

25/09/20 Response to a question from Cllr Russell on:

Support for girls, women, and black, Asian and minority ethnic community residents into work /careers

The Work and Skills Team will play an important role in aspects of the City's recovery plan relating to skills, employment, training and business support and growth.

Areas of work for the team as part of this plan include:

- Supporting newly unemployed residents back into employment.
- Ensuring our residents aged 16-19 are supported as they transition into sustainable employment, education or training opportunities.
- Support the wider employment and training of our young people through traineeships, apprenticeships and graduate employment.
- Support the creation of skills, training and employment opportunities for adult residents.
- Ensuring that our organisation's approach to social value reflects and supports the above work areas and provides opportunities for local businesses to grow.
- Stabilise and support businesses affected by the pandemic and enable new business to start and grow.

Across all these areas of work we have identified the city's black, asian and minority ethnic residents, in particular black residents, as a cohort who are disproportionately affected by coronavirus and the economic consequences of the pandemic. The other two groups who have been disproportionately affected by the rapid rise in unemployment are young people and those aged over 50. The evidence on women is less clear at the moment, as fewer women than men are appearing in the claimant count. It is likely that more will have left the labour market and become economically inactive but we won't have the evidence on that for some time.

Pre-Covid, the Work & Skills Team has worked with partner organisations in the City including schools, colleges, training providers and Jobcentre Plus to increase the opportunities for young people and residents from disadvantaged communities in our growth sectors and worked with businesses to diversify their workforces. Examples include the work with Tech Manchester who have accessed Fast Track Digital funding from the Combined Authority to train up local women in Hulme, Moss Side and Fallowfield in software engineering with guaranteed interviews for all who participate. Tech Manchester work closely with an African Women's organisation. We support Innovate Her to work with girls in schools to engage & excite more of them about a career in digital and did a specific programme with Savannah Wisdom on a programme for young women from a South Asian background. We have also worked with Digital Advantage, a CIC to secure funding to develop a digital internship programme for SEND young people, which builds on successful digital programmes in our special schools.

The impact of Covid has highlighted the need to focus more on race as a cross-cutting theme that is relevant to all of the recovery work areas, and the team is undertaking a number of activities to support initiatives for BAME residents.

Specific examples of work currently underway include:

Match funding the business case for the development of MIAH, a project designed by The Blair Project. MIAH is a black-led STEM (science, technology, engineering and maths) skills hub which will be based on Manchester's Oxford Road and support up to 20 BAME led small and medium sized enterprises and provide opportunities for careers in STEM for young people;

Locally funded work clubs play an important role in the heart of the community. Data gathered last year indicated that 28.4% of residents attending local work clubs were from Black, Asian and minority ethnic communities, which accounted for 919 residents. Given the recent increases in unemployment in these communities we have applied for flexible support funding from DWP to enhance the offer.

Proposal currently going through an approval process to include BAME residents as a "priority cohort" within our social value policy and guidance to ensure that opportunities created in our supply chains are targeted at these residents specifically.

Linking in with ESOL provision (where a significant number of service users are non-white) to refer into other services such as Working Well.

Commissioning Black People Music (BPM) to host a series of CEIAG workshops for the black community during and beyond the - See My World Pan-African themed Festival. Workshops include a focus on the creative and digital industries, mental and physical Health in the workplace, employability and entrepreneurialism and community Resilience.

Digital Inclusion programme - as part of the programme, libraries are steering a working group for those organisations who support residents with English not first language or who are from our black, asian or ethnic minority communities with their digital skills. The working group has decided that they would like to become a network, to better reach more of the community and engage them with digital for both work and life. A number of the organisations are also exploring the potential of supporting their own workforce to digitally upskill.

Funding InnovateHer, a national skills initiative which is dedicated to giving girls aged 12-16 the skills, self-belief and confidence to pursue a career in digital. They deliver an eight week after-school programme with a focus on encouraging greater equality and diversity in technical roles. The Work & Skills budget has provided funding for six Manchester schools in total over the past two years. Schools that were chosen have a diverse demographic of girls and include; Cedar Mount in Gorton, Whalley Range High School, and Eden Girls Leadership Academy in Cheetham Hill.

Supporting delivery of the Factory Futures traineeship scheme that aims to connect disadvantaged young people from all backgrounds, who would not normally pursue a career in the arts or creative industries, with opportunities as part of Manchester International Festival and The Factory.

The Our Town Hall Project has now implemented equality and diversity monitoring across the project and undertakes activities to specifically target under-represented

groups, for example project Architects Purcell supported a careers event at Manchester Islamic High School for girls in 2019. The following year they were able to offer work experience to a student from that event who became interested in studying construction in the built environment and is looking to pursue a career in architecture. A placement has been agreed and will commence in Autumn 2020.