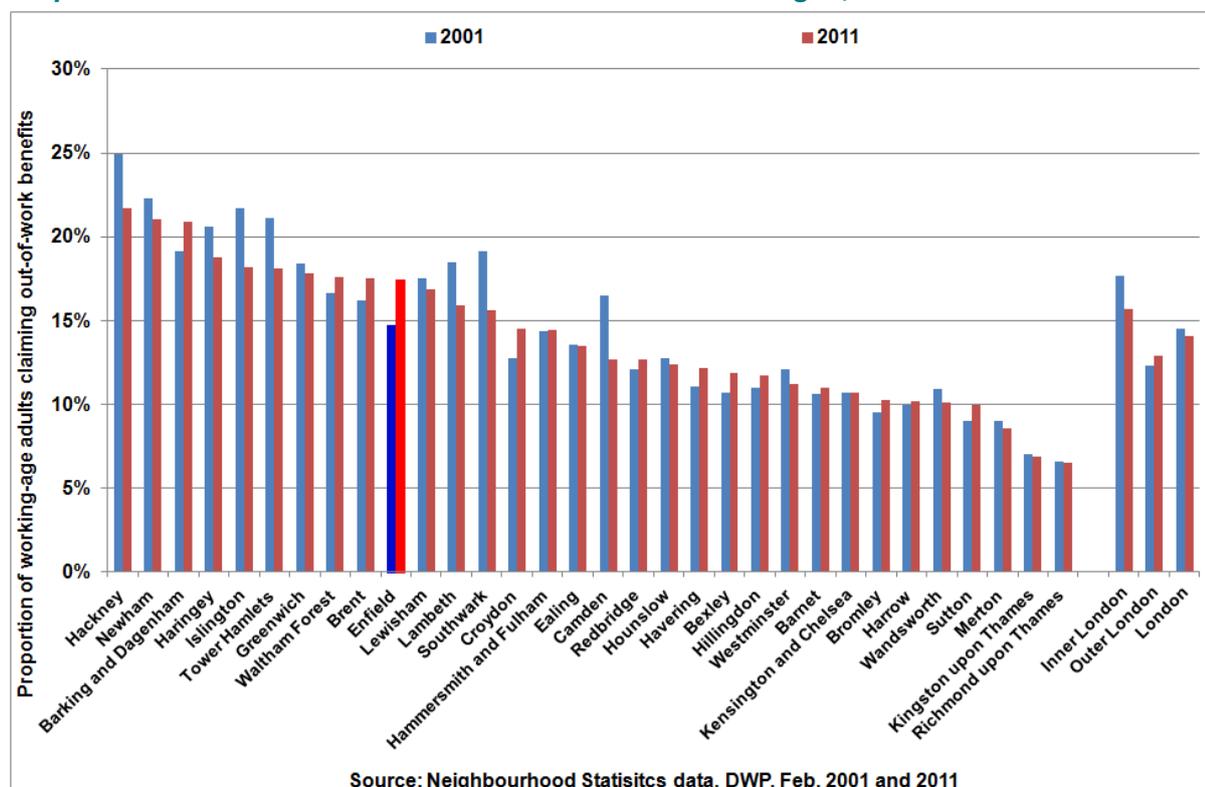
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### INTRODUCTION

- 2.1. This section looks at trends and patterns in selected out-of-work benefits paid to working-age adults. These benefits are chosen because they are paid to workless adults and hence are the best available proxies for low-income at local levels. However, there are some important caveats - a person can receive out-of-work benefits and not be in a low-income household, for instance, if their spouse is working. Also, they do not capture those who are in in-work poverty i.e. working families which are in poverty.
- 2.2. The working-age, out-of-work benefits we look at are those referred to by the Department of Work and Pensions as 'key out-of-work benefits', namely Jobseeker's Allowance (JSA), Income Support (IS), Incapacity Benefit (IB)/ Employment and Support Allowance/Severe Disablement Allowance and Carer's Allowance. People receiving Disability Living Allowance only are excluded as they may be in work, and it is not means-tested.
- 2.3. We concentrate on out- of -work benefits in this chapter, and worklessness in the report as whole. In doing so we can take a decade- long view as there is sufficient data to do so. But it is only part of the picture. As many children in Edmonton live in working families claiming tax credits as live in workless families claiming out of work benefits. Half of children and adults in poverty in Outer London live in a working household.
- 2.4. This is an important contextual point to remember when thinking about getting people into work. The quality of the jobs – not just in terms of pay but also hours, flexibility and chances for progression – matters.
- 2.5. In order to contextualize the findings in Edmonton, and compare and contrast them across other parts of London, different levels of geography are used – we split London into Inner and Outer London, and look at local authorities, parliamentary constituencies and wards.
- 2.6. Inner London consists of Inner West (Camden, Hammersmith and Fulham, Kensington and Chelsea, Wandsworth, Westminster) and Inner East (Hackney, Haringey, Islington, Lambeth, Lewisham, Newham, Southwark, Tower Hamlets).
- 2.7. Outer London is made up of Outer South (Bromley, Croydon, Kingston, Merton, Sutton), Outer West and North West (Barnet, Brent, Ealing, Harrow, Hillingdon, Hounslow, Richmond) and Outer East and North East (Barking and Dagenham, Bexley, Enfield, Greenwich, Havering, Redbridge, Waltham Forest).
- 2.8. Enfield consists of 21 wards divided into 3 parliamentary constituencies – Edmonton, Enfield North and Southgate. When looking at the parliamentary constituency of Edmonton, we include Bush Hill Park, as per the electoral boundary. This does not always fit with the local view of "Edmonton", and it is notably less deprived than the rest of the constituency.

## ENFIELD WITHIN LONDON

Graph 2.1 – Out of work benefit claimants in London boroughs, 2001 and 2011



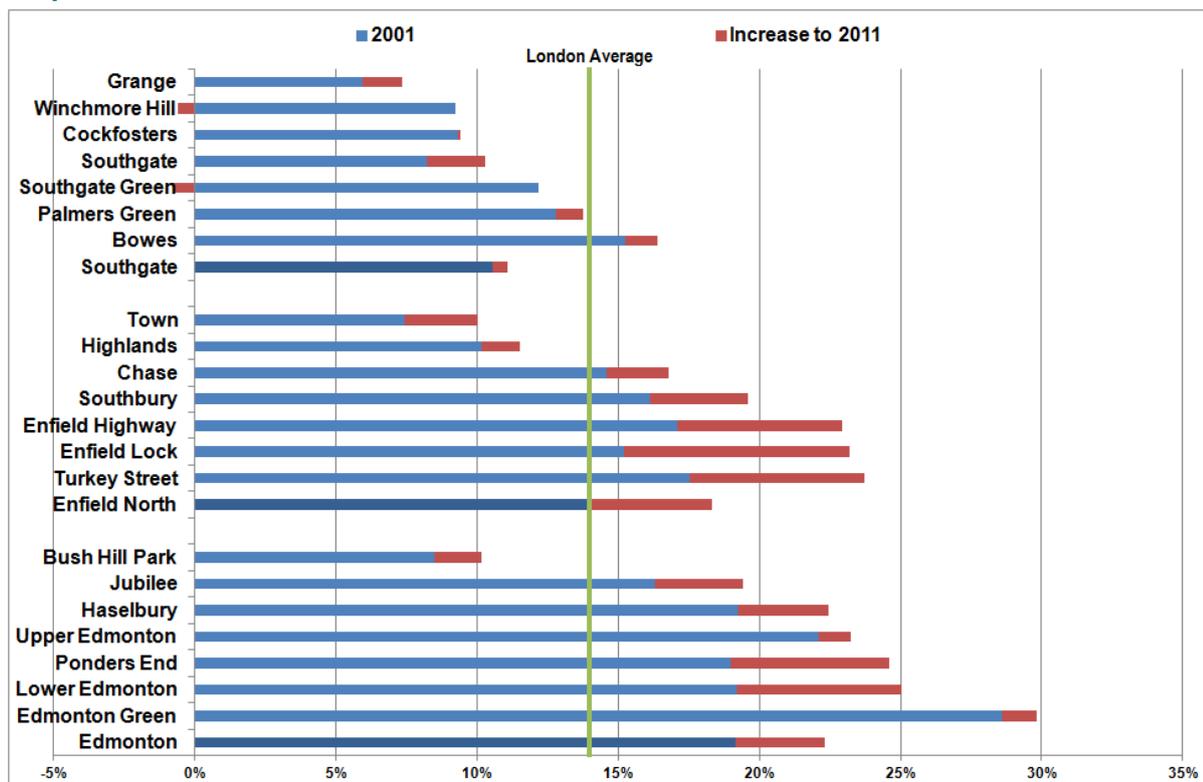
- 2.9. Overall, areas with the highest proportions of working-age adults receiving out-of work benefits are concentrated in the Inner East and Outer East & North East. Of the 16 boroughs with rates of out-of-work benefit recipiency above the London average (i.e. the “top half”), nine were in Inner London and seven in Outer London. This is consistent with the high levels of poverty reported in Inner London.<sup>1</sup>
- 2.10. Focusing on Enfield, 17% of working age adults received a key out- of -work benefit in 2011, higher than the average for Inner and Outer London. In fact, only four other Outer London boroughs had a rate higher than or equal to Enfield’s – Barking and Dagenham (21%), Greenwich (18%), Waltham Forest and Brent (17% each).
- 2.11. Looking at changes over time, the rate of benefit recipiency in London as a whole did not change much over the last ten years. But this average obscures significant changes at the borough level. The rate in Inner London fell by 2 percentage points, whereas it rose by 1 percentage point in Outer London.
- 2.12. Of the 12 boroughs those that saw a rise in the proportion of working-age adults receiving out-of-work benefits, all were in Outer London. All of Enfield’s neighbours in the North and East of Outer London saw increases in the proportion of people claiming out- of- work benefits.

<sup>1</sup> London’s Poverty Profile, 2009 and 2010, available from <http://www.londonspovetryprofile.org.uk/>

- 2.13. This finding lends further support to the observation that while Inner London has a higher level of poverty overall, this rate is decreasing, whereas Outer London, with relatively low levels of poverty, is heading in the opposite direction<sup>2</sup>. While Enfield has seen its levels of worklessness rise, it is far from alone in Outer London.
- 2.14. But one could argue that it has been hardest hit by the changes in Outer London. Over the ten years, the proportion of out-of-work benefits recipients in Enfield increased by three percentage points. The rise in Enfield was the single biggest rise among all London Boroughs. So over the decade, Enfield went from being at the London average to having a significantly higher proportion of people receiving out-of-work benefits than the London average.
- 2.15. This trajectory is set to continue as reforms to benefits, most notably housing benefits, make Inner London unaffordable to people who are not working. It is possible, if not even likely, that low income households “priced out” of Inner London, will move to the relatively cheaper parts of Outer London. Edmonton could well fit this description.
- 2.16. However, Enfield is far from being a homogenous area and looking at the average for the whole borough masks important differences within. To analyze the changes within Enfield, the following sections consider the changes at lower level geographies - wards and parliamentary constituencies.

## EDMONTON WITHIN ENFIELD

**Graph 2.2: Out of work benefit claimants in Enfield's wards. 2001 and 2011**



- 2.17. The above graph shows the proportion of working-age adults receiving out-of-work benefits in the 21 wards grouped into the three parliamentary constituencies in Enfield.

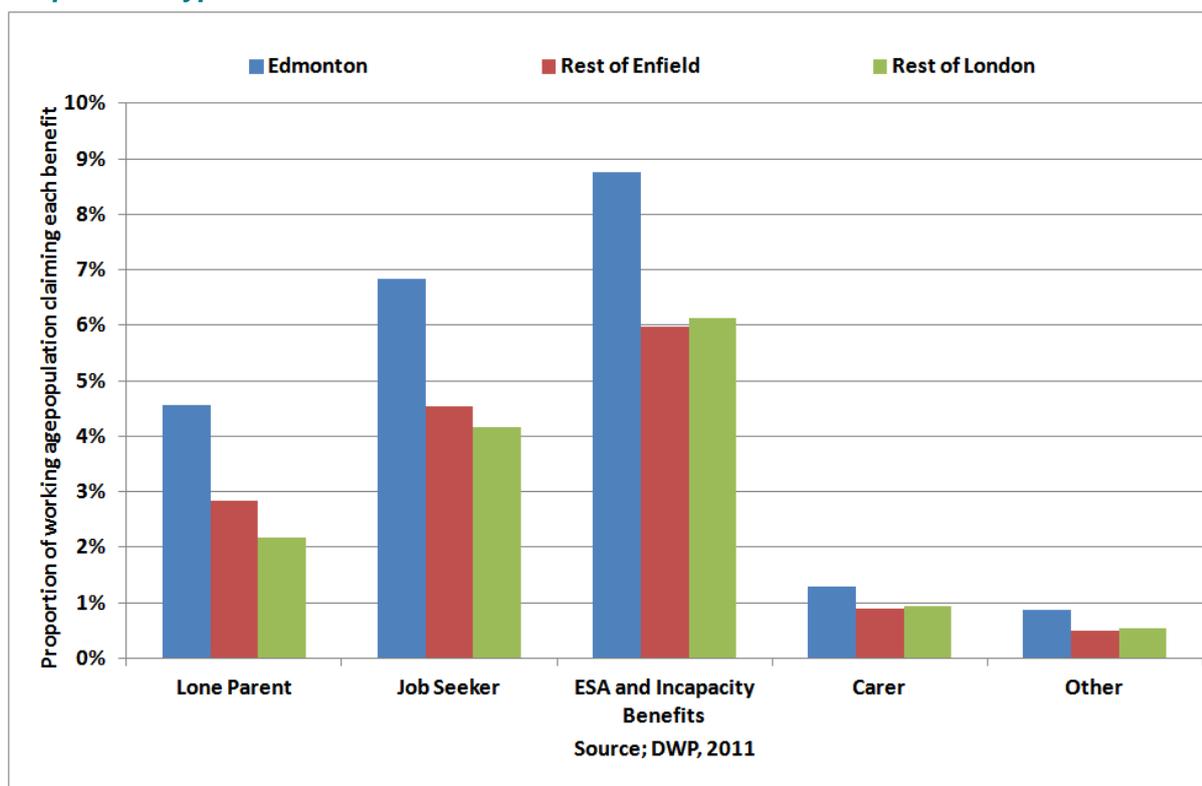
<sup>2</sup> London's Poverty Profile, 2009 and 2010, available from <http://www.londonpovertyprofile.org.uk/>

- 2.18. Around 14,000 or 22% of working age adults in Edmonton received a key out of work benefit in 2011. This compares to 17% in Enfield as a whole.
- 2.19. The proportion in Edmonton was a fifth higher than in Enfield North (18%) and twice the proportion in Southgate (11%). In terms of shares, Edmonton accounted for 35% of the working-age population but 45% of all benefit recipients in Enfield.
- 2.20. Within Edmonton, Edmonton Green had the highest rate of benefit recipiency at 30%, followed by Lower Edmonton and Ponders End (25% each), Upper Edmonton (23%), Haselbury (22%), Jubilee (19%) and Bush Hill Park (10%).
- 2.21. With the exception of Jubilee and Bush Hill Park, all wards in Edmonton were in the bottom fifth of wards with the highest proportion of adults receiving out of work benefits in London. Edmonton Green was one of the worst five wards in London, others being Northumberland Park in Haringey and Canning Town North in Newham, both in Inner London and Stonebridge and Harlesden in Brent in Outer London.
- 2.22. Over the ten years, the level of benefit recipiency increased by about 3 percentage points for Edmonton overall. The wards of Lower Edmonton and Ponders End saw big increases of about 6 percentage points each. If all the wards in London were ranked by the proportion of adults receiving out of work benefit and divided into ten equal groups for 2001 and 2011, both these wards were in the third worst tenth in 2001, but moved to the bottom most tenth by 2011. Haselbury and Jubilee also saw rises of about 3 percentage points.
- 2.23. Out- of- work benefit recipiency increased by about 4 percentage points for Enfield North. This was mainly driven by substantial rises in Turkey Street (6 percentage points), Enfield Lock (8 percentage points) and Enfield Highway (6 percentage points). In fact, these three wards moved from being in the middle of the distribution in 2001 to the worst tenth by 2011.
- 2.24. These three wards saw the biggest changes of any ward anywhere in London over that decade. Lower Edmonton and Ponders End were the next highest. So five out of ten wards that saw the largest rises in out- of -work benefit recipients between 2001 and 2011 were all in the east of Enfield.
- 2.25. The next five wards were Dudden Hill, Harlesden and Willesden Green in Brent, Larkwood in Waltham Forest and South Norwood in Croydon. These were deprived wards in 2001 and continued to be so in 2011.
- 2.26. The recipiency rate in Southgate, which was below-average to begin with, did not change much over the period. In Winchmore Hill and Southgate Green, the proportion actually declined.
- 2.27. So over the decade, Enfield became more polarised. In 2001 benefit recipiency in seven wards in Enfield (Jubilee, Lock, Southbury, Chase, Bowes, Palmers Green and Southgate Green) was close to the London average (+ or -2%). By 2011, only two wards were at this average level, with others clustered towards the extremes.

## **TYPES OF BENEFIT RECEIVED**

- 2.28. Finally in this section we look at the types of out- of- work benefit received. In our analysis, we look at different reasons for claiming - job seekers, ESA and other incapacity benefits paid out- of -work, lone parents, carers and others.

**Graph 2.3 – Types of benefit claimed**



- 2.29. The graph shows that for all benefit types, the levels of claimants are higher in Edmonton than the rest of Enfield, and higher still than the rest of London. What is most noticeable is that, for the three main benefit groups – lone parents, job seekers and people on incapacity benefits, the gap between Edmonton and Enfield is pretty constant. For all three, the level of reciprocity is around 1.5 times higher in Edmonton than the rest of Enfield.
- 2.30. This suggests that the problems of worklessness, as well as being acute, are quite widespread and not especially concentrated in any one type of claimant.

## CONCLUSION

- 2.31. Whereas ten years ago, the level of benefit reciprocity in Enfield North was closer to that of Southgate, it is now comparable with Edmonton. If disadvantage in Enfield in 2001 was about “Edmonton vs. the rest” it is now about the “east vs west”. While the detailed research in this report is confined to Edmonton, at least some of the conclusions will apply more generally across the eastern half of the borough.
- 2.32. Indeed when we say in the report that there are vacancies in Edmonton, and that services for workless people do exist, we do not know this to be true of other parts of the borough. It is possible that the types of services and community groups we spoke to are what is stopping Edmonton from getting worse.
- 2.33. It also means that Enfield is a deeply divided borough. Enfield’s wards are now either well-off or poor – there are fewer “middling” areas than a decade ago. Whereas a decade ago extreme disadvantage was concentrated in a few wards, it is now spread to around ten wards. Yet a similar number of wards have levels of benefit reciprocity significantly below the London average.

## 3. EDMONTON'S PROFILE

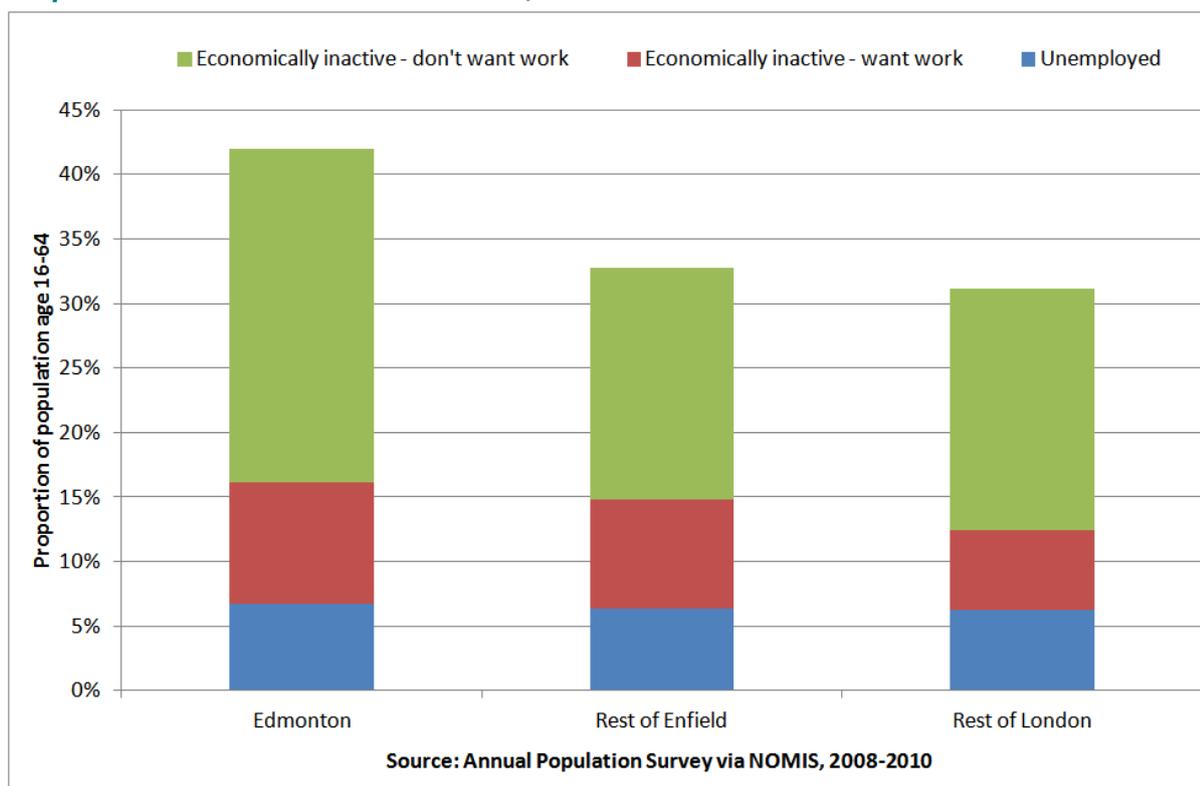
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- 3.1. This chapter looks at Edmonton's workless population. Our analysis and our interviews with community groups and service providers in Edmonton have suggested four groups to concentrate on.
- young adults aged 16-24
  - migrant groups
  - women, and mothers in particular
  - disability, where people with mental health problems in particular are the focus
- 3.2. To put this in context, we first look at the overall level of work and worklessness in Edmonton.

### BASIC EMPLOYMENT PICTURE

- 3.3. The graph below shows the workless populations of Edmonton, the rest of Enfield and the rest of London. They are divided into three groups. The unemployed are those actively seeking work and available to start work soon. The economically inactive wanting work would like a job but do not meet one or both of these conditions.
- 3.4. The economically inactive not wanting work do not want a job, most commonly because they are looking after family or have a long term illness or disability. Students are often found in this group, though they make up a smaller proportion of the economically inactive in Edmonton than the rest of Enfield or the rest of London.
- 3.5. The workless people in the graph are not necessarily claiming an out-of-work benefit, as in many cases they may have a working spouse. So the numbers in this graph are not directly comparable to those in the previous chapter on benefit reciprocity.

**Graph 3.1 – Worklessness in Edmonton, Enfield and London**



- 3.6. 42% of adults aged 16-64 in Edmonton are not in paid work, compared to 33% in the rest of Enfield and 31% in the rest of London. 16% of the working age population in Edmonton are either unemployed (7%) or wanting to work but not currently seeking it (9%). This is slightly higher than the rest of Enfield (14%) and the rest of London (12%).
- 3.7. But the big difference is in the proportion of working age adults who do not want to work. This accounts for 26% of Edmonton’s working age population, compared to 18% in the rest of Enfield and 19% in the rest of London. The fact that students are included (generally as economically inactive) in this data actually makes Edmonton’s relative position slightly better. Their removal would reduce the workless rate in other areas far more than in Enfield.
- 3.8. There are current and future issues here for the borough to consider. If people do not want to work, it is not clear what the council can do to change their minds. Many people in this group are women looking after their children. Moreover, it is absolutely their right not to work if they do not want to. The best returns currently would surely come from concentrating on the 16%, still a high figure, who do want work.
- 3.9. But policies from central government are pushing in the opposite direction. Changes to benefit rules will mean that more lone parents – many of whom are in the “Don’t want work” category currently – will have to actively seek employment. Changes around tax credits will put conditions on second earners in couple households to find work also.
- 3.10. The net effect is that in Edmonton, a large number of people who have not been working, and not wanting to work, will be looking for jobs. They will need more support than others to find work.

## YOUNG ADULTS

- 3.11. Young adults, those aged 16-24 years old, made up 10% of Edmonton's population in 2009. This is very close to the borough average. The 16-24 age group is of interest as young adults have a much higher risk of unemployment than older adults. Across London as a whole, around one in four 16-24 year olds who is available for work is unemployed<sup>3</sup>.
- 3.12. In Enfield, the figure is similar to this London average, at between 20% and 25%<sup>4</sup>. The official data on unemployment uses very small sample sizes so it is hard to make comparisons between Edmonton and the rest of the borough. But this rate suggests around 1,500 to 2,000 unemployed young adults in Edmonton.
- 3.13. NEET statistics do suggest a higher level of young adult disengagement in Edmonton than the rest of Enfield. In 2008, Edmonton Green, Lower Edmonton and Haselbury had the highest number of 16-18 year old NEETS of the 22 wards in the borough<sup>5</sup>. Over half of Enfield's NEETs live in the seven wards that form the Edmonton parliamentary constituency.
- 3.14. A possible causal factor are the low qualifications of Edmonton's school leavers. Edmonton's secondary schools – excluding the high performing Latymer School, which does not draw many students from the local area<sup>6</sup> perform significantly below borough averages on all key stage levels and few pupils progress to sixth form or higher education<sup>7</sup>. The lowest attaining group by gender and ethnicity are white British boys<sup>8</sup>.
- 3.15. The second barrier is a lack of experience. Our local job survey indicated that more jobs asked for experience than qualifications. Interviewees believe that motivation is more important to employers than qualifications, particularly at lower level occupations (such as stacking shelves) and sales occupations and in larger firms with in-house training programs.
- 3.16. The issue of young adult unemployment has been compounded as the recession makes the labour market more "top heavy", with older workers accepting less competitive rates of pay in order to secure work.<sup>9</sup> Young people also report finding it difficult to find work experience in the Edmonton area<sup>10</sup>.
- 3.17. Many of our interviewees suggested a lack of motivation as a factor in low employment rates among young adults. For each interviewee mentioning this issue, there was a different hypothesis as to its cause.

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<sup>3</sup> London's Poverty Profile, Trust for London and NPI, 2011

<sup>4</sup> Annual Population Survey, average of 2009 and 2010

<sup>5</sup> Children and Young People in Enfield, Sep 2008

<sup>6</sup> Edmonton Review

<sup>7</sup> Edmonton review

<sup>8</sup> Edmonton review

<sup>9</sup> <http://www.reedinpartnership.co.uk/media/39002/youth%20unemployment%20report.pdf>

<sup>10</sup> Edmonton review

- 3.18. Related to this, a number of interviewees (particularly those involved in training) noted that a great deal of their work involved teaching people who had never worked workplace norms or “soft skills”, particularly presentation, appropriate communication, attendance and punctuality. As becomes evident in the analysis of the local job market, a lack of soft skills can prove a significant labour market barrier to Edmonton’s young population.
- 3.19. There are issues around crime and fear of crime that can prevent young adults from getting a job or from travelling to other parts of Enfield to work.
- 3.20. Finally, young people are far less likely to have driving licences<sup>11</sup>, which is particularly important in the Edmonton context given fact that ¼ of jobs advertised require respondents to have a driving licence.

## **MIGRANTS**

- 3.21. Edmonton is a diverse area, and its population is changing constantly. In the 2001 census, around one third of the population was recorded as born outside of the country. There is no wholly reliable source that will tell us about work rates by nationality in Edmonton. Instead, we have to build up a picture from different sources.
- 3.22. We can start by looking at different ethnic groups. Obviously ethnicity and nationality are not the same thing, but the categories below are instructive. The borough itself estimates that over two thirds of the population (68%) in Edmonton is non-White British. This compares to the borough average of about 54%.
- 3.23. The table below shows the ethnic composition of the seven wards that make up Edmonton parliamentary constituency.

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<sup>11</sup> National Transport survey

**Table 3.2 – Ethnicity of the population in Edmonton’s wards**

	Edmonton Green	Upper Edmonton	Lower Edmonton	Jubilee	Haselbury	Ponders End	Bush Hill Park	Edmonton average	Borough average
White British	27%	23%	29%	33%	24%	33%	58%	32%	46%
Turkish/ Turkish Cypriot/ Kurdish	15%	15%	12%	15%	13%	13%	6%	13%	9%
India/Pakistani/ Bangladeshi/Ot her Asian	13%	13%	12%	10%	16%	13%	8%	12%	9%
White Other (incl White Irish)	10%	9%	11%	8%	13%	11%	8%	10%	10%
Black Caribbean	11%	13%	11%	9%	10%	8%	3%	9%	6%
Other Black African	12%	9%	11%	8%	8%	9%	2%	8%	6%
Greek/Greek Cypriot	2%	5%	3%	7%	5%	4%	9%	5%	7%
Somali	3%	3%	3%	2%	3%	3%	1%	3%	2%
Mixed	4%	3%	4%	4%	4%	3%	4%	4%	4%
Other	4%	6%	4%	3%	4%	3%	1%	4%	3%

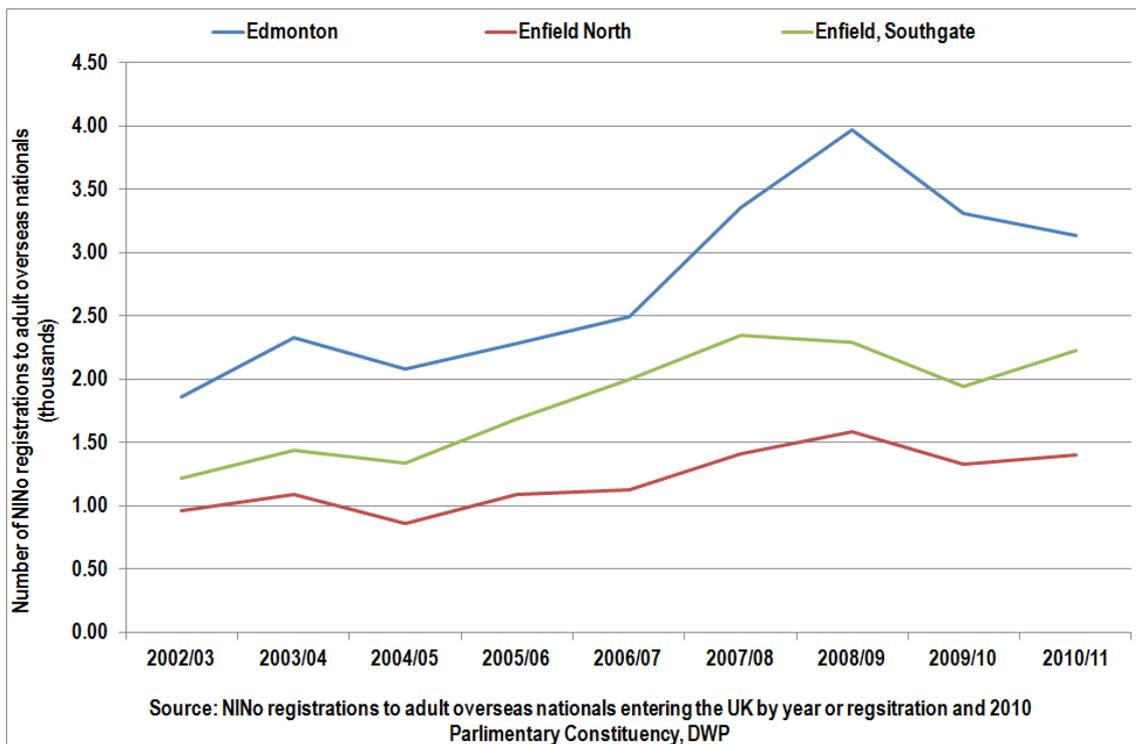
3.24. After White British, people of Turkish background account for the largest share of the population in Edmonton (13%), followed by South Asians (12%) and Other Whites (10%). Edmonton also has a high proportion of Black Caribbeans (9%) and Black Africans (8%).

3.25. The proportion of Enfield’s population that comes from a non White British background has been rising in recent years. Using a slightly different source, the most recent figures show that around 46% of the population of Enfield are non White British, up from 38% at the time of the last census in 2001.

3.26. To try and look at the rates of recent arrival, we can use published counts of National Insurance numbers (NINOs) issued to foreign nationals. These can be used as a proxy for inflow of economically active foreign migrants into an area.

3.27. The graph below shows the total number of registration in each of the three parliamentary constituencies in Enfield over time.

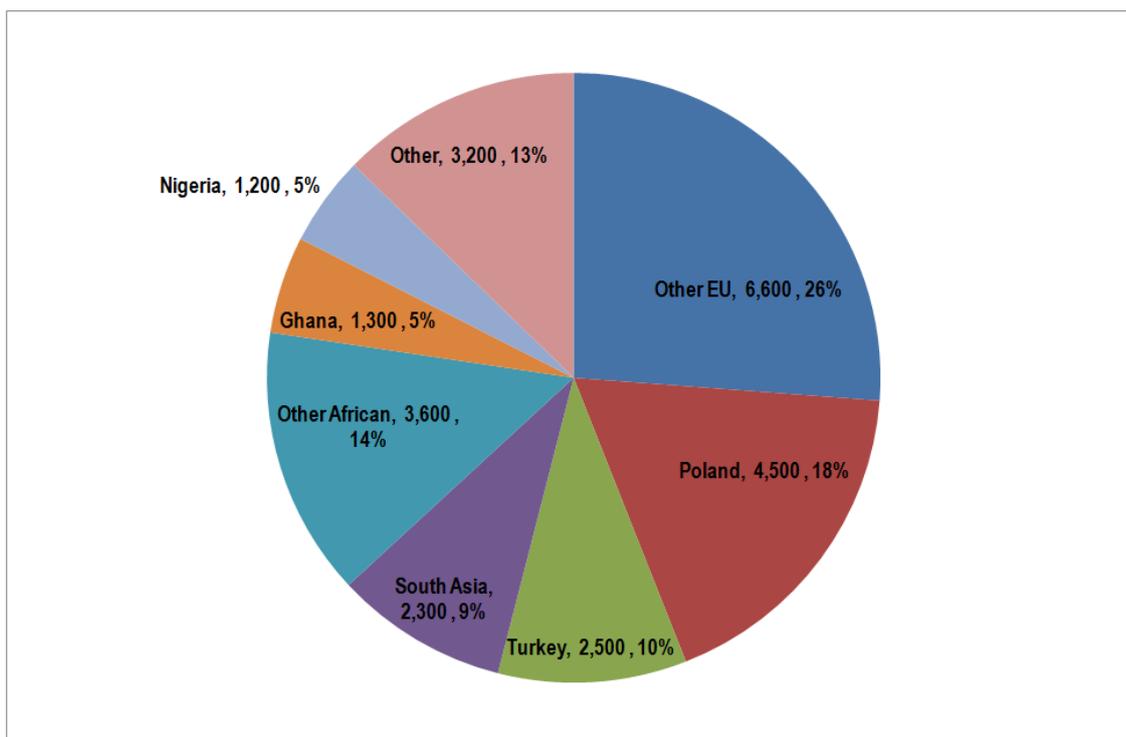
**Graph 3.3 – National Insurance registrations to non British nationals over time**



3.28. Every year since the series began Edmonton saw a higher proportion of NINo registrations than other areas in Enfield, implying a steady flow of economically active migrants into the area. Around 3,100 NINo registrations were issued in Edmonton in 2010-11, equivalent to 5% of the working-age population in Edmonton, compared to 1,400 (2% of working-age population) in Enfield North and 2,200 (4%) in Southgate.

3.29. The graph below breaks down the number of cumulative NINOs allocation in Edmonton from 2002 to March 2011 by nationality.

**Graph 3.4 – National origins of NINO registrees in Edmonton**



- 3.30. EU nationals accounted for the biggest share of NINo registrations in Edmonton. Polish nationals made up about 18% of total NINo registrations in Edmonton. Nationals from other EU member states accounted for another 26% of the total. 10% of the NINo registrations were made to Turkish nationals and 9% to South Asians (Indian, Sri Lankans, Pakistanis and Bangladeshi). African nationals also claimed a significant share – 5% each from Ghana and Nigeria and 14% from other African countries. The share of African nationals is much higher than both Enfield North and particularly Southgate.
- 3.31. In terms of labour market participation among migrants, there is not much reliable data available for Edmonton itself. The local economic assessment highlights EU accession migrants' high employment rates (above the White British average).
- 3.32. Our analysis<sup>12</sup> showed that across Enfield, about 65% of working-age adults from White and Asian ethnic backgrounds were in employment. The proportion of adults employed among adults from Black ethnic background (57%) and those belonging to 'Other' ethnic groups (51%) were about a fifth lower than White adults. The employment proportions among ethnic groups in Enfield were broadly similar to the rest of London, though adults from 'Other' ethnic backgrounds in Enfield were less likely to be employed than their counterparts in rest of the capital.

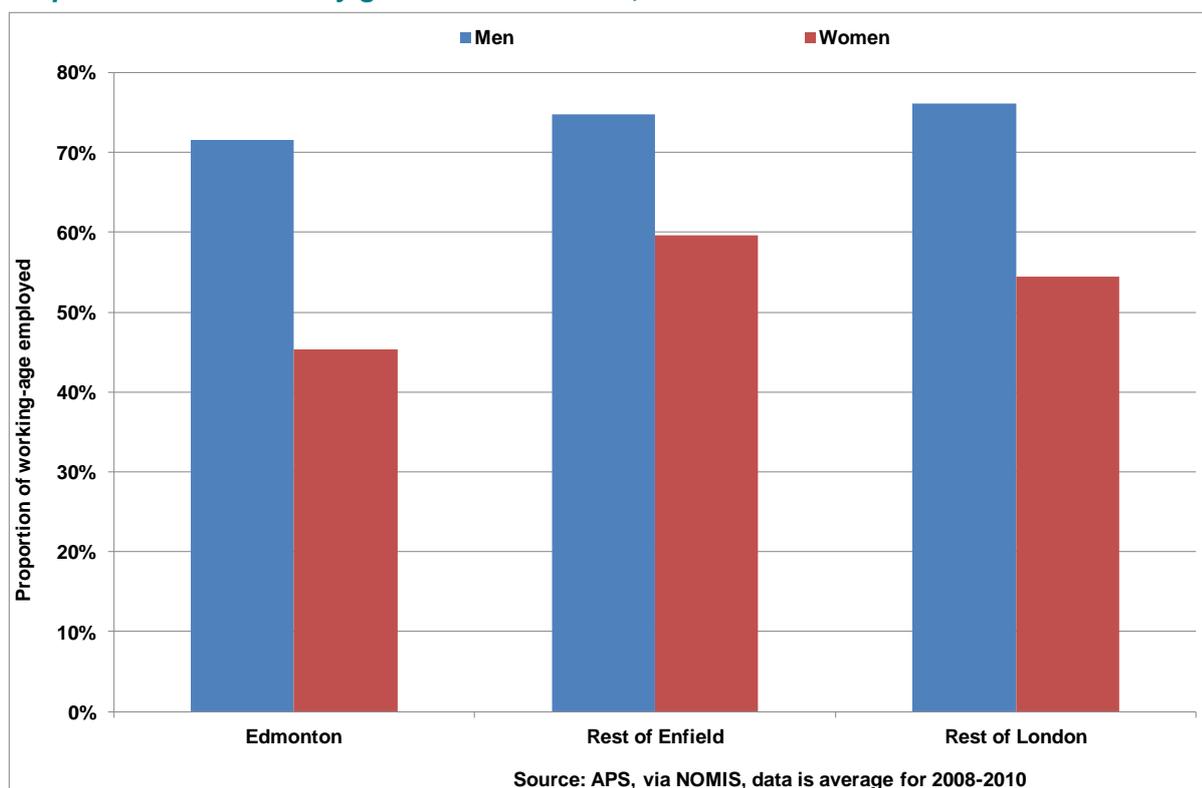
<sup>12</sup> Annual Population Survey, 2008 to 2010 combined

- 3.33. But splitting the data by country of birth revealed important differences. The analysis showed that non- UK-born adults, especially those from Black ethnic groups, were less likely to be employed than those born in UK. The difference between work rates of UK-born and non-UK- born adults in Enfield was about 12 percentage points, compared to seven percentage points in rest of London. This meant that living in Enfield increased the risk of worklessness faced by non- UK-born adults by extra 5 percentage points.
- 3.34. What this means, combined with the NINo numbers is that Edmonton has seen a higher than average increase in recent years of a group (Black Africans) with a higher than average worklessness rate.
- 3.35. The size of sample in APS does not permit analysis by individual nationalities; limited data from the Enfield Household Survey 2008 indicates extremely low employment rates across Turkish (21%) and Somali (14.9%) groups. The London's Poverty Profile 2011 suggests that the average work rate for Turkish adults in London was 44% and 25% for Somali adults.
- 3.36. Combined, these two groups make up around one sixth of the population of Edmonton. So these populations with high worklessness rates make up a greater proportion of Edmonton's population than they do other parts of Enfield. But additionally, their work rates in Edmonton are lower than in the rest of Enfield. There is an "Edmonton effect".
- 3.37. Our interviewees suggested a range of reasons why some migrant groups would have lower work rates than others, and much lower than people born in the UK. Many of the reasons were general, to do with cultural expectations around raising families, or lack of English language. In a lot of cases, qualifications obtained abroad were not accepted in the UK.
- 3.38. An issue of particular relevance in Edmonton was that driving licences obtained abroad lapse within a year of arrival in the UK. The reason this matters in Edmonton is the high number of jobs that require a driving licence, discussed in more detail below.

## **WOMEN**

- 3.39. The graph below shows the proportion employed in Edmonton, Enfield and London by gender.

**Graph 3.5 – Work rates by gender in Edmonton, Enfield and London**

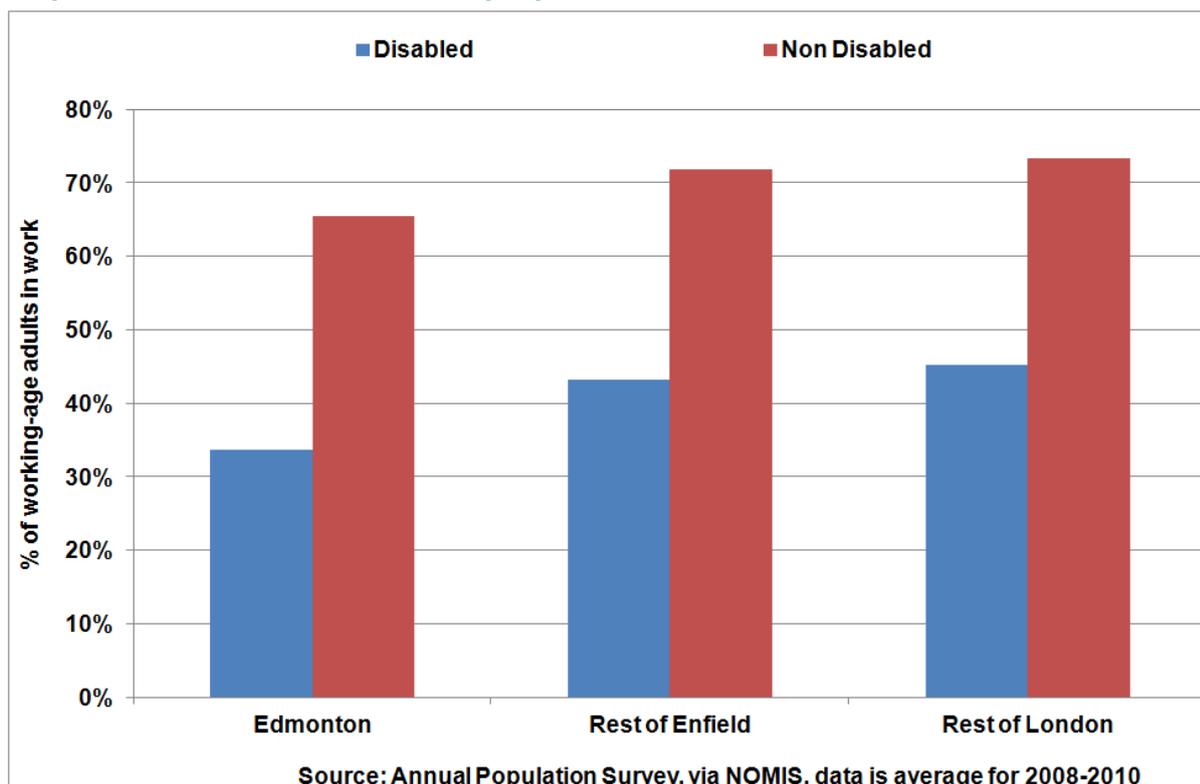


- 3.40. Overall, working-age women in London and elsewhere in the UK were less likely to be in work than men. Over half (54%) of women aged 16 to 64 in London were working, compared to three quarters of men aged 16 to 64. Edmonton had lower proportions of men and women in work than the London average, though the work rate for women was significantly lower the London average. 45% of women aged 16-64 and 72% of men in Edmonton were in work. In fact the work rate for women in other parts of Enfield was slightly higher than the London average.
- 3.41. This research has revealed two key barriers for women moving into work. The first is occupational limitations and ideas about what jobs are suitable. Both men and women express a preference for white-collar over blue-collar employment: however, there was unanimous consent that women were less likely to move into manual employment, again, a factor with particular connotations for the local labour market given the high number of such jobs (for instance, driving, construction, forklift and so forth.)
- 3.42. These patterns apply to British and migrant women alike. However, evidence suggests that the issue is more acute for the latter. For instance, most who attended a training initiative focused on moving women into mini-cabbing (a traditionally “male” job) were of a British or Irish background. Compounding this issue, a number of sources claimed that certain cultures are uncomfortable with the idea of men and women working together. However, interviewees also suggested that the longer people are in the country, the more flexible they become.
- 3.43. The second salient factor is care responsibilities. These responsibilities also contribute to occupational segregation where there is a lack of family friendly, term-time employment. This is a particular issue in the Upper Lee Valley where many firms run 24-hour operations and require unsociable hours shift work.

## DISABLED PEOPLE

- 3.44. According to the Annual Population Survey, about a quarter (23%) of Edmonton's working age population was disabled (either on the DDA<sup>13</sup> definition or having a work-limiting illness or both). This was about 1.5 times higher than the proportions seen in Rest of Enfield (16%) and rest of London (16%).
- 3.45. The graph below shows the work rates among disabled and non-disabled people in Edmonton, Enfield and London.

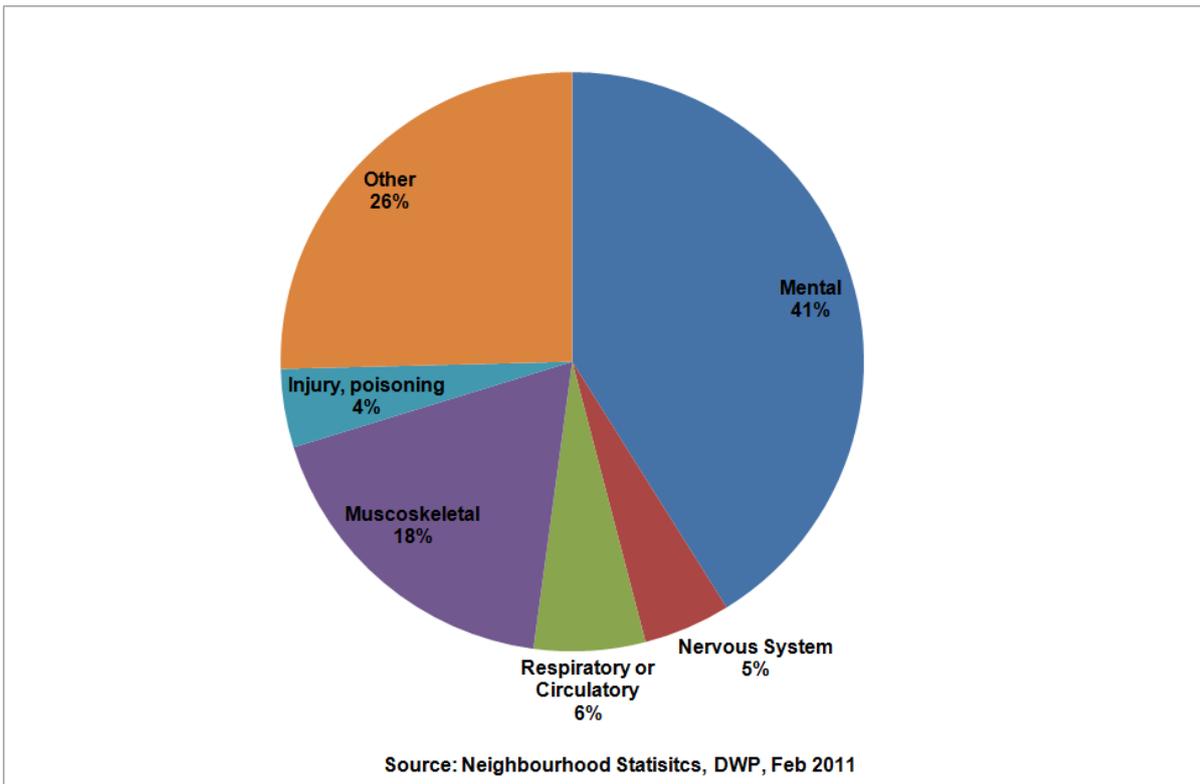
**Graph 3.6 – Work rates for disabled people in Edmonton, Enfield and London**



- 3.46. Disabled people overall were twice less likely to be in work as non-disabled people. The work rates among disabled in Edmonton were lower than in rest of Enfield and London, mirroring the low rates of employment of overall working-age population in Edmonton. About 34% of disabled people in Edmonton were in work, compared to 43% in other parts of Enfield and 45% in rest of London. This meant that living in Edmonton added 10% extra likelihood of being workless for disabled people.
- 3.47. Within Edmonton, around 9% of the working-age population claimed an out-of-work disability related benefit (either IS/ IB/ ESA). This was higher than in the rest of Enfield (6%) and in rest of London, reflecting the higher rate of worklessness among disabled people observed above. The graph below shows the reasons for claiming these benefits.

<sup>13</sup> DDA defines disability as 'a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out day-to-day activities.'

**Graph 3.7 - Reasons for claiming disability benefits among people in Edmonton**



- 3.48. Mental health was the most common reason for claiming IB/ESA in Edmonton. About two fifths (41%) of those claiming such benefits did so because of mental health issues. However Edmonton is not unique in this case. Mental health remains the most common reason for claiming disability-related benefits in rest of Enfield and London as well. Mental health was followed by various physical illnesses – 18% by muscoskeletal diseases<sup>14</sup>, 6% by respiratory or circulatory diseases<sup>15</sup>, 5% by disease of the nervous system<sup>16</sup>, 4% by injury or poisoning and remaining 26% by other physical diseases.
- 3.49. A number of interviewees mentioned poor mental health (particularly depression and anxiety) as the biggest health problem in Edmonton. This is also borne out in the disability-related statistics mentioned above.
- 3.50. The kind of help required to get into work is of a different type for people with mental health problems. Our interviewees suggested that this kind of support was lacking in Edmonton.

<sup>14</sup> Examples are arthritis, spondylitis, joint disorders, osteoporosis, fractures

<sup>15</sup> Examples of circulatory disorders include hypertension, rheumatic fever, heart disease; respiratory disease includes bronchitis, asthma, Influenza, Pneumonia.

<sup>16</sup> Examples include multiple sclerosis, meningitis, epilepsy, Parkinson's, Alzheimer's

## SUMMARY OF THE BARRIERS FACING THE FOUR GROUPS

**Table 3.8: employment barriers facing the five disadvantaged groups**

<b>Barrier</b>	<b>Young Adults</b>	<b>UK-born women</b>	<b>Migrant (W=women only)</b>	<b>Disabled</b>
Anxiety about leaving local area	Yes			
Benefits trap		Yes	Yes	Yes
Misinformation about/complexity of benefit		Yes	Yes	Yes
Rigid benefits system				Yes
Cultural barriers			Yes	
Cultural prescriptions as to role of women			Yes (W)	
Preference for looking after child		Yes	Yes (W)	
Difficulties applying for job			Yes	
Difficulties finding employment opportunities			Yes	
Employer discrimination				Yes
Narrow range of imagined occupations		Yes	Yes (W)	
Obsolete skills (e.g. re in IT)		Yes		
Unrecognised qualifications			Yes	
Lack of (recent) experience on labour	Yes	Yes	Yes	Yes
Lack of (UK) driving license	Yes	Yes	Yes	
Lack of (UK) qualifications	Yes	Yes	Yes	Yes
Lack of (UK) references	Yes	Yes	Yes	
Lack of affordable childcare		Yes	(W)	
Lack of confidence		Yes	Yes	Yes
Lack of English language			Yes	
Lack of motivation	Yes	Yes	Yes (W)	
Lack of soft skills	Yes			Yes
Police record	Yes			
Unable to verify CRB			Yes	

3.51. While barriers inevitably vary from group to group, there are some commonalities. Obviously issues around English language ability affect migrants only, but issues around qualifications affect everyone. Issues around experience, references and motivation are cross-cutting.

3.52. A scan of issues would suggest that migrants, and migrant women in particular, face more barriers than other groups. But the list is one of potential barriers that affect groups more broadly, rather than specific individuals.

## 4. THE JOB MARKET IN ENFIELD AND EDMONTON

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- 4.1. This section looks at the current job market in Edmonton specifically, as well as Enfield as a whole. The aim of it is to provide an overview of what kinds of jobs exist and what the barriers are to people in Edmonton taking these jobs.
- 4.2. What is clear is that there are vacancies, both in Enfield and Edmonton specifically. This is not to say there are many, and almost certainly not enough, but there are some. The issue is their clustering in certain sectors and the requirements for certain kinds of skills.
- 4.3. We also look ahead at the kinds of jobs that are expected to arrive in the area over the next few years, and assess the implications for the local population.

### THE CURRENT JOB MARKET

- 4.4. The most recent Job Centre Plus Labour Market bulletin, covering August 2011 has an overview of vacancies and jobs sought across Enfield as a whole. The first table, which comes from the bulletin, looks at the top ten jobs advertised by type.

**Table 4.1: Top ten notified vacancies by occupation in Enfield, August 2011.**

Heavy goods vehicle drivers	332
Sales representatives	116
Other goods handling & storage occupations	94
Sales related occupations	80
Customer care occupations	66
Sales and retail assistants	54
Van drivers	52
Labourers in building and woodworking trades	50
Elementary security occupations	50
Care assistants and home carers	39

- 4.5. The most striking aspect of these figures is the preponderance of driving jobs. Between heavy goods drivers and van drivers, there are 380 such jobs currently advertised in Enfield.
- 4.6. Very broadly, a high proportion of these jobs seem to be in “male” professions - driving, construction, security and labouring.
- 4.7. The next table looks at the jobs sought by people newly claiming job- seeker’s allowance. The reason for doing so is to see to what extent the vacancies and jobs sought match or intersect.

**Table 4.2: Top ten sought occupations by job seeker's allowance claimants**

Sales and retail assistants	385
General office assistants/clerks	160
Other goods handling and storage occupations	90
Customer care occupations	55
Van drivers	45
Retail cashiers and check-out operators	40
Receptionists	35
Cleaners, domestics	35
Care assistants and home carers	30

- 4.8. There are far more sales and retail assistants looking for work in Table 4.2 than there are notified vacancies in Table 4.1.
- 4.9. There are far fewer applicants looking for driving jobs than there are vacancies for this work. But it goes further than that. People seeking work are not looking for the security, labouring or construction industries where the vacancies were.
- 4.10. We also carried out a survey of job vacancies in Edmonton specifically, looking at a range of sources. In Edmonton specifically, as well as Enfield as a whole, there is also a demand for people with driving qualifications. Around one in ten jobs in our Edmonton-specific survey were for van drivers, but around one in four asked for a driver's licence. This is an important qualification, and one which many people in Edmonton lack.
- 4.11. Of the jobs in our survey, 70 required a qualification or a "skilled" CSCS card. Common functional skills included communication/literacy (52) IT (34) and numeracy (15).
- 4.12. But paper qualifications are only part of the requirement. 124 jobs asked for soft skills, including motivation, friendliness, reliability and presentability. Of the 290 vacancies we found in Edmonton, 135 required prior experience.

## **ENFIELD'S FUTURE JOB MARKET**

- 4.13. Most of Enfield's growth sector businesses are concentrated on the eastern and southern side of the borough<sup>17</sup>. LBE has highlighted the need to "acquire a greater share of the kinds of firms that are doing extremely well in the overall London economy – especially business services, high technology manufacture, cultural, hospitality, retail, health and social care." The GLA forecasts that net increase in jobs up to 2018 will be around 2,000, although this does not take into account development plans.<sup>18</sup>
- 4.14. The Local Economic Assessment (LEA) (2011) predicts growth in the retail, wholesale and distribution (driving jobs), food and drink manufacturing, personalised adult social care, green and carbon reduction (including waste processing and retrofitting) and possibly construction sectors. It predicts losses in social care and public sector employment in general. Broadly, those areas expected to expand the most are in the "male dominated" areas.

<sup>17</sup> Enfield's Skills and Employment Strategy: April 2008 to March 2011

<sup>18</sup> Enfield's Skills and Employment Strategy: April 2008 to March 2011

- 4.15. Preliminary proposals for the Meridian Water regeneration outlines possible opportunities for the expansion of the green and carbon reduction, advanced manufacturing, business support and research and development sectors. Finally, interview evidence outlined council efforts to focus on green industries – recycling, renewable energy, the decentralized energy network – as well as market gardening (agriculture) in the north of the borough and the regeneration of leisure facilities in Picketts Lock. These jobs will be a mixture of high and low skilled.
- 4.16. Additionally, there will be the usual amount of churn as companies restructure, people retire or move jobs. These provide their own openings. Preliminary results from the LEA are in the table below.

**Table 4.4 - Projected new jobs in Edmonton to 2018**

Sector	Jobs	Skill level
Retail	8,000	All
Business services	6,000	All
Health and Social service	5,000	1 in 6 low skilled
Education	3,400	High skilled
Transport and communications	2,200	1 in 3 low skilled, 1 in 3 degree level
Manufacturing	2,000	All skill levels
Construction	1,600	All skill levels

- 4.17. In sum, over the next decade, about one third of new jobs in Enfield will be filled by people with a minimum of an NVQ level 4 qualifications.
- 4.18. Only about a fifth will be filled by people who have low skills or who lack qualifications (Local Economic Assessment). Jobs that require level 2 qualifications (that is, at least 5 good GCSEs, and increasingly including Maths and English) will increase and include customer facing roles and stock control and order processing. Sectors such as retail and hospitality – traditionally providing low skilled jobs – will increasingly require level 2 or 3.
- 4.19. The basic requirements for employment are increasing. There will also be an increasing number of customer- facing occupations where good employability attributes include customer skills, language, ICT and numeric. (LKLEA 2011). Finally, interviewees report a growing demand for self- employment, particularly in construction, driving, security, childcare and bookkeeping.

## 5. SKILLS AND SERVICES

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- 5.1. Our interviewees often spoke of skills gaps as being one of the main barriers to employment in Edmonton. But the skills needed are often closely intertwined with the services that deliver these skills – ESOL for instance is both a skill and a service. But the gaps in services go beyond training and education. This section looks at skills and services of all types.
- 5.2. We interviewed 13 organisations in total and found there to be no shortage of services available to help workless people move into work. Many are threatened by decreased funding, but there is an active third/ public sector in the area.
- 5.3. The discussion that follows is based originally on what people told us during the interviews. It explores what the gaps are and what the options might be for LBE to influence matters. In looking to identify options for LBE, our starting point is that there are three main types of action that it could take, namely: reducing risk; coordinating and informing; and funding and resources. Of course, these do not apply equally across all issues – some are much more issues of co-ordination, whereas others are issues of funding.

### ESOL

- 5.4. Issues identified by interviewees:
  - Demand for ESOL in Edmonton is substantial. A third of Edmonton’s households have ESOL needs, and around half of these are at entry level.
  - Funding from central government for ESOL is being cut. Changes to funding will restrict ESOL classes to people looking for work – yet much current demand is among spouses of migrant workers who themselves are not (yet) seeking work. Many of those currently taking ESOL classes are women, who face substantial barriers to employment.
  - ESOL itself is not sufficient training to get people into work. Moreover, the need for ESOL classes does not stop once a person is in work.
- 5.5. Roles for LBE:
  - **Funding:** there will shortly be a substantial gap which, if not filled, will greatly reduce the availability of service that is highly valued in Edmonton.
  - **Co-ordinating:** if classes are being restricted to people on active benefits, there are advantages in advertising this fact as an incentive for women in particular to move onto such benefits.
  - **Co-ordinating:** embedding ESOL into basic skills learning or vocational studies is required; funding for the latter is still available for SMEs.

### DRIVING

- 5.6. Issues:

- Many of the jobs available in Edmonton are either specialist driving jobs or require a driver's licence.
- Demand for drivers outstrips supply locally, and local employers would prefer local employees.
- Driving jobs are still widely seen as a male preserve
- The barriers are the cost of obtaining the necessary licences, and the difficulty of recognising driving qualifications gained abroad.

#### 5.7. Roles for LBE:

- **Co-ordination:** LBE could play a co-ordinating role between employers, Job Centre Plus and training providers to link the demand for drivers with the supply of those with driving qualifications.
- **Co-ordination and information:** given the high number of driving jobs and the high level of female unemployment, there is a role for LBE to encourage women into driving jobs
- **Risk reduction:** pilot schemes in other parts of the country exist whereby employers can offer a job guarantee to people undertaking the training. LBE could have a role in setting this up.

## CONSTRUCTION

#### 5.8. Issues:

- The construction sector is a large recruiter in the local economy. The largest construction business in the borough has about 50 vacancies to fill each day.
- Again, though, construction jobs are generally seen as male jobs.
- Skills and qualifications- namely the CSCS card - lapse over time and cost money to replace. Potential employees are discouraged from investing in the renewal of the card if they think jobs are not available.

#### 5.9. Roles for LBE:

- **Risk reduction:** could LBE take on some of the risks of people applying for renewal of their CSCS cards without knowing that a job awaits afterwards? Again, this would suggest a co-ordinating role between trainers and employers.

## SOFT SKILLS

#### 5.10. Issues:

- As well as – and indeed sometimes instead of – paper qualifications, employers in Edmonton were also looking for potential employees to have soft skills – for example, punctuality, presentation, the ability to communicate and listen.
- Interviewees suggested these skills atrophy among those who have been out of work a long time. They also suggested they were lacking most in workless young adults.

#### 5.11. Roles for LBE:

- **Co-ordination:** a lot of the problems around the lack of soft skills comes from a lack of workplace experience, either through youth or long term absence from the labour market. Could LBE help promote work experience opportunities?
- **Co-ordination:** another option is to build this into basic skills training, focussing on job readiness. Role for LBE here might be to encourage local service providers to go down this route

### APPRENTICESHIPS

#### 5.12. Issues:

- Government is promoting apprenticeships as a way to increase young adult employment. Yet demand for apprenticeship places is greater than supply, particularly in white collar industries which have not traditionally used them.
- Some of the reluctance on the part of employers may relate to their fear of losing skilled staff, having invested substantially in their training.

#### 5.13. Roles for LBE:

- **Co-ordination and risk reduction:** LBE has a role to play in promoting the idea of apprenticeships among employers, particularly in industries with no history of offering them. LBE can also work with employer organisations to make apprenticeships the norm and lessen the fear of losing skilled staff.

### WORK EXPERIENCE

#### 5.14. Issues:

- Both young adults and those who have been out of the job market a long time lack the experience and job readiness that comes with. This damages their prospects as most jobs advertised through JCP ask for some sort of experience.
- But while short voluntary placements or unpaid work placements can help give prospective employees vital experience, there are problems around regulation and the possibility of unpaid work substituting possible paid work.
- From the perspective of the individual, unpaid work is not necessarily attractive. There is also confusion around the issue of benefit eligibility among volunteers or people working without pay.

#### 5.15. Roles for LBE:

- **Coordination and information:** if LBE agrees that work experience should be promoted, particularly among, for instance, the long term workless, a potential role is to clarify the rules on working without pay. This could be done in partnership with JCP.

### JOB BROKERAGE

#### 5.16. Issues:

- Job brokers often work with parts of the population that are “furthest” from the job market, not just those who are attending JCP actively seeking work.
- While currently there is plenty of capacity in Edmonton, the future is less certain as funding streams are being cut over the coming months. JCP will continue working with those actively looking for work, but those further from the job market may find themselves ever more excluded.

#### 5.17. Roles for LBE:

- **Funding and resources** The issue here for LBE is whether it wants to invest in maintaining the current level of capacity in this area. This can include quite small things, such as promoting courses or provide council -owned training facilities

## CHILDCARE

#### 5.18. Issues:

- It is not clear whether there is currently an excess of demand for childcare places in Edmonton. Many mothers in Edmonton look after their children out of preference, not a lack of childcare places. Informal childcare, through friends and relatives, is often preferred to formal, paid childcare.
- What there is a shortage of is holiday cover, as identified in the Childcare Needs Assessment.
- A problem comes if, in the coming years as more parents on out –of- work benefits are moved towards the job market, Edmonton does not have enough childcare capacity to meet that potential demand.

#### 5.19. Roles for LBE:

- **Funding:** LBE could look to invest in more holiday cover for children of school age.
- **Co-ordination** By promoting formal childcare, LBE can encourage mothers to claim the tax credits that make such childcare affordable. One way of doing this is to narrow the gap in perception between informal and formal childcare, by encouraging local community groups to set up childcare facilities that seem less remote than those currently operating.

## TRANSPORT AND LOCAL HORIZONS

#### 5.20. Issues:

- Many of the jobs in Edmonton are in the Lee Valley where transport is less frequent.
- Night shifts in the Lee Valley area are inaccessible by public transport.

#### 5.21. Roles for LBE:

- **Co-ordination and funding:** Is there the potential for LBE to work with transport providers and employers to co-ordinate the necessary transport to the Lee Valley area? There may be more to do in terms of subsidising the costs of running such services.

