

Supporting Black, Asian and Minority Ethnic Communities into Apprenticeships

Mind the Gap

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'Mind the Gap'

A research project supporting Black, Asian and Minority Ethnic communities into apprenticeships

Black, Asian and Minority Ethnic (BAME) young people are badly under-represented in Apprenticeships compared with their numbers in the population as a whole.

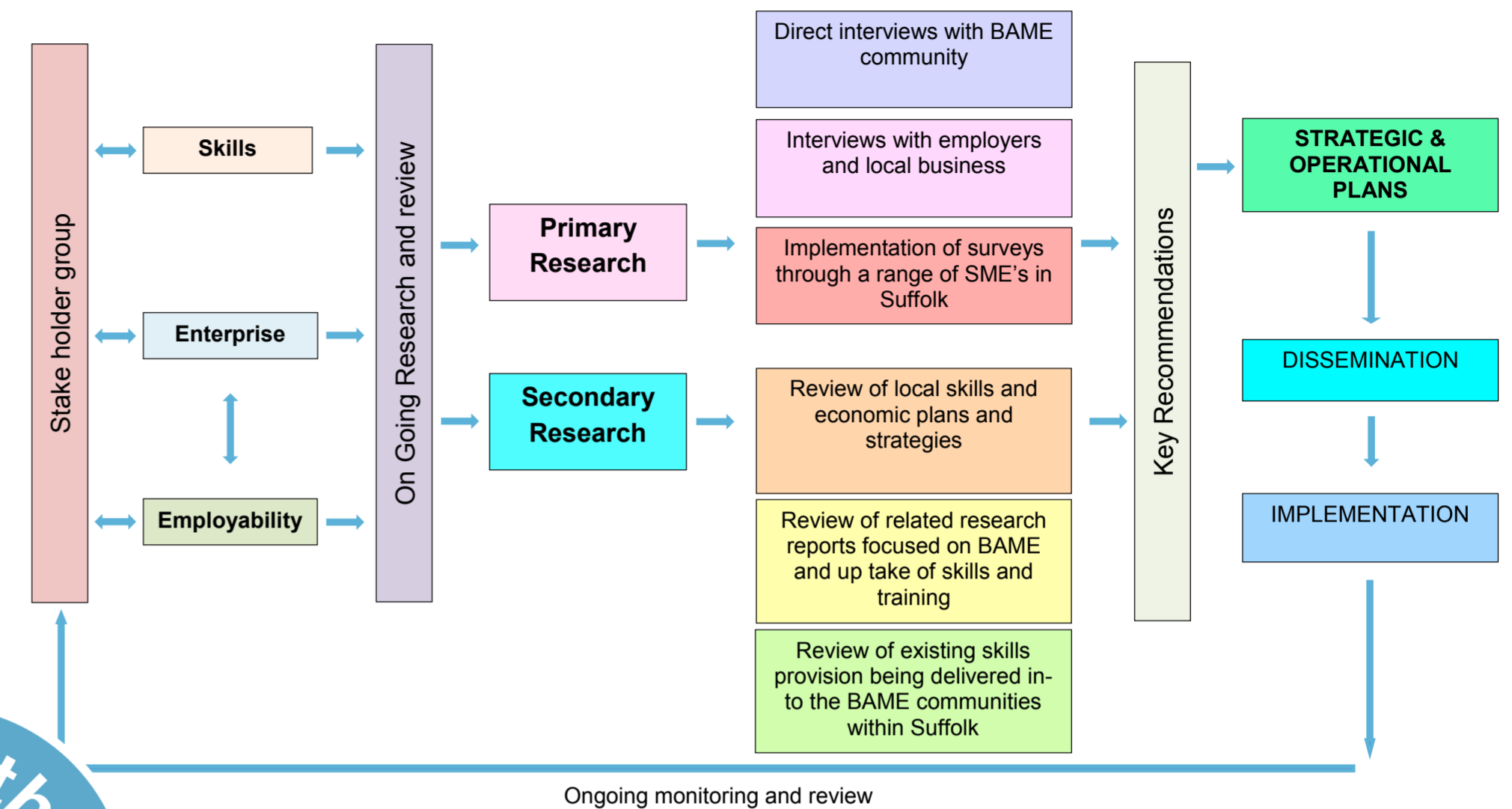
(National Apprenticeship Service: Diversity in Apprenticeships – Prospectus, 2009)

- Project Partners:** Realise Futures Learning and Development
 MENTA (The Suffolk Enterprise Agency)
 Unity in Diversity
- Key Outcomes:**
- Key issues identified.
 - Strategic and operational recommendations, to inform the local skills, business support and enterprise offer.
 - Raised awareness among businesses of the benefits of creating an ethnically diverse and innovative workforce, through the delivery of a dynamic new workshop.
- Aim:**
 To research the underrepresentation of Black Asian and Minority Ethnic (BAME) groups on apprenticeships in Ipswich.

For more information contact Sarah Knights on sarah.knights@realisefutures.org
www.realisefutures.org www.menta.org.uk

Mind the Gap - Research Model

Supporting Black, Asian and Minority Ethnic Communities into Apprenticeships



STRATEGIC PLAN - IPSWICH & SUFFOLK ACTIONS FOR BAME IMPROVEMENT - SKILLS - ENTERPRISE - EMPLOYABILITY

				Strategic Plan for Change		
Issues	Skills	Enterprise	Employability	Short Term	Medium Term	Long Term
Lack of take up of Apprenticeships by BAME groups and organisations within target area.	No dialogue between specific training providers and BAME organisations.	Apprenticeships appear to not add quality to the business need. Additional skills training or alternative training is often sourced.	Strong family and community integration for skills needs within a business - e.g. utilising sons daughters relatives etc.	Culturally relevant promotion and engagement with local business community - via community representatives and volunteers.	Highlighting features, benefits and added value business opportunities, within an on-going framework supporting BAME communities.	Creating a sustainable framework and model of engagement to support and assist BAME communities; developed in line with Local Enterprise Partnerships and Local Authorities.
Lack of engagement by business owners with support from mainstream organisations.	Business Owners fear of engaging with other organisations and government initiatives.	Businesses established, without consideration of realistic business model.	Language used and the perception of what business advice is available, has resulted in a lack of uptake from business owners. Business support organisations have lack of cultural awareness.	No cultural bias integration, supporting the needs of businesses within diverse communities within their communities.	Increase of awareness of diversity innovation and business support models available to support business growth.	Creating a sustainable framework and model of engagement to support and assist BAME communities; developed in line with Local Enterprise Partnerships and Local Authorities. To maintain a lasting relationship, peer support and informal networking.
Lack of Dialogue between BAME organisations and existing providers of support.	Language used and the perception of what business and skills support is available, has resulted in a lack of uptake from BAME organisations.	Relevance and understanding of business support for BAME SME's / micro business.	BAME communities utilise families and communities to build business and employment opportunities.	Cultural integration and direct targeting of mainstream activities to BAME Business.	Community focused through volunteers and ambassadors and embedding a culture of trust and integration, and promoting the added value benefits of support.	Creating a sustainable framework and model of engagement to support and assist BAME communities, within business support organisations and Local Authorities' promoting representation at a community level and aligning with community self-sufficiency for skills, enterprise and employability, with cultural relevancy.
Family and cultural value differences.	Value of apprenticeships and the perception of peers and family members.	Cultural values and integrity are key to traditional BAME business development e.g. accessing finance.	Apprenticeships are not a priority for micro SME's - due to cost, time and running a business.	Cultural integration and direct targeting of mainstream activities to BAME Business.	Addressing those needs in a proactive fashion, in line with business support requirements.	Utilising those organisations that have received support in the modelling and development of culturally relevant support structures.

OPERATIONAL PLAN - IPSWICH & SUFFOLK ACTIONS FOR BAME IMPROVEMENT - SKILLS - ENTERPRISE - EMPLOYABILITY

				Operational Plan for Change		
Issues	Skills	Enterprise	Employability	Short Term	Medium Term	Long Term
Lack of take up of Apprenticeships by BAME groups and organisations within target area.	No dialogue between specific training providers and BAME organisations.	Apprenticeships appear to not add quality to the business need. Additional skills training or alternative training is often sourced.	Strong family and community integration for skills needs within a business - e.g. utilising sons daughters relatives etc.	Direct contact from Training Providers with businesses who have offered their support to this research.	Identify business and training needs through existing funding models delivered locally in appropriate community settings.	Maintain an active community relationship through volunteers and community representatives to inform skills and business needs.
Lack of engagement by business owners with support from mainstream organisations.	Business Owners fear of engaging with other organisations and government initiatives.	Businesses established, without consideration of realistic business model.	Language used and the perception of what business advice is available, has resulted in a lack of uptake from business owners. Business support organisations have lack of cultural awareness.	Promote to all new and existing businesses the opportunities that are currently available through mainstream support organisations.	Identify and address the direct needs of those BAME businesses and communities enabling support to be offered in an appropriate style and setting.	Maintain direct links with the community, following positive integration with those who have benefited from the previous actions implemented. Distil the myths of the communities being disadvantaged and enable positive approach to skills and business enhancement.
Lack of Dialogue between BAME organisations and existing providers of support.	Language used and the perception of what business and skills support is available, has resulted in a lack of uptake from BAME organisations.	Relevance and understanding of business support for BAME SME's / micro business.	BAME communities utilise families and communities to build business and employment opportunities.	Identify trends between BAME communities and businesses and address those skills needs as a cluster group, enabling efficiencies and cost effectiveness.	Identify a range of local support to assist with understanding of business and skills support. Promote the features and benefits of accessing support. Create an environment that is progressive for change.	Utilise existing networks of community leaders and families who have accessed support and have benefited from local delivery to spread the positive word within their existing communities, building a sense of trust and relationship with those who need support and advice.
Family and cultural value differences.	Value of apprenticeships and the perception of peers and family members.	Cultural values and integrity are key to traditional BAME business development e.g. accessing finance.	Apprenticeships are not a priority for micro SME's - due to cost, time and running a business.	Understand the cultural and family values that are currently in place with regard to skills enterprise and employability.	Once understood, identify how barriers can be overcome, enabling positive perspectives and greater integration of opportunities that are available.	Instil a culture that supports family and cultural values, whilst benefiting from local support for skills enterprise and employability, enabling economic growth.

