

City Funds Economic Inclusion FPG Meeting Minutes

Time and Place: Wednesday 12th June 2019, 10:00-11:30, 1P08, City Hall

Present: Anna Dent, Anya Mulcahy-Bowman, Chris Hackett, David Barclay, Hannah Young, Kevin Slocombe, Poku Osei, Ryan Munn, David Jepson, Taylor Meagher,

Apologies: Nick Flaherty, Sam Lee, Dirk Rohwedder

1. Apologies

2. Minutes and actions from last meeting

All actions complete.

3. Declarations of interest

4. Theory of Change

Updated ToC has been circulated.

- Social capital/networks is important, people hire who they know. We need to reflect this. There are social psychological barriers in place.
- Social networks are important in hiring.
- We are looking at barriers for people, we need to show the challenge comes on the reverse side from business and we need to work with them as well.
- Structure of the market needs to be mentioned. "Lack of availability of good quality employment"
- Awareness of employers for working with employees and changing practices to support. Employer perceptions of employees' abilities and needs.

Action: Ryan - Our research needs to include data on employers supporting needs of employees.

The Board recognises that we need to include communities and this is a work in progress. The ToC is a working document and is still emerging. The group are happy with the current ToC.

Action: The Board should have a session with FPG Chairs about how we are working and including disadvantaged people/communities. What is the FPGs role in all this?

5. Progress on individual research work streams

David Barclay work stream

- The document has been shared with the group. Brexit gives us uncertainty and as the migration has gone down within the EU, it has risen with migration outside the EU. It is

clear that the flow of incomers there will still be a challenge of unlocking their skills and contribution. The period after people arrive is the priority time to support and engage. We could work with the One City Plan Economy Board. There is overlap between BME communities and migrant communities, but they are two different problems that need their own analysis. Challenge of writing this report, what are the criteria for this group on funding applications – we haven't discussed this so was unable to be specific in the report.

- Bristol wasn't a city who had a huge influx of migrants post war but we have increased in the last 15 years. We have to address the issue in Bristol that having new people is a good thing and breeds innovation. Top-down approach doesn't work. People can self-integrate and decide for themselves what they want to be involved in. If they have decent work, they can become central to communities and can stay in one place and have autonomy. On enterprises, David met with Anya, Lydia from ACH and David B, the business model for start-ups in Engine Shed are strict on cash flow, profit etc. and Somali community start-ups are offered a soft approach not focussed on profit, this is wrong. They should be given the tough and hard start-up model with full support. There is a whole culture on borrowing money as well that we need to breakdown.
- Engine Shed does take a different approach and it's about making money – which works. ABC model doesn't work. GIG economy is full of white middle class students which needs looking at. The Somali and Polish community are very insular. We need to always look at what additionality the City Funds can bring.
- Sometimes charities need support as they are doing crucial work, being innovative can be daunting if people think it's always tech-led. It can be on a micro level and just include additionality.
- Innovation can be a 'new season's growth'. It doesn't have to be brand new.
- It would be interesting to hear from people who have left Bristol to know why they have left. Did they enjoy their time here?
- How do you motivate peoples time to learn English and
- Finds that ESOL doesn't work. Idea of an event for business to work with migrants.

Anna work stream

Has enough work for a decent starting point for a research brief. It's difficult to identify gaps so that would be a great first stage. Rebecca from Centre for Cities has geographical information on low skills in Bristol, but the next level would be details of those jobs, workplaces, employers etc. We don't just want it at a high level. There are stats on who is doing what type of low skilled work, so BME vs non BME, women vs men etc. The research shows the half of Bristol's low skilled jobs are people with mid/high level skills and we need to see the details on who these people are and why they are in these roles. We need to look into travel as well, low skilled vs high skilled people and the way and distance they travel to work. What are the reasons?

BCC have been working with The Port as they supply a lot of low skilled jobs and have discussed where there workforce comes from. We can share this data.

Action: Update from Sam forwarded into the next meeting.

Hannah has compiled a primary list of funders.

Action: Hannah to share documents with Taylor to distribute.

6. Research and metrics update

The researcher would need to be hosted and line managed by someone for 3-5 months. We have earmarked £700 for each host. This may start in the next 6-8 weeks.

Action: Ryan to send around information on the researcher hosting.

There is a risk that it will become a complex metrics system that we will force onto projects and overwhelm them. Having a measurable impact across the city will be for the bigger investment projects.

We will need to be flexible and the engine model will be adaptable and innovative within itself. We could possibly give them funding to support the work on metrics. Happy City has a tool that measures impact.

7. Electing a new Chair

Anna has been appointed the new Chair.

8. AOB