



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

Grenfell Community Assembly

Theme: Employment and Skills

**Notes for Assembly held:
22 March 2021
6-7:30pm**

Introduction

The Grenfell Community Assembly has been established to ensure that Grenfell related matters are openly discussed and provide the place for statutory and non-statutory partners to respond to local concerns.

The Grenfell Community Assembly is a forum that gives the Grenfell community the opportunity to come together and discuss the issues that matter to them. It offers a chance for residents to take part in real conversations and honest exchanges of views for everyone involved in the process. Meetings focus on different themes each time, depending on what residents want to discuss.

The Grenfell Assembly on Monday 22 March 2021 focussed on employment and skills. The assembly gave an opportunity for residents to discuss important topics such as preparing for and finding work, boosting residents' skills and the available support from the Council and local organisations. Representatives from Morley College London at the North Kensington Centre to answer questions and shared ideas.

The discussion focused on the top project ideas in the Community Works programme that are aimed at helping residents impacted by the Grenfell tragedy progress towards employment or self-employment and help identify which projects to commission with the £250,000 available to support this.

Assembly Agenda

Time	Item
Time	<ul style="list-style-type: none">• Schedule
6.00	<ul style="list-style-type: none">• Anonymity Addressed
6:05	<ul style="list-style-type: none">• Welcome speech
6:10	<ul style="list-style-type: none">• Welcome from The Host for this evening: Susan Ritchie
6.15	<ul style="list-style-type: none">• Let's get talking!
6:25	<ul style="list-style-type: none">• Group Activity
6.40	<ul style="list-style-type: none">• Feedback from round 1 discussions
6:45	<ul style="list-style-type: none">• Share results on poll results
6.50	<ul style="list-style-type: none">• Intro to part 2 – Discussion forum
7.15	<ul style="list-style-type: none">• Any Other Business
7:30	<ul style="list-style-type: none">• CLOSE MEETING

An external facilitator chaired the Assembly. Breakout room discussions and were facilitated by RBKC Economic Team with direct experience of providing services in the topic being discussed. This report does not include personal identifiable data, and we have not published information that is sensitive or names of individuals that were put forward during the table discussions. This document contains a summary of feedback from the Assembly, as well as more detailed feedback generated at each breakout room. We hope that this document is read by people who did not attend the event and encourages more people to take part in future Grenfell Community Assemblies.

We have included the detailed feedback notes of the comments and views expressed by individual residents at each Breakout room, it does not necessarily mean that each comment is endorsed by majority of attendees or the many residents who were not present for those discussions.

A total of 11 residents attended in addition to two local Councillors. Councillors were allowed to attend but not permitted to participate due to the pre-election period.

Further investigation into the low number of attendees, was due to Grenfell Community Assembly clashing with Grenfell Memorial Commission meeting, North Kensington Trauma Service sessions and Mutual Aid weekly meeting that took place on the same night. This has prompted the decision to not hold the Grenfell Community Assembly on a Monday night as it tends to conflict with other meetings and events taking place.

We also discovered an issue with the mailout, several households said they received leaflets delivered through their door after the event, whereas others received theirs well in advance.

This section of the report captures the key points of the discussions held at each session, including breakout rooms in line with key objectives. Full transcripts can be found in appendix 1.

Summary of Discussion

As a part of the agenda, participants had the opportunity to discuss employment and skills issues generally and more specifically to identify the projects to be commissioned as part of the Grenfell Recovery Strategy. The list of projects discussed were:

- Into Work – Employment advisers working in the community. Access to one-to-one employment advice for residents, accessible locally.
- Ready for Work – Job preparation and mentoring. A programme linked to employers and developing mentoring support including locally recruited mentors helping to prepare for employment.
- Build Yourself Up - A confidence building programme of workshops linked to coaching and employability, developed alongside planned activities (such as gardening, cooking, crafts, IT, art and design).
- Run Your Own Business - An enterprise bursary scheme with access to a set amount of seed funding for new business start-ups.
- Pathways Into Work - Sector specific employment programme(s) preparing candidates for accessing employment in target sectors (health, digital, construction etc.).
- My Community Business - A social enterprise support programme providing access to commercial advice and business development to assist potential social enterprises to develop, launch or build capacity.
- Community Works Events Programme - A programme of employment focused workshops and events to take place across an agreed period, to include workshops, job fairs, employer talks, and motivational sessions.
- Work Taster for Young People - A set of taster sessions targeted at young residents providing opportunities to try out different types of work. For example, a construction-focused programme, a mechanic-focused programme, a digital-focused programme.

Appendix 1

This section of the document captures any additional detailed feedback, notes or comments and views expressed by individual residents at each discussion sessions, including breakout rooms in line with key objectives.

Breakout Rooms : From the list, which project would be most important to you and make the biggest difference in your area? What would help the projects to be successful?

No.	Identified Key Themes
	<i>Populate this table from discussion notes, chat logs and identify the common key points</i>
1	Ready for Work
2	Into Work
3	Build Yourself Up
4	Work Taster for Young People
5	Kickstart Programmes
6	Work placement

Discussion notes:

- The mentoring aspect of Ready for Work is important as it provides the small steps that lead to a greater outcome. The college has the facilities and location and is very keen to immediately make the upskilling course available for people in the community. The project links people with large companies such as Westfield and construction projects within the borough
- The college is offering support to those who have lost their jobs and are now looking to get back into work through their 'Ready for Work' with an upskilling element.
- The Into Work project provides employment advice, which helps to identify strengths in an individual that can lead to finding a placement where they can succeed.
- To respond to the need from employers for candidates to have good digital literacy, the college is developing a six to ten weeks course providing basic IT word packages to data processing and data analysis, using spreadsheets, presentation, and communication skills, note taking and agenda building.
- Given that there is limited funding, Build Yourself Up would be very appropriate for people who already have skills because it offers people direction and encouragement as well as support on how to grow their business.
- The Ready for Work project could be beneficial because it links a lot of people in the community who have been made redundant and/or who have lost their hours.
- The college is keen to work with organisations such as Al-Manaar to make the local community aware of the extensive offer it has available not just for 16–18-year-olds but for 18 and overs.
- Lots of interest on Into Work Project, helping people getting employment. People with experience can help with mentoring and advice.
- Morley college's kickstart programme is looking to expand the programme in collaboration with the local community to have courses that not only give opportunities for

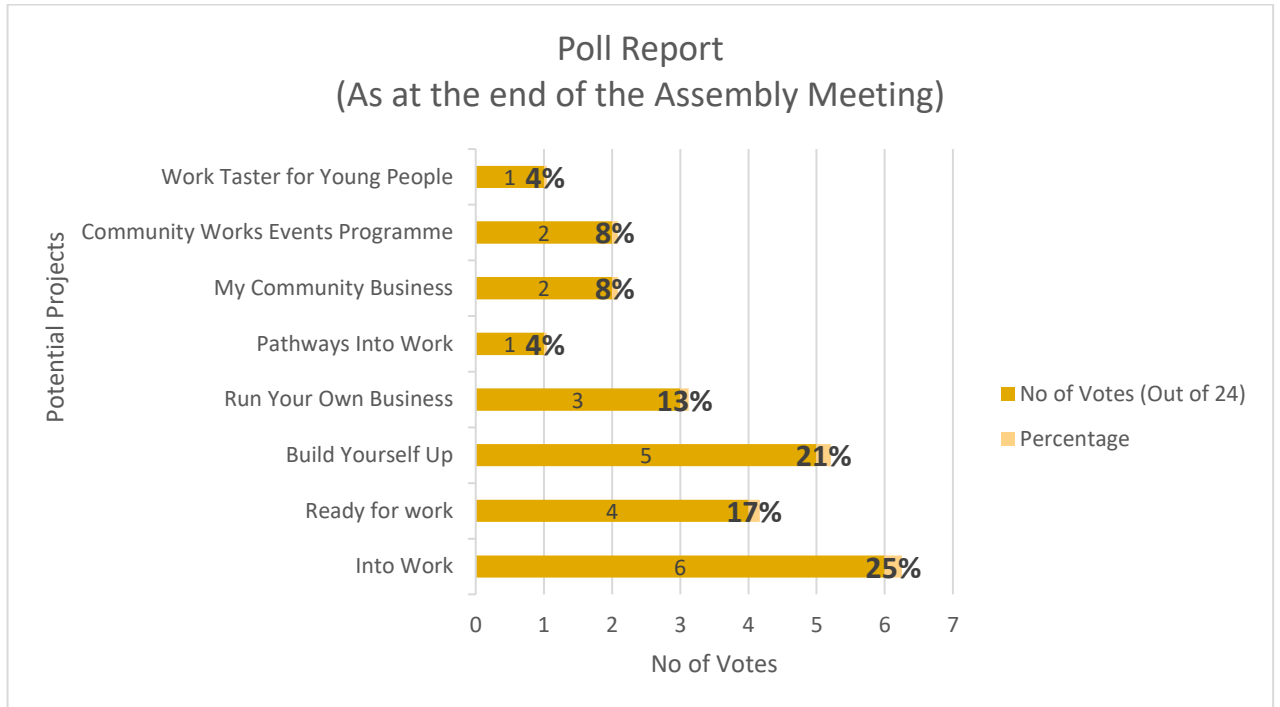
learners to gain qualifications but also upskill and give them the knowledge they need for employment.

- The college is in discussion with the Job Centre DWP in designing a course that incorporates gaining practical work experience.
- To respond to the need from employers for candidates to have good digital literacy, the college is developing a six to ten weeks course providing basic IT word packages to data processing and data analysis, using spreadsheets, presentation, and communication skills, note taking and agenda building.
- Providing work placements has been a challenge due to the COVID-19 restrictions over the last year. As restrictions lift the college is looking to expand work placements particularly for young people from the local community. The college is looking to work in partnership with community groups to engage with local young people.

Suggestions from the attendees to improve offer:

- RBKC should try to get matched funding from some of the big companies such as Westfield since they have benefited from the skills of the young and older people they have employed and should commit to taking on a certain number of young people into their local work areas.
- Interested in ready for work projects, could be linked with employers at Westfield, Local Construction companies so local people can be referred by the project in completion of the training
- After COVID it might be beneficial to use the college as a community hub or recovery centre in supporting people to get into employment. The close collaboration and partnership working between the College and the Council to deliver the Skills and Employment Strategy will benefit residents.

After the discussion session attendees had an opportunity to vote both on their **first and second choice projects**. Outside of the Assembly we were seeking feedback and community members can email their preferences at employmentandskills@rbkc.gov.uk until 9 April



Appendix 2: Chat Log

Insert cleaned chat log relevant to Assembly objectives.

- Given the types of employment BAME surely hit disproportionately. What steps, therefore, are being undertaken to mitigate this disproportionate impact?
- RBKC- Economic Development: I believe Social Care roles are being recruited into, across both Westminster and Kensington and Chelsea.
- if you could please let us know - what is the out of work percentage in North Kensington - as opposed to a less deprived area in RBKC?
- The data is available ward by ward for claimants also age breakdown and gender split. Ethnicity data is not in the published data provided by ONS.
- Local people are desperate to get local social care jobs but are unable to find
- Economic Development: can we follow up with access to roles in the care sector, with contact from appropriate colleagues.
- Home schooling and I would appreciate online learning for myself as well.
- I love the idea of an online learning arm of the college. Especially in a traumatised area!
- Online learning is important this time as the level of vaccination uptake is low in the community
- Will there be scope for collaborations with North Kensington organisations?
- Many do not have enough band width, literally, to provide an effective educational wifi in their homes. the gap between those with and those without is growing exponentially
- When will we be getting WIFI North Kensington wide? - Have asked for this many time...Thx
- Gardening would be help for emotional wellbeing. specially with the lockdown.
- The roll out by three providers may well be achieved fully by December 2022.
- Definitely online learning needed
- Economic Development: If you'd like to be involved in the design of the projects towards commissioning, please contact me and we'll invite you into helping review the specifications for projects.

Appendix 3: Assembly Feedback

- Residents expressed that with all community meetings and events are held via zoom, they are finding it tiring and feel zoom fatigue.
- Suggestion was made that if the next Grenfell Community Assembly can be held in person with precaution and Government Covid guidelines
- Outreach to North Kensington residents to involve and contribute more in Grenfell Community Assembly
- Less number of RBKC staff should attend the Grenfell Community Assembly
- Suggestion was made that Grenfell Community Assembly not be held on Mondays and Fridays

Acknowledgements

The next Assembly will likely take place in September 2021 (we hope in person; subject to Government Covid guidelines). The date TBC. Further details will be publicised via the Council's website and other social media formats.

Acknowledgements

The Council would like to thank everyone that attended and participated in the Grenfell Community Assembly and to all the partner organisations that attended, assisted and facilitated discussions.