



Leading learning and skills

North East Strategy to meet the Learning and Skills Needs of Refugees and Asylum Seekers

July 2008

A. Aim / Purpose

The aim and purpose of this Strategy is to improve access to, and support for, the learning and skills needs of refugees and asylum seekers in North East England.

B. Background

In August 2007 there were 4,137 asylum seekers living in the North East and receiving support through the National Asylum Support Service, an increase of 13 per cent on the previous year. More than a third (37 per cent) were housed in Newcastle.¹

There are 79 nationalities represented in the asylum seeker population in the North East, with the majority (51%) from the African continent and a significant proportion (20%) from the Middle East².

Data on the number of refugees living in the region is not kept, as in every region of the UK. Numbers can only be estimated at several thousand.

Since 2001, there has been a 42% increase in the proportion of employees in the North East born outside the UK – (though this group still represents under 3% of the total population). At the same time, we face a declining and ageing population over the coming years. To promote social and economic inclusion, it will be essential to enable the transfer and application of prior skills, retain these skills in our region, and maximise opportunities to upskill others within the target groups covered by this strategy.

The importance of this pool of talent and potential talent is underlined in the NE Regional Economic Strategy:

“We will attract potential migrants to North East England, encouraging them to take up entrepreneurship and employment, and underpin through research into the benefits of equality and diversity and good practice in their promotion.”

Similarly, the final draft Action Plan of the NE Equality & Diversity Board states the need to:

“...attract, retain and maximise the skills contribution of refugees and migrants including supporting access to conversion of qualifications for refugees and other migrants and supporting ESOL for migrants.

¹ Borders and Immigration Agency Regional Strategic Co-ordination Group MI Aug 2007.

² Borders and Immigration Agency Regional Strategic Co-ordination Group MI Aug 2007.

C. Target Population

The target population on which this Strategy is focussed is:

- Asylum seekers, refugees, those granted leave to remain, those with humanitarian protection; and their dependents aged 16 or over

NB. The strategy does not extend to the needs of economic migrants, though some of the issues (eg ESOL) may well be relevant.

D. Implementation Group

TERMS OF REFERENCE

1. To facilitate regular dialogue between key stakeholders on relevant issues
2. To identify activities and lead responsibilities required to take forward the strategy
3. To review progress against the strategy
4. To challenge partners where insufficient action has been taken and agree remedial action wherever possible
5. To identify new issues to be included in the strategy and generate ideas to address these
6. To identify barriers to delivery of the strategy that require escalation to a higher level in order to bring about a resolution
7. To monitor and evaluate the impact of national policy changes on learning and skills provision for asylum seekers and refugees in the North East

MEMBERSHIP

The Implementation Group is chaired by the LSC Regional Director of Skills and its membership consists of:

- representatives of organisations who have responsibilities for carrying out the specific activities identified in the strategy
- other key stakeholders as identified by the above members

ORGANISATIONAL ARRANGEMENTS:

- The group will be chaired by the LSC NE Regional Skills Director
- LSC will also provide a secretariat for the group
- Meetings of the group will be held at least quarterly
- Additional meetings may be held as required
- Prior to each meeting, members will be reminded by the group secretary to forward progress reports against those parts of the strategy where they have lead responsibility – and also to provide updates against any relevant action points in the Action Log (see below)
- The agenda, progress reports, revised Action Log and any other papers will be circulated to members at least 7 days before each meeting
- Implementation Group members will agree a Red / Amber / Green rating to reflect the level of risk associated with the implementation of each activity in the Strategy
- The group will review its organisational arrangements and terms of reference at least once a year to ensure that these are still fit for purpose

The schedule of key dates, centred around meetings of the Implementation Group, is as follows:

Request for Progress Reports	Progress Reports submission deadline	All papers and reports sent out	Meeting Date	Action Log sent out by
31-Dec-07	1-Feb-08	5-Feb-08	12 Feb-08	26-Feb-08
31-Mar-07	24-Apr-08	25-Apr-08	29-Apr-08	13-May-08
26-Jun-07	10-Jul-08	14-Jul-08	21-Jul-08	13-Aug-08
30-Sep-08	17-Oct-08	21-Oct-08	28-Oct-08	11-Nov-08

Note - Meetings will not be minuted, but an Action Log will be maintained by the group secretary. This will be updated and forwarded to members no more than 14 days after each meeting

TYPICAL MEETING AGENDA:

- Welcome, apologies and introductions
- Review of Action Log
- Review of progress against the Strategy
- Agreement of priorities and responsibilities for further action
- New issues and ideas
- Any other business
- Confirm date, time and venue of next meeting

E. Related Groups

REGIONAL REFUGEE FORUM

LSC North East and the NE Regional Refugee Forum have agreed to work closely to develop a model of collaborative practice, that will underpin the strategy and the role of the Implementation Group.

The proposals listed in *Annex 1* will serve as the point of reference for this model. There are also references in the strategy itself to the role of the RRF, and the forum will play a key part in scrutinising progress against the strategy.

Both organisations have agreed that the relationship needs to allow for flexibility in approach, and resources of both organisations will always be taken into account when planning joint activity.

LSC and the RRF will hold regular meetings to review and agree joint working, using *Annex 1* as the reference point.

REGIONAL ESOL GROUP

Objective 2 of the strategy reflects the terms of reference of the NE Regional ESOL Group. Both the Chair and Regional Co-ordinator of the ESOL Group are members of the Implementation Group.

ANNEX 1: Suggested areas for contribution of the Regional Refugee Forum North East to the LSC's Regional Strategy for AS & R Learning

- As members of working group/task force/consultative forum
- Gather collective evidence from 40 RCOs across the NE region on barriers in access, gaps in provision, what is not working, what is working, how and where, and self-identified solutions for what would work better and feed into working group
- Seek learning from refugee voices from other parts of UK (via network of forums)
- Seek inclusion of RCOs in the strategy as partners in the development and delivery of learning programmes (through learning orientated projects that they run for their communities, additional training, outreach work with other agencies, service level agreements etc)
- Offer the RRF's Support for Community Action programme (Capacity building – staff team of 5 across the region) as route for dissemination of information on new programmes, opportunities, entitlements, etc via RCOs into refugee community
- Assist in choosing the most appropriate key performance indicators so that they genuinely measure refugee inclusion/progress rather than just output numbers
- Assist in the monitoring of delivery by gathering feedback from RCOs – measuring real progress against set targets and performance indicators
- Input into evaluation and further planning cycle

Share learning with Forums in other parts of UK for input into development national or other regional pol

NORTH EAST STRATEGY TO MEET THE LEARNING AND SKILLS NEEDS OF REFUGEES AND ASYLUM SEEKERS

Objective 1: CO-ORDINATE ACTIVITY TO MEET THE LEARNING AND SKILLS NEEDS OF ASYLUM SEEKERS AND REFUGEES IN THE REGION

Ref No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
1.1	Set up an Implementation Group to agree and oversee implementation of the strategy	LSC Simon Lindsay	Membership agreed Sep 2007 Terms of Reference established Oct 2007 Schedule of meetings arranged Oct 2007 Strategy and Implementation Plan finalised Nov 2007	Membership agreed Sep 2007 Terms of Reference established Oct 2007 Schedule of meetings arranged Oct 2007 Strategy and Implementation Plan finalised Nov 2007	G

Objective 2: IMPROVE THE EFFECTIVENESS OF ESOL PROVISION IN THE NORTH EAST

Ref - No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
2.1	Provide a facilitating forum for ESOL providers and funders in the North East region, raising its effectiveness and profile amongst learners employers and other agencies	Regional ESOL Group Nadeem Ahmad	Regular meetings taking place Further develop this at a working meeting in December 2007		R/A
2.2	Assist in the regional coordination of provision and support services to ensure vocational, speaking, listening and citizenship needs are met and there is consistency in access to ESOL services in the region	Regional ESOL Group Nadeem Ahmad	Results of a Mapping exercise to be presented at the Dec 2007 meeting		R/A
2.4	Provide a regional mechanism to facilitate the feeding of employer and learner needs into ESOL provision	Regional ESOL Group Nadeem Ahmad	Further develop this at a working meeting in December 2007		R/A

2.5	Create and maintain A comprehensive and up to date database on ESOL services in the region A register of trained ESOL tutors and bilingual support workers in the region	Regional ESOL Group Nadeem Ahmad	Work on this to start early Dec 2007 following mapping exercise		R/A
2.6	Ensure communication and dissemination of information including good practice and ESOL related changes to government policy	Regional ESOL Group Nadeem Ahmad	As above		R/A
2.7	Work with strategic bodies in the region to ensure the benefits and value of ESOL learning are recognised and promoted	Regional ESOL Group Nadeem Ahmad	On going Need to firmly establish with appropriate structures	•	
2.8	Monitor and evaluate the impact of recent policy changes for ESOL, and Asylum Seeker eligibility, on providers in the region	LSC Alan Taylorson	Assign responsibility to LSC Skills for Life Group Nov 2007 LSC Skills for Life Group identify key actions and milestones to take activity forward 12 Dec 2007	07/08 policy changes are currently under further review through a DIUS consultation exercise, 'Focusing English for Speakers of Other Languages (ESOL) on Community Cohesion'. The LSC's Regional Skills for Life Group will: <ul style="list-style-type: none"> • Contribute to the consultation exercise through LSC NO channels by the closing date of 4 April 2008; and • Ensure regional awareness of the outcomes from the exercise when the results are published. 	A

Objective 3: ENHANCE COMMUNICATION WITHIN THE REGION TO ENSURE ACCURATE AND UP TO DATE INFORMATION

Ref No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
3.1	Facilitate the sharing of good practice, and raise issues identified through case work, in provision for asylum seekers and refugees	NERS Mohamed Nasreldin	Identity barriers to refugee employment Identify issues access to ESOL	A report on issues of employment identified was submitted to ONE on Dec 07 A report will be issued by the end of March 2008	R/A
3.2	Ensure consistent information on availability of and eligibility of learning opportunities for asylum seekers and refugees	LSC Simon Lindsay	Updates on policy and eligibility arrangements forwarded to RRF, NERS and other key parties Dec 2007 and Apr 2008 <i>By Sep 2008:</i> - Meet MN (of NERS) to discuss (a) promotion of Apprenticeships and (b) existing NERS enterprise training opportunities ; and links to REIS / Action for Employment - Provide update to RRF on Apprenticeship Matching Service - Provide update to RRF on arrangements for Apprenticeships for Adults - Report back on any info on ESOL in Apprenticeships following work with Julie Day and E&D Manager London LSC - Identify options for Enterprise Training for refugees where gaps exist, eg (a) Employment Skills and Enterprise group of NEEDP, (b) ESF funding	Nov 07: RAGU and Refugee Council materials distributed to: - LSC Providers (newsletter) - LSC Partnership teams - IAG Advisers and Networks - Connexions - Business Link NE (for Train to Gain) - MLA NE RRF to forward these materials to Case Workers for Refugee Integration Service <i>Updates provided to RRF on Apprenticeships (April 08); Childcare (July 08); IAG provision (Apr and July 08); and Enterprise Training (July 08)</i> <i>Family Learning contacts across region circulated July 08</i> <i>Labour Market leaflets circulated July 08</i> <i>Requested info from ONE NE on response to 2007 research on Enterprise</i>	G

Ref - No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
				<i>training for BME and Refugee communities</i>	
3.3	Promote the availability of learning programmes and environments for refugees and asylum seekers, including: <ul style="list-style-type: none"> - learndirect provision - Personal and Community Development Learning (PCDL) - Train to Gain - Union learning / Academy - JCP programmes - Learning through museums and libraries 	LSC Simon Lindsay	See also section 3.6 for joint activity with RRF Actions agreed with Museums Libraries and Archives (MLA) NE region in Nov 2007 Updates provided to Train to Gain brokers and managers by Dec 2007 Commitment secured from Ufi / learndirect regional team to promote services to refugees and asylum seekers: by Jan 2008 LSC, RRF and JCP to meet Jan 08 to discuss info requirements and events Meeting arranged with Union learn / TUC rep to agree actions: by Jan 2008 JCP identify actions by Jan 2008 LSC to analyse RAGU materials and provide any additional info on LSC funded learning by 12 Mar 08 LSC to arrange Adult IAG (nextstep)	LSC / RRF Meeting 27 Nov 07; agreed milestones and activities 7 Nov 08: LSC met with MLA NE; MLA to forward any suggestions for activities related to the strategy RAGU and Refugee Council materials supplied to Train to Gain managers Nov 07 Learndirect: forwarded info on centres supporting refugees and asylum seekers; exchanged information with regional ESOL group; supplied summary of learndirect provision for circulation to RCOs (see below) – all Dec 07 Information requirements agreed with TUC / Unionlearn Feb 08 RRF, JCP, LSC and Regional ESOL Group met 6 Feb to agree next steps Info on JCP programmes provided Feb 08 Additional info forwarded Mar 08	G

Ref No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
			<p>input to information sheets and April seminars (Feb 08)</p> <p>April 08 2 sub regional events proposed to raise awareness of RCOs</p> <p>Apr – June 08: RRF to roll out this info to RCOs</p> <p>Approx Jul 08: 2 sub regional workshops to provide feedback from RCOs on effectiveness of these arrangements</p> <p>SEE 3.2 FOR NEXT MILESTONES, AND 3.5 / 3.6 FOR FURTHER MILESTONES FOR RRF AND JCP</p>	<p>IAG input arranged from nextstep providers Mar 08</p> <p>First event held 15 April (Newcastle)</p> <p><i>Second event held 24 April (Middlesbrough)</i></p> <p><i>30 RCOs attended events, as well as LSC, JCP, nextstep providers, Union learn, and info from learndirect</i></p> <p><i>4 Key areas identified to address: Childcare; Apprenticeships; Adult IAG; and Enterprise Training</i></p> <p><i>2 Debriefing meetings held with RRF in June and July 08 to identify and progress activity</i></p> <p>SEE 3.2 FOR MORE DETAIL ON PROGRESS TO DATE, AND 3.5 / 3.6 FOR FURTHER ACTIIVTY WITH RRF AND JCP</p>	
3.4	Develop the NESMP website to improve the availability of information for refugees, asylum seekers, service users and other key partners	NESMP Nadeem Ahmad	Further development to commence Dec 2007 following the appointment of Regional Policy and Information Officer -NESMP	Estimated Launch Date 15 Sep 2008. Info requirements of partners will be a priority.	A

			<p>Steve to further discuss potential 'training' style events/other methods of Information sharing</p> <p><i>Commence December 07</i></p> <p>4. Evidence from the region's refugee (and AS) community is available, along with ideas and evidence for 'what would work best'</p> <ul style="list-style-type: none"> • (1) meeting with appropriate officers at LSC, JCP and Regional ESOL Group, GF and RRF Project Manager for SCAP (Helen Attewell) to clarify details of programmes and routes available to AS & Rs across the region and to review what is already known and significant or urgent gaps in knowledge (this could be joint meeting or separately) • (2) following meeting GF to begin evidence gathering from RCOs via Expert Groups process <p><i>April 08</i></p> <ul style="list-style-type: none"> • Include desk top research and any supporting or good practice evidence from partners of refugee led forums network (Manchester, Leeds, Wales, Scotland) • (3) evidence to be presented to implementation group members (via appropriate format – interface/presentation/report etc) 	<p>presentation/training to RCOs on range of programmes available and how to access them. To be arranged for RCOs later in summer.</p> <p>All RCOs informed of LSC Strategy and the RRF role planned.</p> <p>Met with: LSC and JCP Feb 7th, regional ESOL Co-ordinator, Jan 21st, Newcastle College March 11th, TUC 19th March Additional / refugee-specific information received from Learn Direct, JCP, LSC, TUC Unionlearn, M'bro Adult Education, Newcastle College, Next Step</p> <p>2 sub-regional meetings held for RCOs with representatives with LSC, Next Steps, JCP, Regional ESOL Group and TUC – as a first step in engagement:</p> <ul style="list-style-type: none"> • Newcastle 15th April • Middlesbrough 24th April <p>13 RCOs represented on 15th 10 RCOs represented on 24th Information on agency roles, contacts and programmes given by speakers Q&A and feedback from RCOs – evidence from their community and about their role in providing learning opportunities All RCOs received comprehensive file of information and copy on CD. (LSC covered direct costs of both events)</p> <p>Follow up meetings held with Simon LSC on 6th June and with Simon LSC & Steve JCP on 9th July. Action Plan created based on recommendations arising from meetings with RCOs.</p>	G
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			<p><i>By Dec 07</i></p> <p>5. Provide evidence on issues affecting ESOL access and effectiveness, and explore potential for delivering ESOL in community settings</p> <p><i>Commence Dec 07</i></p> <ul style="list-style-type: none"> GF to meet with Julie Day to clarify routes through which ESOL is available to AS & R, including through delivery in community settings. Assess any additional resource needs of 'outreach' style delivery. <p><i>April 08</i></p> <ul style="list-style-type: none"> GF to elicit evidence from RCOs via Expert Group process on issues affecting access to or success of ESOL., possible solutions, and community delivery settings Interface meeting RRF expert group reps and Regional 	<p>2 specific calls for evidence made to RCOs – one on access to Childcare, one on access to JCP programmes. Evidence gathering to continue during summer. Ideal models of Apprenticeships will also be explored.</p> <p>Re-designed RRF Website launched May 08 www.refugeevoices.org.uk. All Information file/CD contents being added to website (See Collective Voice pages) and will be constantly updated as information sent to us by other agencies. Simon and Steve forwarding information as arises.</p> <p>Meeting with Jane Varley, Regional ESOL Co-ordinator, Jan 21st to progress Meeting with Regional ESOL Newcastle College, Julie Day March 11th</p> <p>2 Sub-regional events held 15th April & 24th April (see 4 above): RCOs given information on ESOL delivery in Community based settings, range of subjects to deliver ESOL through, and training for volunteer teachers available. Q &A. Information & contacts now on RRF website.</p> <p>RRF SCAP team (CDW) now seeking to link in RCOs with ESOL providers. RRF met with Vulnerable Workers project officers for TUC and Unison (who can support ESOL costs), linking them to RCOs wishing to set up ESOL with crèche facility.</p> <p>RRF became member of NESMP</p>	
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			<p>or aiming to deliver additional support to promote learning and skills, and report back</p> <ul style="list-style-type: none"> • Explore potential for joint working with other agencies • Assist RCOs training needs and networking, and resources needs to deliver most effective support 	<p>Attended 22nd Jan event organised by LSC/VONNE on regional contracting consortium proposal. To raise awareness of unique role played by RCOs in provision and how that role might be included in a contracting structure and resourced through it</p> <p>Met Hilary Porter (LSC – partnerships officer) Jan 23rd to explore further.</p> <p>RRF to further explore this area via SCAP CDW team with RCO cases, and keep up to date with development of Regional VCS Contracting Consortium.</p>	
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Objective 4: UPGRADE LEVELS OF SUPPORT FOR REFUGEES AND ASYLUM SEEKERS TO ACCESS AND COMPLETE LEARNING PROGRAMMES

Ref No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
4.1	Ensure that all 16-18 year old asylum seekers are handled as priority learners in accessing learning	LSC Simon Lindsay	Guidance provided to LSC partnership teams Nov 2007 Priority confirmed with LSC Providers by Dec 2007 To be re-emphasised in next Provider newsletter mid-2008	Confirmed through Provider Newsletter Nov 07, and at LSC Partnership Teams meeting 20 Dec 07 <i>Re-inforced at Partnership team leads meeting June 2008</i> <i>Next Provider newsletter due July 24th 2008</i>	G
4.2	Ensure early entry for refugees in receipt of JCP benefits to the Basic Skills and Employability programme	JCP Steve Martin	Ensure that by 01.08.07 Employability Skills programme eligibility ensures immediate access for refugees claiming Jobcentre Plus benefits.	Objective achieved all Refugees in receipt of JCP benefits can have immediate access to Employability Skills provision. COMPLETED	G
4.3	Identify independent learner routes with web based support	LSC / DIUS Simon Lindsay	Statement on proposals secured from DIUS by Dec 2007 Leigh Smith (LSC) to produce a SfL factsheet covering what can already be done and funded whilst we continue our discussions with DIUS to build on this.- by Jun 2008	Feb 08: LSC discussing issues around this currently with DIUS. Looking at blended learning and how we can support it more. <i>No further info: chased up again 14 July</i>	R/A
4.4	Use the Learner Support Hardship Fund to support spouses of refugees who do not have access to their own funds or benefits documentation	LSC Simon Lindsay	Additional funding secured and distributed to providers Aug 2007 Proposals for analysis and review of use of additional funding agreed by April 2008 Analysis and review of use of additional funding completed and	First milestone achieved Information received from some providers already. <i>No further evidence received from providers. Awaiting DIUS / Ministerial decision on continuation of this Hardship Funding</i>	A

Ref No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
			circulated by Aug 2008		
4.5	Signpost and support Refugees claiming Jobcentre Plus benefits to relevant provision (for which they receive fee remission) to assist them with their Jobsearch /training requirements.	JCP Steve Martin	Ensure that details of any Regional developments on provision available to Refugees are cascaded to JCP District's. Ensure that any issues identified at the Regional Advocate group that impact on Refugees ability to access provision are highlighted and potential solutions examined.	No significant developments in Provision occurred during this period. To date no issues identified FROM THE Regional Advocate group. In partnership with LSC/Regional Refugee Forum JCP will be attending two events on 15.04.08 and 24.07.08 to promote JCP services to Refugee Community organisations. Rowenna Foggie to make links with NERS, and Accommodation Providers	A

4.6	Further promote the use of the DTLM model for asylum seekers and refugees	NESMP Nadeem Ahmad	To be looked at post 21 st Nov EQUAL event	Ongoing	A
4.7	Improve the support available for asylum seeker and refugee learners with mental health difficulties	NIACE Neil Kelly	<ul style="list-style-type: none"> • Establish contacts with relevant organisations and individuals by end Dec 07 • Involve learners who are refugees and asylum seekers in mental health service users' event Jan 18th 2008 • Undertake scoping exercise with relevant organisations and individuals above to determine activities actions to be taken by end Feb 2008 • Devise activities and actions linked to Regional Mental Health action Plan by end June 2008 • Undertake Actions and activities by end Dec 2008 <p>Replacement for Neil Kelly to be recruited by June 08</p> <p>Update on milestones, progress and achievements to be provided by Sep 08</p>	<ul style="list-style-type: none"> • Met with Suzanne Thomson GVOC race and mental health lead Oct 07 • Met with Sacha Bedding Stockton International family centre Nov 07 • Visit to Stockton International Family Centre planned for Dec 07 to give presentation on mental health and learning work to community workers <p>Neil Kelly retired 31 March 2008</p> <p><i>Replacement recruited, starting Jul 08</i></p>	A
4.8	Further develop mentoring initiatives to support asylum seeker and refugee learners in the region	NERS Mohamed Nasreldin	Acquiring the necessary funding	Funding application will be submitted to the Home Office by the end of February 2008. Service commences 01.10.08, picked up through mentoring project.	A/G

**Objective 5: TAKE ACTION TO INCREASE PROGRESSION TO, AND RETENTION IN, EMPLOYMENT OPPORTUNITIES
WITHIN THE CONTEXT OF THE REGIONAL EMPLOYABILITY FRAMEWORK**

Ref · No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
5.1	Raise awareness of the business case for refugee learning and recruitment	ONE NE Joe Clease	<p>Ensure refugees are included within wider 'business case' for employers to recruit a more diverse workplace within the 'Business Case' workstream of E&D Board.</p> <ul style="list-style-type: none"> • This project to be mapped out by Mar 08. • Dissemination of research findings to be delivered in phases; completion by Dec 08 	<p>No change, as final draft still not signed off (very imminent)</p> <p>E&D Evidence Base workstream launched at seminar 30/11/07.</p> <p>Final draft baseline report on E&D issues in the North East (by Northumbria University) will be released for comments in May. Final report due June 2008, with dissemination to follow.</p> <p>Another two workstreams looking at the 'business case for employers' and the 'business case for the region' are underway and will report later in 2008</p>	A
5.2	Work with Union Learning Reps, and Train to Gain brokers, to market the benefits of investing in ESOL to employers	LSC Simon Lindsay RRF Georgina Fletcher	<p>Meet with TUC and Equality NE to identify actions, by Dec 2007</p> <p>TUC / Unionlearn to provide summary of Unionlearn opportunities by 12 Mar 08</p> <p>LSC to identify / produce suitable materials on ESOL provision, especially ESOL in the workplace (by Mar 08)</p> <p>LSC to forward materials to TUC / Unionlearn (by Apr 08)</p>	<p>LSC – TUC / Unionlearn met 31.1.08 and identified milestones and activities.</p> <p>Information requirements requested from TUC / Unionlearn</p> <p>Information on April RRF / RCO seminars forwarded to TUC / Unionlearn</p> <p>ESOL and ESOL for Work Fact Sheets forwarded to RRF and TUC / Unionlearn</p> <p>ESOL in Train To Guidance received and circulated Dec 07</p>	G

Ref - No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
			<p>RRF and TUC / Unionlearn to meet to discuss options for awareness raising of Union Learning Reps, and other Unionlearn staff, regarding employment of refugees, involving more refugee workers in Unionlearn, and encouraging refugees in employment to become ULRs, including:</p> <ul style="list-style-type: none"> - Project Management training for Union Learning Fund Project Workers (May 08) - Quarterly Education & Skills Forum for ULRs (June 08) - Quarterly ULR Magazine (Summer 08) - Dissemination of leaflets to ULRs (Summer 08) - Targeting employers with potential to reach refugees as learners and / or ULRs (Autumn to Dec 08) <p>Train to Gain Brokers and Union Learning Reps supplied with information on business benefits by Mar 2008</p> <p>TTG Brokers to be updated at E&D themed day (date tba) as part of Broker CPD</p>	<p><i>Unionlearn publication: "English Language at Work: Work-based English for speakers of other languages" – circulated to TTG managers and Brokers and posted on Broker website, June 2008</i></p>	
5.3	Identify the key sectors where refugees can fill regional skills gaps	ONE NE / RSP Liz Robson	Review opportunities for refugees (and other migrants?) to contribute to regional skills needs, barriers	No activity yet, as final draft still not signed off. Expect to progress in late July.	R/A

Ref - No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
			<p>preventing this and mechanisms to overcome these. By Dec 2008</p> <ol style="list-style-type: none"> 1) Identify what skills/qualifications refugees can offer and the type of employment they are likely to seek, including self-employment. <ul style="list-style-type: none"> • Joe Clease to identify relevant data from the 'E&D evidence base' work (outlined at 5.1 above) (Jul 2008) • NERS to provide further information about the skills and qualifications of refugees and their work aspirations (Jul 2008) 2) Identify market demand / skills gaps for the skills, qualifications and aspirations uncovered in phase 1 (Sept 2008) 3) Develop appropriate solutions with partners, providers and employers (Dec 2008), including recommendations to the Regional Employability Framework partners (see 5.4) 		
5.4	Maximise links between the strategy and the Regional Employability Framework	REF Co-ordinator Sue Hannan One NorthEast	<p>Develop a REF-based model for refugees with REFIT – starting with a discussion paper to REFIT by Feb 08.</p> <ol style="list-style-type: none"> 1) Sue Hannan to include consideration of the needs of Refugees and Asylum 	<p>Paper tabled on Refugee Integration service to March meeting of the REFIT</p> <p>Paper on cross-cutting areas for REF is on the agenda for May meeting (to include Refugees)</p>	R/A

Ref No	Activity	Lead Person & Organisation	Key Milestones and Achievement Dates	Progress Update	R/A/G
			<p>Seekers as a 'cross-cutting theme' within the REF Strategic Action Plan and REF Implementation Plan (May 2008)</p> <p>2) From the basis of the outcomes outlined in 5.3 above, develop specific recommendations about how refugees and asylum seekers needs can be best met through the REF. (Dec 2008)</p>		

Contact details for the Group

AHMAD Nadeem 211 6714 nadeem.ahmad@newcastle.gov.uk
COGHILL Lyn 492 6353 lyn.coghill@lsc.gov.uk
CLEASE Joe 229 6570 joe.clease@onenortheast.co.uk
DAY Julie julie.day@ncl-coll.ac.uk
FLETCHER Georgina 423 6255 / 01642 232 446 georgina.fletcher@refugeevoices.org.uk
KAJEE Hassan 492 6372 hassan.kajee@lsc.gov.uk
KUROWSKI Macius macius.Kurowski@equalityhumanrights.com
LINDSAY Simon 492 6472 simon.lindsay@lsc.gov.uk
MARTIN Steve steve.martin3@jobcentreplus.gsi.gov.uk
MILLER Gillian 492 6427 gillian.e.miller@lsc.gov.uk
NASRELDIN Mohamed 245 7311 mn@refugee.org.uk
SELLERS Ben 227 5566 bsellers@tuc.org.uk
WATSON Pauline 492 6370 pauline.watson@lsc.gov.uk