

Appendix 5

Work stream 5: Support for Employment and Enterprise

Officer lead(s)
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Timeframe for delivery (including any milestones)
Timings identified under each individual action below
Plans for delivery (detail on how the action will be delivered and partners who need to be involved)
<p>A Working Group with community representatives, employers, and employment providers (from the Moving on Up programme) can oversee this theme from the action plan.</p> <p>1. <u>Ensuring strong education employment and training routes for young people. Establish a local commission to review and develop the opportunities and routes to success available for young people aged 16-25 years.</u></p> <p>The above working group to lead the establishment and scope of a commission, including representatives from the education sector, community organisations, employment and enterprise specialists working with the black community, and the council.</p> <p>Commission could include the following, but ultimately needs to be led by the representatives:</p> <ul style="list-style-type: none">• Review existing offer.• Review evidence base of challenges for black young people in education settings, career advice, understanding barriers to aspiration and/ or accessing employment that is fitting for their educational attainment.• Engagement with black young people, including the Moving on Up Ambassadors, to understand their experiences.• Engagement with the black mentors being recruited through Moving on Up.• Working with employers via the NCIL funded Moving on Up work stream, focussed on 'growth sectors', including digital, tech, creative, and professional services. <p>Around 6 months to establish the commission, conduct research and provide recommendations.</p>

2. Review and understand the skills shortage and aspirations. Anecdotally, many young black people are more interested in starting their own businesses than jobs.

Include this research as part of the Commission's research and engagement with young black residents.

3. Commission a joint project with Ultra Education to advise and make young people aware about entrepreneurship opportunities and support available to them locally. Could be delivered in educational settings.

Engagement with young people, schools and the college is required, which black community leaders may be able to facilitate through existing work and relationships in the borough. Particular emphasis should be to harness young black talent towards the tech sector and those sectors providing good secure and sustained employment.

Scope of the project to be defined – e.g. whether to target 3 schools to begin with to trial and build evidence for the methodology.

Engagement with schools is required to secure buy-in, perhaps from 'trailblazer' schools to build momentum and test the method at a manageable scale.

This action could take around 6 months or slightly longer to take into account the work of the cross-sector Commission.

4. Create business opportunities for black people (or BAME) locally. Jobs of the future are increasingly going to be based in the tech world. The Council should use its levers and contacts to connect up black community entrepreneurs and start-ups to opportunities at larger with tech providers. The Moving on Up programme is a good example of a project where the council is linking young black men with employers and employment/training opportunities.

The Moving on Up project is already live and engages 'growth sectors' of tech, digital, creative, and professional services. The idea is to co-design culture change and recruitment practice with employers and input from young black men. It is currently supporting a cohort of 60 young black men into quality employment, with support from a new mentor network.

MOU has identified the need to also develop entrepreneurship / business start-up capacity to help young black men to develop their business ideas and bring these to fruition. Entrepreneurial skills can also be invaluable in employment (communications, leadership, creativity), so transferable to other employment opportunities being brokered by the project. MOU is best placed to lead this work stream.

A timeline for delivery of this action needs further exploration and will be confirmed at the next Cabinet update.

5. Using the council's purchasing power to commission local organisations and businesses to provide services such as meals on wheels etc. The council can do more to enable local businesses to put in tenders such as by making them aware of tendering and commissioning processes.

The council will develop a database of Brent suppliers, widely promote council contract opportunities to local SMEs (including a focus on black businesses in the borough), provide support to businesses via webinars and the Meet the Buyer event through Brent for Business.

Training for council contract managers on the use of the supplier database, promotion of opportunities and ensuring compliance with the council's proposed procurement strategy and the Social Value Policy will be undertaken.

The delivery timeframe is 6-9 months.

Resource implications (e.g. budgets, officer time, departmental capacity)

Resources required:

- Secretariat and research capacity required for Employment and Enterprise Commission for a 6 month period.
- Funding to be identified to project manage and commission entrepreneurship provision in education settings and
- A new entrepreneurship / start-up business support programme for black entrepreneurs and start-up businesses.

Risks to delivery

Not able to secure funding for the entrepreneurial projects

Working group members not agreeing on the best approach and potential competing interests as a number of them are also service providers. Need to manage this with fair commissioning processes.

Commission not sufficiently objective as some members are also delivery partners. Can manage this with sufficient balance of representatives from the council, schools, and other strategic partners such as the Young Brent Foundation.

Impact on service area/department to consider (e.g. delivering action may mean stopping or scaling back on other departmental priorities)

Secretariat and research capacity is needed to take forward the Commission, which may be needed from the Strategy and Partnerships Service.

Public engagement and involvement (community stakeholders or groups with interest in the action and suggestions on how to engage them)

Moving on Up Collective Impact Partnership – includes the United Colleges Group, Jobcentre Plus, VCS organisations, and employers.

Some organisations are not currently part of the MOU Collective Impact Partnership, but strong relationships exist between them and the council, such as Slenky and Ultra Education.

A call to action to employers is being planned by the MOU project.