



Annual Enterprise & Employment Initiative Report (March 2019/April 2020)

End of Project report

Project Title:	Enterprise Development & Employment Action
Date:	April 2020
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Overview/ Main aims of the project

1. To support BAMEs in Bristol and surroundings with Enterprise Development assistance, including business workshops, advice & counselling, mentoring, develop business plans, budgets, cash flow forecast, to include: New Business start-ups, and existing business development.
2. To support BAMEs in Bristol and surrounding with Employment actions leading to job search, mock job interviews, completing job applications forms, help with resources i.e. telephones, IT resources, stationeries, and more....
3. To support BAMEs businesses with "Hot Desking" facilities and small business unit to help new business start-ups.

Objectives Achieved

The following objectives were identified in current reporting year 2019/2020

ENTERPRISE/BUSINESS

1. Develop Database of all Beneficiaries of enterprise development, employment action and hot-desking assistance
2. Regular 1:1 Business advice/counselling sessions and meetings for BAMEs new business start-ups (105 sessions)
3. Business outreach support for BAMEs existing businesses (35 Existing businesses)
4. Facilitate 20 business/enterprise workshops for new BAMEs businesses
5. Facilitate 10 business workshops for existing BAMEs businesses
6. Help for BAMEs businesses with "hot-desking" facilities
7. Help for BAMEs businesses to develop Business Plans, Budgets, Cash Flow forecasts
8. Assist BAMEs businesses in writing letters to agencies and make appeals on there behalves.

9. Assistance settling disputes between BAMEs business owners and landlords
10. CEED assist with small “grants” up to £500 pounds to help BAMEs undertake initial research works of their new ideas.
11. Assistance in relocating BAMEs businesses from operating premises to new.
12. Assist BAMEs businesses with CIC Reports and Annual Reports

EMPLOYMENT ACTIONS

1. Help with job application forms
2. Help with Mock Interviews
3. Support with job search facilities
4. Support with IT resource and equipment
5. Support with stationeries/stamps
6. Facilitate job search, interview, and personal effectiveness workshops
7. Provision of work placements and job shadowing
8. Signposting BAMEs job seekers to internal employers

Milestones /Outputs Achieved

The under-mentioned narratives/statistics are those achieved in this financial year March 2019 to April 2020 as follows:

No of New Business start-ups supported with 1:1 business advice/ counselling/mentoring (20)

No. of new Business start-ups workshops facilitated (8)

No. of new business start-ups helped with development of business plans (3)

No. of new business start-ups supported with small grant to research market potentials (2)

No. of new business start-ups starting trading (1)

No. of business outreach “visits” to support existing businesses of problems (9)

No. of business workshops, seminars held for existing business owners (4)

No. of existing business owners helped with Inland Revenue matters (10)

No. of existing business owners helped with “Export Documentation” (2)

No. of new businesses helped with “hot-desking” space (8)

No. of existing business owners helped with letter writing and appeals matters (9)

No. of BAMEs accessing job-search initiatives (5)

No. of BAMEs supported with MOCK job interviews (2)

No. of BAMEs supported with job application forms (6)

No. of BAMEs supported with IT facilities, stationeries/stamps/postage (9)

No. of BAMEs supported with internal/external work-placement and job shadowing (8)

No. of Personal Effectiveness and Self -Worth workshops held for BAMEs young persons and job seekers (1)

Working with Other Agencies:

1. We work with Business West/Bristol Chamber of Commerce in all aspects of import/export documentations for BAMEs businesses.

2. We work with various Accountancy/Bookkeeping firms on behalf BAMEs business clients

3. We are working with West of England Business Hub

4. We work with Department of Business, Energy & Industrial Strategy on behalf of



Notable Lessons Learned

Over the years BAMEs businesses have expanded on the retail sector. Many new shops established along Stapleton Road, including African, and Caribbean retail shops.

CEED helped local BAME person, to acquire the vacant land along St. Gabriel's Road, and turned into community car wash, and storage business.

A NEW CAR WASH business was helped to set up in St. Gabriel's Road

BAMEs businesses are still geared towards setting up solely within the inner-city areas, and without doubts where most of their clientele are based, and access to easy shopping movements.

BAMEs businesses are also concentrated on retails, especially shops and retails of ethnic commodities.

BAMEs businesses lack the skills to deal with Inland Revenue on Taxes, NI, Customs Duties and or VAT were appropriate.

BAMEs businesses lack the skills to keep records, and or internal bookkeeping systems to facilitate end of year accounts.

BAMEs businesses still finds it difficult to access loan facilities to support growth and development.

BAMEs businesses regularly has problems with landlords and leases

BAMEs businesses lack the skills to communicate effectively with other business operators, especially in settling business matters.

Outstanding work this period?

CEED working with West of England Business Huub to look into the import and export businesses of BAMEs

CEED also assisted a BAME Car Warehouse & Car Breaking business in St. Phillips on tenant/landlord matters.

Risks of Provisions & Financial Support

CEED is not funded to provide the services/activities itemised above. Rather, CEED derives small financial income from rents through CEED Members occupying units within the Ujima House Building. CEED is able to engage Business Consultants/Advisors,

Mentors/Coach and other experts to provide expert services to BAMEs business owners, and new business entrants. Through the same measure, CEED engage Employment Advisors, and facilitators to support employment seekers. This year CEED obtain three thousand pounds from the Avon & Somerset Police Commissioner's fund to support empowerment and capabilities workshops for young BAMEs.

Future Proposed Plans

CEED is planning to develop a BAME BUSINESS HUB, with provisions of Hot-Desking, small business units, conferencing centre, IT Hub for businesses and employment seekers. Ujima House is currently being discussed as possible hub for affordable housing and part commercial/business functions – CEED will aim to acquire units to expand its future objectives – or identify other potential sites. Presently, among such possible sites includes the ST GABRIEL'S ROAD, and UJIMA HOUSE.

Recommendations for Actions

- 1. Work collaboratively with Business West/Bristol Chamber of Commerce for developing import/export documentations for BAMEs in associated business**
- 2. Discuss with Inland Revenue & HMS Customs of possibilities of running regular workshops covering; tax matters, filing corporation taxes, VAT matters, NI Contributions and more that raises concerns for BAMEs businesses**
- 3. Work with Department of Business, Energy & Strategy to identify what impacts the department resources could lever into BAMEs business development**
- 4. Undertake an impact assessment and contributions of economic activities and social impacts of BAMEs businesses in the Stapleton Road axis.**
- 5. Work towards establishing a BAMEs Loan Fund to support new and existing business growth and development**
- 6. BAMEs Business Tools to support owner managers in submitting tax returns, annual accounts, filing and more..**
- 7. Create an pro bono database of BAMEs Business experts to support BAMEs business operators.**