

Improving employment outcomes for young black men in London

BRIEFING PAPER ONE

June 2015

ONE: INTRODUCTION

This is the first in a series of briefing papers on employment and unemployment for 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 initiative. Moving on Up is a two year programme, jointly funded by Trust for London and the City Bridge Trust, to help improve employment outcomes for young black men in London. Six providers are receiving funding through this programme to support young black men into jobs. Section Six of this paper gives a brief summary of these projects. Future briefing papers will share lessons and successful practice which emerge from these projects.

The following sections of this paper present information about:

- Two: The unemployment rate for young black men in London;
- Three: The Job Seekers Allowance (JSA) claimant count for young black men in London and in the London boroughs where the six Moving on Up projects are primarily operating;
- Four: The number of young black men in London who are unemployed and the number who would need to come off JSA to reduce the claimant rate for young black men to the same rate as young white men;
- Five: Key trends in apprenticeships for young black people in London;
- Six: A brief summary of the six projects providing targeted employment support to young black men over the period April 2015 to March 2017, as part of the Moving on Up programme.
- Seven: the key learning points from the six Moving on Up projects to date.

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. Detailed notes of this are on page 10 of this paper.

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TWO: UNEMPLOYMENT RATE

The unemployment rate for young black men in London has been coming down.

The ILO unemployment rate for young black men in London in 2012 was 55%. In 2013 it was 44% and in 2014 it was 36%.

Unemployment rates have similarly fallen for young white men, although have fluctuated for young men in other ethnic groups (as illustrated in Chart I).

The gap in unemployment rates for young black men and young white men has remained consistently large, although may now be narrowing (as illustrated in Chart II). However, the unemployment rate for young black men remains **more than double** the unemployment rate for young white men.

Because these statistics are derived from survey samples they are subject to error, and 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 rate for young black men.

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

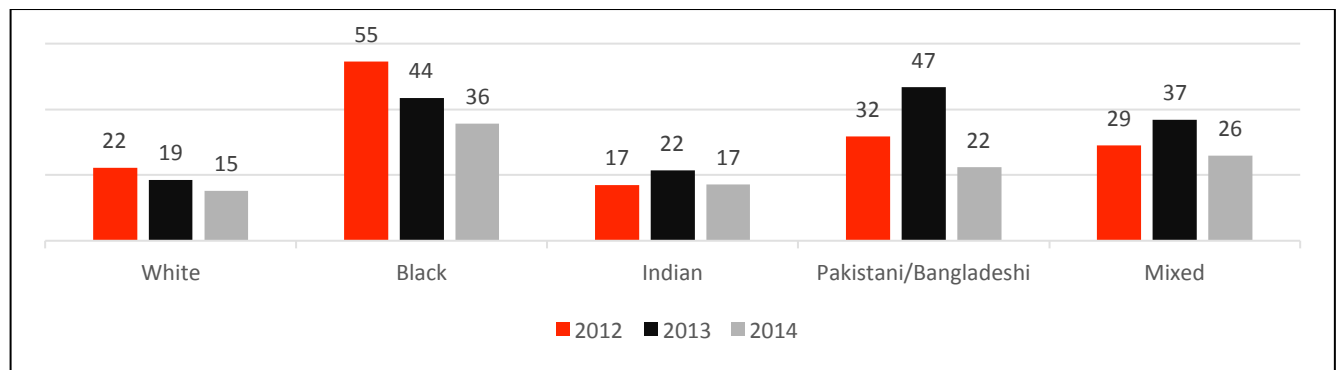
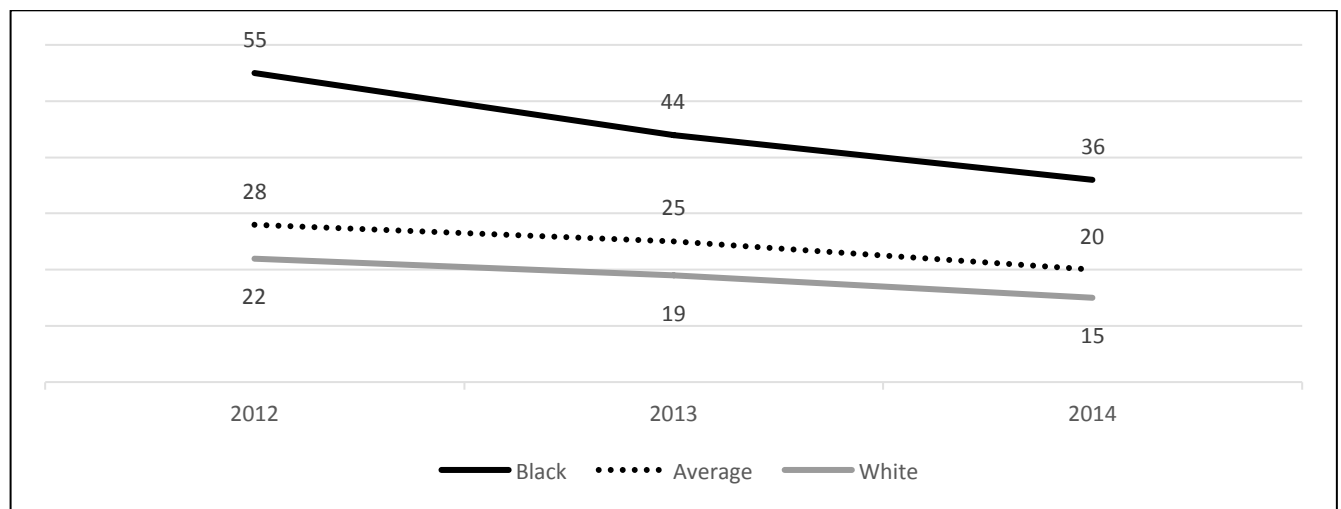


Chart II: ILO unemployment rates for young men in London



THREE: CLAIMANT COUNT

The number of young black men in London claiming JSA has been coming down, although increased from January to February 2015, as shown in Table I. Reductions in the claimant count are not in themselves a good indicator that people are going into work. DWP does not publish data to show where people go when they come off JSA. People who lose JSA due to sanctions (70,861 individuals in London in 2014) are not included in the claimant count but have probably not started work. An initial look at the sanctions data suggests that JSA claimants from black ethnic groups are more likely than other ethnic groups to receive sanctions.

Across London, the proportion of young male JSA claimants who are black has remained constant, at around 28%. This compares with 16% of young males in London who are black.

Table I: JSA Claimants in London

	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015
Number of YBM claimants	4,260	3,900	3,645	3,575	3,755	3,725
% of young male claimants who are black	27.5	27.5	27.8	27.7	27.6	28.4

Table II shows the number of young black male claimants, and young black males as a proportion of all young male claimants in the London boroughs which are targeted by the Moving on Up projects. The disproportionality in young black male claimants varies from borough to borough. The greatest disparity is in Lambeth, where over 50% of young male claimants are black, while only 30% of the borough's young male population is black. The variances between boroughs are illustrated in Chart III.

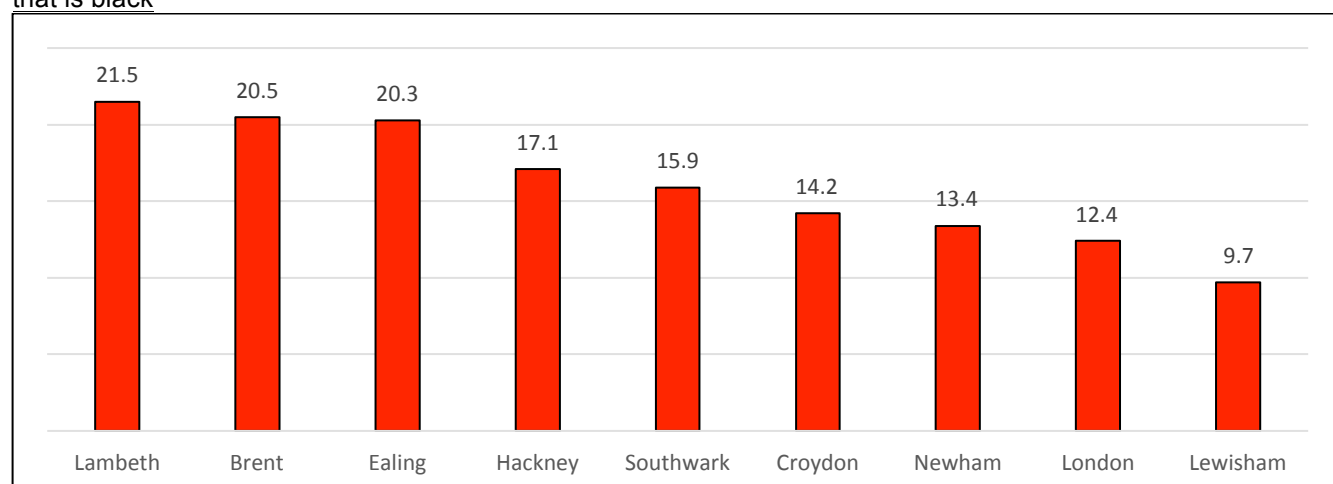
Table II: Young black male JSA claimants in London and selected London boroughs

Borough	Claimant numbers & % black	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015
BRENT (YBM = 19.9% of young male population)	Number of YBM claimants	235	215	190	185	205	190
	% of young male claimants who are black	35.6	35.3	36.5	38.5	41.4	40.4
CROYDON (YBM = 25.1% of young male population)	Number of YBM claimants	265	260	235	230	265	240
	% of young male claimants who are black	35.8	37.1	38.2	37.7	41.4	39.3
EALING (YBM = 13.8% of young male population)	Number of YBM claimants	175	140	145	130	160	175
	% of young male claimants who are black	30.4	28.6	30.2	27.7	30.2	34.0
HACKNEY (YBM = 28.2% of young male population)	Number of YBM claimants	230	220	230	200	215	210
	% of young male claimants who are black	42.6	43.1	46.9	44.9	45.7	45.2
LAMBETH	Number of YBM claimants	375	355	315	305	310	320

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Borough	Claimant numbers & % black	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015
(YBM = 30.5% of young male population)	% of young male claimants who are black	52.8	53.8	52.1	52.1	51.2	52.0
LEWISHAM (YBM = 29.1% of young male population)	Number of YBM claimants	280	240	215	215	220	235
	% of young male claimants who are black	38.6	35.6	33.6	34.4	35.8	38.8
NEWHAM (YBM = 16.3% of young male population)	Number of YBM claimants	220	205	205	185	200	205
	% of young male claimants who are black	28.2	28.7	28.9	25.9	28.2	29.7
SOUTHWARK (YBM = 26.6% of young male population)	Number of YBM claimants	285	275	255	250	250	265
	% of young male claimants who are black	43.2	44.4	43.6	43.5	41.0	42.4

Chart III: Gap between the % of young male claimants who are black and % of young male population that is black



FOUR: 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.

The Annual Population Survey for January to December 2014 indicates that there are 12,102 young black males in London who are ILO unemployed. Over the same period, the average claimant count of young black men in London was 3,949. Comparing these two figures suggests that for every one young black man claiming JSA, there are two young black men who are ILO unemployed but who do not appear in the claimant count.

So, for each borough, we can estimate that the number of young black men in the claimant figures represents about one third of all the young black men who are looking for work.

Table III: Number of young black male JSA claimants in key borough

Borough	Number of young black men (GLA projection for 2015)	Number of young black male claimants (March 2015)	Possible total number of young black men unemployed (claimant count x 3)
Brent	4,600	190	570
Croydon	6,550	240	720
Ealing	3,050	175	525
Hackney	4,100	210	630
Lambeth	5,350	320	960
Lewisham	5,750	235	705
Newham	5,550	205	615
Southwark	6,600	265	795
London	93,900	3,949	12,102

The proportion of young black men who are unemployed is greater than the proportion of young white men who are unemployed. Table IV shows the claimant rate for young black men (YBM) and young white men (YWM) as at March 2015 and what this represents as a percentage of all YBM and YWM (using population projection data for 2015 for the key London boroughs, as published by the Greater London Authority). Table IV shows the number of YBM per borough who need to be taken off JSA in order to bring the percentage of YBM unemployed down to the YWM rate.

Table IV: Number of young black men who need to come off JSA to reduce the YBM claimant rate to the YWM claimant rate

Borough	Young black men (YBM)	YBM on JSA	% of YBM population on JSA	Young white men (YWM)	YWM on JSA	% of YWM population on JSA	To reduce YBM claimant rate to YWM rate this number of YBM need to come off JSA
Brent	4,600	190	4.1	6100	90	1.5	122
Croydon	6,550	240	3.7	9100	215	2.4	85
Ealing	3,050	175	5.7	8400	140	1.7	124
Hackney	4,100	210	5.1	7000	140	2.0	128
Lambeth	5,350	320	6.0	9750	160	1.6	232
Lewisham	5,750	235	4.1	6850	225	3.3	46
Newham	5,550	205	3.7	7050	170	2.4	71
Southwark	6,600	265	4.0	10250	200	2.0	136
London	93,900	3,949	4.2	260000	5025	1.9	2134

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FIVE: APPRENTICESHIPS

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 V: 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 VI: 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 VII: 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	

SIX: MOVING ON UP PROJECTS

Table VIII: MoU project summary

Provider	Main boroughs for MoU delivery	Number of YBM participants	Target number of YBM job starts	Target number of sustained jobs
Step Ahead	Southwark, Lambeth, Newham, Lewisham	300	150	120
Making the Leap	Brent	100	40	
Action Acton	Brent & Ealing	150	75	50
Elevation Networks	Lambeth	440	176	110
London Youth	Lambeth & Croydon	189	50	
Hackney CVS	Hackney	100	60	30
TOTAL		1279	551	

Step Ahead

Step Ahead was established in 1997 as a recruitment company. Since 2010 Step Ahead has also delivered training services to help potential candidates to become job-ready.

Through Moving on Up Step Ahead will work in partnership with Brixton-based community organisations The Green Man and Rerezent FM to support 300 young black men. Through its recruitment services, and by running a high profile publicity campaign, Step Ahead anticipates that it will help 150 young black men to secure paid jobs, of which 80% will be sustained for at least six months. The young men will be pre-Work Programme (i.e. unemployed for less than nine months) and are likely to be living in Southwark, Lambeth, Newham and Lewisham boroughs, but there is no geographic restriction.

A key element of Step Ahead’s approach will be to recruit and train a cohort of 20 unemployed young black men to become Career Coaches. Once trained, six Career Coaches will be employed by Step Ahead to work on this project, with the possibility of permanent employment contracts after the project ends. Step Ahead will help the remaining Career Coaches to find jobs with other employment support agencies, thereby increasing the supply of employment advisers who can connect with young black men who need help to find work.

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Making the Leap

Making the Leap has been helping disadvantaged people to prepare for and get into the labour market since 1996 and has been operating from its present location in Kensal Green since 2002.

For Moving on Up, Making the Leap will support 100 young black men from all areas of London who have good educational attainment; that is, at least 5 GCSEs at grades A to C, or A levels, or a degree. The project will deliver a programme of skills development, individual career coaching and assistance to pass psychometric tests, in order to help at least 40 young men to enter a career-oriented job.

The initiative is particularly focused on supporting young black men into careers in law, banking, local government and other professional services, rather than into jobs with no opportunities for progression.

Action Acton

Action Acton operates in the west London boroughs of Ealing, Brent, Hounslow, Hammersmith & Fulham to 'help disadvantaged people improve their lives through education, employment and enterprise.'

Through the Moving on Up project, Action Acton will establish a recruitment agency, 'Roots Recruitment Agency'. Roots Recruitment Agency will provide a job brokerage service, matching job-ready young black men with suitable employer vacancies. The initiative aims to support 150 young black men and to engage with at least 100 employers. Of the young black men supported, the project aims to get 75 into jobs, with 50 still in work after six months.

The initiative will work with employers in west London to raise awareness of the employment barriers facing young black men and to encourage a greater focus on workforce diversity.

Elevation Networks

Elevation Network is a youth employment charity which was established in 2009 to support groups that are traditionally under-represented in the labour market, including ethnic minority young people.

In partnership with Business in the Community and Lambeth JobCentre Plus, Elevations Network will deliver Lambeth 360°, an employability course for young black men who are actively seeking work. Lambeth 360° will combine job-readiness training with mentoring from senior people in major companies. The aim is to bring unemployed young black men face to face with employers.

The project will deliver the job-readiness and mentoring circles through courses which will run over 3 to 4 weeks, 12 times each year, with 8 to 10 participants on each course. In total, 440 young black men will be supported over the two year period.

London Youth

London Youth is a youth charity with a network of over 400 community youth organisations across the capital.

Through Moving on Up, London Youth will deliver a 12-week construction training programme to 300 young people in Croydon and Lambeth. The programme, Build-It, includes industry certificated training, work experience with building contractors, and preparation for job interviews.

Of the 300 Build-It participants, 189 are expected to be young black men. London Youth is aiming for at least 50 young black men to secure jobs and 50 to go on to further training through this initiative.

Hackney CVS

Hackney CVS is the leading support body for voluntary and community organisations in Hackney. For Moving on Up, Hackney CVS will work with partner agencies The Crib, Hackney Marsh Partnership and SkyWay Charity to provide a community-based employment service which engages with and supports young black men through peer leaders.

Hackney CVS will support at least 10 young black men to become 'peer leaders' who will encourage other young black men to engage with and stay involved in activities leading to sustained employment. The peer leaders will receive training for a Level 2 qualification in Community Engagement and Leadership and will be paid on a sessional basis for outreach, planning and workshop delivery.

The project will engage 200 young black men in employment workshops, and provide one to one employment support to 100 of these. The project will work with Hackney Council's job brokerage service to identify suitable employment opportunities and prepare the young men for these. The project aims to support 80 young black men to move into employment, education, training, volunteering or other positive pathways, with 60 moving into jobs and 30 sustaining these for at least six months.

The project will also support the development of a black business network in Hackney, to create new opportunities for work experience, mentoring and other pathways to employment for young black men in the borough.

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SEVEN: LEARNING POINTS FROM MOVING ON UP

Engagement and recruitment

- Recruitment has been slow for some projects as providers are having difficulties finding willing participants from the right target group.
- Converting interest to take up is a big challenge for some providers; a lot of YBM say they will take part but then don't show up.
- Most providers are finding that traditional recruitment approaches, e.g. Jobcentre Plus, don't work for engaging YBM. A lot of YBM are not claiming JSA and not in contact with JCP, and even those in contact have very negative views of JCP so not usually a good place for providers to engage.

Apprenticeships

- There are a lot of apprenticeships available but many YBM cannot take these up because the pay is so low that it is not viable for anyone who has to support themselves financially.
- Construction apprenticeships rarely lead to jobs now, so this is not a good route for YBM to take.

Qualifications

- A*-C grades in Maths and English are essential for entry onto most good quality apprenticeships and decent jobs. Young people coming out of school without these GCSEs are being put onto functional skills courses. These are not GCSE equivalent and will cause huge problems for these young people later on when employers reject them for not having the core Maths and English qualifications.

Data sources and definitions

Section Two: Unemployment rate

Source: Annual Population Survey

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

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

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