

# Research Bulletin

## Issue 1, April 2015

Welcome to the first Elevation Networks Research Bulletin! This month includes the latest ONS statistical release on unemployment, a review of the key points from the Chancellor's budget statement and recent research on continuing bias in BAME recruitment.

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### Unemployment (April 2015)

Youth unemployment (aged 16-24) fell by 21,000 to 743,000 in January 2015.

The youth employment rate stands at 16.1%, compared to 5.6% for all age groups.

Overall unemployment fell by **76,000 to 1.84 million** for the 3 months ending February 2015.

Job vacancies are at a record high with 743,000 vacancies for the three months ending March 2015; 32,000 more than the previous quarter.

→ Read more at: <http://ow.ly/LJsgp>

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### Budget 2015

The chancellor has announced that loans up to £25,000 will be available for postgraduate PHD and masters research students.

The government will also conduct a review into how the government can strengthen its funding for postgraduate research.

→ Read more at <http://tinyurl.com/nz8kzuy>

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### RfO Report reveals continuing 'Unconscious Bias' for BAME candidates throughout recruitment

Unconscious bias continues to play a role during all the stages of recruitment of BAME candidates, from application, through shortlisting and interview to job offer. Key findings included:

There is a significant drop-off in the proportion of BAME graduates and apprentices progressing from application to hire stages of recruitment.

The number of organisations ensuring ethnically diverse interview panels (where possible) has nearly doubled in three years (2012 – 2014), but fewer than 50% of organisations ensure this.

Organisations where the rate of conversion from applying to being hired is similar between BAME and white candidates do the following:

- Target diverse candidates at recruitment fairs.
- Mandate unconscious bias training during recruitment.
- Ensure ethnically diverse recruitment panels;
- Use a variety of recruitment sources to attract a wider pool of applicants.

A concerning trend in the 2014 Benchmark data is that employers are showing greater bias against BAME candidates, with additional bias for BAME men during recruitment. The disparity between the proportion of men applying for jobs and being hired is greater than it is for BAME women.

→ Source: <http://tinyurl.com/pttgd9l>

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## UCAS Announces Most Popular Degree Courses

More than 500,000 students successfully secured places at universities and colleges during 2014, a 3.4% increase on the previous year.

Nursing has seen the largest increase in applications, reflecting an increase in NHS commissioning.

- Nursing: 238,000 applications
- Psychology: 106,000
- Law: 103,000
- Design studies: 97,000
- Pre-clinical medicine: 85,000
- Computer Science: 77,000
- Management: 71,000
- Sport and exercise: 67,000
- Business: 66,000
- Social Work: 64,000

→ Read more at: <http://ow.ly/LJEya>

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