

Positive on Employment

A free partnership conference covering: positive action on employment in relation to diversity; internships for graduates; migrants and employment; mental health and wellbeing; and Inclusive Recruitment.

Tuesday 26th February 2013

10:00—15:15

(Registration from 9:30)

University of Glasgow
Senate Room, University Avenue, G12 8QQ

Free of Charge



Speakers:

- **Angela Constance MSP**, Minister for Youth Employment
- **Martin Sime**, Chief Executive of SCVO
- **David Moxham**, Deputy General Secretary of the Scottish Trades Union Congress (STUC)
- **Hazel Mathieson**, Head of National Operations for Skills Development Scotland

To register to attend please email conference@bemis.org.uk or contact Neil Foster at BEMIS on **0141 548 8047** and give your name, organisation (if any), contact details and any dietary or access requirements.



University
of Glasgow

BEMIS is funded by



Positive on Employment 26th February 2013, University of Glasgow

Who should attend?

This conference is primarily aimed at:

- Diverse Community groups
- Employers, managers, and HR Personnel
- Graduates
- Private and public sector
- Relevant employment stakeholders

Programme

Chaired by **Prof. Alison Phipps**, Professor of Languages and Intercultural Studies & Co-Convenor, Glasgow Refugee Asylum and Migration Network (GRAMNet), University of Glasgow

09:30 **Registration** (with tea & coffee)

Morning Session

10:00 **Setting the Scene: Mr Rami Ousta** (CEO, BEMIS)

10:10 **Keynote Address: Mr Martin Sime** (Chief Executive, SCVO)
The Role of the Voluntary Sector in Supporting Employment

10:25 **Mr David Moxham** (Deputy General Secretary, Scottish Trades Union Congress)
Employment and the Trade Unions

10:40 **Ms Hazel Mathieson** (Head of National Operations, Skills Development Scotland)
Ensuring Access to All for Modern Apprenticeships and Training

10:55 **Q & A**

11:05 **Coffee Break**

11:30 **Morning Workshops** (see following descriptions)

12:30 **Lunch**

Afternoon Session

13:30 **Afternoon Workshops** (see following descriptions)

14:30 **Ms Angela Constance MSP** (Minister for Youth Employment)
Scottish Government Youth Employment Strategy

14:45 **Q & A**

14:55 **Feedback Session**

15:15 **Closing Remarks**

Workshops — Morning

Morning Workshop 1. SCVO & BEMIS - Internships and other opportunities for working in the third sector

Ms Donna McKinnon (*Employment Services Director, SCVO*) **Ms Moira Cuthbertson** (*Services Development Officer, SCVO*) & **Mrs Tanveer Parnez** (*Director of National Development, BEMIS*)

The third sector has a strong track record in tackling youth unemployment in Scotland. Since 2009 a SCVO led third sector consortium has created over 5,000 jobs for young unemployed people with third sector organisations. The sector also provides a range of internship programmes which are aimed at undergraduates and unemployed graduates.

At this workshop we will look at the range of initiatives that are currently provided ie Community Jobs Scotland, Third Sector Internship Scotland (TSIS), Creative Interns and the Wage Incentive for people with disabilities.

We will also introduce a new internship programme which is being delivered by a partnership involving SCVO, BEMIS, CEMVO, Inclusion and the Scottish Government. This will deliver an unemployed graduate internship programme targeted at ethnic minority young people or young people with disabilities. Young people with an HND or above can apply for an internship which will be hosted by a third sector organisation.

The workshop will provide practical information on how your organisation can get involved in these programmes including who is eligible to apply, how to apply and how the funding works. It will include case studies of how third organisations have benefited from these opportunities.

Morning Workshop 2: Migrants and Refugees Rights

Ms Wafa Shaheen (*Refugee Integration Service Manager, Scottish Refugee Council*)

Legislative framework around migrants and refugees rights and entitlements to work in the UK.

- Presenting the findings of the our longitudinal Integration research focusing on employment findings and recommendations
- Introducing Scottish Refugee Council's new Refugee Integration Service model
- Sharing case studies that highlight positive outcomes

Participants will have the opportunity to discuss and inform how we can promote refugee employment from an asset perspective instead of a deficit model.

Morning Workshop 3. Positive Action in the Workplace (Advancing Opportunities for EM Workers)

Mr Zaffir Hakim (*Project Manager, One Workplace Equal Rights*)

The aim of this workshop is to consider how trade union supported positive action can help ethnic minority groups to advance their careers. A range of speakers and discussions will examine:

- Impact of role models for BME workers;
- Mentoring programme for BME workers in Further and Higher Education sector;
- Developing BME workers for management via learning.

Workshops — Morning (Continued)

Morning Workshop 4. Inclusive Recruitment

Mr Stewart Hastie, (Managing Director, Inclusive Jobs)

Stewart Hastie will deliver a workshop that explores the 'Inclusive Recruitment' cycle and explain how by engaging with key stakeholders and recruiters we are able to reduce the risk of 'Unconscious Bias' entering the recruitment process and enable employers to effectively create a more diverse workforce.

This workshop will inspire, educate and empower individuals to create a process that will reflect the values of their organisation and will give them an introduction to creating an 'Inclusive Recruitment' strategy that will address candidate attraction through to the on-boarding of diverse talent.

Training methodology:

- Presentation
- Interactive exercise

Workshops — Afternoon

Afternoon Workshop 1. Tackling Under-representation in Employment (Housing)

Ms Najimee Parvin (Director, PATH (Scotland))

The workshop will look at a case study of positive action in Housing and Employment - focusing on PATH (Scotland) which was established in 1998 to address the under-representation of BME Communities in Housing. PATH (Scotland) has been very successful in this endeavour. 90% of PATH Trainees gain employment in Housing post placement and the workshop will discuss key components of successful positive action initiatives.

Afternoon Workshop 2. BEMIS SCVO & BEMIS - Internships and other opportunities for working in the third sector

Repeat of Morning Workshop 1

Afternoon Workshop 3. 'see me – I'm mentally well at work' (Mental Health and Employment)

Mr Johannes Parkkonen (Campaign Implementation Manager, 'see me')

In 'see me' surveys the workplace has been the second highest area where people experience stigma and discrimination due to mental ill-health. Many people try to hide their mental ill-health, or decide not to apply for jobs or promotion due to fear of stigma and discrimination. It also has an economic impact on the whole country: mental health problems cost £10.8 billion a year to the Scottish economy. Over half of this is counted as human cost (negative impact on people's quality of life). This workshop discusses what action organisations, managers and employees can take to change workplace culture around mental health, promote positive mental wellbeing and tackle stigma and discrimination of mental ill-health.

Afternoon Workshop 4. Inclusive Recruitment

Repeat of Morning Workshop 4