



**Area Initiatives Project Group Meeting
Friday, 20th March 2009
10am-1pm**

Room 2.29/2.30, Caxton House, Tothill Street, London, SW1H 9NA

Attendance:

Jeremy Crook (Chair) (JC)	BTEG
Hugh Harris (HH)	London First
Nathalie Reid (for Kate Burt) (NR)	The Prince's Trust
Marlene Cassell (MC)	Olympic Delivery Authority
Kim Chaplain (KC)	City Strategy Pathfinder
Boyd Wood (BW)	Department for Work and Pensions
Rev. Janet Murray (JM)	Community Family Challengers
David Blight (DB)	Equality and Human Rights Commission
Rokhsana Fiaz (RF)	Change Institute
Derek Harvey (DH)	JCP
Rachel Waterman (RW)	Nations and Regions Group
Ed Gallagher (EG)	5 Host Boroughs
Nick Steward (NS)	JCP London 2012 Recruitment Manager
Scott-James Eley (SE)	ODA Employment Programme Manager
Jessica Hodgson (JH)	AICD
Christine Wright (CW)	AICD
Darren Woolfenden (DW)	AICD
Lorna Fraser (LF)	AICD

Apologies:

Jody Dunderdale	JCP
Dr Husna Ahmad	Faith Regen
Iqbal Wahhab	Roast
Jonathan Baldrey	Talent
Dr. Bela Arora	Higher Education Academy
Arun Batra	London Development Agency
Louise Woodford	London Development Agency

Absent:

Henry Abraham	Greater London Authority
Holly Creek	Department for Culture, Media and Sport
Shaynul Khan	London Muslim Centre
Symon Sentain	Waltham Forest

Item 1: Welcome and Introductions

- JC welcomed members and thanked the presenters for taking the time to attend

Item 2: Presentations

1. Scott-James Eley, Employment Programme Manager at the ODA, gave a presentation on how the ODA is recruiting local people to work on the Olympics site.
2. Nick Steward, London 2012 Recruitment Manager at Jobcentre Plus, gave a presentation on how the Olympics' job vacancies are handled and the role of Jobcentre Plus in recruiting candidates for Olympics' jobs.
3. Ed Gallagher, from the Office of the Five Host Boroughs, gave a presentation on access to training.

Item 3: The role of the Nations and Regions Group

- Rachel Waterman outlined the role of the Nations and Regions Group in promoting the Olympics throughout the whole of the UK.
- She welcomed thoughts from group members on how the Olympics could be used to improve ethnic minority employment rates in areas other than the host boroughs.

Item 4: Q & A Session with presenters

- HH asked about the interface between the Office of the Five Host Boroughs and the City Strategy Pathfinder. KC confirmed that the office was being reconfigured to ensure the governance is more joined up.
- The presenters were asked what they thought were the biggest challenges.
 - SE said the economic situation. There is a risk that the ODA might fall behind on targets as contractors look to maintain their existing workforce, rather than recruiting new workers.
 - Ed agreed that the economy was the biggest challenge. 57% of the available workforce are ethnic minorities, but they only make up 17% of workers on site because contractors are bringing their existing workforce with them.
- RF asked about support for businesses. EG explained that there are support schemes in place, e.g. East London Business Place builds micro businesses into a consortium so they can bid for contracts.

AP1: EG to distribute information on East London Business Place

- JC asked why 15% was chosen as the ethnic minority target. MC explained that there was a complex formula used to decide on the target. It is a benchmark rather than a target, as there is an aspiration to exceed it.
- JC asked about the problem of people moving into the host boroughs to get a job. KC confirmed that it is a problem and that the host boroughs are looking at it through the housing services. The worklessness services do not look at length of time of residency as they do not want to discourage legitimate clients from using their services because of red tape.
- JC asked why so few Asian people have been submitted to Olympics' vacancies by JCP. NS was unsure of the exact reason; possibly it is

because the type of work currently needed on site has not traditionally been done by Asian people. There are no targets for specific ethnic groups, only for ethnic minorities as a combined group.

- JC asked if there is any information on retention. KC explained that there is an issue around tracking individuals. There was then a discussion about retention in the construction industry and MC confirmed that the ODA is working with contractors to ensure they have robust anti-bullying and harassment procedures in place.
- RF asked whether ODA benchmarks are segmented by ethnic group and/or faith. EG confirmed that the overall targets are not, but that the individual boroughs set their own targets based on their population. KC explained that each borough has very different demographics.

AP2: KC to circulate maps showing where different ethnic groups live in the host boroughs

- BW asked about apprenticeships. MC explained that the apprenticeship model is still being developed. Post-development support will be put in place to help ensure retention of those who complete apprenticeships.
- JM asked if the recruitment of police and security for the Games was the remit of the ODA. DH explained that it is the responsibility of the Police, but they are working with JCP to recruit PCSOs from the host boroughs.
- There was then a discussion about how the Nations and Regions Group fits in. Pre-games training camps were mentioned as a possible opportunity to improve employment rates in the regions. NR asked about resources for the regions, there is a feeling that there are only resources in London. RW confirmed that there are resources for the regions and agreed to work with The Prince's Trust.

AP3: LF to put RW and NR in touch

- There was a further discussion about retention in the construction industry. MC suggested that it might be possible to monitor retention of apprenticeships and would look into it.

Item 5: The current situation

- As much of this had been covered in the Q&A session, this item was skipped

Item 6: Short Break

- JC had to depart and asked RF to take over as chair.

Item 7: Review and Analysis and setting out of project outline

- RF explained that the project needs to be completed by November to feed into the Task Force's meeting on area-based investment strategies and that the final product would be brief (5-6 pages) and should make use of group members' expertise and networks.
- MC stressed the need to ensure that the group is not replicating anything else that is already being done.

- Ideas suggested included:
 - Employment of women & lack childcare as a barrier
 - Defining what “good” would look like, in terms of a fair representation of all ethnic groups (reflecting the fact that the current benchmarks for ethnic minorities as a single group hides problems within specific groups)
 - The long-term unemployed
 - Looking at a specific group, e.g. Bangladeshi women
- As well as presenting it to the Task Force, KC offered to consider including the group’s work in East London MAA, if it was of use
- RF agreed to take away the ideas and formulate a project outline and circulate for comments

AP4: RF to take away the ideas and formulate a project outline and circulate for comments

Summary of the Action Points:

	Action Point	Responsibility	Status
1	EG to distribute information on East London Business Place	Ed Gallagher	
2	KC to circulate maps showing where different ethnic groups live in the host boroughs	Kim Chaplain	
3	LF to put RW and NR in touch	Lorna Fraser	Cleared
4	RF to take away the ideas and formulate a project outline and circulate for comments	Rokhsana Fiaz	