

**Ethnic Minority Employment Task Force
Stakeholder Group Meeting**

Friday 9th December 2005
The Montcalm Hotel
Great Cumberland Place
London W1H 7TW

Meeting notes and Action Points

Attendees:

Nahid Majid
Rev. Janet Murray
Collette Cork-Hurst
Jenny Duncan
Wilf Sullivan
David Boyle
Floyd Millen
Kevin Belcher
Shamiul Joarder
Bernadette Cronin
Hannah Crane
Janet Worth
Robert Irvine
Viv Miller
Carol McDonald
Emma Heppenstall

Apologies:

Jonathan Baldrey
Zahid Hamid
Adeeba Malik
Jane Sherwood
Monica Coke
Patricia Chale

Organisation:

Chair of Stakeholder Group / Turner & Townsend
Community Family Challengers Project
TGWU
BT
TUC
Dunraven School
Black Training and Enterprise Group
Pecan
Sector Skills Development Agency
Sector Skills Development Agency
Sector Skills Development Agency
GLA
DWP
DfES Secondee
DWP, Task Force Secretariat
DWP, Task Force Secretariat

Talent / At Work Recruitment
Black Community Forum
QED UK
Newham Local Authority
West Midlands Regional Development Agency

Welcome and introductions

Nahid Majid opened the meeting and explained that as the last Task Force meeting had been abandoned in July due to a bomb scare, and postponed to October, it had been some time since the group had met.

There have been changes to the Secretariat support during this time. New contact details are at the bottom of these notes.

Agenda item 1: Stakeholder Group Review

Robert Irvine gave an update to the review that had taken place and outlined the key findings:

- Large membership

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- Remit of the Task Force was not clear, which in turn meant that the Stakeholder Group remit was unclear.
- The working group meetings that support the Stakeholder Group had not been as well directed as possible due to the lack of clarity about remit
- The secretariat support to Stakeholder Group had not always been as efficient as it might have been

Robert recommended that the Stakeholder Group should be smaller, making the decision making process easier and should be there to give advice to the departments and act as a consultation forum for the Senior Officials Group / Government Departments. There would be no need for the working groups.

Robert mentioned the likely priorities for the Ethnic Minority Employment Task Force (see also below) and proposed that the Stakeholder Group also work on these to further support the work of the Task Force, which would give the Stakeholder Group a forward work programme.

Nahid commented that this would fit in well with the changes to the EMETF that Margaret Hodge would like to make - to make the Task Force more strategic with actions carried out by the Senior Officials Group. The Stakeholder Group agreed the proposals and Robert offered to write to Minister of State to propose the changes that Stakeholder Group would like to see made and to ask the Task Force to agree them at its next meeting.

AP 1/1: The Stakeholder Group asked for the Review submission paper to be circulated

AP 1/2: Robert to write to Minister of State to propose the changes that Stakeholder Group would like to see made and to ask that the Task Force agree them at its next meeting.

Agenda item 2: EMETF Priorities

At the last EMETF meeting in October, it asked senior officials from Task Force departments to agree a set of strategic priorities for the Task Force, to form a forward workplan for the next year. These priorities are to capture the areas where Task Force can take action to improve the prospects for ethnic minority employment. The Senior Officials group met on the 2nd December to identify the priorities in order to submit them for consideration at the next EMETF meeting in January. Robert Irvine presented the background to the EMETF aims and evidence base that was used as the basis of their discussion.

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The priorities established are:

National:

- Procurement
- Olympic Regeneration
- Employer Discrimination
- Public Sector recruitment
- Stakeholder Group remit

Local:

- Visits and scrutiny

(original presentation attached along with draft priorities paper)

Agenda item 3: Invest to Save Budget

Work Out project presentation

Kevin Belcher presented an outline of a pilot scheme Pecan have developed working with Ex-offenders to develop skills and employment prospects. The Stakeholder Group expressed their thanks for such a well focussed and insightful presentation and suggested that they would find more of such presentations helpful in the future.

(presentation attached)

Building Futures

Floyd Millen, Programme Director, discussed the project. Building Futures aims to link the voluntary sector community with employers to fill vacancies within the ethnic minority community. The project encourages voluntary and community sector organisations to become more demand lead in response to employers request and offers guaranteed interviews if candidates meet the employer's selection criteria.

The programme provides pre-interview support and coaching for candidates from across the 5 pilot boroughs in London (Brent, Hackney, Haringey, Newham and Tower Hamlets), and participants placed into work receive career progression support.

Agenda item 4: Olympics

Nahid Majid gave a presentation outlining her submission to the Task Force about Olympic regeneration and how the Task Force should influence employment activity.

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She pointed out that the Olympic bid was one based on the positive impact it would have in regenerating areas of high poverty and unemployment. She stressed that government leadership on ethnic minority representation and the legacy of the Olympics is essential.

Nahid made clear that looking at the details of procurement and contracting will be essential to influence equality of opportunity.

(Submission will be circulated)

Agenda item 5: Greater London Authority (GLA) Procurement presentation

Janet Worth, Executive Director of Corporate Services, GLA, gave an update on the GLA Olympic procurement sub group:

- Set of principles have been agreed
- Infrastructure / Power line contract awarded
- Certain other designs with very short deadlines had already gone out out to tender

Janet reassured Stakeholder Group that GLA are developing a robust procurement strategy that embeds legacy arrangements and strongly endorsed the conclusions that Nahid had reached.

Janet added that the GLA ensures that a Race Equality Impact Assessment (REIA) takes place for all projects and that employment targets have been set across the GLA.

(Presentation attached)

Agenda item 6: Ethnic Minority Employment Division (EMED) update

Robert Irvine gave an update on the work of the division within DWP and also announced that Afsana Shukur, Divisional Manager is leaving the department.

The Stakeholder group thanked Afsana for her work and time spent facilitating support mechanisms (new Secretariat) for the stakeholder group.

(A more detailed progress update is attached)

Agenda item 7: Way forward

Robert suggested that the next steps were that the priorities for the next year and the new remit of the Stakeholder group should be agreed at the next Task Force meeting. This will enable a forward work plan to be developed.

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Nahid will send out an email requesting that all current Stakeholder group members express an interest in continuing to be part of a smaller and more focused group.

Agenda item 7: AOB

Disability Employment Advisory Committee (DEAC) Engagement have requested contact details for any organisations that they would be able to consult with regarding ethnic minority people with disabilities. If you have any details could you please contact the secretariat (see below)

Home Office Strategy. Nahid discussed her role as the chair of one of the task groups.

Next Stakeholder Group meeting will be in February, the Secretariat will confirm the date of this and future meetings.

Secretariat contact details:

Carol McDonald	0207 712 2269	Email:	Carol.McDonald2@dwp.gsi.gov.uk
Emma Heppenstall	0207 712 2472	Email:	Emma.Heppenstall@dwp.gsi.gov.uk