



How do we increase the number of  
Apprentices from BME communities?

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Conference

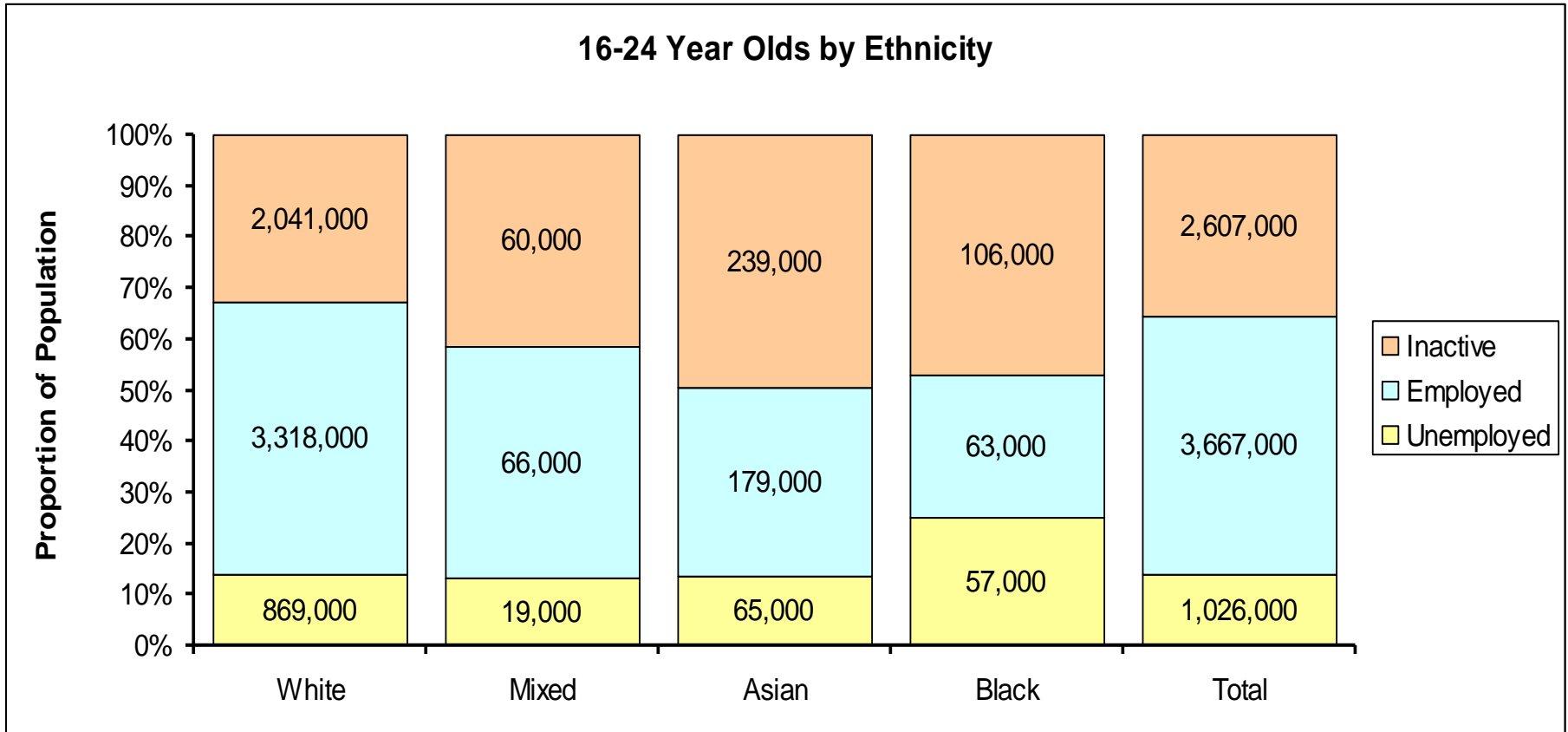
**29 May 2014**

# Secretary of State for Work and Pensions

*“...And the real point is just how much talent and capability are businesses missing by not looking to employ people from black communities at the same rate as they might have done for anybody else. And that’s the real challenge to get across to people the idea that **businesses need to rethink** the way they look at every that comes to them for a job.”*

**Iain Duncan Smith MP, 3 March 2014.**

# Labour Market: 16-24 Year Olds



- The above figures were published by the Office for National Statistics in March 2012

# Apprenticeships & Race Equality

- Only **13.8%** of Apprentices in England are BME (The Data Service, 2013)
- **25%** of on-line Apprenticeship Vacancies applications are from BME individuals.
- BIS Equality Objective: *'Work with National Apprenticeship Service (NAS) to increase access for disabled young people and other protected groups (2012)*
- No specific NAS strategy in place to increase EM participation and access to equality and diversity statistics has been limited (i.e. ethnicity and gender by region/sector starts and completions).
- BTEG analysis of The Data Service full year data for 2011/12 and the relationship between the number of AV applications by ethnicity and the number of starts by ethnicity. Shows:

**Overall ratio of starts to applicants was 1:2** (one person started for every two people applying)

This ratio is true for White British applicants.

- Black Caribbean and Black African	1:6
- Indian	1:5
- Pakistani	1:7
- Bangladeshi	<b>1:9</b>
Overall for EM applicants	1:4

# All age apprenticeship starts by ethnicity, London 2012/13

	London apprenticeship starts		London population (16 -64)	
	Number	%	Number	%
<b>Black/African/Caribbean/Black British</b>	8,450	<b>18.7</b>	596,000	11.0
<b>White</b>	25,880	<b>57.4</b>	3,325,000	61.1
<b>Asian/Asian British</b>	5,790	<b>12.9</b>	1,035,000	19.0
<b>Mixed/Multiple Ethnic Group</b>	2,850	<b>6.3</b>	119,000	2.2
<b>Other Ethnic Group</b>	1,140	<b>2.5</b>	356,000	6.6
<b>Not known/Not provided</b>	960	<b>2.1</b>	7,000	0.1
<b>TOTAL</b>	45,070	<b>100</b>	5,439,000	100

Source: National Apprenticeship Service

## Explaining ethnic penalties- Discrimination

(Source: Anthony Heath, Oxford & Manchester Universities)

- Field experiments in western countries routinely show that job applicants with 'foreign-sounding' names receive fewer call-backs from potential employers
- Such applicants often have to make **twice** as many applications as their western peers
- Evidence that discrimination is greater in the **private sector** and in smaller firms
- Evidence that discrimination is reduced in **high-tech** occupations

# What are the Challenges for London

- We do not know how many of the 44% of BME starts are aged **16-24 years**. (This data is collected but not made publicly available by DBIS)
- We do not know how many of the 44% of BME starts in London are **'conversions'** .i.e. individuals already in employment - we understand it's a high proportion)
- We do not know how many apprentices remain **employed** after completion.
- BME communities well/over represented in **Business, Administration and Law** (6,000/9500) and **Health, Public Services and Care** (5500/4600)
- BME under-represented in **Construction, Planning and the Built Environment** (300/1500)
- Black people are over represented in apprenticeships in London (**19%** of all apprenticeships)
- How many BME young people are starting Apprenticeships at **Level 3 and above**?

# What action is necessary now?

- BIS/London Enterprise Panel/Mayor need to **publish** Apprenticeships **data** for London by age, gender, ethnicity and disability.
- LEP/NAS better **leadership** in London to identify race equality priorities in Apprenticeships.
- Targeted work with **employers/providers** in sectors where BME young people are underrepresented.



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**Thank you**