



Apprentices & Ethnic Minorities

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- Only **9.5%** of Apprenticeship starts in England are EM (The Data Service, 2013/14)
- **25%** of on-line Apprenticeship Vacancies applications are from EMs.
- 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	1:9
Overall for EM applicants	1:4

Starts & Achievements 2013/14

Ethnic group	Starts	%	Achievements	%
Asian	18,600	4.2	9,290	3.6
Black African/ Caribbean	13,650	3.1	7,070	2.8
Mixed	9,470	2.2	4,600	1.8
White	391,590	88.9	230,810	90.2
Other	3,110	0.7	1,400	0.5
Not known	4,110	0.9	2,580	1.0
Total	440.53	100	255.75	100

All age apprenticeship starts by ethnicity, London 2012/13

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

Source: National Apprenticeship Service

Some key challenges?

- We do not know how many EM 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 EM starts are **'conversions'** .i.e. individuals already in employment
- We do not know how many apprentices remain **employed** after completion.
- EM communities well/over represented in **Business, Administration and Law** and **Health, Public Services and Care**
- EM are under-represented in **Construction, Planning and the Built Environment**
- Black people are over represented in apprenticeships in London (**19%** of all apprenticeships)
- How many EM young people are starting Apprenticeships at **Level 3 and above?**

What action is necessary now?

- BIS/LEPs need to **publish** Apprenticeships **data** for age, gender, ethnicity and disability.
- LEPs/NAS better **leadership** to identify race equality priorities in Apprenticeships.
- More targeted work with **employers/providers** in sectors where EM young people are underrepresented.
- We need to know if young EM people are finding it **harder** to secure good quality apprenticeships.

Union Learn Research 2013

‘...Employer recruitment practices are of particular concern, especially in smaller companies...’

‘...Focus now needs to be on working with **employers and providers** to improve recruitment and diversity performance...’

Secretary of State for Work and Pensions

*“...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.

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Thank you