

**Indra Nauth – Programme Director
Black Training & Enterprise Group**



**Raising BAME
Workplace
Representation
Through
Empowering
Young People**

Who are BTEG?

1

Race equality charity

2

Celebrating 30th Anniversary
next year

3

Focus on young people from
Black, Asian, mixed heritage
backgrounds

4

Education, Employment,
Criminal Justice

5

Lobby/advise Government,
Programme Management,
strengthen smaller BAME-led
orgs, direct delivery, training
and consultancy

Why is there a need for BTEG?

- Black Caribbean boys three times as likely to be unemployed as white pupils (ethnicity facts and figures)
- 12.5% BAME apprentices – young people make up 25% general population
- Unemployment rates for young black men at 42% compared to 14% for young white men (Annual population survey)
- For Graduates unemployment rates are 47% compared to 8%
- In 2018, 49% of young people in custody were from BAME backgrounds. (MoJ data)

What do young people tell us?



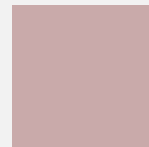
The playing field is not level



Our journey is different/harder



We don't have the same connections as others



We don't know where the jobs are advertised

**How are we
tackling
these
disparities?**



Role model and mentor programme for young people aged 10-18 in schools, PRUs and YOIs.



Employment initiative for young Black men in London. Quality jobs particularly in construction, finance and tech sectors



EQUAL

Action for race equality in the criminal justice system. Taking forward recommendations from The Young Review 2014

Raising BAME representation in the workplace

BAME Graduates

- 2-day employment programme for **black** and Asian graduates
- Includes one to one tailored support
- Tackles barriers to quality employment

Moving on Up

- Employment initiative in Brent and Newham through Collective Impact
- Partnerships working to improve employment outcomes for young black men – quality jobs at LLW
- Working with employer to understand issues from their perspective

Programme Ambassadors

- Employed 9 young black men to inform on Moving on Up project
- They input into design, delivery along with social media and marketing
- Share their lived experience to ensure MoU addresses issues and barriers faced by YBM to ensure they can progress into quality jobs



- Employer Champions groups in Tech, Finance, Construction
- Frank discussions around barriers and challenges for black young men in particular
- GLA Inclusive Employer toolkit to recruit a more diverse workforce
 - Workforce ethnicity data
 - Blind recruitment
 - Selection and screening
 - Diverse interview panels
- How to *retain* black and Asian staff
- Training and consultancy around cultural competencies, unconscious bias (as part of a holistic cultural change), diversity and inclusion

Impact of BLM and Covid-19

Black Lives Matter

- Worldwide spotlight on race inequality
- Companies looking at what they could/should be doing
- Will this change who is recruited?
- Do companies know how to recruit a more diverse workforce?

Covid-19

- Sectors historically employing BAME young people hit hardest e.g. retail, hospitality
- Recession is likely to impact BAME young people disproportionately
- Also impacted as more likely to have lost loved ones, /have parents working in sectors impacted – e.g. health, care, transport



What next?

Short term – working with employers and young people to provide tools to access quality jobs

Medium term – support young people through the recession and the impact this will have

Longer term – utopia would be that there is no longer a need for BTEG....

