

**Ethnic Minority Employment Stakeholder Group
(EMESG) meeting – 28 November 2013
Room G35 1pm – 4pm
Caxton House,
6-12, Tothill Street, LONDON, SW1H 9NA**

Attendees:

Sandra Kerr, (OBE) EMESG Chair	Race for Opportunity, Business In the Community
Atiha Chaudry JP, DL	Manchester BME Network Chair
Cecil Edey	Minority Share Ltd
Wilf Sullivan	Trade Union Congress
Professor Monder Ram (OBE)	Centre for Research in Ethnic Minority Entrepreneurship (CRÈME),
Yvonne MacNamara	Irish Traveller Movement In Britain
Dr Kathlyn Wilson	University of Bedfordshire
Collette Cork-Hurst,	Unite the Union
Terry Day	Greater London Authority
Dr Omar Khan	The Runnymede Trust
Mohammed Ali	QED
Dr Maria Hudson	Joseph Rowntree Foundation
Dr Gina Netto	Joseph Rowntree Foundation
Helen Barnard	Joseph Rowntree Foundation
Kirsty McHugh	ERSA
Tim Conway	DWP, Disadvantaged Groups Policy Manager
Pat Russell	DWP Deputy Director, Social Justice.
Lesley Mitchell	DWP, Ethnic Minority Employment Strategy
Vic Mall	DWP. Ethnic Minority Employment Strategy

Apologies received: Jeremy Crook, (OBE) - Black Training and Enterprise, Raj Jalota – Islington Borough Council

Welcome and Chair's update

Sandra Kerr welcomed everyone and updated the group on her activities since the last EMESG.

Sandra had a telekit with DWP Officials to discuss the rules and regulations around voluntary work, work experience and internships. DWP is currently pulling together a fact sheet that can support employer engagement and ensure they better understand the rules and regulations around such opportunities.

At a recent “Seeing is Believing” event, Sandra encouraged the employers there to link up with their local JCP office and use the recruitment support available. She is further promoting this approach in a forthcoming Telegraph article. DWP asked to have sight of this, to further promote via our social networking.

Sandra has met with Ufi Abraham as part of the follow up from the Seeing is Believing visit. She explained the transparency ladder the EMESG are working on with CITB and Ufi showed Sandra the following site which is similar to the CITB one but with the map included.

<http://www.hospitalityguild.co.uk/A-Career-in-Hospitality/Career-Map>

Hopefully this can be used to encourage others to take the same approach.

Sandra also updated the group on a meeting between BIS, EAG, DWP and a few members of the EMESG to discuss Apprenticeships. This was the first of these meetings but it has been decided these joint meetings will continue in the future and focus on Diversity in Apprenticeships going forward

Minutes and Actions

Action points and Minutes cleared. Action point 1 is still outstanding. Lesley explained that she and Vic had found the routes through for the messages we want to embed in existing support and guidance for employer-facing staff. Now they just need to get the key message from the group that they would want to give these staff.

Action – DWP to ensure Sandra and the Group have sight of existing employer-facing products and messaging – to identify any gaps and offer amendments.

Recruitment Scrutiny Hub (1)

The group were issued the one-year on presentation, please see embedded document:



EMESG one year on
presentation framework

Kath talked through the slides and explained the Recruitment scrutiny hub's focuses were:

- JCP focusing on looking at how the FSF is used, collecting case studies and sharing good practice.

Action – Terry to complete a data collection template for District Managers to use

- Intensive support for Work Programme returners, looking at how successful elements could be included earlier in the customer journey.
- Apprenticeships, engaging BIS, DWP, EAG and EMESG

Pat did state that it will be extremely difficult to gain a good insight into the evaluation of FSF projects. FSF projects are small and so from an analysis point of view there is no real analysis base. The evidence will be purely anecdotal.

She also confirmed that the Leicester office was a pilot for the current Mandatory Intervention Regime (MIR), introduced in June 2013, which the majority of JSA claimants returning from the Work Programme are referred to. She cautioned against focussing on this issue as work would already be in hand to evaluate and take best practice from this new regime.

Action: DWP to ensure that Sandra has the opportunity to talk to DWP Officials leading on identify lessons from MIR.

In Work Progression Scrutiny Hub (2)

Omar talked through his section of the presentation and explained his hubs main points of focus are:

- Focus on low-paid jobs, and understand why EM are more likely to be in low paid jobs and understand the sectoral breakdown of these groups.
- Consider responses from existing or other policies and practices, both employer and government
- To use this data to inform delivery of DWP policies, particularly Universal Credit

Monder updated on the work he is doing with LEP's to promote diversity and entrepreneurship and has developed a tool for LEP's. He would like to launch this at an event and is happy to brand this as an EMESG initiative.

Building on the ERSA "Spotlight on Performance" event – Work Programme and Ethnic Minority communities

Kirsty McHugh ran through the role of ERSA and outlined the spotlights. Which were:

- Performance
- Peoples experiences

Kirsty stressed that we must remember the employer is the customer and we need to look at how we can educate advisers (JCP and Work Programme) and give them the correct skills and knowledge to relay messages to employers.

Kirsty also outlined that all targets for the WP are being met for those customers on JSA (and ESA in the 6-9month group) and reminded the group

the WP is not designed to help people in disadvantaged groups, and that there is no extra funding available for them to support those furthest from the labour market.

The Minister for Employment, Esther McVey, is keen to run a series of pilots in advance for Work Programme II and Kirsty made the Group the offer of developing one around support for BME Work Programme customers.

Action – The Group to continue to work in partnership with ERSA, including supporting a follow-up to the meeting in July and helping develop a pilot proposal on BME support.

Joseph Rowntree Foundation – Report into in-work poverty, ethnicity and workplace cultures

Maria, Gina and Helen ran through the embedded presentation outlining their key findings from their report.



JRF Poverty and
Ethnicity_presentation

The group were pleased this report supported their actions with regards to progression ladders and role models. It also again emphasised the point that those in low paid and low skilled work have very little opportunity to climb the ladder or even move horizontally to position themselves better.

Action – To ensure this research is incorporated in to the work of Scrutiny Hub 2, and its advice/solutions back to the department.

Discussion on how best to report progress – One Year On

Suggestions of achievements:

- LEP work (Monder)
- Visit to Leicester JCP
- Linking departments (BIS and DWP)
- Key input/feedback on policy issues (eg, in-work support under UC)
- Input into DWP's Commissioning Strategy for 2015
- Securing forthcoming data analysis (employment rates, sectors)
- Key contribution to the BBA Report "Ethnic Minority Businesses and Access to Finance"

Action – Sandra to make changes to the draft presentation and to work with DWP on how best to present this information to the Minister, and when.

AOB

The next EMESG will be February 13th, 1pm – 4pm.

Actions Agreed 28th November 2013:

	Action Point	Responsibility	By:	Status
1	Group to identify best practice/tangible message for DWP to embed in existing support and guidance for employer-facing staff	EMESG	13 th Feb	Outstanding (see action point 2)
2	DWP to ensure Sandra and the Group have sight of existing employer-facing products and messaging – to identify any gaps and offer amendments	DWP Officials	31 st Jan	
3	DWP Officials to work with analytical colleagues to publish up-to-date labour market statistics on the EMESG website, including an explanation of how the employment gap is calculated and why	DWP Officials	31 st Jan	In hand – awaiting Minister's approval
4	Terry Day to complete a data capture template for District Managers with regards to the FSF	Terry	31 st Jan	
5	DWP to ensure that Sandra has the opportunity to talk to DWP Officials leading on identify lessons from MIR	DWP Officials	31 st Jan	
6	The Group to continue to work in partnership with ERSA, including supporting a follow-up to the meeting in July and helping develop a pilot proposal on BME support	EMESG	31 st Jan	
7	To ensure JRF research is incorporated in to the work of Scrutiny Hub 2, and its advice/solutions back to the department	EMESG	31 st Jan	
8	Sandra to make changes to the draft presentation and to work with DWP on how best to present this information to the Minister, and when.	EMESG	31 st Jan	
9	GLA report on improving access and the use of ESOL training to be circulated/link shared	Terry Day	31 st Jan	