

**Ethnic Minority Employment Stakeholder Group
(EMESG) meeting – 24 April 2014
Room 1.26 1pm – 4pm
Caxton House,
6-12, Tothill Street, LONDON, SW1H 9NA**

Attendees:

Sandra Kerr, (OBE) EMESG Chair	Race for Opportunity, Business In the Community
Yvonne MacNamara	Irish Traveller Movement In Britain
Omar Khan	The Runnymede Trust
Collette Cork-Hurst	Unite the Union
Terry Day	Greater London Authority
Mohammed Ali	QED
Jeremy Crook, (OBE)	Black Training and Enterprise Group
Professor Monder Ram (OBE)	Centre for Research in Ethnic Minority Entrepreneurship (CRÈME),
Clare Morley	DWP Social Justice Delivery
Lesley Mitchell	DWP, Ethnic Minority Employment Strategy
Vic Mall	DWP. Ethnic Minority Employment Strategy
Louise Philipps	DWP, Social Justice Analysis

Apologies received:

Cecil Edey	Minority Share Ltd
Atiha Chaudry JP, DL	Manchester BME Network Chair
Dr Kathlyn Wilson	University of Bedfordshire
Raj Jalota	Islington Borough Council
Tim Conway	DWP, Disadvantaged Groups Policy Manager

Welcome and Chair's update

Sandra welcomed everyone to the meeting and invited Clare Morley to introduce herself. Clare has replaced Pat Russell as lead on Social Justice Delivery.

Jeremy gave an update on the Inclusion event. The event went well and included speakers from Local Authorities, DWP, VCS and Omar gave the closing speech.

Birmingham City Council gave a particularly interesting presentation on Procurement and David Simmons some a helpful stats overview on the Work Programme

Lesley updated the group on her visit to the University Technical College in Greenwich.

- The UTC offers technical and professional skills in engineering and construction, not vocational training. There focus is on filling the

"middle-ground" skills gap and producing the young people that will build the "skylines of the future".

- These students have made an active decision to come out of their existing school and have to demonstrate a real interest in these sectors and a creative drive.
- The Principal has promised us an ethnic breakdown of the students but previously he quoted the following figures to Lesley:
 - 40% white British
 - 35% black African/Caribbean
 - 25% other (Indian, Eastern European)
- They didn't actively address ethnicity during the recruitment process but focussed on an inclusive environment and were particularly keen to recruit girls. This is something they were glad we had brought to their attention as they will now have an awareness going forward.
- Alongside their academic studies, students work on real, commercial products in partnership with local employers (Transport for London, Lovells, CrossRail). The UTC is strong on interaction with employers - provides mentoring support, networking and work experience opportunities.
- The students also use state-of-the art industry-wide technology and equipment so they are fully equipped for the work place.
- And there is a pledge to all UTC students - at the end of their studies they will either secure a university place (40%), an apprenticeship (40%) or a job (20%).

Action: Lesley to find out what the gender breakdown of students within the college is, and to circulate to the group.

Jeremy raised the question what is the link between educational attainment and job outcomes.

Omar mentioned that the All Party Parliamentary Group on Race are drafting a report which will focus on Higher Education. This will be launched in September. They will be looking specifically into:

- Admissions
- Course placement
- University placements
- Job outcomes
- Attainment and,
- Staffing

Omar is also running a briefing session with Manchester University on educational attainment and first jobs.

Sandra gave the group the latest update on the mentoring circles in Brixton.

The mentoring circles consist of three workshops which give the attendees insight into the organisations, how to create a personal profile, walk-through of application forms and interview processes, and information about different routes into the organisations and their sectors and partners.

The workshops have been led by senior leaders and employees from each of the participating organisations and by a Jobcentre Plus Job Coach, with sessions taking place at Brixton Jobcentre Plus and the organisations' local offices or headquarters.

27 claimants did not turn up on the first day (18 males, 9 females) these individuals were placed on daily signing and interestingly none of them have signed off. There were various reasons for non-attendance such as Childcare, Funerals, and job interviews.

4 of those who started on the first round of the mentoring circles have gone into employment.

Sandra mentioned that transparency has been the key here – some employers didn't know their own recruitment processes so we can not expect young unemployed people supposed to understand what employers are looking for.

Sandra reiterated the pilot mentoring circles have been a huge success. She is now looking at how they could be extended to other areas, in consultation with local management, and hope that the model will encourage other employers to engage with potential candidates as part of their broader outreach.

Sandra wanted to emphasise that this could not have been possible without the hard work of the Jobcentre Managers and work coaches.

A number of the group questioned whether employer-facing staff in DWP could benefit from Sandra's expertise in this area.

Clare suggested our Employer Advisers link up with Sandra, and Lesley advised that we can do so via Elaine Barker (who spoke at the last meeting) as she is leading on developing an Employer Engagement Strategy focused on Social Justice.

Action: Lesley to organise a meeting for Sandra and Elaine.

At the next EMESG Jennifer Bradley from DWP Labour Market Strategy will be presenting on 'what works well with the very long term unemployed' this will be a great starting point to continue this discussion.

It was also suggested we invite a District Partnership Manager to a future meeting, to better understand their engagement with local partners.

Action: Vic to consider for future agenda items.

Minutes and Action Points

The group discussed **Action 5** in detail.

Self Employment is a hot topic at the moment and this is something the group decided they should delve further into.

The group are keen to decipher whether or not the increase in Self Employment is because of increasing entrepreneurship or whether it's because people are forced into this type of work.

Once into Self Employment – how many individuals are still doing this a year later?

Lesley has sourced the name of the policy lead for the National Enterprise Allowance and will make the connection between them and the EMESG in order to kick off the conversation. This will allow members to better understand how this is being evaluation and how future policy developments are being influenced by other research and evidence.

The EMESG and EAG (BIS' equality group which Jeremy chairs) could have leverage in this area and there is an opportunity to "join forces" on this. This could include running a one-off workshop on self-employment, with support from BIS and Treasury.

Clare confirmed that DWP would be able to assist with admin / room organisation but stated it was for the group to take forward and such a workshop should be to be driven by the 2 groups using their expertise and networks.

Action;

- (a) Lesley to initiate contact between the group and NEA lead.**
- (b) Group to take forward future work including a possible workshop on Self Employment.**

Members of the group asked for the latest stats on NEA to be re-circulated. These can be found by following the link below:

<https://www.gov.uk/government/publications/pre-work-programme-support-new-enterprise-allowance-december-2013>

Action point 2 – Mohammed has been liaising with Kirsty McHugh at ERSA and is due to meet with the new policy Director on 7th May to progress actions from last year's round-table discussion.

Lesley briefly outlined recommendations coming from the Work Programme Best Practice Group (which ERSA sit on) around building capability for smaller VCS organisations. We agreed to circulate the full update but the lead officials have confirmed that this is not fully in the public domain and should not be shared outside the Group at this stage.

Terry asked for an update on the Flexible Support Fund, Lesley updated the group. The Work Executive Team will be provided with a quarterly FSF Performance report during 2014/15, evidenced by quality management information received from District Managers, to demonstrate assurance that all Districts are operating a consistent approach to deliver consistent evaluation. The quarterly report will cover all elements of FSF, combining National data, plus a summary of Quarterly District reports. This will include; customer experience, Job outcomes (if any) and Social Justice Outcomes (which includes support for BME customers).

Updates from Scrutiny Hubs

Mohammed confirmed that he and Kath had a meeting earlier this week. It focussed primarily on FSF monitoring and Mohammed acknowledged the update on this earlier in the meeting.

Action: Mohammed to circulate minutes from the scrutiny hub meeting with Kath.

Omar will be speaking with his work stream soon but he confirmed he remains linked into the on-going research with the Joseph Rowntree Foundation.

DWP Data Portal

Louise talked through a helpful presentation summarising the findings from the stats release in January.

She reiterated that the range of data cannot be changed but we can look at various ways of presenting the data.

Feedback from the group:

- Can we look to see whether we can compare the Employment Rate Gap for Ethnic Minorities against the rate for white people, rather than all the population?
- Could we break down the data into cities e.g. look at the top 5 cities within the UK so able to make comparisons and get individuals/employers to understand their populations better?
- Can we show trends rather than snap shots in time?

Action: Louise to consider feedback from the Group against data available and come back to the Group on possible next steps.

The next EMESG will be July 3rd, 1pm – 4pm.



Actions Agreed 24th April 2014:

	Action Point	Responsibility	By:	Status
1	Group to let Lesley know when they are ready to have a discussion on NEA with DWP lead.	EMESG/Lesley Mitchell	13 th June	Lesley/Vic to introduce group to NEA lead. Telekit/meeting to be scheduled.
2	EMESG to consider any questions that they would wish to feed in to the Employer insight group.	EMESG	13 th June	
3	Employer strategy to be circulated for the group's comments once completed end of May.	Vic	13 th June	
4	The group to inform Elaine Barker of any local employer networks she can hook in with in their own areas.	EMESG to feed info to Vic	13 th June	
5	The gender breakdown of students at Greenwich University Technical College to be circulated to the group.	Lesley	13 th June	
6	Lesley to set up a meeting between Elaine Barker and Sandra	Lesley	13 th June	
7	District Partnership Manager organised to present at a future EMESG	Vic	13 th June	
8	(a) Group to be connected with NEA lead (b) Group to continue work on Self Employment	(a) Lesley (b) EMESG	13 th June	
9	Minutes from Recruitment and Selection Hub to be circulated to EMESG	Mohammed	13 th June	
10	Feedback from EMESG on DWP data releases to be considered.	Louise	13 th June	