

MOVING on UP

Improving employment outcomes for young black men in London

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Moving on Up is an exciting employment initiative helping young black men (age 16 to 24) to find jobs and careers in London's competitive labour market.

The Moving on Up ambition is to increase the employment rate for economically active young black men in London from 64% in 2014 to 84% by 2020.

DATA HEADLINES

Population

- More than 83,000 young men in London are from black and mixed black ethnic groups. Young black men (YBM) make up around 20%, or 1 in 5, of all young men in London.

Employment

- 70% of the YBM in London who are available for work are in employment, compared with 86% of young white men (YWM).
- The employment rate for YBM in London who are available for or actively seeking work has increased since 2014.
- The gap in employment rates for YBM and YWM has decreased since 2014 from 20 percentage points to 16 percentage points.

Unemployment

- The unemployment rate for YBM in London who are actively seeking work is currently 30%, compared with 14% for YWM.

JSA claimants

- Around 3% of all YBM in London are claiming JSA, compared with around 1.3% of all YWM in London.

INTRODUCTION

This is the fourth in a series of briefing papers on employment and unemployment of young black men in London.

These 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 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 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 some variations in the age range and ethnic groups included within the data presented in the following sections. Please refer to the notes on page 7 of this briefing paper for further information about definitions and sources of data.

ONE: MOVING ON UP NEWS

A Moving on Up employer event took place in April 2016. The event was generously hosted by the Royal Institution of Chartered Surveyors at their headquarters in Parliament Square, London. The capacity audience of around 70 people included employers and young black men, along with the Moving on Up partners, providers and advisory group members.

The event aimed to learn more from employers about how to encourage companies to proactively recruit from the talent pool of young black job seekers in London. Key points made during the roundtable discussions on this issue included:

- Connecting companies with grassroots organisations is an important route for employers to engage with young black people;
- Employers need to see best practice in diversity, particularly from other employers, to know what this looks like and to encourage them to adopt similar approaches;
- Engagement with employers (from Moving on Up or similar initiatives) should focus on the benefits to employers of developing a diverse workforce;
- Employers and leaders in construction (and other sectors) should do more to promote the industry positively to ethnic minority young people, including through engagement with schools and colleges.

TWO: EMPLOYMENT & UNEMPLOYMENT RATES

The number and proportion of economically active YBM in employment has increased. At the baseline stage (Jan to Dec 2014) 64% of economically active YBM were in employment. The rate for the most recent 12 month period (Jan to Dec 2015) is 70%.

The proportion of all YBM who are economically active has decreased from 49% in the baseline period to 45% in the 12 month period to December 2015.

The unemployment rate for YBM in London who are actively seeking work is currently 30%, compared with 14% for YWM.

YBM have higher unemployment rates than YWM even when their qualification levels are the same:

- The unemployment rate for YBM (age 18 to 24) with a degree (or equivalent qualification) is 26% compared with 8% for YWM with this level of qualification;
- The unemployment rate for YBM (age 18 to 24) with A levels (or equivalent) is 25% compared with 11% for YWM with this level of qualification.

THREE: JOBSEEKERS ALLOWANCE CLAIMANTS

Briefing Paper 3 reported on JSA claimant rates for November 2015. The most recent figures available are for February 2016.

Between November 2015 and February 2016, the number of YBM JSA claimants in London decreased, from 2,835 to 2,790. This is a decrease of 45 YBM over the three month period, or 2%. This is a substantial slow down on the 16% decrease for the previous three month period.

Across London, the proportion of young male JSA claimants who are black has increased again, from around 31% in November 2015 to around 33% in February 2016. This means that 33% of all male JSA claimants age 18 to 24 in London are black. By comparison, around 16% of all males age 18 to 24 in London are black.

Table I 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 compared with those for November 2015. This comparison shows that:

- The number of YBM JSA claimants decreased in most of the MoU target boroughs but increased in Croydon and Southwark.
- The proportion of all young male JSA claimants who are black increased in Ealing and Lambeth.

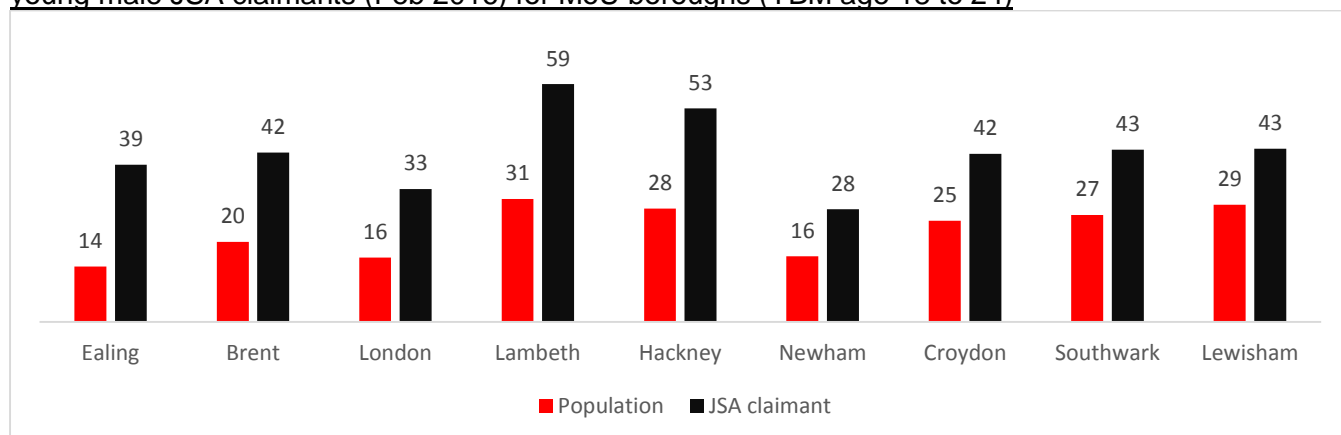
Table I: Young black male JSA claimants in London and selected London boroughs

Borough	Number of YBM claimants	Nov 2015	Feb 2016	Change in number of YBM claimants
	% of young male claimants who are black			Change in percentage of young male claimants who are black
BRENT	Number	115	100	Down by 15%
	Percentage	43%	42%	Down 1 percentage point
CROYDON	Number	215	235	Up by 9%
	Percentage	42%	42%	Unchanged
EALING	Number	100	95	Down by 5%
	Percentage	34%	39%	Up 5 percentage points
HACKNEY	Number	215	210	Down by 2%
	Percentage	54%	53%	Down 1 percentage point
LAMBETH	Number	270	255	Down by 6%
	Percentage	57%	59%	Up 2 percentage points
LEWISHAM	Number	225	220	Down by 2%
	Percentage	44%	43%	Down 1 percentage point
NEWHAM	Number	140	125	Down by 11%
	Percentage	31%	28%	Down 3 percentage points
SOUTHWARK	Number	190	195	Up by 3 %
	Percentage	43%	43%	Unchanged
LONDON	Number	2,835	2,790	Down by 2%
	Percentage	31%	33%	Up by 2 percentage points

Chart I compares the representation of YBM within the JSA claimant count and within the borough population. This comparison shows that:

- YBM are greatly over-represented in the JSA claimant numbers in all the MoU boroughs.
- The greatest over-representation remains in Ealing where the proportion of YBM on JSA is almost 3 times greater than the proportion of YBM in the local young male population.

Chart I: Percentage of YBM within young male population and percentage of YBM within young male JSA claimants (Feb 2016) for MoU boroughs (YBM age 18 to 24)



FOUR: NUMBERS OF UNEMPLOYED YOUNG BLACK MEN

Table II shows the claimant rate for YBM and YWM as at February 2016 and what this represents as a percentage of all YBM and YWM in London. This table 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 II: Number of young black men who need to come off JSA to reduce the YBM claimant rate to the YWM claimant rate (February 2016)

	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	100	2.2	6100	45	0.7	34	66
Croydon	6,550	235	3.6	9100	210	2.3	151	84
Ealing	3,050	95	3.1	8400	50	0.6	18	77
Hackney	4,100	210	5.1	7000	100	1.4	59	151
Lambeth	5,350	255	4.8	9750	105	1.1	58	197
Lewisham	5,750	220	3.8	6850	205	3.0	172	48
Newham	5,550	125	2.3	7050	125	1.8	98	27
Southwark	6,600	195	3.0	10250	155	1.5	100	95
London	93,900	2,790	3.0	260,000	3,400	1.3	1,228	1,562

Pop = GLA population projection data for young men age 18 to 24 in London in 2015.

FIVE: DATA SOURCES AND DEFINITIONS

Headlines and Section Two: Employment rate

Source: Annual Population Survey. Office for National Statistics. Social Survey Division, *Annual Population Survey, January 2015 – December 2015*, Colchester, Essex: UK Data Archive [distributor], SN: 7928, <http://dx.doi.org/10.5255/UKDA-SN-7928-1>

Young: people aged 16 to 24

Black: Black African, Black Caribbean or Black Other

Employment rate: The employment rate is shown as the proportion of economically active people who are in employment. The economically active population comprises those in employment plus those meeting the International Labour Organisation definition of unemployed (a person 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). The employment rate is calculated by:

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

Please note that the employment and unemployment rates 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 Three: Jobseeker's Allowance claimants

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

SIX: WHO TO CONTACT FOR FURTHER INFORMATION

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