

MOVING ON UP

Improving employment outcomes for young black men in London

BRIEFING PAPER No 8

JUNE 2017

Moving on Up is an 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. Within the Moving on Up programme, and in this Briefing Paper, 'young' means age 16 to 24 and 'black' includes people from black British, black African, black Caribbean, other black and mixed black ethnic groups¹.

ONE: DATA HEADLINES

Population

More than 80,000 young men in London are from black and mixed black ethnic groups. Young black men make up almost 20%, or 1 in 5, of all young men in London.

Employment

In the period January to December 2016, the employment rate for young black men in London was 74%; that is, 74% of the young black men in London available for work were in employment. The employment rate for young white men in the same period was 89%.

Economic activity

In the period January to December 2016, the economic activity rate for young black men in London was 53%; that is, 53% of young black men in London were either in employment or available for and actively seeing employment. The economic activity rate for young white men in the same period was 67%.

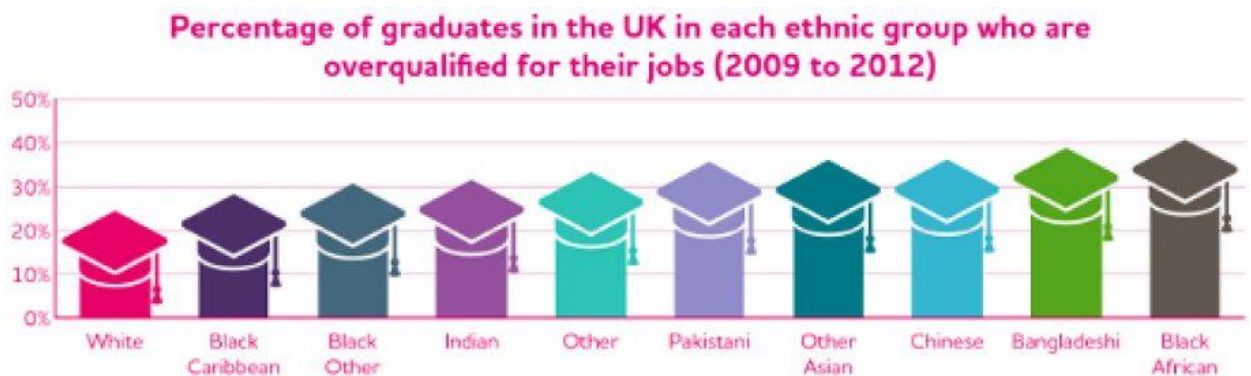
¹ There are some variations in the age range and ethnic groups within the data presented in the following sections. Please refer to the notes on page 6 for further information about definitions and sources of data.

Unemployment

In the period January to December 2016, the unemployment rate for young black men in London was 26%, indicating that around 9,000 young black men were available for and actively seeking work. The unemployment rate for young white men in the same period was 11%.

Graduate under-employment

Research published by JRF shows that graduates from all ethnic minority groups are more likely than white graduates to be overqualified for their job. This is most acute for black African graduates.



Source: www.jrf.org.uk/report/effect-occupation-poverty-among-ethnic-minority-groups

TWO: JOBSEEKERS ALLOWANCE CLAIMANTS

Briefing Paper 7 reported on JSA claimant rates for December 2016. The most recent figures available are for April 2017.

Between December 2016 and April 2017, there was a small decrease in the number of young black male JSA claimants in London, from 1,335 to 1,325. Across London, the percentage of young male JSA claimants who are black has remained unchanged since mid-2016 at around 35%. That is, 35% of all male JSA claimants age 16 to 24 in London are black. This proportion has increased since the MoU programme started; in March 2015 around 28% of all young male JSA claimants in London were black.

Between December 2016 and April 2017:

- The number of young black male JSA claimants decreased in most MoU target boroughs but increased in Brent and Ealing.
- The percentage of all young male JSA claimants who are black increased in Brent and Ealing.

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

Borough	Number of YBM claimants	Dec 2016	April 2017	Percentage increase
	<i>% of young male claimants who are black</i>			<i>Percentage point change</i>
BRENT	Number	70	80	+14%
	<i>Percentage</i>	41%	43%	+2
CROYDON	Number	30	20	-33%
	<i>Percentage</i>	46%	36%	-10
EALING	Number	60	70	+17%
	<i>Percentage</i>	34%	36%	+2
HACKNEY	Number	100	90	-10%
	<i>Percentage</i>	54%	50%	-4
HARINGEY	Number	105	100	-5%
	<i>Percentage</i>	54%	50%	-4
LAMBETH	Number	125	115	-8%
	<i>Percentage</i>	63%	64%	+1
LEWISHAM	Number	95	95	0
	<i>Percentage</i>	45%	45%	0
NEWHAM	Number	65	60	-8%
	<i>Percentage</i>	37%	34%	-3
SOUTHWARK	Number	40	20	-50%
	<i>Percentage</i>	40%	36%	-4
LONDON	Number	1,335	1,325	-1%
	<i>Percentage</i>	35%	36%	+1

Table II: Number of young black men who need to come off JSA to reduce the YBM claimant rate to the YWM claimant rate, April 2017

	YOUNG BLACK MEN			YOUNG WHITE MEN			No of YBM claimants if rate was same as for YWM	No 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	4,710	80	1.7	6,030	25	0.4	20	60
Croydon	6,220	20	0.3	8,710	20	0.2	14	6
Ealing	3,260	70	2.1	8,680	50	0.6	19	51
Hackney	3,630	90	2.5	7,780	45	0.6	21	69
Haringey	3,750	100	2.7	8,060	50	0.6	23	77
Lambeth	4,920	115	2.3	10,410	35	0.3	17	98
Lewisham	4,980	95	1.9	7,570	65	0.9	43	52
Newham	4,380	60	1.4	6,680	40	0.6	26	34
Southwark	5,120	20	0.4	10,180	20	0.2	10	10
London	86,530	1,325	1.5	252,900	1,315	0.5	450	875

Chart I: Proportion of young men on JSA in selected London boroughs, April 2017

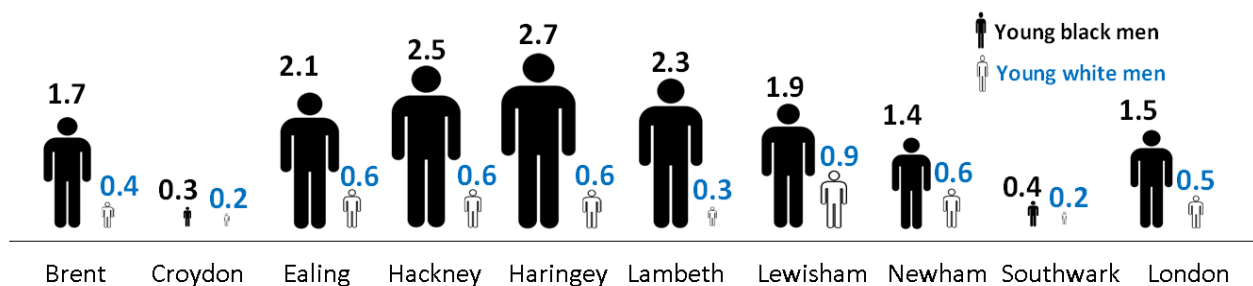
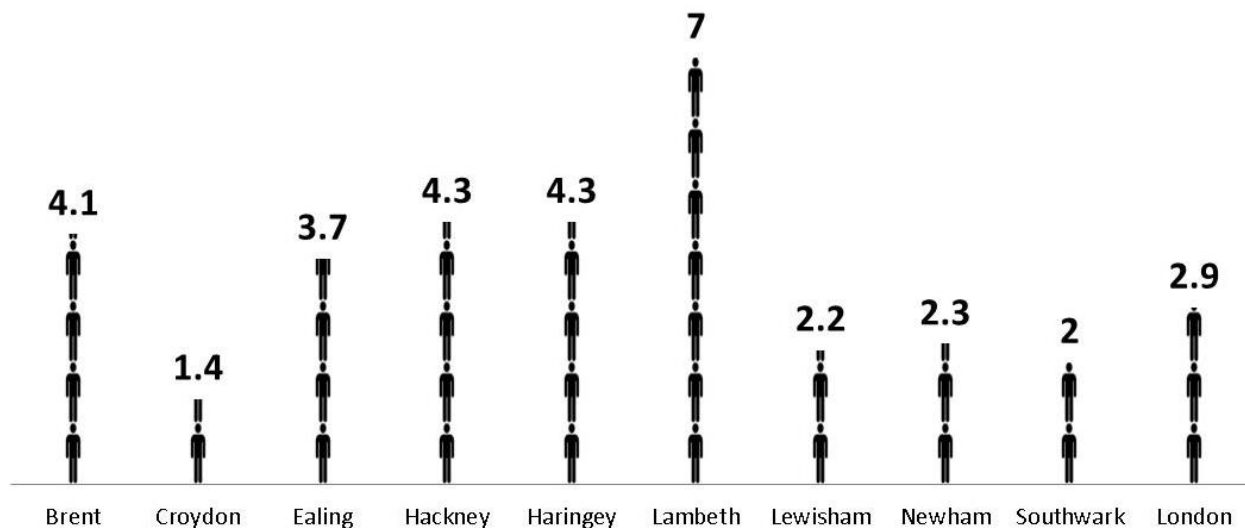


Chart II shows how many times greater the YBM claimant rate is than the YWM claimant rate in each borough. The chart shows, for example, that in Brent the JSA claimant rate for YBM is 4.1 times greater than the rate for YWM.

Chart II: Ratio of YWM to YBM claimant rates, April 2017



THREE: EMPLOYMENT BY SECTOR

Young black people in employment in London are under-represented in some sectors and over-represented in others. Under-representation is greatest in the construction sector, followed by manufacturing, and professional, scientific and technical.

Table III: Young people (16 to 24) in employment in London, by sector (all young people, no breakdown by gender)

	ALL ETHNIC GROUPS		BLACK		Ratio of black to ALL ethnic groups ¹
	Number	% within group	Number	% within group	
A, B, D, E Agriculture, energy and water	2,927	0.7	327	0.6	0.86
C Manufacturing	9,538	2.2	832	1.4	0.64
F Construction	26,306	5.9	1,797	3.1	0.53
G Wholesale and retail trade; repair of motor vehicles and motor cycles	111,137	25.1	18,936	32.6	1.30
H Transport and storage	10,779	2.4	1,506	2.6	1.08
I Accommodation and food service activities	50,174	11.3	5,276	9.1	0.81
J Information and communication	20,688	4.7	2,138	3.7	0.79
K Financial and insurance activities	23,750	5.4	2,444	4.2	0.78
L Real estate activities	6,935	1.6	888	1.5	0.94
M Professional, scientific and technical activities	38,715	8.7	3,237	5.6	0.64
N Administrative and support service activities	27,082	6.1	3,602	6.2	1.02
O Public administration and defence; compulsory social security	11,925	2.7	1,494	2.6	0.96
P Education	31,549	7.1	4,232	7.3	1.03
Q Human health and social work activities	33,323	7.5	6,319	10.9	1.45
R, S, T, U Other	38,421	8.7	5,036	8.7	1.00
TOTAL all industry	443,249	100	58,064	100	

¹ This column indicates over or under representation of black people within industry sectors. A value of 1 means the same proportion of young black people are employed in this industry as for all young people. A value below 1 indicates under-representation and a value above 1 indicates over-representation.

DATA SOURCES AND DEFINITIONS

Population (section one)

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

Black= Black/African/Caribbean/Black British/White & Black Caribbean/White & Black African

Young = age 16 to 24

Employment and unemployment rates (section one)

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

Black: Black African, Black Caribbean or Black Other

Young = age 16 to 24

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 (section two)

Claimant count source: <https://www.nomisweb.co.uk/>

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>

Black= Black/African/Caribbean/Black British/White & Black Caribbean/White & Black African

Young = age 18 to 24

Employment by sector (section three)

2011 Census data from <https://www.nomisweb.co.uk/>

Black= Black/African/Caribbean/Black British/White & Black Caribbean/White & Black African

Young = age 16 to 24

FOR FURTHER INFORMATION

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