

## APPENDIX 2

### Assumed Visible Ethnic Minority Recruitment Targets

Financial Year	Projected VEM Strength Target (%)	Projected BWT	Projected VEM Strength	Annual Additional VEMs	Projected wastage of VEMs during FY @ 4%	Need to recruit annually	Number of VEMs during intake
2002/2003	7.9%	27650	2184	852	87	939	94
2003/2004	10.8%	28000	3024	840	121	961	96
2004/2005	13.7%	28000	3836	812	153	965	97
2005/2006	16.6%	28000	4648	812	186	998	100
2006/2007	19.5%	28000	5460	812	218	1030	103
2007/2008	22.4%	28000	6272	812	251	1063	106
2008/2009	25.0%	28000	7000	728	286	1014	101

### Assumptions

- BWT will be achieved each year
- VEM target by end 2008/2009 will be 25% of BWT
- The VEM target calculated against BWT
- There is an annual incremental increase in target currently calculated at 2.9%
- Wastage is 4% per annum