

# Making Migration Work

A London case study

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**WIE MIGRATION GELINGT**

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# Making Migration Work: A London Case Study

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- **London: social & economic context**
- **Olmec: where we came from and our mission**
  - **Our key programmes**
- **Our work in supporting migrant led social enterprise**
  - **Our work in supporting people from migrant communities into jobs & training**

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## London: social & economic context

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- London has 300 spoken languages
- New York 200 spoken Languages
- In 2007 London overtook New York as the most diverse city in the world
- 1 in 3 Londoners were born outside the UK
- Identity is multiple, fluid, complex and changing
  - Socio-economic indicators vary across “equalities characteristics”
  - Race, Gender, Gender Assignment, Sexuality, Disability, Age



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## where we came from and our mission

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- Olmec
- Founded by Presentation Housing 2003
- Race Equality Through Economic & Social Justice
- Independent since 2010
- We are a social enterprise: 80% of our income is through contracts
- Voluntary board of 5: 80% BME
- Paid staff team of 9
- Support people from minority communities: predominately 1<sup>st</sup> 2<sup>nd</sup> & 3<sup>rd</sup> generation migrants to the UK



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## Olmec key programmes

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**Inspire Change:**

**Social Enterprise programmes**

**300 minority led social enterprise**

**Black on board:**

**Community leadership training**

**Bronze Woman**

**1<sup>st</sup> Statue to a black woman in England: community arts programme**

**Solid Foundations:**

**Employment & Training**



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## Inspire Change: social Enterprise programmes

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### What is social enterprise?

- **Business with a social purpose**
  - Organisation
  - Clear social purpose
  - Earn income from trading
- Create products or services for a market
- Earn 50%+ income from trading  
(*not grants/donation*)
- Profits used in line with social purpose

### In the UK common legal forms

Co-operatives

Community Interest Companies

### Examples

Interflora

John Lewis Partnership

Jamie Oliver 15 Foundation

Equal Exchange



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## Inspire Change: social Enterprise programmes

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### Size of the Social Enterprise Sector in the UK

- Over Co-ops with 12.9 million members, providing 237,800 jobs turnover of £36.7 billion (2014 figures)
- Small Business Survey (SBS) estimated in 2005 that 1.2 per cent of all business were Social Enterprises, Social Enterprise UK (used later SBS data to calculate that by 2009 there were approximately 62,000 social enterprises in the UK. 80,000 in 2013)
- **Olmec provides Intensive business support to 15 per year through our First Steps in Social Enterprise programme**



First Steps In  
Social Enterprise

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## Inspire Change: social Enterprise programmes

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- **CASE STUDY**
- Stepping Stones Community Nursery
- Olmec carried out community research & consultation on behalf of a housing association in 2008
- Need for childcare provision & local skilled childcare
- Stepping Stones has been running successfully since 2009, creating 3 full time jobs & a locally owned and run enterprise





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## Our work in supporting people from migrant communities into jobs & training

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### A look at issues affecting migrant communities

- \*Language \*Socio economic, historical, cultural and political aspects of migration \*Gender
- \*Age \*Disability \*Racisms \*Homophobia
- Intergenerational, multiple, fluid, complex and changing notions of identity
  - \* Assets of diversity

### A look at Barriers to getting into wor

- \*Health \*Trust \*Understanding employers
- \*Education \*Aspiration \* Maturity
- \*Confidence \*Criminal record \*Gang culture
- \* Networks & social capital \* Addiction \* Sense of strategy
- \*Mental Health issues \*Childcare \*Disability
- \*Returner to work \* Never worked



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## Our work in supporting people from migrant communities into jobs & training

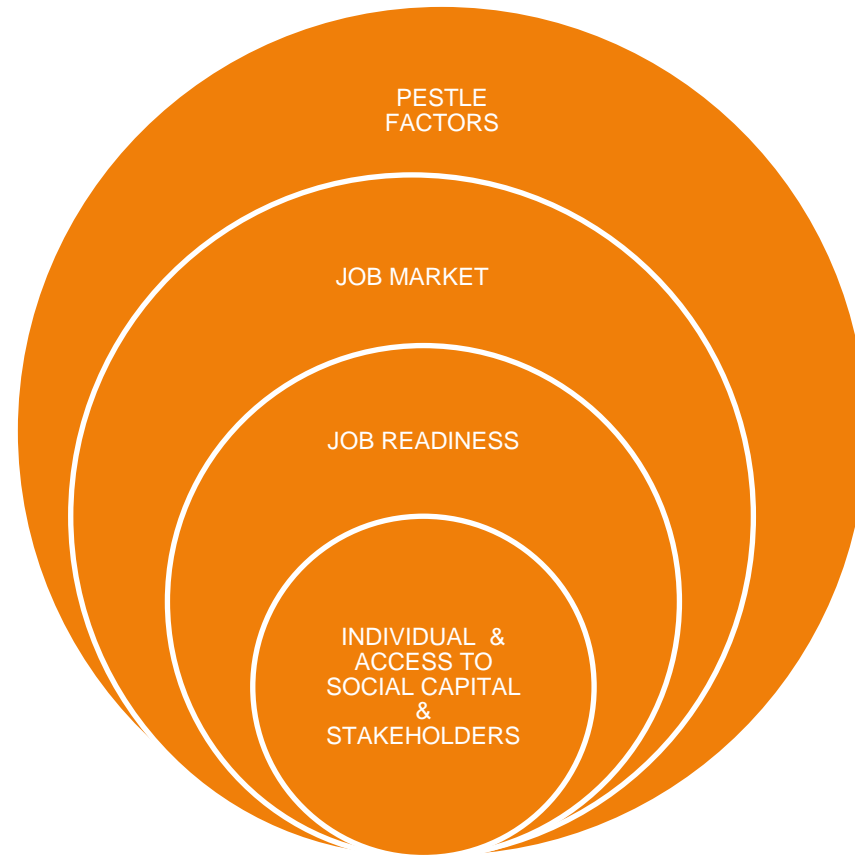
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- Unemployment
- Under employment
- Youth Unemployment
- In work poverty
- Funding environment leading to reduced VSO & statutory services
- Crime as alternative route to generate income & status
- 1 in 5 young people unemployed
- 21% of London workers are paid below the London Living Wage (625,000 people)
- 46% of young black men unemployed
- 40% of young black women unemployed
- People from BME communities are disproportionately affected by unemployment: over 60% of BME people living in Lambeth's social housing estates are workless.

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## Our work in supporting people from migrant communities into jobs & training

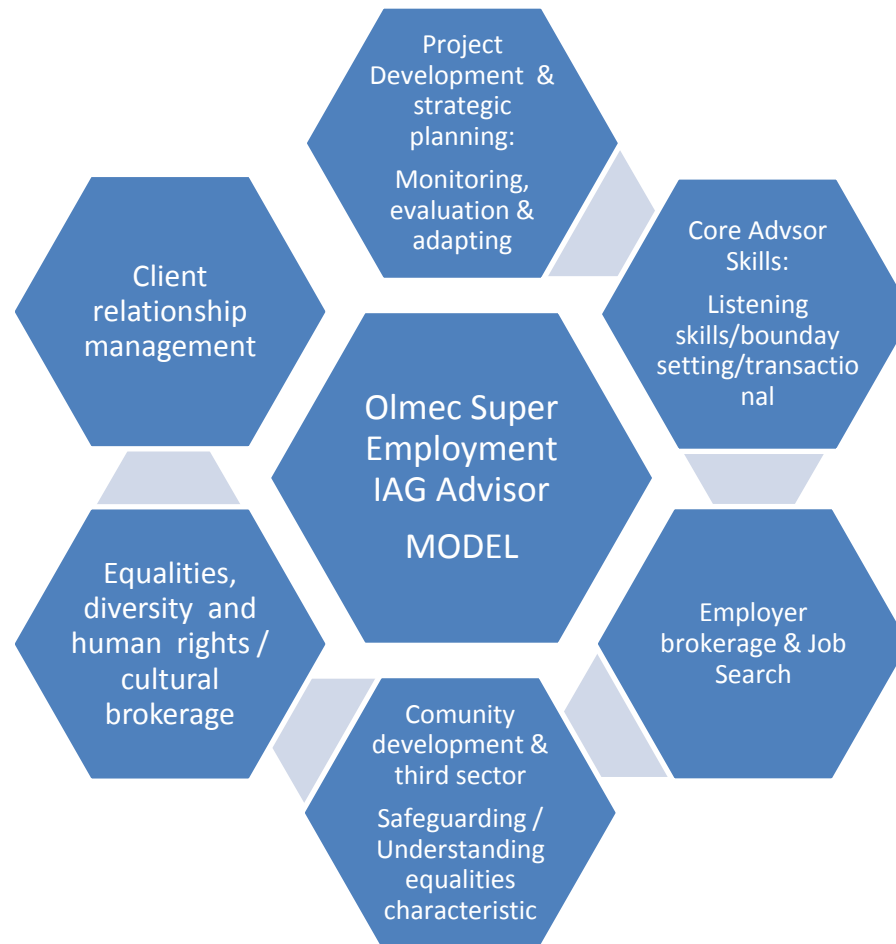
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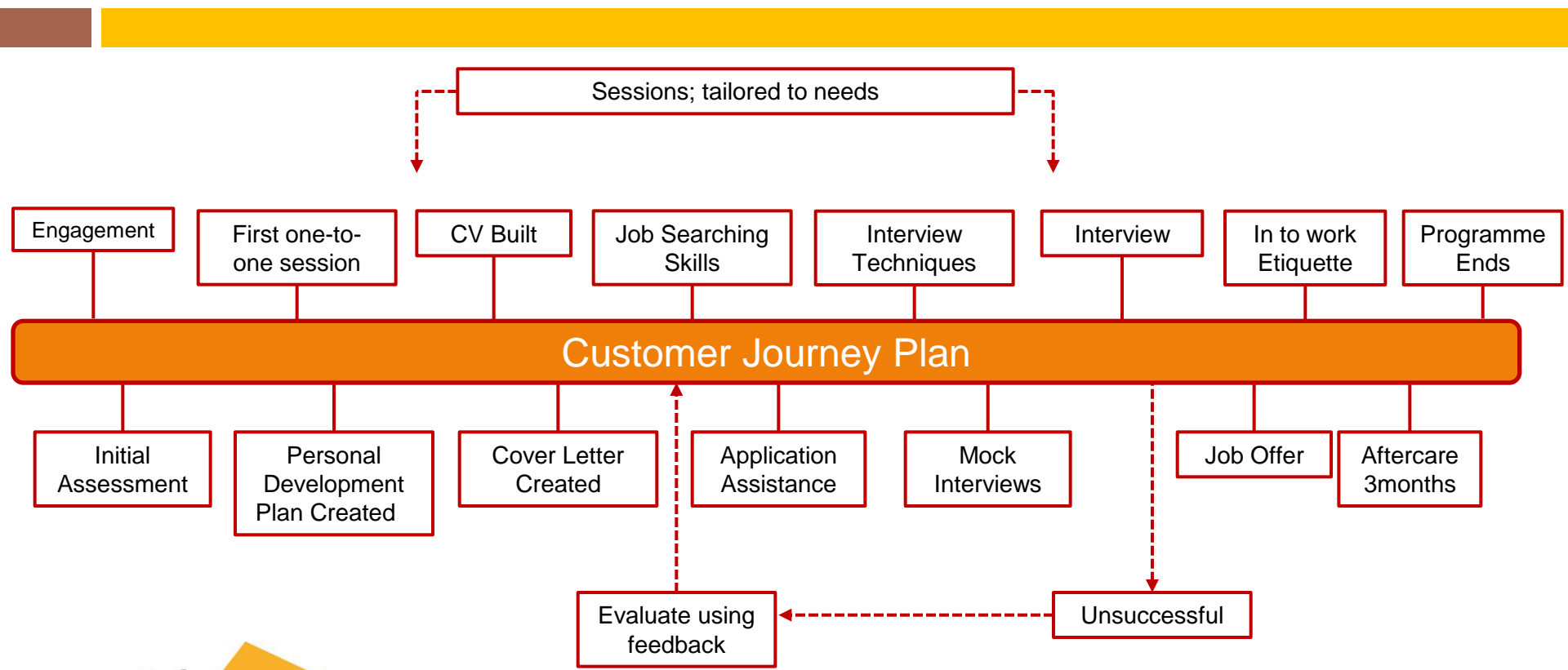
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## Our work in supporting people from migrant communities into jobs & training

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# Solid Foundations



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## Our work in supporting people from migrant communities into jobs & training

### Solid Foundations Evaluation Framework Theory of change indicators

Outcome	Outcome from stakeholder perspective	Indicator	Data source & collection methodology	Monthly collection	Staff responsible for collection	Proportion of people will you gather this from, and how will they are selected.
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## Our work in supporting people from migrant communities into jobs & training

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Latiffe came to the UK from Eritrea, fully qualified as a Pharmaceutical Scientist. When she came to Olmec was working in a print factory

Her barriers:

- No pharmaceutical experience or CV
- Poor understanding of how to approach employers application forms
  - low confidence levels.

**Olmec supported Latiffe into Laboratory Technician job at Kings College London. She now works there as a pharmaceutical scientist**

Mudher Takialdeem has over 15 years experience in some of the world's leading companies in Iraq as a senior electrical engineering management professional. He left Baghdad and arrived in the UK late 2009, though Mudher struggled to find employment where he could use his specialist skills.

His barriers:

- Understanding the UK system & job market
- Iraqi qualifications not recognised in the UK

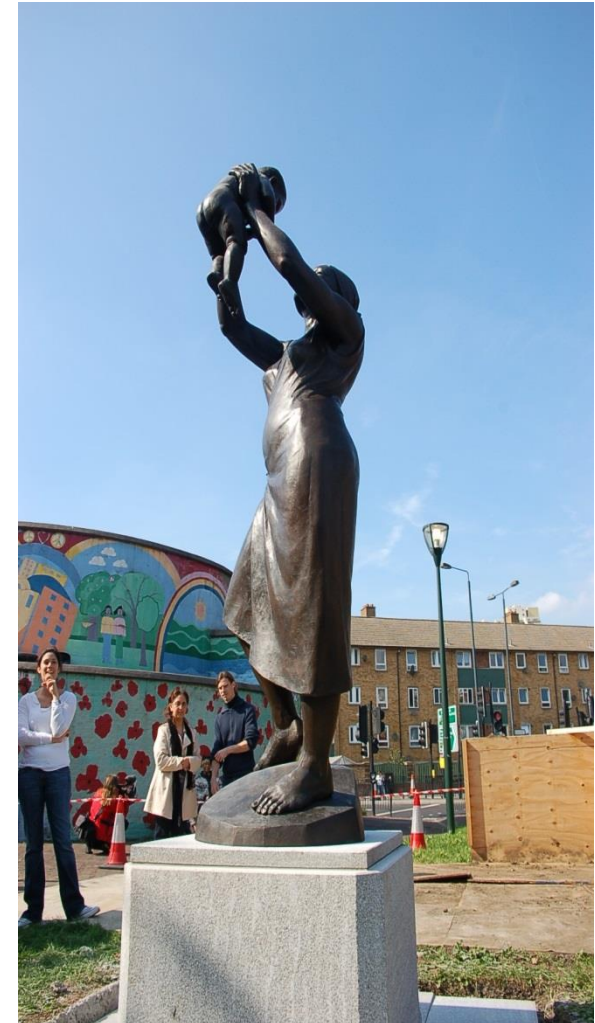
**Olmec supported Mudher into work with Transport for London as an engineer**

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## Our work in supporting people from migrant communities into jobs & training

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**In 2014/5 Olmec will support 200 people into work through our Solid Foundations employment and training programme**





# Making Migration Work: A London Case Study

## Our work in supporting people from migrant communities into jobs & training

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