

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 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

- 73% of the YBM in London who are available for work are in employment, compared with 85% of young white men (YWM) (Apr 2015 to Mar 2016).
- The employment rate for YBM in London who are available for or actively seeking work has increased since the 2014 baseline (Jan to Dec 2014).
- The gap in employment rates for YBM and YWM has decreased since 2014 from 20 percentage points to 12 percentage points.

Unemployment

- The unemployment rate for YBM in London who are actively seeking work is currently 27%, compared with 16% for YWM.

JSA claimants

- Approximately 2.4% of all YBM in London are claiming JSA, compared with approximately 0.9% of all YWM in London.

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 within the data presented in the following sections. Please refer to the notes on page 6 for further information about definitions and sources of data.

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 (Apr 2015 to Mar 2016) is **73%**.

The proportion of all YBM who are economically active has decreased from 49% in the baseline period to 42% in the 12 month period to December 2015.

The unemployment rate for YBM in London who are actively seeking work is currently 27%, compared with 16% 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) in London with a degree (or equivalent qualification) is currently 28% compared with 8% for YWM with this level of qualification;
- The unemployment rate for YBM (age 18 to 24) in London with A level or higher qualifications is currently 26% compared with 13% for YWM.

JOBSEEKERS ALLOWANCE CLAIMANTS

Briefing Paper 4 reported on JSA claimant rates for February 2016. The most recent figures available are for June 2016.

Between February and June 2016, the number of YBM JSA claimants in London decreased, from 2,790 to 2,100. This is a decrease of 690 YBM over the three month period, or 25%. This is a rapid acceleration on the 2% decrease for the previous three month period.

Across London, the proportion of young male JSA claimants who are black has increased again, from 33% in February to 36% in June 2016. This means that 36%

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 February 2016. This comparison shows that:

- The number of YBM JSA claimants decreased in all the MoU target boroughs.
- The proportion of all young male JSA claimants who are black increased in all MoU target boroughs, with the exception of Ealing.

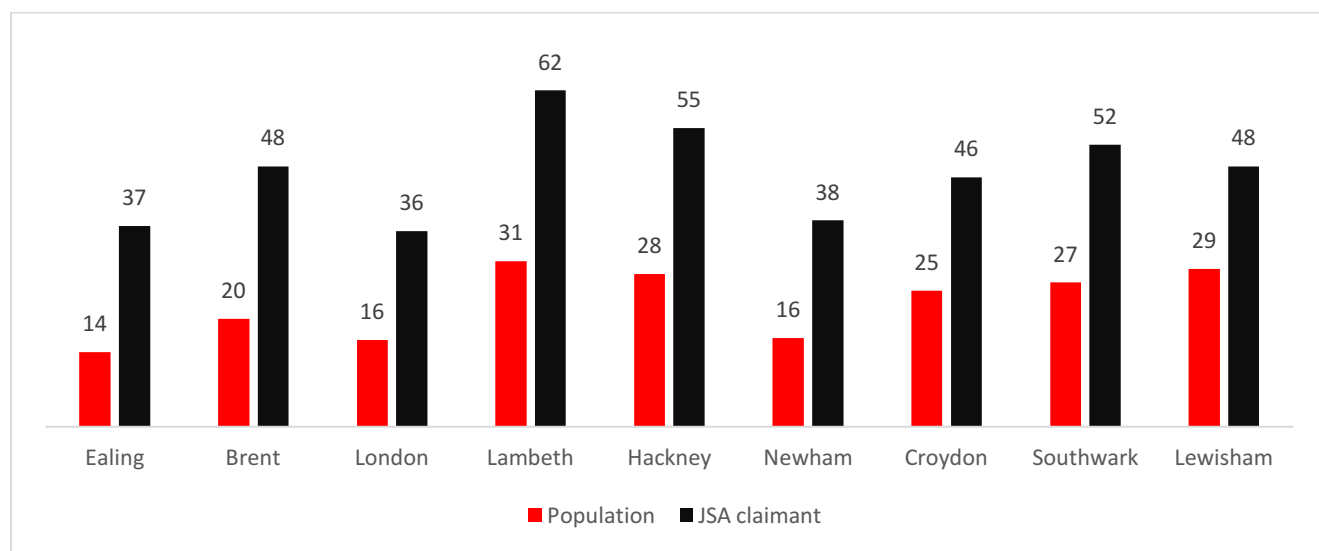
Table I: Young black male JSA claimants in London and selected London boroughs

Borough	Number of YBM claimants	Feb 2016	June 2016	Change in number of YBM claimants
	<i>% of young male claimants who are black</i>			<i>Change in percentage of young male claimants who are black</i>
BRENT	Number	100	95	5% decrease
	<i>Percentage</i>	42%	48%	<i>6 percentage point increase</i>
CROYDON	Number	235	140	40% decrease
	<i>Percentage</i>	42%	46%	<i>4 percentage point increase</i>
EALING	Number	95	85	11% decrease
	<i>Percentage</i>	39%	37%	<i>2 percentage point decrease</i>
HACKNEY	Number	210	150	29% decrease
	<i>Percentage</i>	53%	55%	<i>2 percentage point increase</i>
LAMBETH	Number	255	195	24% decrease
	<i>Percentage</i>	59%	62%	<i>3 percentage point increase</i>
LEWISHAM	Number	220	160	27% decrease
	<i>Percentage</i>	43%	48%	<i>5 percentage point increase</i>
NEWHAM	Number	125	110	12% decrease
	<i>Percentage</i>	28%	38%	<i>10 percentage point increase</i>
SOUTHWARK	Number	195	140	28% decrease
	<i>Percentage</i>	43%	52%	<i>9 percentage point increase</i>
LONDON	Number	2,790	2,100	25% decrease
	<i>Percentage</i>	33%	36%	<i>3 percentage point increase</i>

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 across London and within all the MoU boroughs.
- The greatest over-representation remains in Ealing where the proportion of YBM on JSA is 2.6 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 (June 2016) for MoU boroughs



Nb Chart 1 ranks boroughs from left to right in order of the size of the gap between the young black male population and young black men claiming JSA. The gap is largest in Ealing and smallest in Lewisham.

NUMBERS OF UNEMPLOYED YOUNG BLACK MEN

Table II shows the claimant rate for YBM and YWM as at June 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 (June 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	95	2.1	6,030	30	0.5	23	72
Croydon	5,880	140	2.4	8,100	115	1.4	83	57
Ealing	3,380	85	2.5	8,680	45	0.5	18	67
Hackney	3,790	150	4.0	7,780	75	1.0	37	113
Lambeth	4,980	195	3.9	10,410	65	0.6	31	164
Lewisham	4,960	160	3.2	7,570	120	1.6	79	81
Newham	4,760	110	2.3	6,680	65	1.0	46	64
Southwark	5,380	140	2.6	10,180	75	0.7	40	100
London	87,130	2,100	2.4	252,900	2,170	0.9	748	1,352

Pop = GLA population projection data for young men age 16 to 24 in London in 2016.

CONTACT FOR FURTHER INFORMATION

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DATA SOURCES AND DEFINITIONS

Employment and unemployment rates

Source: Annual Population Survey. Office for National Statistics. Social Survey Division, *Annual Population Survey, April 2015 to March 2016*, Colchester, Essex: UK Data Archive [distributor],

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.

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

Numbers of unemployed young black men

Claimant count source: NOMIS

Population data source: Greater London Authority GLA trend based population projections for 2016
<http://data.london.gov.uk/dataset/gla-population-projections-custom-age-tables>

Young: people aged 18 to 24

Black: Black African, Black Caribbean, Black Other