

Ethnic Minority Employment Stakeholder Group

(EMESG) meeting – 13 June 2013

Room 1.25 13.00pm – 16.00pm

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
Raj Jalota	Previously -Connexions
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
Murray Rowland	Digital Champion, Jobcentre Plus, Eltham
Pat Russell	DWP Deputy Director, Social Justice.
Lesley Mitchell	DWP, Ethnic Minority Employment Policy
Jenni Martin	DWP Social Justice (EMESG Secretariat)

Apologies received: Jeremy Crook, (OBE) - Black Training and Enterprise Group, Terry Day - Greater London Authority, Dr Omar Khan -The Runnymede Trust, Mohammed Ali, QED, Tim Conway - DWP, Disadvantaged Groups Policy Manager, Mark Allen- Universal Jobmatch Project Manager, Leeds.

Welcome and Chair's update

Sandra Kerr welcomed everyone, including Lesley Mitchell who had recently taken on the role of leading the ethnic minority employment strategy team. Sandra then gave an update of her activities related to EMESG since the April meeting.

Sandra, Omar Khan and Doreen Kenny (GLA) met with David Shaw from DWP Labour Market Strategy in May, to discuss the Extending labour market interventions to in-work claimants ' consultation and Call for Ideas.

She had recently met with Iqbal Wahhab (Founder of Roast Restaurant) and former EMAG Chair. Sandra was encouraged by the existence of a clearly defined progression route at Roast, and was keen to explore how this could be developed across other small employers and across all industry sectors.

Sandra had also been to a meeting at the House of Lords, focussed on ethnic minority women and progression.

Sandra invited members to also give any relevant updates.

There was a short discussion about the value of mentoring and coaching. Atiha mentioned that large employers in Manchester, like the Co-Op, NHS and Manchester University had made great investments in mentoring and coaching but there seemed to be very little real impact or change.

Collette Cork-Hurst updated the Group on some 'positive action' Unison had been leading in partnership with London United, the bus company.

Minutes and Actions

Actions from the previous meeting were cleared with Action point 6 still ongoing; 'look at whether DWP's impact measures should include a specific ethnicity indicator'. Visits to Jobcentre Plus examples of the Flexible Support Fund are being arranged subject to the synchronising of diary dates. The two Scrutiny Hubs had met, and Prof Monder Ram would be giving an update in Omar Khan's absence.

Recruitment Scrutiny Hub (1)

Dr Kathlyn Wilson updated everyone on progress made on the focus of actions for the hub on Discrimination in Recruitment, Retention and Progression. Timescales had now been agreed but there were some other general issues.

Apprenticeships are an ongoing area of interest in this hub. An outstanding action point from the previous meeting was for DWP to contact BIS. A reply had been received from Matthew Hancock and a copy was circulated to members.

The Group discussed how best to approach this, with a view to Sandra offering advice to Minister for Employment on the questions we should be asking BIS about the levels of ethnic minorities taking up apprenticeships. Kathlyn will collate and put forward questions from members that will form part of the note to DWP Minister, Mark Hoban. **(AP1)**

The TUC currently has funding for an apprenticeship project. The main focus of the project is developing the TUC's existing policy on apprenticeships and supporting affiliate unions' work on apprenticeships across the country. Wilf and Kathlyn attended the 'unionlearn' expert group and had a copy of a handout for anyone interested. The final report from NAS is due November 2013.

Members of the hub are now focussed on the areas within DWP's remit that impact on recruitment, retention and progression. There was a discussion around what else our employer facing staff could do to help employers who use Jobcentre Plus to recruit and how we can address any unconscious bias etc.. The hub members intend to contact Junior Johnson Deputy Director for London and the Home Counties Jobcentre Plus to arrange a visit, to fully understand the offer to employers and how we engage with them at district level. **(AP2)**

In Work Progression Scrutiny Hub (2)

Prof Monder Ram gave an update on behalf of Dr Omar Khan. The members of the hub had completed background research on several important themes and had concluded that there were three areas to initially focus on, these are:

- Progression - There is work to be done around career paths of certain groups
- The minimum wage – how different groups were affected at implementation (average weekly wage – by ethnicity).
- Sector issues – lower earnings for ethnic minorities/where they are placed and some sectors where there are no ethnic minorities represented.

He also confirmed that there was work to be done in understanding the role of Local Enterprise Partnerships and their engagement with employers. The Group questioned whether that was any good practice available in key sectors, and considered whether BIS may have any strong evidence/case studies.

Prof Monder explained that there was a Ethnic Minority Task Force within BIS that both he and Jeremy Crook sit on, who look at Entrepreneurship. The Group felt that this provided an opportunity to join up on messaging to employers and to work together on cross-government issues.

DWP officials to contact BIS officials about the remit of the BIS "Ethnic Minority Taskforce", and explore the opportunities of joining up respective work areas. **(AP3)**

Universal Jobmatch – Murray Rowland

Murray gave a brief overview, and answered the questions from members that were submitted in advance.

Universal Jobmatch is the new online vacancy filling and automated job matching service that has replaced all existing DWP job search services. The aim is to make it the online job site of choice for employers/recruiters.

Users can create a personalised account, which allows them to upload their CV, or help them to create one. Users can receive ongoing job matches to their profile, or their specified job search criteria or run 'one off' job searches if they have not created an account. The service can help identify skills gaps and signpost users to information on increasing their skills. It is possible to apply for jobs online, or send a CV to an employer through the service. Questions were answered broadly around:

- Is universal job match achieving the same, worse or better outcomes for its clients from different ethnic groups?
- Is there any analysis DWP can carry out other than that currently available through the public website?
- Is it possible to distinguish between Jobcentre Plus clients and others who register on the site?

As Mark Allen was unable to make it to this meeting, it was agreed that two questions that would have been answered by Mark would be forwarded with a view to getting answers by the September meeting: These were:

- What plans are there to publicise the fact that Universal Jobmatch is a free service for charities, voluntary sector, social enterprises and other organisations to use for recruitment? Many organisations would use this service if aware of it.
- Where users have identified themselves as an ethnic minority and can be identified as a claimant by giving us access to their account, are we able to draw on any data and match against successful applications? **(AP4)**

AOB

Jenni Martin will be moving on from the secretariat role. Sandra and members thanked Jenni for her work and support to EMAG and EMESG since 2009. The vacancy is advertised and will be filled internally by DWP.

The next full meeting of EMESG is scheduled for 26 September 2013. The group will also meet on 28 November 2013.

Annex1

Forward Plan Action Log:

	Action Point	Responsibility	By:	Status
1	Scrutiny Hub members to contribute questions for Sandra's letter to the Minister re: ethnic minority take up of apprenticeships.	Kathlyn to Collate and send to Sandra	end of July	
2	Junior Johnson Deputy Director for London and the Home Counties Jobcentre Plus should be approached to arrange a suitable visit to fully understand the offer to employers and how we engage with them at district level.	Kathlyn and DWP Officials	end July	
3	.DWP officials to contact BIS officials about the remit of the BIS "Ethnic Minority Taskforce", and to explore the opportunities of joining up respective work areas	DWP Officials	end of July	
4	<p>What plans are there to publicise the fact that Universal Jobmatch is a free service for charities, voluntary sector, social enterprises and other organisations to use for recruitment. Many organisations would use this service if aware of it.</p> <p>Where users have identified themselves as an ethnic minority and can be identified as a claimant by giving us access to their account, are we able to draw on any data and match against</p>	Questions for Mark Allen	end of July	.

	successful applications? .			
5	Identify Jobcentre Plus Districts to visit – to present examples of how the Flexible Support Fund is being used to support ethnic minorities (C/F)	DWP Officials	ongoing	Diaries being synchronised .
6	Consider whether DWP's impact measures should include a specific ethnicity indicator; and whether ethnicity information should be made more transparent in DWP's contracting (C/F)	DWP Officials	4/07/13	Ongoing