

#GYESymposium



# Creating a diverse workforce: Race & Ethnicity The Good Youth Employment Symposium

A big thank you to our sponsors & partners



City & Guilds Group



# Ciara: Chair

Ciara O'Donnell joined Youth Employment UK as an Ambassador 12 months ago and since joining has been involved in a range of projects and presentations, stepping up to become an Ambassador Board Member in 2020.

Alongside her amazing commitment to Youth Employment UK and the challenges young people face, Ciara has just started an Engineering Apprenticeship.



# Agenda

12:00 - 12:10	Welcome & Introductions	Ciara, Session Chair
12:10 - 12:20	Addressing the challenge head on	Nathan
12:20 - 12:30	Setting the scene	Sope
12:30 - 12:40	Youth Voice : Speaking from lived experience	Tenika & Ciara
12:40 - 12:50	An employer journey from DHSC	Harriet & Balvinder
12:50 - 13:15	Breakout Session	All
13:15 - 13:30	Summary and Close	Chair



# Welcome



**Thank you for joining us today, get comfy, reading for discussion**

**& follow along with your Symposium Brochure**

## **Housekeeping Reminder**

- To use the chat box for any questions or technical issues
- Questions we do not get to will be sent to panelists and full responses published in our event resources
- If you are struggling with bandwidth please turn your camera off
- We will be recording the session

## **Thanks to our partners and sponsors**



City&Guilds Group



# Today's Panel

#CYESymposium

## Creating a Diverse Workforce: Race and Ethnicity



Nathan Dennis  
First Class Legacy



Harriett Booth  
Department of  
Health & Social Care



Balvinder Jassal-Jones  
Department of  
Health & Social Care



Sope Otulana  
Youth Futures  
Foundation



Tenika  
Youth Employment UK  
Youth Ambassador



Session  
Chair

Ciara O'Donnell

# Nathan Dennis: Consultant & Trainer



Nathan is a dynamic leader, award-winning Social Entrepreneur, and thought leader in behaviour change & BAME stakeholder engagement strategies. He helps companies think differently about how they engage young people and diverse communities.

Using a values-based methodology and theory of change, Nathan's work has led to having a real impact and has produced fantastic results across a wide range of sectors.

---

# LEGACY CONSULTANTS

---

Twitter: @LegacyImpactUK

# Navigating Terrain of RACE

---









COOLEST MONKE  
IN THE JUNGLE



Printed hooded top  
£7.99

Green



Select size

1½  
3Y

2  
4Y

4  
6Y

6  
8Y

[Size Guide](#)

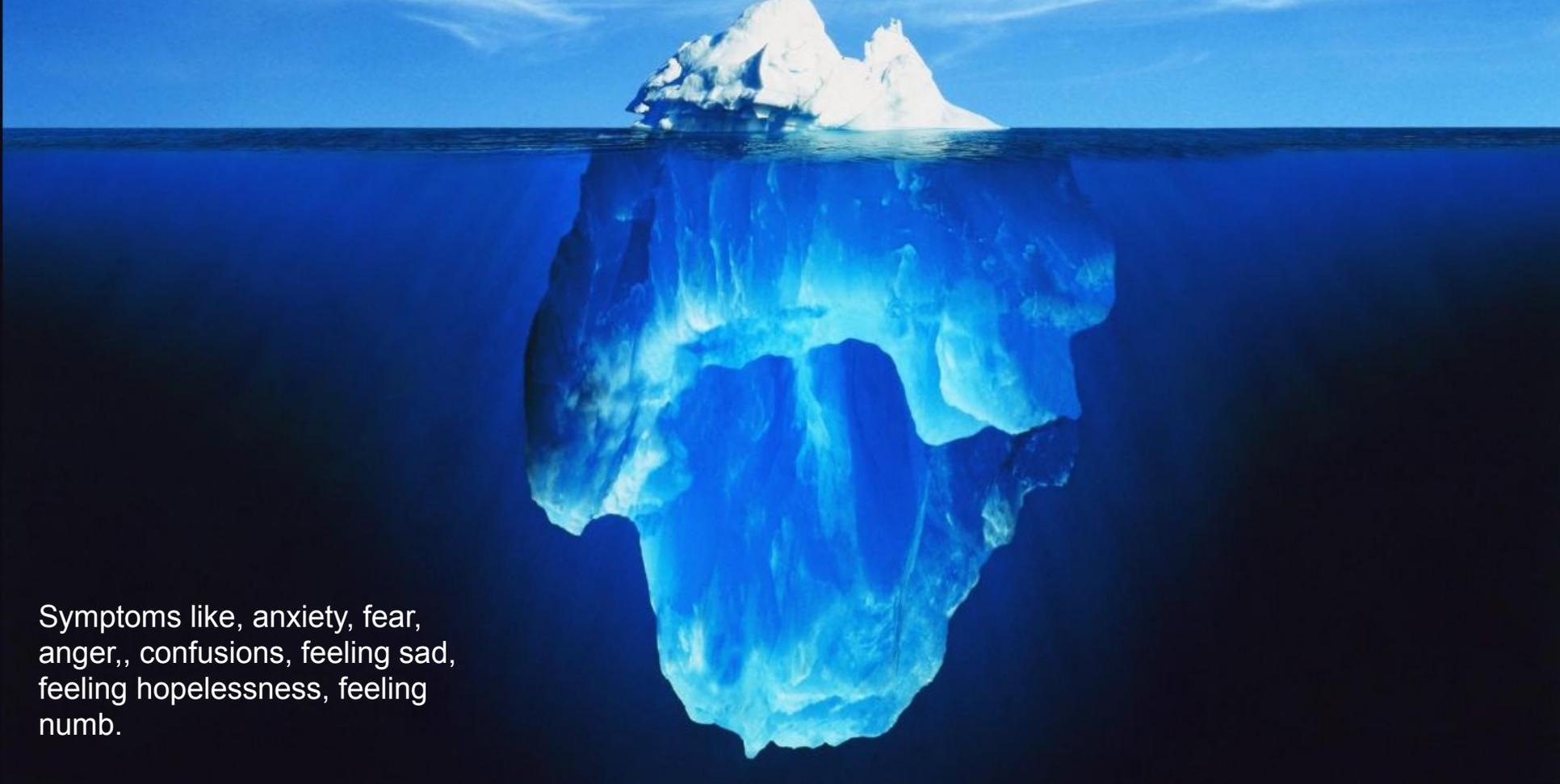
Next Day Delivery, Nominated Delivery

ADD TO SHOPPING BAG



A woman in a black beanie and quilted jacket is the central focus, holding a white sign with the words 'BLACK LIVES MATTER' written in large, black, hand-drawn capital letters. She has an expressive look on her face. The background is a busy city street at night, filled with other protesters. Some are looking towards the camera, while others are looking away or using their phones. The scene is lit by streetlights and building lights, creating a bokeh effect in the background. The overall atmosphere is one of a public demonstration or protest.

BLACK  
LIVES  
MATTER



Symptoms like, anxiety, fear,  
anger,, confusions, feeling sad,  
feeling hopelessness, feeling  
numb.

**Unseen .....Psychological**

1834

SLAVERY

1948

WINDRUSH

1993

STEPHEN  
LAWRENCE

2020

GEORGE  
FLOYD

---

LEGACY CONSULTANTS

---





NO IRISH  
NO BLACKS  
NO DOGS.

**The  
Guardian**



---

**LEGACY CONSULTANTS**

---

LEGACY CONSULTANTS



Facebook



Instagram



TikTok



Gmail



YouTube



WhatsApp



Telegram



Twitter



Snapchat



**West Midlands  
Combined Authority**



LEGACY CONSULTANTS

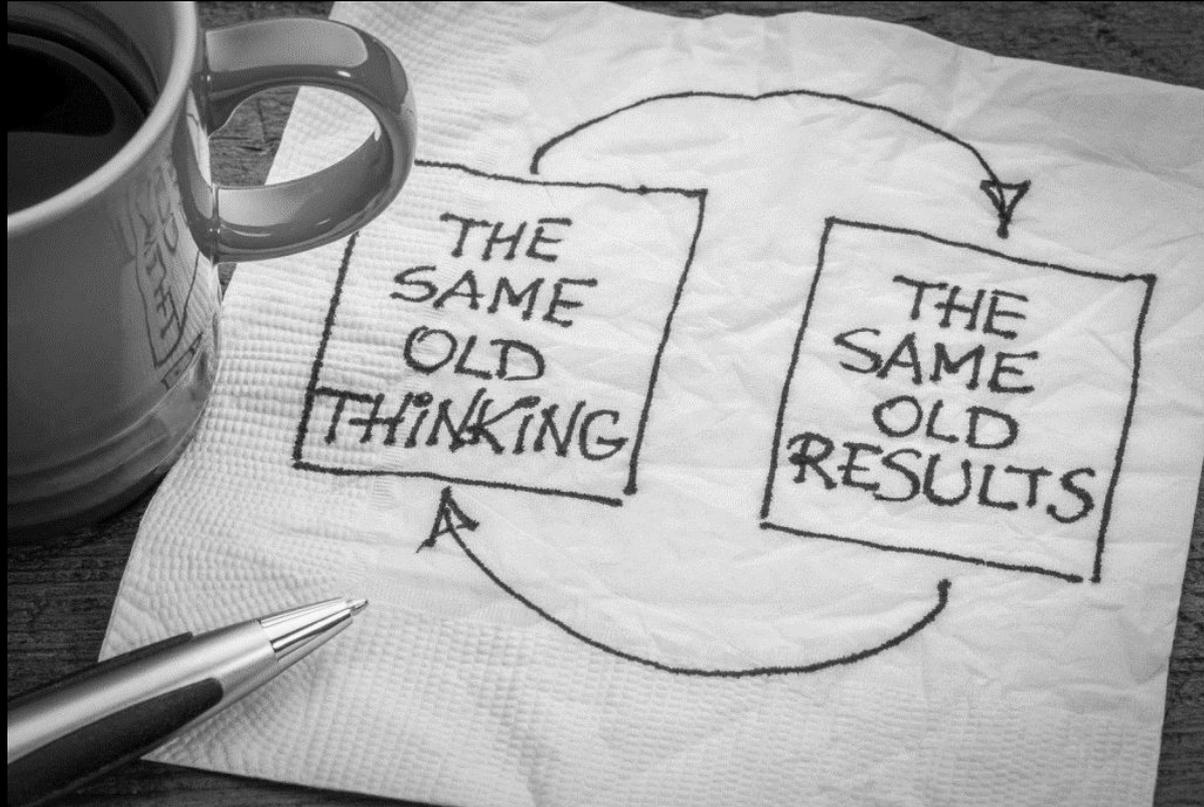


[dstl]

FOCUS Group  
Training

The Defence Science and Technology Laboratory (Dstl) is an executive agency of the Ministry of Defence of the United Kingdom

# OUR THEORY OF CHANGE



---

LEGACY CONSULTANTS

---

Relatable Role Models

&

Creating Psychological  
& Culturally informed  
spaces.

Independently evaluated by

Centre for  
Mental Health



Follow us: @LegacyImpactUK

# Effective BAME engagement

LEGACY CONSULTANTS

Values based

Host Psychological (hook) & Culturally informed open evenings & events

Community Brokers (Outreach Online & On the ground )

Co -Production

Consistency

Relatable Role Models

Opportunities

Follow us: @LegacyImpactUK



*What's  
your story?*

LEGACY CONSULTANTS



---

**LEGACY CONSULTANTS**

---



Relatable?





@LegacyImpactUK



**Michelle Obama**   
@MichelleObama

Congrats to the entire [#blackpanther](#)  team! Because of you, young people will finally see superheroes that look like them on the big screen. I loved this movie and I know it will inspire people of all backgrounds to dig deep and find the courage to be heroes of their own stories.

5:37 pm · 19 Feb 18

82.2K Retweets 385K Likes



**Monie T'Mona Lincoln**  
@monie3010

Replying to @MarvelStudios and @OLITZ\_FINATIC

I studied film and theater for years and I don't have the words for what this film means to me. Thank you Mr. Coogler for showing the world how beautiful being Black can be 🍌. [#WakandaForever](#)   
[#RepresentationMatters](#)  
[#BlackPanther](#) 

1:20 am · 21 Feb 18

32 Retweets 281 Likes

← Tweet



**Janella Angeles**  
@janella\_angeles

Just cried in the middle of a theater because I saw a little boy pointing excitedly at all the [#BlackPanther](#)  posters around screaming "HE LOOKS LIKE ME!!" 🥹🥹🥹 [#RepresentationMatters](#)

6:28 pm · 18 Feb 18

20 Retweets 140 Likes



**The New York Times**   
@nytimes

"Black Panther" blew past projections to take in an estimated \$387 million worldwide over the Presidents' Day weekend, breaking box office records

'Black Panther' Smashes Box Office Records and Hollywood Myths  
nytimes.com



**Black Lives Matter**  
@usblm

The director of [#BlackPanther](#)  Ryan Coogler. (Only 31) He had \$900k budget for Fruitvale Station it made 16 mil. Had 40 mil bud for Creed it made 173 mil. Marvel gave him 200+ million budget for Black Panther. Most ever given to an African American director.  
He did a GREAT Job.



8:32 pm · 18 Feb 18

[#WakandaForeve](#)

---

# LEGACY CONSULTANTS

---

Training, Honest Conversations, Positive Action, Stakeholder engagement

**“Together we can make a Difference”**

Email: [Nathan@fclegacy.co.uk](mailto:Nathan@fclegacy.co.uk)

Twitter @LegacyImpactUK

# Sope Otulana: Head of Research



Sope leads Youth Futures Foundation's work using research to help policy makers, practitioners and employers make smart decisions about supporting young people towards and into work.

Prior to joining YFF, Sope was the Gender, Equity and Social Inclusion Lead at Oxford Policy Management, where for over five years she worked on research and evaluations on social development issues including violence against women and girls, access to justice, child care reform, social protection, and citizen engagement. She has also worked as a business development and strategy consultant, supporting charities and research organisations to develop, operationalise and secure funding for their research strategies.



A mixed methods researcher, Sope strengths are in implementing innovative and participatory research approaches. With a background in international development, she has worked on global studies and research in 17 countries, including on the impact of child labour and youth employment programmes at the International Labour Organisation.



Youth Futures  
Foundation

The Good Youth  
Employment  
Symposium  
**Creating a Diverse  
Workforce: Race  
and Ethnicity**

24 November 2020

youth  
futures  
FOUNDATION



# The policy landscape

- **Founding of Youth Futures Foundation** in recognition of the ethnic disparities in youth employment outcomes, and the challenges highlighted by the 2018 Race Disparity Audit
- **COVID-19 response:** Youth employment has become a critical policy issue, and programming to address deepening youth unemployment has become a government priority, but we know that Black people and other ethnic minorities have been disproportionately affected by the disease, furlough and unemployment

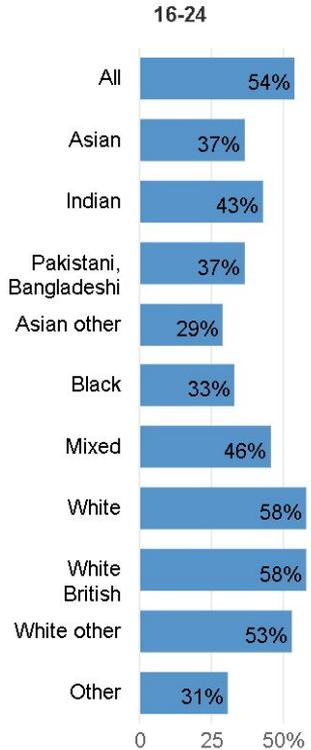
## Government action on youth unemployment

- **Commission on Race and Ethnic Disparities** considering the causes of persistent disparities and barriers different groups face in 4 different areas, including Employment & Enterprise (looking specifically at Opportunities for 16-24 year olds and barriers to entry and routes to progression)
- **Youth Hubs-** bring youth provision into one accessible and youth-friendly space
- **Kickstart-** giving employers the chance to work with young people and see firsthand the value they bring to their workforce

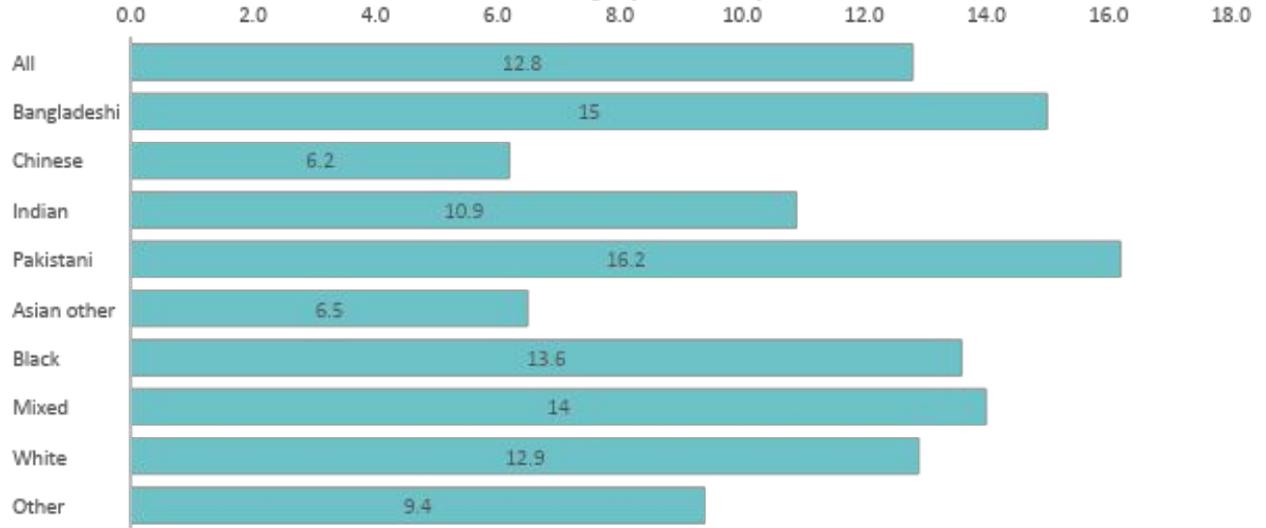


# How young people are affected: the employment gap

### Employment rate by ethnicity



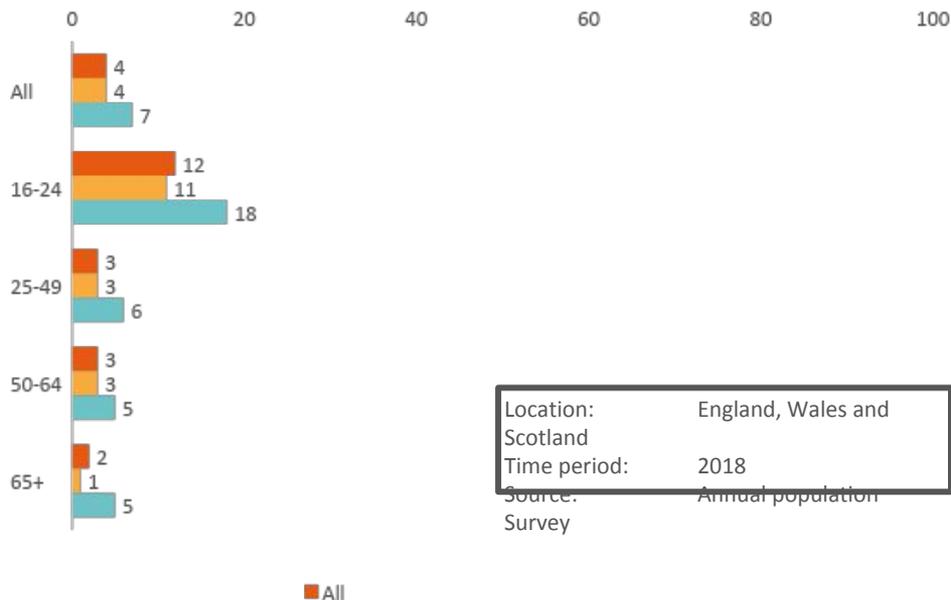
### Percentage of young people aged 16 to 24 years not in employment, education or training by ethnicity



Source: Race Disparity Audit (2014, 2015 and 2016 combined)

# Ethnic disparity is greatest between the ages of 16-24, but persists over a lifetime

Percentage of the economically active population who were unemployed, by ethnicity and age



Location: England, Wales and Scotland  
Time period: 2018  
Source: Annual population Survey

## Disproportionate impact of COVID-19 on BAME workers of all ages:

- 15% of workers in the shut-down sectors the IFS outlines are from a BAME ethnic background, compared to 12% of all workers.
- BAME workers make up 28% of the vulnerable jobs in the transport sector and 16% of the vulnerable jobs in the accommodation and food service sector
- 46% of BAME people reported their household income had reduced as a result of coronavirus, compared to around 28% of white British households.
- 15% of BAME respondents reported losing their jobs, compared to an estimated 8% of white Britons.



In addition to the employment gap...

- Inequitable education-to-work transitions
- Intersecting disadvantages
- Diversity of experience



# Barriers

Structural racial inequalities and discriminatory practice in the labour market

Disproportionate underinvestment and funding cuts to Black, Asian and ethnic minority-led community-based organisations addressing youth employment

Multiple social, health and ethnic inequalities

Over-representation in insecure, low quality work

Under-representation in initiatives aiming to boost opportunities for young people (e.g. apprenticeships) and poor success rates following these initiatives

Geography and proximity to opportunities



# Opportunities

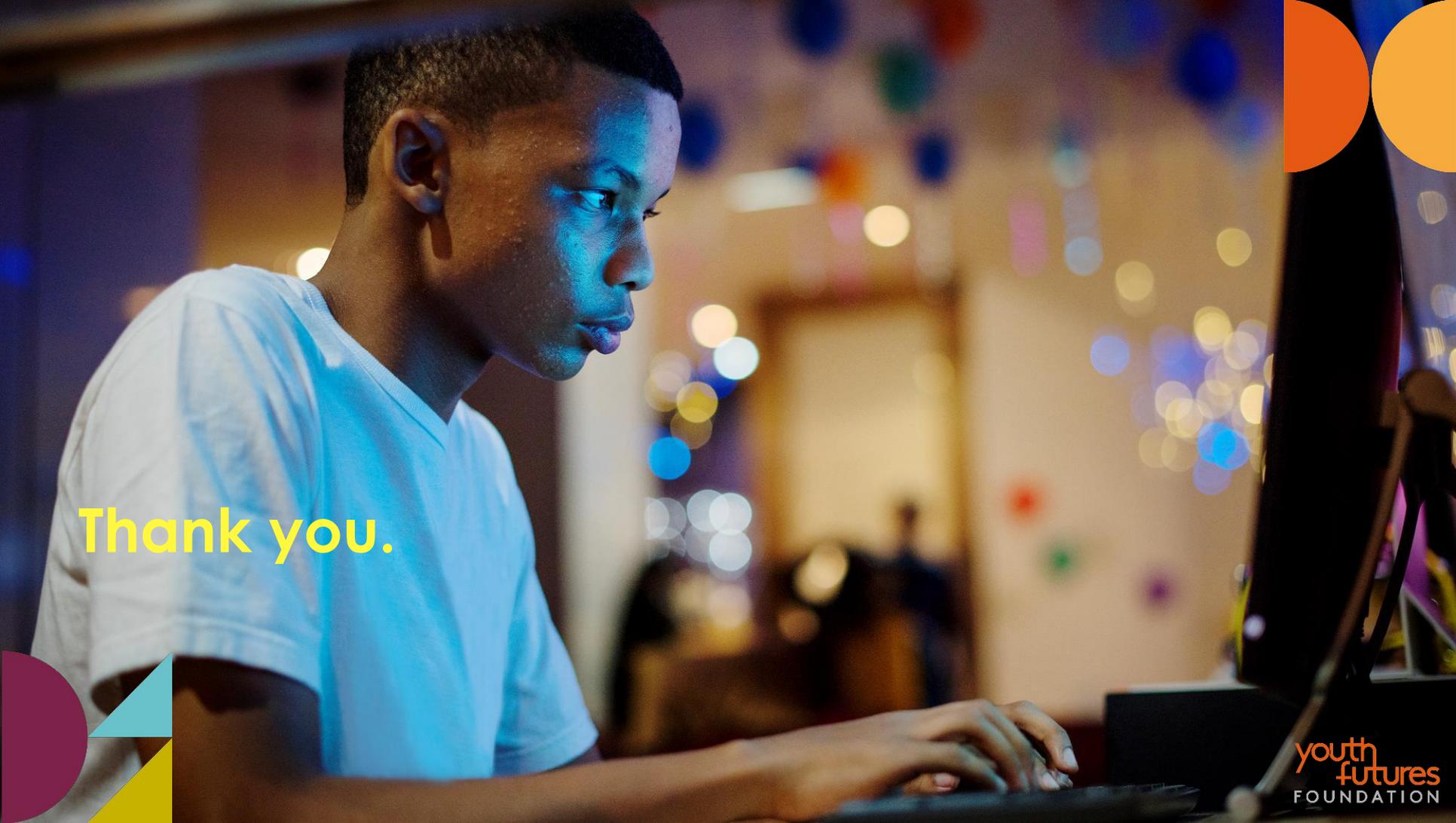
**Locally-driven, collaborative solutions:** Local policymakers and community leaders can encourage employers to recruit a more diverse workforce, work with employers and young people to broker opportunities; and provide tailored support for ethnic minority young people

**Practical steps** Employers and practitioners can be given extra support to recruit and progress young people from minoritised backgrounds into jobs and apprenticeships.

**Model inclusion:** diversity of role models, providing support through the application process, and try new forms of marketing and communication

**Funding:** Commissioners and funders can support organisations that are working with and led by people from minoritised ethnic backgrounds

**Participating in initiatives such as Kickstart-** provide good quality, valuable work experience, and benefits employers as well



Thank you.



@YF\_Foundation



YouthFuturesFoundation



info@youthfuturesfoundation.org



youthfuturesfoundation.org

Youth Futures Foundation

Tintagel House

92 Albert Embankment

London SE1 7TY

Company number: 11814131

---

# Youth Voice: Tenika



I am Tenika Walsh and I am a British female from an African-Caribbean descent.

I am excited to take part in this panel to ensure that I am representing my race and ethnic background for other young people like myself who don't have the opportunity or voice to speak for themselves.



# Youth Voice: Ciara

I think it's very important to highlight how and why people have been held back because of their ethnicity.

It's a conversation that needs to be had and it needs to be ongoing in order for young people from ethnic minority backgrounds to have confidence when entering the workplace that nothing is holding them back and that the sky's the limit.



# Harriet Booth: Head of Early Talent Resourcing



Harriet is the Head of Early Talent Resourcing at the Department for Health and Social Care. Her team support a range of early talent schemes and internships including the Health Policy Fast Track Scheme, Civil Service Fast Streamers, the Civil Service Summer Diversity Internship Programme and Care Leavers Scheme. Additionally, her team are also responsible for the DHSC Apprenticeships offer.

Harriet joined DHSC in June 2020 and prior to this role has undertaken a number of different HR roles in several other government departments including DWP, Her Majesty's Prison and Probation Service, and Cabinet Office.



# Balvinder Jassel-Jones



Bally loves a challenge and joined DHSC's Human Resources team a short three weeks ago to deliver its Race Equality Plan. With extensive experience of delivering programmes and projects which provide enduring benefits, the lure of working on a corporate objective which gives scope for creating cultural change that impacts our workforce, the communities we serve and the policies we deliver seemed too good an opportunity to miss.

Bally has worked across a range of Civil Service departments, including a brief spell in local government in a variety of operational and policy roles and brings her lived experiences of a British born Asian to her current role of Race Equality Lead.





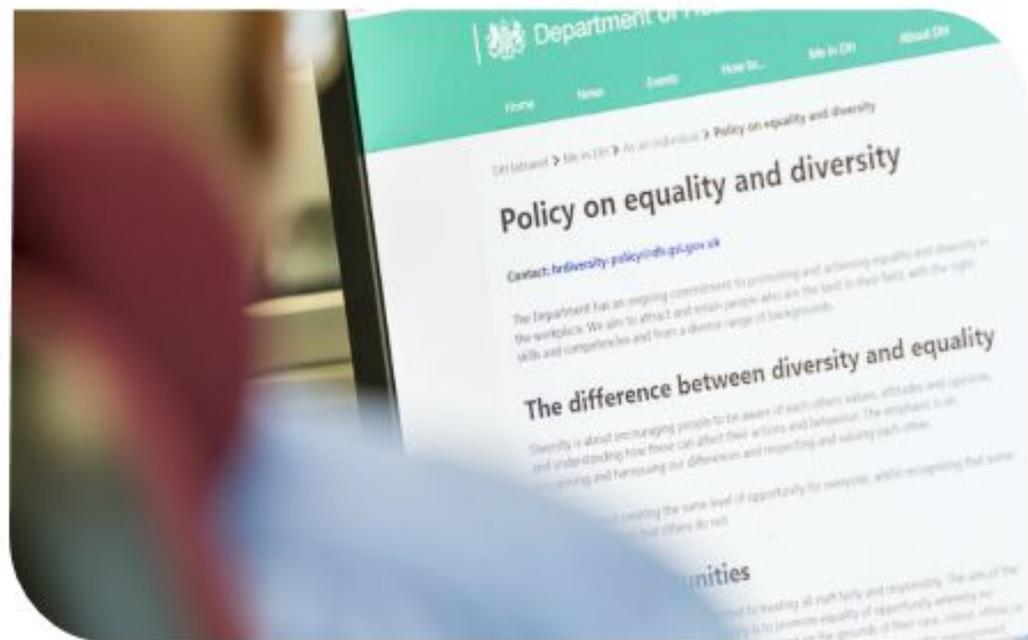
Department  
of Health &  
Social Care

# **An employer journey: Department of Health and Social Care**

**The Good Youth Employment Symposium - Creating a diverse workforce:  
Race & Ethnicity**

24<sup>th</sup> November 2020

# Our journey so far.....let's talk about Race



## Timeline:

- **Summer 2020:** we held a departmental wide Race Equality Roundtable discussion: jointly hosted by our HR Director, Race Champion and Chair of Equality Matters Network (over 200 staff joined the call)
- **Summer 2020:** we held further feedback sessions
- **Autumn 2020:** we launched the **Race Equality Action Plan** during National Inclusion Week via a further all-staff Race Equality Roundtable

## The Race Equality Plan..... our approach to delivery



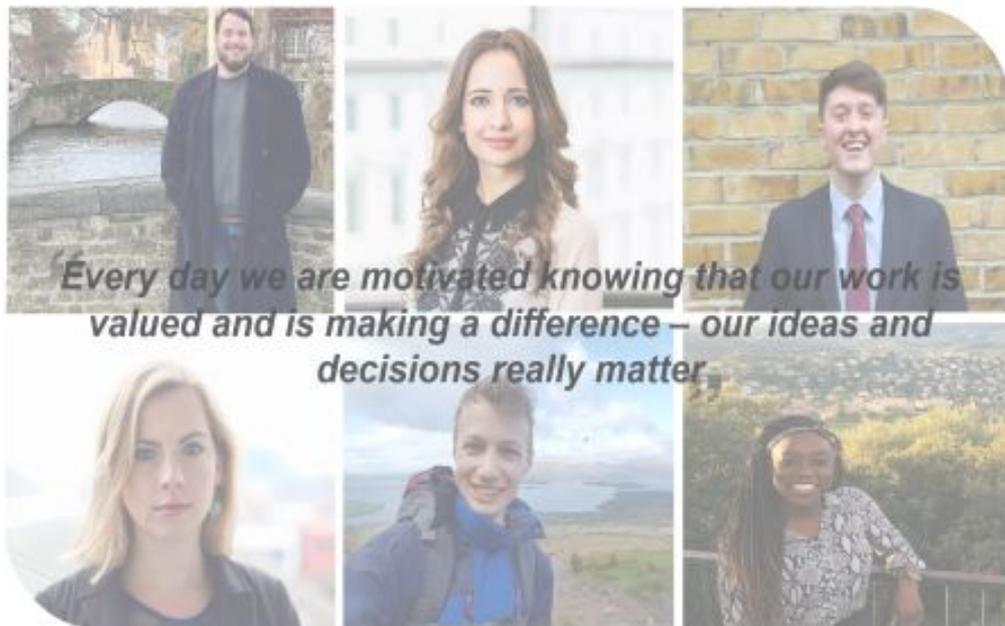
# Early Talent Resourcing



*Our vision is to lead DHSC in building diverse future talent pipelines, enabling and supporting the department to become a great place to work with an inclusive culture and environment.*

*To achieve this, we lead on a portfolio of talent schemes, internships and apprenticeships designed to widen access, develop the required skills for the business, and present opportunities for all to reach their full potential.*

# Case Study: Health Policy Fast Track Scheme



# Breakout Session

**You will shortly be guided to your breakout session.**

These breakout sessions are an opportunity to discuss and share best practice, ideas for development & whether or not you are able to pledge taking action on today's topic.

Your breakout will be facilitated by a Youth Employment UK Team Member & once complete we will return to the main session for a summary and close from the Chair



# Summary & Wash Up

**Key Highlights from Breakout Rooms**

**Final Reflections**



# Close

## Thank you for joining us

Join our remaining sessions, including the Awards & Impact Event on Friday where we get to celebrate the best youth friendly employers of 2020 and most outstanding Ambassador contributions.

More details and booking information can be found on the Youth Employment UK website

Follow the Symposium - #GYESymposium

[info@youthemployment.org.uk](mailto:info@youthemployment.org.uk)



City&Guilds Group

fe  
news

