

## Area Initiatives – Data Sourcing Workshop

19th October 2009, 2:00 – 4:00, room 129/131, The Adelphi

Attendees	
Name	Organisation
Jeremy Crook (JC) Chair of Project Group	BTEG
Hugh Harris (HH)	London First
Richard Prothero (RP)	LDA
Alan Simpson (AS)	LDA
Rokhsana Fiaz (RF)	Change Institute
Nick Steward (for Derek Harvey) (NSt)	JCP
Daisy Greenaway (DG)	Host Boroughs Unit
Shawnee Keck (SK)	LB Hackney
Nick Shasha (NSh)	LB Waltham Forest
Caroline Ashborn (CA)	Greenwich Council
Zaid Mapara (ZM)	LB Newham
Hayley Johnson (HJ)	DWP (LMID)
Jenni Martin (JM)	DWP (LMID)
Darren Woolfenden (DW)	DWP (LMID)
Steven Harris (SH)	DWP (LMID)

### Welcome and Introduction

- DW began by welcoming attendees and giving a general overview of the Ethnic Minority Employment Group (EMAG) and the work of three project groups. In particular he focused on the work of the Area Initiatives Project Group, which was the reason for gathering everyone together today.
- The Area Initiatives Project Group is attempting to carry out some research on employment prospects for Ethnic Minority people within the 5 host boroughs for the Olympics, in particular helping the boroughs find new ways to close their Ethnic Minority Employment gap. DW emphasised that the workshop was to act as a starting point for colleagues to share information about where they collected useful data relating to Ethnic Minorities, and where gaps in data exist.

### Round Table Discussion

- The discussion began with an acknowledgement that what is meant by Unemployment and what is meant by Workless are defined in different ways. DW proposed that unemployment relates to people on benefits such as JSA, whereas worklessness relates to people who are out of work but who aren't necessarily claiming benefits. RP commented that

it is hard to capture the entire worklessness population in terms of people who are inactive and not claiming benefit.

- RP also highlighted that the LDA's definition of "Black and Ethnic Minorities" may not match other organisations as the LDA include "white other" and "white Irish" in that definition. It was generally agreed that a useful health check for everyone is that we need to be clear about what we are researching, what group of people are being captured in data that we analyse and what we are trying to find out in order to maintain consistency and are comparing like with like.
- Another difficulty in capturing data on Ethnic Minorities is that some people do not disclose their ethnicity who claim IB/JSA/ESA  
Action: SH agreed to explore what evidence is available around the reason here
- DW asked if anyone knew of data that Local Authorities may collect relating to Ethnic Minorities in terms of school intakes, doctors registrations etc. CA said that personal data is gathered by schools about new pupils, but she wasn't sure whether data on ethnicity was collected. JC also believed there is pupil data relating to schools and colleges, but it is how it can be made accessible to stakeholders that is the issue.
- DW also asked if anyone knew of any data around skills and employability. SK said she has been investigating whether data is collected at educational level on subjects studied and whether this is matched with data gathered on types of jobs available in the UK to see if they correlate and whether skill sets match job prospects. Skill sets is highlighted as being a possible barrier for EM people accessing employment. However, data relating to Higher Education is not freely released.  
Action: all to think about where this kind of data could be sourced.
- CA commented that she had put together a graph of the employment rate for Greenwich, breaking it down to male, female, ethnic minorities and people with disabilities. She found that the employment rate for females and for ethnic minorities was the same which relates to the high proportion of ethnic minority females living in the borough who are unemployed. This led to a discussion around why some groups of ethnic minority females are workless and barriers highlighted were skill sets, knowledge of the labour market, a reluctance to work and enforced inactivity.

#### Sources of data

Individuals shared their experiences of where data on ethnic minorities is available and the following sources were identified:

- Labour Force Survey: most agreed that this was widely used, however it was acknowledged that confidence in the data at a local level is low and the survey should be used to gather data on larger areas, as when it is broken down more locally it can be inaccurate by up to 5% either way. Therefore looking at data across all 5 Host Boroughs combined would be effective, but looking at each borough individually would provide inaccurate data. Note: the Labour Force Survey can be found on NOMIS
- NOMIS: SH commented that we do have administrative data that is collected monthly on NOMIS and which can be broken down in to Ethnic Minority groupings. However the data is only from a DWP perspective in that it is about benefit claimants. The data is also less accurate for those on inactive benefits rather than those on JSA as Ethnic background may not have been established back when the customer first made a claim. In terms of JSA claimants, data can be broken down into specific Ethnic Minority groupings on LMS (labour market system) which is contained within NOMIS.

NB: the ethnic minority data is always 2 months in arrears. It is also important to read through the data carefully because some of it is seasonally adjusted whereas others isn't.

- Office of National Statistics: neighbourhoods. Here you can type in the name of a borough and get information that is broken down to Ethnicity levels. SK also commented that Hackney use ONS and find it helpful.
- CLG website: CA mentioned that Floor Targets Interactive contains national indicator sets down to local authority level.
- Other Sources of information: it was agreed that several sources of information may need to be brought together in order to get as accurate a picture about a particular area as possible (for instance looking at LFS data + claimant count data). It was also recognised that the picture may be further enhanced via looking at non-traditional data sources (eg around health or education) and qualitative information (eg feedback from local partners about new migrant communities coming to an area – Somalis being mentioned as an example) that would not have been picked up from data sources

### Next Steps

- Everyone identified more or less the same sources of data and agreed that the main problem was sharing this knowledge more widely, ensuring that everyone is working from the same sets of statistics. This is extremely important so that individual boroughs can:
  1. Explore the issues relevant to each borough;
  2. Ensure boroughs are setting themselves reasonable targets;
  3. Accurately measure success and;
  4. Find out how they are doing in comparison to other boroughs

- RF asked in terms of the multiple area agreement, whether the Host Boroughs could agree to use the same or similar data when setting targets  
Action: DG agreed to take this away as food for thought.
- DW asked how people felt about a product being developed to bring this knowledge together in one place, making data sources more accessible to everyone. This would cover what was available – and how to access it, plus what was not available and any drawbacks to any particular data source.
- In practical terms this would be a web based product with hosting to be decided later. DW emphasised that the Ethnic Minority Employment Team at DWP are in the main, not statisticians and what we would like to establish is an email community where people can work together to determine what is available and to later on, act as test users for the product. We would also hope to bring this product to life with case studies, focus groups and live examples of results that boroughs are proud of and how they have reached these results. RP highlighted that the LDA have a labour market observatory going live in January and it is hoped that we will link both products up. It was agreed that people would be happy to play a part in this process and that an email communication group would be set up.

Action: HJ to further develop the ideas from the workshop, including exploring further suggestions and then to organise email group in order for participants to work together to refine the product.

- DW concluded the workshop by thanking everyone for taking part and after letting the Areas Initiatives Project Group know the results of the workshop HJ would be in touch to move the process forward.