Mayor's Workforce Integration Network

Content

Workforce Integration Network

In 2018, the Mayor published his strategy for Equality, Diversity, and Inclusion, outlining a path toward a fairer, more equal, and integrated city. One of the main objectives is to ensure London's workforce reflects its population at all levels and in all sectors. As part of his strategy, the Mayor launched the Workforce Integration Network (WIN).

What is the challenge?

Londoners from Black, Asian and Minority Ethnic backgrounds **account for 46% of London's population**. However, they face **disproportionate barriers in the labour market** such as higher levels of unemployment, insecure employment, and lower wages than white Londoners. Businesses' recruitment practices and organisational environment/culture are not inclusive and perpetuate inequalities.

What does WIN do?

The Workforce Integration Network (WIN) provides a **bespoke programme for employers to improve pathways for underrepresented groups in the workplace** so they can access and progress into good work, and to support employers to build more inclusive cultures. WIN also **commissions and publishes research** to improve understanding of the barriers to accessing good work for particular groups and works collaboratively with key partners to improve pathways into work for ethnic minorities.

The Design Labs are part of the Mayor's Skills Academies Programme. The Academies Hubs bring together employers, education and training providers and sector bodies to work together to develop clear pathways into employment.

WIN PRIORITY GROUPS

WIN works with employers to tackle underrepresentation in their workforce, with a focus on the following priority groups:

- Black men (16-24 y/o and 50+)
- Pakistani, Bangladeshi and Black women

These groups have significantly higher than average unemployment and insecure employment rates, while a large proportion are paid below the London living wage compared to other ethnic groups.

An intersectional analysis shows that these groups experience significant inequality and exclusion because they possess one or more characteristics in addition to ethnicity that compound disadvantage. Disability and socio-economic class are also key intersectional factors that can negatively impact on labour market outcomes.

WIN Design Lab

WIN DESIGN LAB SUMMARY

The Mayor's Design Lab is a practical **10-month EDI innovation and change programme for up to 60 businesses** that delivers pro-social and economic impact for London. It uses Equity Design, a design thinking methodology tailored to promote equity. The GLA commissioned London Equity by Design (LEAD), to deliver the programme, a partnership between a strategic design consultancy and a not-for-profit Anti-racism training organisation.

1) Who is eligible?

- **Large employers** with 250+ London-based employees or a fast-growing SME.

- Businesses in the **Health, Green, Creative, Social Care, Digital, and Hospitality** sectors.

- Businesses with **existing EDI plans and commitments**, and recruitment plans in the next two years.

- Businesses who can **commit C-Suite sponsorship** to champion participation, communication and action.

2) What does the programme include?

- **Company Immersion** with a cross-section of your workforce. Assess where your company is on the anti-racist spectrum using ethnographic data and sector insights, and develop an action plan to tackle underrepresentation.

- **Coached action planning** to refine and implement the action plan with your HR and project team.

- **Sector development workshop** to collaborate with industry peers.

- Latest **research and EDI toolkits** including new ethnography.

- **Mayoral Symposium** showcasing action and policy.

3) How do we measure impact?

Independent evaluators and delivery partners collect data on programme outputs, outcomes, and longer-term impact such as:

- Implementation of action plan activities to improve EDI practices.

- Number of individuals from WIN target groups into employment and progressing to more senior roles.

- Businesses progressing on LEAD EDI and Anti-Racism maturity model.

WIN Inclusive Employer Toolkits

INCLUSIVE EMPLOYER TOOLKITS

- Practical actions and guidance for employers to drive forward workforce equality and inclusion.

- Tailored to challenges in five key growth industries for London. Digital/tech toolkit will be added to the current four this year.

- Industry-specific guidance across five themes:

  - Commitment and collaboration
  - Engagement and recruitment
  - Retention and progression
  - Building an inclusive culture
  - Supplier diversity

- **Implementation support** launching shortly: a bespoke programme for a small number of committed employers to implement toolkit and engage in peer learning.

Getting started

Find out more about the Workforce Integration Network and how we produced these toolkits

More information

Resources to accompany each toolkit and help you implement it

Creative and cultural industries

Explore the toolkit for the creative and cultural industries.

Green economy

Explore the toolkit for organisations contributing to the green economy.

Hospitality

Explore the toolkit for the hospitality industry.

Healthcare

Explore the toolkit for healthcare organisations, including GPs, Trusts and ICBs.

WIN Research

WIN RESEARCH

Two main aims

1 To build the evidence base about WIN's core challenge: the causes of underrepresentation and labour market inequalities for certain ethnicity groups.

2 To provide insight into how employers and other stakeholders can most effectively use their resources to tackle these inequalities and evaluate.

Forthcoming research

- Participatory research on the barriers to Pakistani and Bangladeshi women accessing and progressing in good work

- Impact of in-work poverty on ability to access and progress in good work

MAYOR OF LONDON

Voices of the underrepresented

What's stopping young Black men getting on in the digital and construction sectors?

WIN BENEFITS

1 Bespoke and practical offer for employers tailored by sector and business size.

2 Being part of a Mayoral initiative is attractive to employers.

3 WIN strengthens collaboration and sharing of best practice within organisations and across their sector.

4 WIN supports to convert commitment and enthusiasm for EDI into tangible actions through the development action plans.

5 WIN research feeds into design and delivery of existing and new initiatives.

"It has brought siloed areas of the business together to work collaboratively to understand how we can support [underrepresented groups] within the business"

"[The programme] helped [us] to commit to a plan and know the organisations we can connect with to find [talent from underrepresented groups]"

"It helped to demonstrate we're serious about improving the representation of black and ethnic minorities"