

Issue 7, October 2015

Welcome to the October edition of Elevation Networks Research Bulletin.

UNEMPLOYMENT (OCTOBER)

The employment rate for people of working age (16-64) increased to 73.6%, the highest since comparable records began in 1971. There are now 31.12 million people in work.

The unemployment rate fell to 5.4%, the lowest since 2008; 1.77 million people are currently classed as unemployed, 79,000 fewer than in the previous quarter.

→ ONS Labour Market (October)
<http://ow.ly/Ttugt>

YOUTH UNEMPLOYMENT

In line with the headline employment figures youth unemployment also fell by 1.1 percentage points to 15.9% in the three month period to August. However youth unemployment is almost three times higher than the overall unemployment rate of 5.4 %.

Globally there are 73.3 million unemployed 15-24 year-olds. The overall figure has reduced by 3.3 million since the height of the global financial crisis in 2009.

The International Labour Organisation (ILO) has warned that slow global economic growth during 2015 may continue to affect the fragile youth employment market. The ILO has estimated that it takes young people an average of 19 months to find a suitable job after leaving education, whilst as many as 50% of 15-24 year olds in the European Union are classed as 'temporary workers'; the highest level on record.

→ ONS Labour Market (October)
<http://ow.ly/Ttugt>
→ FT Article: <http://ow.ly/Ttx4u>

Four-Fifths of Pre-Recession Graduates Now in Graduate Jobs

Statistics released by the Higher Education Funding Council for England indicate that 96% of graduates from 2008 are now in employment and 80% are in professional jobs.

Higher Education Funding Council for England analysis indicates three and a half years after graduation, 96% of graduates were in employment.

However, employment rates for disadvantaged groups and students from ethnic minority backgrounds suggested that these groups are still facing barriers to employment. Between 40 and 33 per cent of disadvantaged groups were unemployed 6 months after graduating.

According to the Hefce report employment rates ranged from 60% among the most disadvantaged to 67% among the least disadvantaged. Hefce's report also showed that 45 % of black Caribbean graduates were unemployed 6 months after graduation.

→ HEFCE Report: <http://ow.ly/Trxii>

EDUCATION NEWS

Survey Suggests 'Half of Teachers May Quit'

More than half of teachers in England (53%) are thinking of quitting in the next two years, a survey conducted by the National Union of Teachers (NUT) has suggested.

From the survey of 1,020 primary and secondary school teachers 61% of teachers wanting to leave blamed excessive workload, whilst two-thirds felt that staff morale had declined over the past five years.

→ Survey Results: <http://ow.ly/Trsol>

DIVERSITY & EQUALITY NEWS

Deloitte to hide school/university names from applications

Professional services and auditing firm Deloitte has announced that it will be 'hiding' school and university names from job application forms as part of the interview and selection process. Instead, the firm will use 'contextualised data' in order to remove unconscious bias from the recruitment process and to create a more diverse talent pool.

Deloitte hopes that the move will ensure that candidates are selected based on their potential and not by their personal circumstances.

→ Deloitte Press Release: <http://ow.ly/Ttsoo>

Civil Service to remove applicant names as part of latest diversity strategy

The Civil Service has joined other leading graduate recruiters in announcing that it will be introducing 'name blind' applications for all graduate and apprenticeship roles.

Research has suggested that research applicants with 'white-sounding names' are almost twice as likely to receive a call-back for jobs, compared to people with 'ethnic sounding names', even with the same qualifications.

The Civil Service and other public and private sector graduate recruiters, including the BBC, NHS, Local Government, HSBC, Deloitte, Virgin Money and KPMG have signed an agreement to introduce name-blind applications following government pressure improve diversity in recruitment.

→ Civil Service Announcement: <http://ow.ly/TUamt>

University applications to become 'anonymous' from 2017

The Prime Minister David Cameron has announced that individuals' names will be removed from university application forms from 2017.

The plan is intended to remove 'unconscious bias' against university applicants from ethnic minority groups.

However, figures published by the university admissions service UCAS indicated that the number of ethnic minorities applying for university places is rising; in 2014 27.2% of 18 year-olds from white backgrounds started university, compared with 38.7% of Asians and 34.3% of black teenagers.

→ <http://ow.ly/TTP3n>

Supporting the transition of ethnic minorities from education to employment

Research by the Joseph Rowntree Foundation suggests that whilst academic attainment rates for ethnic minority students are improving this has not been matched by improving employment outcomes.

The report states that in 2005/06 33.6 per cent of Black pupils achieved five or more A*-C grades (including English and Maths) at GCSE level. In 2012/13, this had risen to 58.1%.

However, in 2014 the unemployment rate for young ethnic minority groups (aged 16 to 24), compared to 15.5% for white backgrounds. In 2015, 36% of young BAME groups were unemployed.

The report calls for more post-education support for ethnic minority groups, including mentoring support, and additional support for graduates including application support, networking, and interview training in order to help them find employment appropriate to their skill level.

→ Full Report: <http://ow.ly/TZi7z>