

Improving employment outcomes for young black men in London

BRIEFING PAPER

NOVEMBER 2015

This is the second in a series of briefing papers on employment and unemployment of young black men in London. The briefing papers are produced by the Black Training and Enterprise Group (BTEG) to help focus discussion and services on improving employment outcomes for young black men. These briefing papers also contribute to and capture learning from the work which is taking place through the Moving on Up (MoU) initiative, a two year programme, jointly funded by Trust for London and the City Bridge Trust, to help improve employment outcomes for young black men (YBM) in London.

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PLEASE NOTE Within the Moving on Up programme, and in this paper, by ‘young’ we mean people aged 16 to 24 and within the term ‘black’ we include people from black British, black African, black Caribbean, other black and mixed black ethnic groups. There are slight variations in the age range and ethnic groups included within the data presented in the following sections. Please refer to the notes on pages 11 and 12 of this briefing paper for further information about definitions and sources of data.

ONE: DATA HEADLINES

Employment

- 36% of all young black men in London are in employment, compared with 57% of all young white men.¹ The number and proportion of young black men in London who are in employment has **increased** from the previous 12 month figure.
- The proportion of economically active young black men who are in employment is 66%, compared with 85% of young white men. This gap has narrowed from 21 percentage points (December 2014) to 19 percentage points.

Unemployment

- The unemployment rate for young black men in London is 34%, compared with 15% for young white men.
- The unemployment rate for young black men in London has **decreased** from the previous 12 month figure.

Claimant count

- 3,375 young black men in London were claiming Job Seekers Allowance (JSA) in June 2015 (the most recent month for which figures are available).
- The **number** of young black men in London who are claiming JSA **decreased** from the previous month.
- Of all young men in London claiming JSA, 30% are young black men (compared with about 16% of the young male population).
- The **proportion** of young male JSA claimants who are black **increased** from the previous month.
- 4.2% of all young black men in London are JSA claimants, compared with 1.6% of all young white men in London.

¹ *Employment and unemployment figures are from the Annual Population Survey for the 12 month period ending March 2015.*

TWO: LEARNING POINTS FROM MOVING ON UP

The six MoU projects have now been running for about six months. BTEG held workshops with the project providers in May and September 2015 to exchange information and learning about supporting YBM into employment. The main issues and learning points emerging from these workshops so far are:

- Providers are finding it more difficult to work with local JCP offices than in previous projects. They have found that JCP offices are no longer focusing on young people and staff are not referring young people to them.
- Providers are trying to engage with YBM in settings away from JCP, including in churches, community centres and through word of mouth. Some providers are doing this with more success than others.
- Most of the providers consider that the key barrier preventing YBM from finding employment is their own attitude. They consider that some of the YBM who they see are not in the right mind set to look for work. The providers believe that the main intervention required is giving YBM the time, space and support to develop a mentality where they actually want to get a job. The difference between the MoU providers and, say, the Work Programme, is that MoU providers create a climate which encourages YBM to develop this mentality, at their own pace and without any threats or pressure. *[It is worth noting that these comments are similar to those from providers who contributed to BTEG's research on YBM unemployment in London in 2014 and are in contrast to the views of YBM who contributed to the research, most of whom regarded external factors rather than their own attitude as the main barriers they encountered when looking for a job].*
- One provider has had some success in getting YBM into jobs as a result of informal contact with employers. This approach is illustrated in the case study below. The benefit for YBM is that informal contact allows them to build up relationships with employers without the pressure induced by formal recruitment processes, where many of them do very badly. The company involved in the case study, MITIE, has an excellent reputation for seeking equality and diversity in its recruitment approach. It will be interesting to see if other companies, perhaps less committed to equality than MITIE can be persuaded to engage in this approach.
- Personal connections and empathy are emerging as potentially important features of some MoU projects. In these projects, YBM are delivering support to other YBM. Their shared experience as YBM gives the adviser a strong rapport with the clients, which may help with motivation and inspiration.
- The providers are keen to get more YBM into city firms for visits and events, similar to the Moving on Up launch event in June. Such opportunities can be a real eye-opener for YBM and can help to open up new ambitions.

THREE: CASE STUDY

Gerisio came to the UK from Angola when he was two years old. He is now 23. He was permanently excluded from school in Year 9 and sent to a pupil referral unit until he was re-integrated in Year 11, six months before taking his GCSEs. He managed to get his GCSEs and initially enrolled in a business studies course at college before dropping out. His family was very poor and he got involved in crime to put food on the table. This landed him in jail for a couple of years.

Gerisio qualified as a gas installation engineer while he was in prison but he found it difficult to find a job when he came out of prison. He started volunteering for a local social enterprise to keep himself busy. That's where he heard about the Moving On Up Programme. He joined the Hackney CVS Inspirational Leaders group and took part in the training to design and deliver an inspirational workshop to young people. An HR representative from Mitie attended one of the training sessions in which Gerisio presented his personal story for use in the workshop. The Mitie employer was so impressed by his speech that he approached Gerisio afterwards and offered to mentor him directly. He subsequently arranged a 4-week work experience placement for Gerisio. After completion Gerisio interviewed for the technical apprenticeship but has instead been offered a permanent role within the company.

FOUR: EMPLOYMENT

The number and proportion of YBM in employment has increased. For the 12 month period ending December 2014, 32% of YBM were in employment. This rose to 36% for the 12 month period ending March 2015. However, the number of YBM who were unemployed also showed a small increase over this period. So the increasing number of YBM in employment has been from YBM who were previously economically inactive rather than those who were unemployed. As the majority of young people who are economically inactive are in full time education, further investigation of these figures is needed to identify whether the increased number of YBM in employment has been accompanied by a fall in the number of YBM in further and higher education. This will be provided in the next Briefing Paper.

Table I: Young males in London in employment, April 2014 to March 2015

		Jan to Dec 2014	Apr 14 to Mar 15	Change
Black	Number	21911	23818	+8.7%
	% within this ethnic group	31.6%	35.5%	
All young men	Number	221,151	226,193	+2.3%
	% of all young men	45.3%	46.3%	
White	Number	147822	148234	+ 0.3%
	% within this ethnic group	56.4%	56.7%	
Mixed	Number	11530	11799	+ 2.3%
	% within this ethnic group	45.6%	43.4%	
Indian	Number	10116	12419	+22.8%
	% within this ethnic group	30.7%	32.1%	
Pakistani & Bangladeshi	Number	11188	11258	+ 0.6%
	% within this ethnic group	33.4%	34.6%	

Table II: Economic activity status of young men in London

	Jan to Dec 2014			Apr 14 to Mar 15		
	Employed	ILO unemployed	Inactive	Employed	ILO unemployed	Inactive
Black	31.6	17.5	51.0	35.5	18.0	46.5
White	56.4	10.1	33.5	56.7	10.2	33.1
ALL	45.3	11.4	43.3	46.4	11.9	41.7

FIVE: UNEMPLOYMENT

The unemployment rate for YBM in London is continuing to decrease.

For the 12 month period ending March 2015 the ILO unemployment rate for young black men was 34%, down from 36% for the 12 months ending December 2014. The unemployment rate for young white men was unchanged at 15%.

Despite this decrease, the unemployment rate for young black men remains **more than double** the rate for young white men.

Chart I: ILO unemployment rates for young men in London by ethnic group

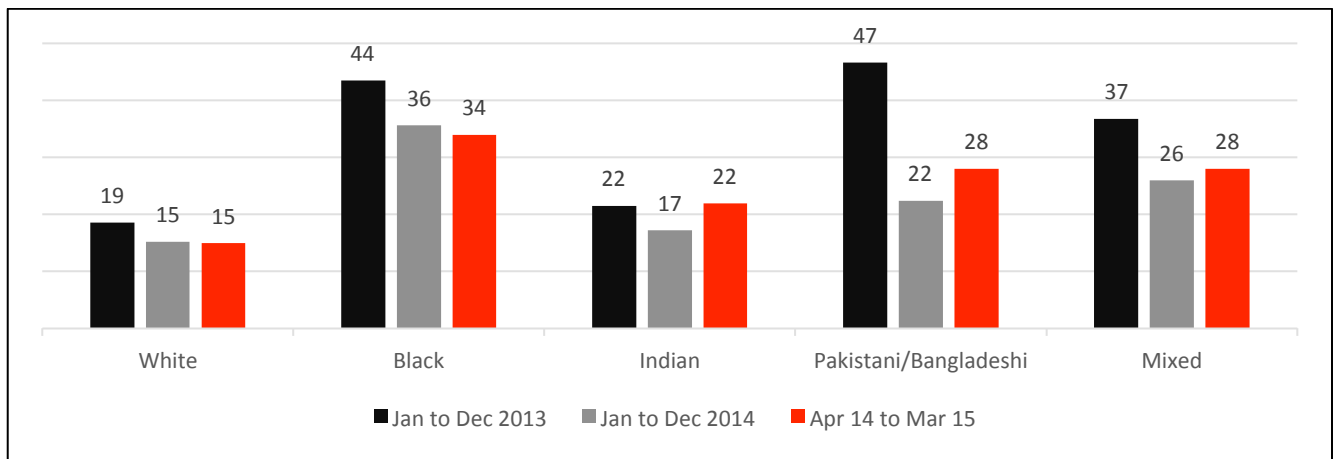
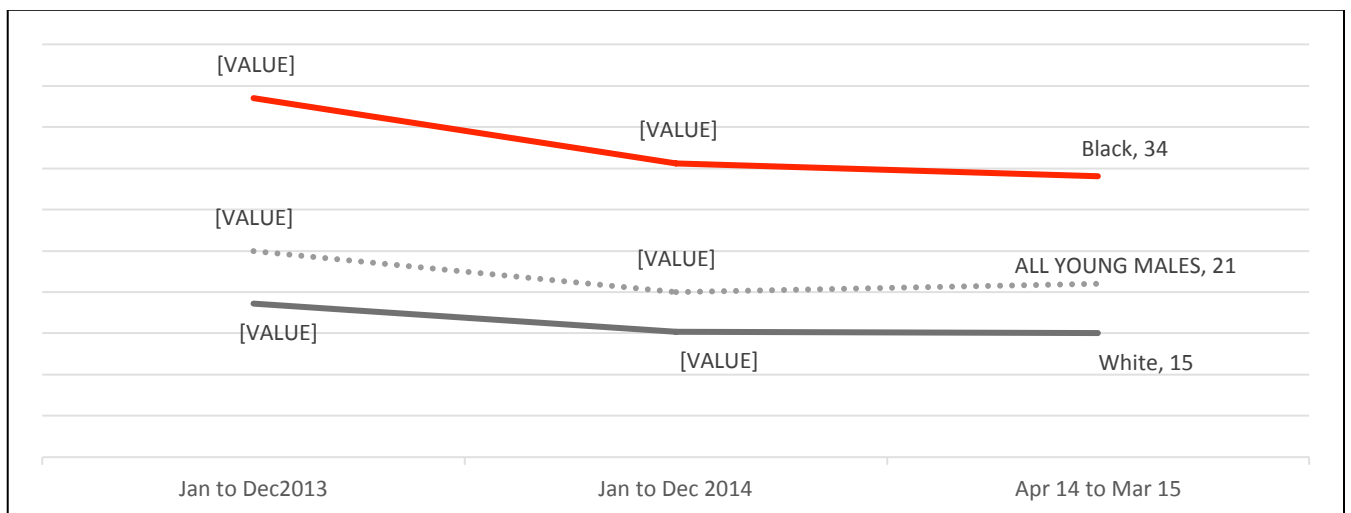


Chart II: ILO unemployment rates for young men in London



SIX: CLAIMANT COUNT

The previous Briefing Paper reported claimant count figures for March 2015. The most recent figures available for this Briefing Paper are for June 2015.

The actual number of YBM JSA claimants in London has decreased, from 3,725 in March 2015 to 3,375 in June 2015. This is a decrease of 350 YBM over the three month period, or just under 10%.

Across London, the proportion of young male JSA claimants who are black has increased since March 2015, from around 28% to around 30%. This means that 30% of all young male JSA claimants in London are black compared with around 16% of all young males in London who are black.

Table III: JSA Claimants in London (YBM includes mixed black groups)

	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	Jun 2015
Number of YBM claimants	3,575	3,755	3,725	3,585	3,470	3,375
% of young male claimants who are black	27.7	27.6	28.4	28.9	29.7	30.4

Table IV shows the number of YBM JSA claimants in the London boroughs which are covered by the six MoU projects. The most recent JSA figures are shown and compared with those for March 2015. The table shows that:

- The number of YBM JSA claimants decreased in Brent, Ealing, Lambeth, Newham and Southwark. There were increases in the actual number of YBM claimants in Hackney and Lewisham, and no change in Croydon.
- The proportion of all young male JSA claimants who are black increased in Croydon, Hackney, Lambeth and Lewisham.

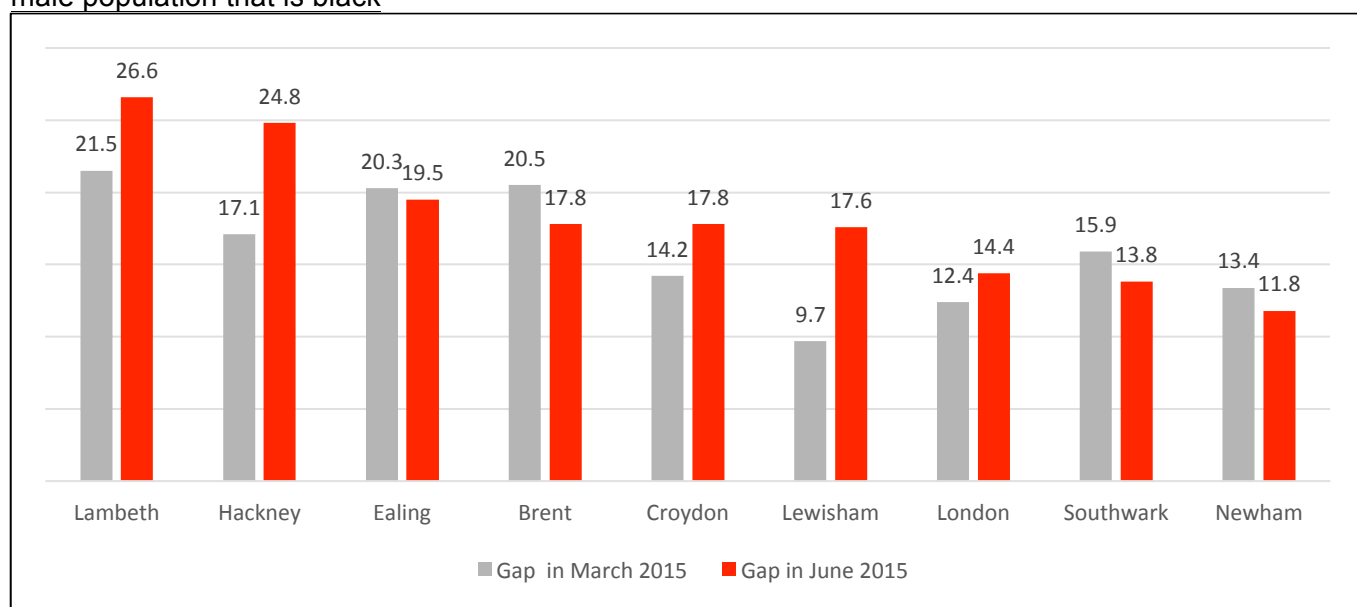
The disproportionality of YBM claimants varies from borough to borough. By disproportionality, we mean that the proportion of all young male JSA claimants who are black is greater than the proportion of the young male population who are black.

Disproportionality has increased across London and in four of the eight target boroughs since March 2015, as illustrated in Chart III. There have been big increases in disproportionality in Lambeth, Hackney and Lewisham.

Table IV: Young black male JSA claimants in London and selected London boroughs

Borough	Claimant numbers & % black	Mar 2015	Jun 2015	Change (Mar to June 2015)
BRENT	Number of YBM claimants	190	145	-45
	% of young male claimants who are black	40.4%	37.7%	7% dec
CROYDON	Number of YBM claimants	240	240	0
	% of young male claimants who are black	39.3%	42.9%	9% inc
EALING	Number of YBM claimants	175	145	-30
	% of young male claimants who are black	34.0%	33.3%	2% dec
HACKNEY	Number of YBM claimants	210	220	+10
	% of young male claimants who are black	45.2	53.0	17% inc
LAMBETH	Number of YBM claimants	320	300	-20
	% of young male claimants who are black	52.0%	57.1%	10% inc
LEWISHAM	Number of YBM claimants	235	250	+15
	% of young male claimants who are black	38.8%	46.7%	20% inc
NEWHAM	Number of YBM claimants	205	160	-45
	% of young male claimants who are black	29.7%	28.1%	5% dec
SOUTHWARK	Number of YBM claimants	265	220	-45
	% of young male claimants who are black	42.4%	40.4%	5% dec

Chart III: Disproportionality in % of young male claimants who are black and % of young male population that is black



SEVEN: NUMBERS OF UNEMPLOYED YOUNG BLACK MEN

To inform discussions about the actual numbers of young black men in London, and in key boroughs, who are unemployed, we need to think about how many there might be, in addition to those who are engaged with Jobcentre Plus and shown in the claimant count figures. As explained in Briefing Paper One, there are reasonable grounds for estimating that the number of unemployed YBM in London is three times higher than the number of YBM who are JSA claimants. In June 2015 there were 3,370 YBM claiming JSA in London. The Annual Population Survey shows that the number of unemployed YBM in London in the 12 month period ending March 2015 was slightly more than 12,000.

The proportion of YBM who are unemployed is greater than the proportion of young white men (YWM) who are unemployed. Table V shows the claimant rate for YBM and YWM as at June 2015 and what this represents as a percentage of all YBM and YWM (using GLA population projection data for 2015 for the key London boroughs). This table also shows the number of YBM per borough who would need to come off JSA in order to bring the YBM claimant rate down to the YWM rate.

Table V: Number of young black men who need to come off JSA to reduce the YBM claimant rate to the YWM claimant rate (June 2015)

	Young black men			Young white men			No of YBM claimants if rate was same as for YWM	Number of YBM who need to come off JSA to get to this
	Pop	Number on JSA	% of pop on JSA	Pop	Number on JSA	% of pop on JSA		
Brent	4,600	145	3.2	6100	75	1.2	57	88
Croydon	6,550	240	3.7	9100	190	2.1	137	103
Ealing	3,050	145	4.8	8400	115	1.4	42	103
Hackney	4,100	220	5.4	7000	90	1.3	53	167
Lambeth	5,350	300	5.6	9750	130	1.3	71	229
Lewisham	5,750	250	4.3	6850	190	2.8	159	91
Newham	5,550	160	2.9	7050	130	1.8	102	58
Southwark	6,600	220	3.3	10250	180	1.8	116	104
London	93,900	3,949	4.2	260000	4105	1.6	1483	2466

EIGHT: APPRENTICESHIPS

The figures in this section are unchanged from Briefing Paper One.

The number of apprenticeship starts in London peaked in 2011/12 but has been declining since. Apprenticeship starts in London continue to be very low for the size of London's population in comparison with English regions.

Table VI: Apprenticeship starts in London

	2008/9	2009/10	2010/11	2011/12	2012/13	2013/14
Number of starts	17,180	20,350	41,400	47,230	45,070	40,050
% of national starts	7.2	7.3	9.1	9.1	8.8	9.2

The proportion of young people starting an apprenticeship in London who are black has increased in each year to 2011/12 but declined from 2011/12 to 2012/13.

Table VII: Apprenticeship starts for young people (aged 16-24) by ethnic group, London

		2008/9	2009/10	2010/11	2011/12	2012/13
Black	Number of starts	1,280	2,030	3,670	3,830	3,450
	% of all 16-24 starts	10.8	12.3	15.6	15.7	14.7
White	Number of starts	8,240	11,020	14,200	14,750	14,510
	% of all 16-24 starts	69.4	67.0	60.2	60.4	61.7
Asian	Number of starts	1,260	1,740	3,040	3,180	2,800
	% of all 16-24 starts	10.6	10.6	12.9	13.0	11.9

Black people have the highest proportion of apprenticeship starts by older people; 59.3% of the black people who started an apprenticeship in 2012/13 were over 25. By comparison, 43.9% of white people who started an apprenticeship were over 25. Conversely, black people had the lowest proportion of apprenticeship starters who were aged under 19; 15.7% of black people starting an apprenticeship in 2012/13 were under 19, compared with 23.6% of white people who started an apprenticeship in that year.

Table VIII: Apprenticeship starts in London by age and ethnic group 2012/13

Ethnicity	16-24		25+		All ages	
	Number	% within ethnic group	Number	% within ethnic group	Number	% within London total
Asian	2800	48.3	2990	51.6	5790	12.8
Black	3450	40.7	5010	59.3	8450	18.7
Mixed	1840	64.6	1010	35.3	2850	6.3
White	14510	56.1	11370	43.9	25880	57.4
London total	23520	52.1	21560	47.8	45070	

NINE: DATA SOURCES AND DEFINITIONS

Section One: Employment rate

Source: Annual Population Survey. Office for National Statistics. Social Survey Division, *Annual Population Survey, April 2014 - March 2015* [computer file]. Colchester, Essex: UK Data Archive [distributor], June 2015. SN: 7742, <http://dx.doi.org/10.5255/UKDA-SN-7742-1>

Young: people aged 16 to 24

Black: Black African, Black Caribbean or Black Other

Please note that the statistics in Sections One and Two are derived from survey samples and are subject to error. When the population of interest is very small (e.g. young black men in London) the margin of error increases. The statistics in this section indicate trends and are useful for comparisons between groups but should not be read as an exact measure of the unemployment or employment rates or numbers for young black men.

Section Two: Unemployment rate

Source: Annual Population Survey. Office for National Statistics. Social Survey Division, *Annual Population Survey, April 2014 - March 2015* [computer file]. Colchester, Essex: UK Data Archive [distributor], June 2015. SN: 7742, <http://dx.doi.org/10.5255/UKDA-SN-7742-1>

ILO unemployment: The internationally agreed definition of unemployment recommended by the International Labour Organisation (ILO) and used by the Office for National Statistics. The UK applies the ILO guidelines to define someone as unemployed who has actively sought work within the last 4 weeks and is available to start work in the next 2 weeks, or has found a job and is waiting to start in the next 2 weeks.

ILO unemployment rate: Proportion of economically active people who are unemployed. This is calculated by:

$$\frac{\text{unemployed}}{\text{employed} + \text{unemployed}}$$

Young: people aged 16 to 24

Black: Black African, Black Caribbean or Black Other

Section Three: Claimant count

Claimant count source: NOMIS

Population data source: 2011 Census

Young: people aged 18 to 24

Black: Black African, Black Caribbean, Black Other, Mixed White & Black Caribbean, Mixed White and Black African

Section Four: Numbers of unemployed young black men

Claimant count source: NOMIS

Population data source: Greater London Authority GLA trend based population projections for 2015 <https://www.london.gov.uk/mayor-assembly/mayor/publications/gla-intelligence/demography/population>

Young: people aged 18 to 24

Black: Black African, Black Caribbean, Black Other

Section Five: Apprenticeships

Source: FE Data Library at www.gov.uk

Young: people aged 16 to 24

Black: Black African/Caribbean/Black British

TEN: CONTACT INFORMATION

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