

**Response to Scrutiny Working Group Report on Graduate Unemployment**

The Working Group recommendations focus on areas requiring consideration and action by the Council and other organisations working to support local graduates into appropriate employment and training. It is important to stress that improving the opportunities for local graduates to develop their employment skills and enter appropriate level roles is not the responsibility of one agency, it's something that many different organisations can help contribute to. That's why we're directing our report and recommendations to the Tower Hamlet Partnership's Community Plan Action Groups (CPAGs).

Recommendation	Response / Comments	Date	Update – October 2008
<p>R1 The Employment Task Group commissions research to establish the extent and nature of graduate unemployment and underemployment in the borough to provide a baseline to inform future action.</p>	<p>There is no funding currently available to resource this research. Approach to be made to Metropolitan University representative on Creating and Sharing Prosperity CPAG (Jenny Sommerville) to determine if there are any resources or funding routes available to universities for this type of research.</p>	<p>Nov 07</p>	<p>No funding identified for further research</p>
<p>R2 The Council expands in-house graduate training to maximise opportunities for graduates to gain skills, experience and professional qualifications in a public sector workplace setting, regardless of their ethnic background.</p>	<p>The council has recently agreed a revised and enhanced graduate training scheme which has been recruited to for 07/08. The council is adopting a more cohesive approach to training and work experience generally and including graduates and is working closely with the PCT on this. It is also intended to develop a competency and qualification framework that will be used in recruitment and training which will, amongst other things, identify graduates who have not</p>	<p>Oct 07</p>	<p>9 local graduates were taken on in September 2007 under the revised scheme which was aligned with the National Graduate Development Programme to reflect the same level of remuneration. Local graduates are engaged on a two year fixed term contract. 8 of the 9 local graduates are Bangladeshi and the other local</p>

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	<p>entered the workforce via a particular scheme, and develop their skills and knowledge. Progress on the scheme will be reported to C&amp;SP CPAG every 6 months.</p>		<p>graduate who has recently left the scheme is Somali. The scheme provides for local graduates to undertake four, 6 monthly placements across council directorates whilst working towards a Postgraduate Diploma in Public and Community Service. In addition, the Local Graduate Positive Action Scheme which also commenced in September 2007, engaged 4 local BME graduates (3 Bangladeshi, 1 Black Caribbean) who began a direct course of study in the following areas: Occupational Therapy, Legal and Planning. The two graduate trainee occupational therapists remain in full time study, the legal graduate trainee has left the scheme and the Planning graduate trainee has been offered a temporary contract with the council</p>
<p>R3 A Task Group is established to champion employment opportunities for local</p>	<p>The Employment and Employability Task Group will take on this role. A small task group will be formed to include Tower</p>	<p>Task Group established Sept 07</p>	<p><b>Members of the task group:</b> <b>Sally Roberts - ELBA (Chair)</b> <b>Sonia Chumber- Skillsmatch</b></p>

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<p>graduates, and to coordinate initiatives to achieve this. This should include Council officers, employers, universities and graduates.</p>	<p>Hamlets College, LBTH, ELBA and Connexions. ELBA have facilitated the successful CAT scheme and local graduates from that programme will be included as well as local employers identified through ELBA. Task group will report to the wider Employment and Employability task group and from there to C&amp;SP CPAG</p>		<p><b>Shamsol Hoque- Tower Hamlets College</b>  <b>Andrew Attfield- Tower Hamlets PCT</b>  <b>Rehana Begum- London Metropolitan University</b>  <b>Ahmed Mohamed- Careers Management Futures</b>  <b>Patricia Nnadi- London Metropolitan University</b>  Samul Alom – Ex CATS ELBA</p> <p>The group have met formally twice and have had lots of email contact between meetings.</p> <p>This information has been fed back through the Employment task Group</p>
<p>R4 The Task Group explores:</p> <ul style="list-style-type: none"> <li>• using Skillsmatch to develop volunteering or secondment opportunities for graduates to gain experience of working in local companies and organisations</li> </ul>	<p>These tasks will be explored by the Task Group and progress and outcomes reported back to the C&amp;SP CPAG.</p>	<p>Quarterly reports to CPAG</p>	<p>The Skillsmatch programme has assisted 23 graduates into employment between April 08 and Sept 08.</p> <p>Through this programme and the graduate programmes offered by TH College at least 55 graduates</p>

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<ul style="list-style-type: none"> <li>developing a mentoring scheme for local graduates.</li> </ul>			<p>are currently being assisted through a variety of programmes linked to employer opportunities.</p> <p>The mentoring scheme is still being developed by ELBA. Queen Mary's and London Met both have existing mentoring programme and THC has suggested extending it's existing mentoring programmes to local unemployed graduates.</p>
<p>R5 The Task Group explores:</p> <ul style="list-style-type: none"> <li>how to identify the key employment skills shortages now and in the future based on the likely development of the local labour market projected in the Tower Hamlets Regeneration Strategy</li> <li>the best means of improving the range and relevance of careers advice to the local labour market.</li> </ul>	<p>The evidence base of the refresh of the Regeneration Strategy will identify skills shortages and potential areas of employment as well as the recent Learning and Skills Council research. However the advice to graduates provided locally is based on current job vacancies, the career aspirations of graduates and the work experience essential to gain access to appropriate career pathways.</p> <p>This information will be co-ordinated and made available to all local agencies working with graduates</p>	<p>Evidence base available January 08</p> <p>Advice information available in leaflet form by</p>	<p>The Emerging Employment Strategy offers background to employment opportunities and growth sectors of employment and has been developed in conjunction with the Employment Task Group.</p> <p>The group has identified current initiatives and shared best practice. It has also discussed ways of disseminating the information to local undergraduates and graduates as well as all local agencies working with graduates.</p>

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		March 08.	Destination data is now available at universities and the representative from London Met has agreed to coordinate this data.
<p><b>R6</b> The Task Group support and monitor the proposed East London Business Alliance (ELBA) and Queen Mary University Graduate Network pilot to increase the opportunities for local graduates to meet local employers and to consider how this can be extended across the borough.</p>	To be considered by Task Group following presentation by ELBA and QM University	Feb 08	The pilot, known as the ELBA Business Club, was extended to include other local universities: London Metropolitan, Queen Mary's and Greenwich. The pilot was very successful and the scheme will be replicated in the spring 2009. Information about the programme is available.
<p><b>R7</b> The Task Group develop further the links between schools and employers by coordinating and facilitating careers workshops / advice sessions between all agencies.</p>	Timetable of activity to be determined	Feb 08	<p>A project to help students with their UCAS forms was successfully piloted between graduates at Credit Suisse and sixth formers from Central Foundation School for Girls and will be replicated with George Green School and Credit Suisse in October 2008.</p> <p>A conference facilitated by ELBA</p>

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			<p>and UEL called Raising the Bar took place in June 2008.</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>• To get commitment from academics and lecturers to their role in preparing students to take advantage of economic regeneration of East London</li> <li>• <b>To open the dialogue between employers and educators and start the process of them building more fruitful and productive relationship with businesses</b></li> <li>• <b>To identify way forward and new programmes.</b></li> </ul> <p><b>The group agreed that it would be useful to roll out this initiative to other local universities.</b></p>

Note: All activity and progress against action plan will be monitored and minuted by the Task Group and reported back to CPAG in quarterly reports.