

**Ethnic Minority Employment Stakeholder Group  
(EMESG) meeting – 13 February 2014  
Room G42 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
Wilf Sullivan	Trade Union Congress
Yvonne MacNamara	Irish Traveller Movement In Britain
Dr Kathlyn Wilson	University of Bedfordshire
Collette Cork-Hurst	Unite the Union
Terry Day	Greater London Authority
Elaine Barker	DWP, Social Justice Employer Strategy Manager
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:**

Cecil Edey	Minority Share Ltd
Professor Monder Ram (OBE)	Centre for Research in Ethnic Minority Entrepreneurship (CRÈME),
Dr Omar Khan	The Runnymede Trust
Mohammed Ali	QED

**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 Official Bill Thorpe who talked her through the findings and lessons learnt from the Mandatory Intervention Regime (MIR) pilot some Group members heard about during their visit to Leicester.

**Key points:**

- Need to understand that around 25% of returners would get back into work anyway
- Smaller caseloads ensured that JCP advisers understand barriers to employment better
- Helpful to view as a “fresh start”

WP returners breakdown:

- 25% criminal convictions
- 25% basic skills needs
- 25% Disability/health issue
- Men aged 37+

There is an independent survey going ahead that Bill will share with us which should give some qualitative information on MIR.

Kath ran the team through her meeting with DWP official Samantha Sanderson who leads on the Flexible Support Fund. Key points:

- Records kept by districts on how successful FSF projects are.
- Good practice recorded on the internal webpages.
- £500bn money goes into these projects; therefore the question was raised why are we not evaluating?
- Samantha is feeding comments received into a wider FSF review and will see if we can share some of the case studies published internally.
- Pat explained we have got capability to match data but this costs money and different districts will have different priorities.

**Action: Tim C to investigate further what the analysts collect centrally on FSF and to gain some feedback from a couple of Districts on how they may be monitoring FSF locally.**

Pat again explained strategic decisions will be made at district levels about how they spend FSF money. Once the £500bn broken down into districts and money set aside for commitments such as Travel to Interview and childcare costs, the “pot” isn’t as substantial as it would initially appear.

**Feedback from EMESG ‘One Year On’ presentation to MfE**

Key points:

- Very positive meeting.
- Minister endorses groups direction of travel.
- The Minister asked the group to look into the self-employment and New Enterprise Allowance, Lesley has already made contact with departmental lead to given them the heads up..

**Action: Group to let Lesley know when they are ready to have a discussion on NEA.**

- Sandra told the Minister about her mentoring circles. Very supportive of this practical approach.
- The Minister is happy to promote the work done by the group and put her name to it.

- She was keen to look at cultural and social norms/networks and role models.
- Wants to promote the approach that we look at peoples abilities first, before their disadvantages.
- Sandra stressed the point that any data on EM we put in the public domain needs to be accurate and paint the TRUE picture.
- Kath added to this by saying people must understand the context of the data.

## **Minutes and Actions**

### **Action point one:**

Sandra asked members for their comments on the 3 employer products circulated on 9<sup>th</sup> December.

### **Action – Group to send comments to Vic by COP 21<sup>st</sup> Feb.**

Sandra has compiled comments. Please see embedded document:



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- Further to this Tim C suggested employers could have a feedback section on their websites stating what the good/successful applications they received included.
- Sandra also mentioned an infographic staff could use to talk employers through that shows the demographics of local areas areas.

### **Action: Sandra to circulate infographic.**

### **Action point 2 and 3 cleared.**

### **Action point 4:**

Terry has sent a first draft of the product to Pat Russell and the recruitment hub for their comments.

### **Action point 5 cleared.**

### **Action point 6 – in hand:**

Mohammed has contacted Kirsty from ERSA, Sandra to read through and consider next steps.

**Action point 7 – outstanding.**

**Action point 8 and 9 cleared.**

**Feedback from EAG/EMESG meeting:**

Fred Grindford (TUC) and Becci Newton (IES) ran through the following embedded presentation:



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**Key focuses:**

- Continue to push BIS/NAS/SFA for a strategic approach to diversity and equality on apprenticeships.
- The group to engage with employers and get them on side, looking at their selection processes (why are there 26% BME on AV and only 10% get through?)
- Need to systematically change things nationally and ensure employers take on Equality and Diversity as their responsibility.
- Need to look at why 25+ increasing engagement with apprenticeships and 16-24's not.
- Look into Key Stage 4 challenges.
- Atiha suggested surveying the Guardian's list on top 100 apprenticeship employers. This will be published for 2012 very soon.
- Wilf explained that the TU's would use this research to push affiliates to take on E+D responsibility.

**Mentoring Circles**

Sandra told the group the latest on her mentoring circles, please see embedded e-mails:



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- The referrals to the mentoring schemes are down to the JCP advisers; they know their caseloads best.
- There will be a separate mentoring circle for graduates.

## Messages to Employers discussion (with Elaine Barker)

Elaine introduced herself to the group at the Social Justice Employer Engagement Strategy Manager, and her previous to this role in the National Employers Service Team.

They do not operate in a standard model, the DWP works with employers in the following three ways:

1. Universal Jobmatch
2. Advice and support on Labour market
3. Tailored service (matching and sifting employees)

The more the employer offers to do for customers the more DWP will do for them, delivery model known as your business our business

NEST have approx 200 large national companies on their portfolio. The team also engage with Trade associations that cover 22 industrial sectors and represent over 600,000 employers.

Working with Trade Associations NEST have developed new initiatives , such as Feeding Britain's Future, with IGD, delivering 16,000 opportunities for young job seekers to experience the world of work across the industry from farm to fork, accessing employers in rural as well as city locations i.e. farming, food manufacturers through to retail food outlets.

Elaine set up a quarterly ministerial meeting for the Trade Associations. They now have a voice and can discuss real issues.

In her current role in Social Justice, she is looking to join up all the SJ strategies into one and develop a coherent "ask" of employers. Employers want one clear strategy/narrative not separate conversations on disability, homeless, ethnic minorities etc.

National employers are keen to engage as they have a corporate responsibility.

SME's count for 95-98% of the labour market. They don't have the support of HR resource to support them through the recruitment process and are less willing to do what the government asks of them.

But there are clear business benefits for employers, which include:

- Help to tap into different transferable skills and fill vacancies.

- Positive PR and increase in business e.g. Timpsons scheme with offenders.

Elaine has created an Employer Insight group that will test out SJ messages.

There is also a cross-whitehall group on corporate responsibility that Elaine will be attending. Whilst still in development, BIS have the lead on this, and it is likely to align with our approach for larger employer.

For small employers, Elaine is looking at a potential IT based platform to communicate these messages, or to work through their representative organisations.

Elaine explained that the relationship managers meet with employers based on the employers needs and they ensure they have a responsive approach to their portfolio

**Action – EMESG to consider any questions that they would wish to feed in to the Employer insight group.**

**Action – EMESG to give their feedback and comments on Elaine’s SJ Employment Strategy, once first draft completed end of May.**

**Action – EMESG to hook Elaine in with local employer networks in own areas.**

**Action – In the future to look at EMESG feeding into the Trade Associations as an employer group.**

**AOB**

27<sup>th</sup> March Jeremy’s inclusion event.

**Action – Jeremy to link Lesley with someone from Inclusion.**

Launch of Young Black Male Pilots 3<sup>rd</sup> March

**Action – Vic to get Jess Hodgson to present at a future EMESG**

Sandra will be speaking at a Westminster In House event.

**Action – Sandra to forward details onto group.**

**The next EMESG will be April 24<sup>th</sup>, 1pm – 4pm.**

### Actions Agreed 13<sup>th</sup> February 2014:

	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	21 <sup>st</sup> Feb	
2	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	Kath/Mohammed	11 <sup>th</sup> April	Carry Forward:  Mohammed e-mailed K McHugh, response to be considered
3	To ensure JRF research is incorporated in to the work of Scrutiny Hub 2, and its advice/solutions back to the department	Omar	11 <sup>th</sup> April	
4	Tim C to investigate further what the analysts collect centrally on FSF and to gain some feedback from a couple of Districts on how they may be monitoring FSF locally.	Tim C	11 <sup>th</sup> April	
5	Group to let Lesley know when they are ready to have a discussion on NEA with DWP lead.	EMESG	11 <sup>th</sup> April	
6	Infographic showing local demographics to be circulated to the group.	Sandra	11 <sup>th</sup> April	
7	EMESG to consider any questions that they would wish to feed in to the Employer insight group.	EMESG	11 <sup>th</sup> April	
9	Employer strategy to be circulated for the groups comments once completed end of May.	Vic	1 <sup>st</sup> April	
10	The group to inform Elaine Barker of any local employer networks she can hook in with in their own areas.	EMESG to send these to Vic	11 <sup>th</sup> April	
10	Lesley to be linked with inclusion.	Jeremy	21 <sup>st</sup> Feb	

11	Jess Hodgson District Manager to present to the group on the BME pilots.	Vic	11 <sup>th</sup> April	
12	Westminster 'In House' event to be circulated to the group.	Sandra (speaking at event)	11 <sup>th</sup> April	