

Research Bulletin

Issue 20, November 2016

Welcome to the November 2016 edition of
Elevation Networks Research Bulletin.

EMPLOYMENT

The jobless total fell to 1.60 million in July to September, down from 1.66 million in the previous quarter. The overall unemployment rate fell to 4.8%, down from 4.9%.

The number of people in work increased to 31.8 million, 49,000 more than the previous period.

Youth Unemployment

Youth unemployment for people aged 16-24 fell by 36,000 to 91,000 for the period July to September. The youth unemployment rate is now 13.1%, down from 14.1% a year ago.

Young NEETs

The number of young people aged 16-24 not in employment, education or training (NEET) has risen to 857,000 during July to September 2016, an increase of 14,000 (0.2%) on the previous quarter and up by 3,000 (0.2%) on the previous year. According to the ONS, 11.9% of young people in the UK are now classed as 'NEET'.

Over half (57%) of all NEETs are economically inactive; neither looking for or available for work. The remaining 43% are looking for work and therefore classed as 'unemployed'.

→ ONS Statistics: <http://ow.ly/h4ov306rMcO>

→ Youth Unemployment:
<http://ow.ly/FVBW306rMkG>

→ NEETs: <http://ow.ly/iwYL306uh14>

EQUALITY

Nearly Half of Britons see their Background as a 'Barrier to Social Mobility'

A new report by the government's Social Mobility Commission has warned that low-income families are being 'held back' by deep-seated social mobility problems. The report highlights that stagnating incomes, education inequalities and geographical economic differences are leaving many families without opportunities to progress.

- The report also found that young people from low-income backgrounds are 33% more likely to drop out of education compared to 'better off' peers with similar GCSE qualifications.
- Only 12.5% of children from low-income backgrounds are likely to become a high-income earner as an adult.
- Despite initiatives to increase diversity within key professions only 4% of doctors and 6% of barristers are from low-income backgrounds.

→ Social Mobility Commission Report:
<http://ow.ly/vyZP306rPS4>

Young Women Being 'Shut out of the Jobs Market'

A new report by the Young Women's Trust claims that young women are at risk of being excluded from the jobs market by a lack of employment-related support.

The report found that young women aged 22-24 were at a particular risk of being NEET (not in employment, education or training). In 2016, 66% of young women aged 16-24 were 'economically inactive', compared to 43% of young men. Overall, there were 432,000 young female NEETs compared to 376,000 young males. Half of young female NEETs were caring for dependents.

The report calls for more one-to-one employment support and better careers guidance to reduce the risks of disengagement.

→ Young Women's Trust Report:
<http://ow.ly/cyr7306HvZ9>

DIVERSITY

Diversity Deficit on UK boards

A recent government commissioned independent review conducted by Sir John Parker into the diversity of FTSE 100 boards identified that out of a total 1,087 director positions just 8% of directors were from BAME backgrounds. Only nine people from BAME backgrounds held the position of chair or chief executive, whilst 53 FTSE 100 firms had no ethnic minority directors.

The Parker Review recommended that every FTSE 100 board should have at least one director of colour by the year 2021, with companies themselves taking the lead in identifying, promoting and supporting qualified BAME candidates into board-level positions.

One of the key recommendations was for FTSE 100 firms to support candidates from ethnic backgrounds to take on board roles in external organisations within the third sector in order to gain relevant leadership, oversight and stewardship skills. The third sector would also reap the benefit from the skills and experience that diverse leaders could offer.

➔ Review Findings: <http://ow.ly/QjCh306rWs6>

Over half of top-500 charities in England and Wales have 'all-white governance'

Research published by [Inclusive Boards](#) has found that over half of the largest charities have no BAME trustees.

From 500 charities surveyed 287 (57.4%) had no identifiable BAME trustees whilst as many as 113 charities (22.6%) had only 1% to 10% BAME representation on their boards of trustees.

Only eight charities in the top-500 had all-BAME boards of trustees. Perhaps not surprisingly, these charities each had a predominantly international focus, or charitable objectives aimed at supporting ethnic minority or religious groups. Domestic focused charities fared significantly worse.

The findings suggest that the third sector is still lagging behind the private sector in terms of diverse governance. Out of a total of 5,988 trustees listed by the Charity Commission just 380, 6.3% of trustees were from Black, Asian and Minority Ethnic (BAME) backgrounds. This compares to 8.0% of FTSE 100 company directors, but was better than 3.5% of senior leaders in 500 public sector organisations.

The report recommends that the government should set a target of doubling the number of BAME trustees to 12.6% by 2020.

➔ Inclusive Boards: <http://ow.ly/Jx4g306HIRD>

EDUCATION

Apprenticeships 'Failing to Meet the Needs of Teenagers'

The Institute of Policy Research (IPR) has warned that many apprenticeships are failing to support 16-18 year olds to progress to employment and higher vocational education.

The report suggests that the current provision of Level 2 apprenticeships are too 'job specific' without sufficient off-the-job training. The IPR found that:

- Young people leaving education with level 2 qualifications have an employment rate of 70%, compared to around 90% for those with Level 3 qualifications.
- Only 39% of students with a Level 2 qualification at the age of 17 progress on to a Level 3 course.
- Many young people are stuck in a cycle of low-level qualifications leaving them unable to progress or increase their social mobility.

The Institute has recommended withdrawing the current provision of Level 2 apprenticeship qualifications in favour of a pre-apprenticeship programme linked to distinct career pathways.

➔ IPR Report: <http://ow.ly/o4Fu306rV5b>