

CASE STUDY

Evaluation of MAWRII



MAWRII (Minorities are Wales' Resources II) was an ESF supported project led by Swansea YMCA with its partners VALREC (Valleys Regional Equality Council) and NWREN (North Wales Regional Equality Network). The project supported BME (Black and Minority Ethnic) people in employment with a view to helping career progression, for example moving from short term contracts (including zero hours contracts) to more stable employment but equally professionals seeking to have their previous qualifications recognised in the UK. Interventions included training and mentoring for individuals plus support for staff training and development of equality plans for employers.

The evaluation included one-to-one interviews with staff from the partner organisations and a sample of their beneficiaries. Focus groups were held with beneficiaries to increase the size of the beneficiary sample. The report provided a detailed profile of beneficiaries based on a range of characteristics, including race, nationality, gender, educational background, time in the UK, employment sector and job status. Findings were compared with wider literature and comprehensive conclusions drawn about the impact of the project. An intersectional analysis approach contributed to informed conclusions. While statistical techniques informed impact analysis, case studies were used extensively to illustrate impact at an individual level.