

OurCity2030 Socio-economic analysis

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ARUP

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Table of contents

Purpose	4
Approach & Methodology	5
Context	6
Executive Summary	9
People	16
1. Demography	17
2. Deprivation	20
3. Income	21
4. Education and training	22
5. Aspirations	30
6. Economic activity	32
7. Employment	34
8. House prices	37
Industries and Jobs	38
1. Industries	39
2. Skills demand	46
3. Employment demand	50
Barriers	55
1. Barriers to education	57
2. Barriers to skills	58
3. Barriers to employment	60

Purpose

Babbasa inspires and supports under-represented young people in Bristol to pursue their ambitions through skills training, professional mentoring, events and recruitment support services.

OurCity2030 aims to support young people from low-income households, starting from inner-city Bristol, into median salary earning jobs by 2030. The aim is to close the equality gap in Bristol and help families and individuals rise above the poverty line. For the purposes of this study, Bristol inner-city is defined as the wards of **Lawrence Hill, Easton and Ashley** and the target population for Babbasa are **Black, Asian and Minoritised young people** under 30 years of age from a low-income inner-city household. To help deliver the objectives of OurCity2030, Babbasa will be working with the City Office and other key stakeholders to advise on an approach for delivery of a targeted support programme. Since its incorporation in 2013, Babbasa has been supporting young people from ethnic minority backgrounds achieve their career aspirations across the city.

This comes in recognition to the inequalities experienced by ethnic minorities in Bristol. Over 60% of ethnic minorities in Bristol live in areas of economic disadvantage (Bristol City Council Ward Data, 2018). Ethnic minorities are also more likely to be unemployed or employed in low-paying jobs than white people in Bristol. As such, to achieve inclusive growth and socio-economic equity, there should be a plan that is targeted specifically towards providing support to ethnic minorities to support them on a path to achieving long-term economic security. Currently the data suggest that there will be approximately 9,300 ethnic minority young people (16-24) in Bristol by 2037 (ONS 2011)*.

In the above context, Arup’s Bristol Economics and Placemaking team has contributed to Babbasa's ambitions by providing socio-economic expertise to undertake baseline analysis to better understand the challenges and opportunities that ethnic minorities face in the labour market in the three target wards and compare this with Bristol, England and the UK – where data permits. This work was funded through Arup Community Engagement funding.

This research will be the basis for developing evidence-based policies and interventions. Based on this baseline assessment, recommendations will be developed by Babbasa, in consultation with key cross-sector stakeholders, over the next six months to help achieve the vision and objectives of OurCity2030 and to inform a longer-term, multi-year programme.



*At the time of writing, Census 2021 Ethnicity data has not yet been released

Approach & Methodology

The approach to the research has considered both the supply side (people) and demand side (industry) push and pull factors of the labour market, because achieving the median wage in the current economic system is a function of matching both sides of the market together and understanding the barriers to that aim. This is also so that the policy, interventions and recommendations are targeted towards the relevant segments of the market. In addition, we have collected data on the barriers that young people encounter in entering the job market, as well as the barriers for recruiting young people as perceived by employers. This has also been complemented by the findings of a bespoke survey conducted by Babbasa between May-June 2022 (referenced as the 'OurCity2030 survey' in the report).

In the first instance, a comprehensive data search was conducted for the three target wards, namely, Lawrence Hill, Easton and Ashley. To put the data in context, data was also collected for Bristol, England and the UK as a point of comparison. In practice, not all data sets are available for the target wards, so data at other local geographic levels has also been used such as, for example, Lower Super Output Areas (LSOAs) or Local Authority Districts (LADs).

Where available, we also collected data on ethnic minorities, noting that we have preserved the definition of ethnicity as it is referred to in the raw data, to represent the data accurately.

For data on particular industries and jobs, it should be noted that the categories used can encompass a wide range of activity, wages, and businesses. For example, Human Health and Social Work can encompass higher wage doctors to carers on lower wages. Arts, Entertainment and Recreation can encompass non-profit theatre groups to television production. The data associated with these should be considered as a general indicator, but it should be recognised that there is a large range of diversity within industry sectors and occupations.

The image features a dark blue background with several overlapping, light blue circular outlines. The word "Context" is centered in a white, sans-serif font. The circles are partially cut off by the edges of the frame, creating a sense of depth and movement.

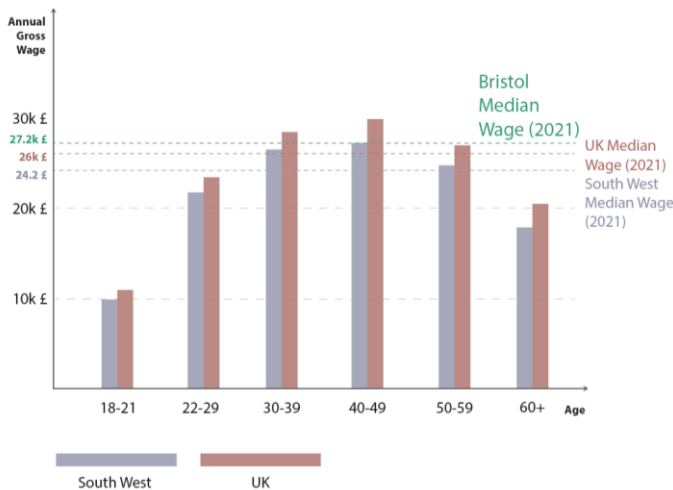
Context

Wages

Income by age and education

Median annual gross wage for South West and UK – all employees - by age (2021)

Source: ASHE Table 21 & Table WGOR Age.7a Annual pay (ONS)



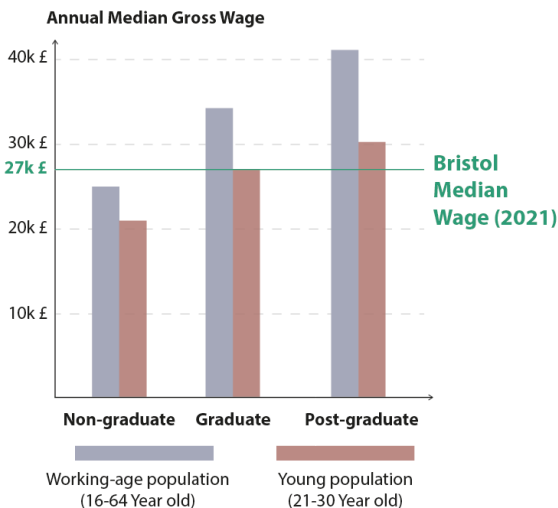
The premise for this analysis is to look into how to decrease the wage gap for young people from ethnic minority communities in Bristol. Therefore, before looking at the detail behind the labour profile and demand for jobs it is important to present the current context around wages.

The median annual gross wage in Bristol for **all employees** in 2021 was £27.2k, which is higher than the South West and UK medians. The median annual gross wage for **full-time employees** in the UK is £30,353 (ONS, 2021). The median annual gross wage in Bristol for full time employees in 2021 was £32.5k, which is again higher than South West and the UK median wage.

The median wage earned by workers aged 22 to 29 (the target for OurCity2030 is 30 years old) is below the overall median wage, which reflects that younger workers are less experienced and command lower wages.

Median annual salaries: working-age and young population – non-graduate, graduate and post comparison (2020)

Source: Department for Education Analysis of the Labour Force Survey 2019 (ONS)



Note that the median value is the middle value in a set of data, meaning that 50% of workers earn higher than the median value, and the other 50% of workers earn less than the median value.

There is a strong link between wages and education levels, with post-graduates earning more than graduates and graduates earning more than non-graduates.

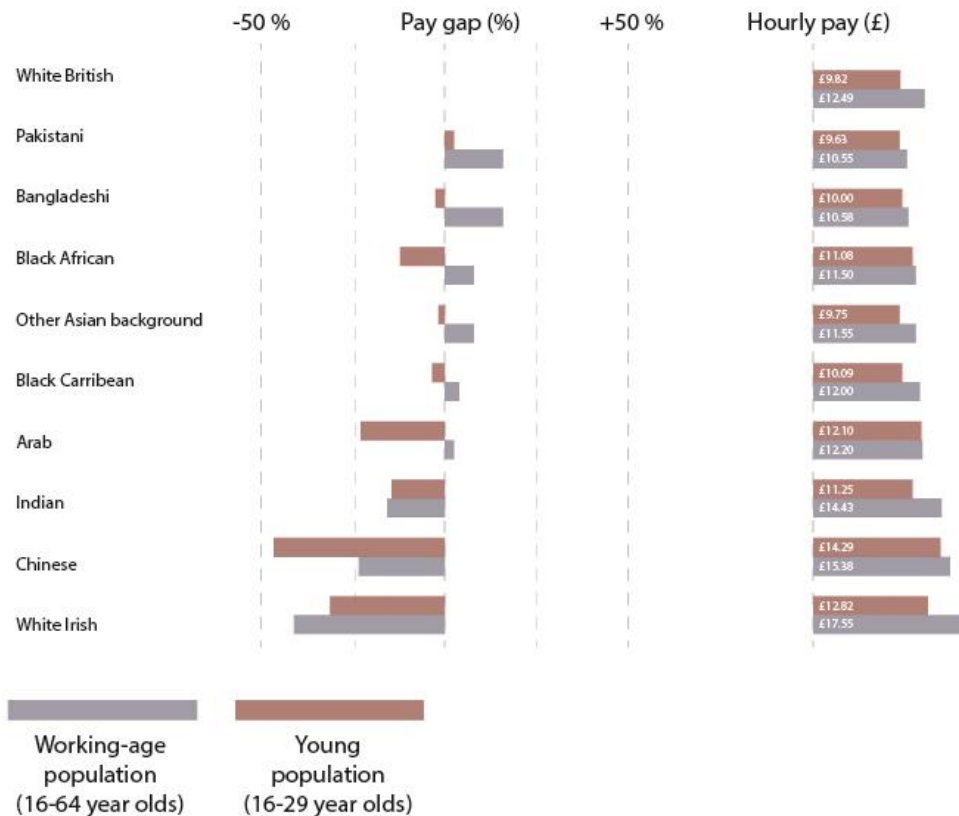
Wages

Wage gaps

Ethnicity pay gap data provides a somewhat complicated and conflicting picture, with some ethnicities earning more per hour, regardless of their age than White British workers. Young people from all minority ethnic backgrounds earn more than their White British peers per hour, but for the overall working population, some ethnic minority groups earn less, indicating that either a pay gap develops as young people progress in their careers into later adulthood, or that previous workplace biases may be changing for young workers.

Median hourly pay and pay gap (%) by ethnicity in England and Wales (2019)

Source: Ethnicity pay gaps: 2019, earnings and employment statistics for different ethnic groups, using regression analysis to provide more insight into factors that affect pay (ONS)





Executive Summary

Executive summary



People

Education, media, art and some sciences are some of the subject areas where Black, Asian and Minority Ethnic students are **underrepresented** despite high interest among young people's dream jobs. There is an **overrepresentation** in some areas such as **medicine, law, business, engineering and computing**. (Education and Employers, 2018 and Advance HE, 2021)

48.1% of young people surveyed by Babbasa are **unaware of the skills** they need to improve or develop for their career ambitions (Babbasa 2022)

A **strong link exists between wages and qualifications**. Qualification levels **vary** between different ethnic minority groups in Bristol, Black/African/-Caribbean/Black British people have the lowest levels of qualifications of any group (ONS, 2011)

32% of young people want an **apprenticeship** (Babbasa, 2022) and ethnic minorities have **higher rates of apprenticeship starts** in Bristol than their peers in England (DfE, 2019).

Black, Asian and Minority Ethnic students are **overrepresented in higher education** (AdvanceHE, 2021).

23.1% of young people see **lack of confidence** largely due to extrinsic factors as a barrier to achieving professional ambitions (Babbasa, 2022)

47% of young people surveyed by Babbasa (2022) need immediate **support whilst in education** to progress towards their dream job.

Ethnic minority workers in the UK are underrepresented in **manager, director and senior official** positions, and **only 5% of Black workers** are in these occupations compared to the UK average of 11% (ONS, 2018)

Black, Asian and Minority Ethnic-led businesses in Bristol are concentrated in **lower-wage sectors** such as retail and food service industries (BSWN, 2019)

Ethnic minority **young people earn equal to or more than their White peers**, but a **pay gap** emerges for some ethnic minorities of **working age (16-64)**, indicating issues with progression in later life (ONS, 2019)

High proportion of ethnic minority employment in **Health and STEM professionals** which are fast growing industries and occupations in the UK (McKinsey & Company, 2019)

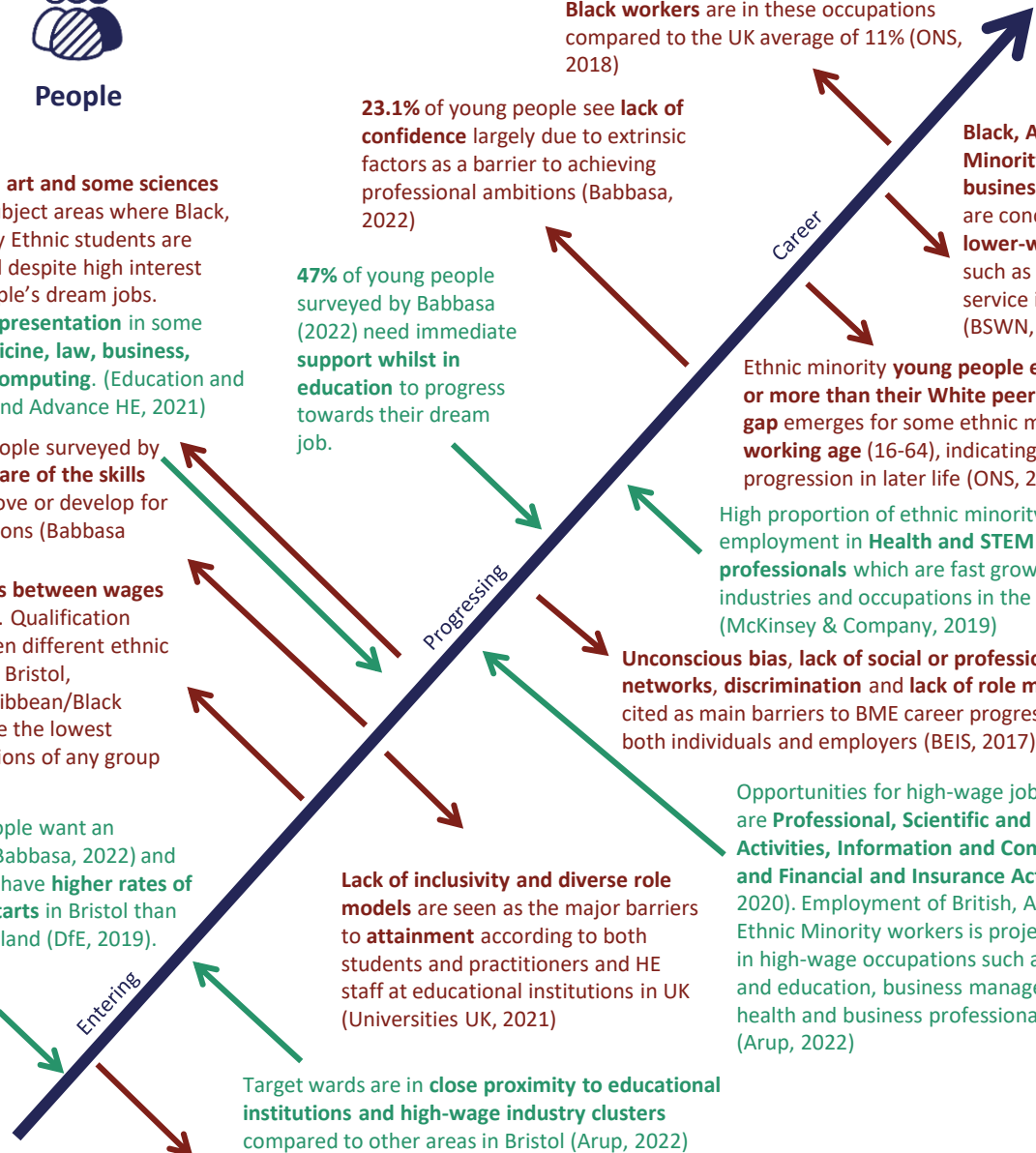
Unconscious bias, lack of social or professional networks, discrimination and lack of role models were cited as main barriers to BME career progression by both individuals and employers (BEIS, 2017)

Opportunities for high-wage jobs in Bristol are **Professional, Scientific and Technical Activities, Information and Communication, and Financial and Insurance Activities** (ONS, 2020). Employment of British, Asian and Ethnic Minority workers is projected to grow in high-wage occupations such as teaching and education, business managers, STEM, health and business professionals in the UK (Arup, 2022)

Lack of inclusivity and diverse role models are seen as the major barriers to **attainment** according to both students and practitioners and HE staff at educational institutions in UK (Universities UK, 2021)

Target wards are in **close proximity to educational institutions and high-wage industry clusters** compared to other areas in Bristol (Arup, 2022)

Employment by young people is at high **risk of automation** (PIAAC & Frey and Osborne, 2017) and decline is predicted in some low pay jobs with high youth and ethnic minority participation (Arup, 2022).



Industry & Jobs

Opportunity Barrier

Executive summary

This report considers the labour supply of ethnic minorities in target wards (Lawrence Hill, Easton and Ashley) relative to labour demand across Bristol. The research considers the following questions:

- What is the current context of wages in general and in Bristol?
- What are the demographic characteristics, skills and education levels for ethnic minorities in the target wards of Bristol? How do they compare with overall skill levels in the market? Are these skills responding and aligning to market demand?
- What industries are expected to grow and/or witness a gap in labour supply? Which of these are high-paying industries? What is the representation of ethnic minorities in these industries and how is that expected to change in the future?

By exploring these questions, we are able to identify the barriers that ethnic minorities face in the labour market. This enables Babbasa to directly target efforts on these barriers and support young people from ethnic minority backgrounds to achieve their career aspirations and improve their potential to earn, as a minimum, the Bristol median wage.

Target wards context

The target wards of Lawrence Hill, Ashley and Easton have a high percentage of residents identifying as from an ethnic minority as well as a higher percentage of young people and working age people compared with Bristol and England. The target wards perform relatively poorly on Indices of Multiple Deprivation (IMD), which is a measure of the relative deprivation of Lower Super Output Areas (LSOAs) in England across income, education, employment, health, crime, barriers to housing and living environment. There are also higher rates of overcrowding, less access to private transportation, and low household income rates which can have negative impacts on education and employment outcomes. House prices are rising rapidly in the target wards, therefore the current population in the private rental sector are at risk of displacement to more affordable areas of Bristol.

People - Education, training and aspirations

Overall, the picture around education and skills is mixed, with some significant areas of opportunity. Qualification levels vary between ethnic minority groups in Bristol, with some having high levels of qualifications. However, Black/African/Caribbean/Black British people have the lowest levels of qualifications of any group and target wards have lower academic performance at secondary school (Attainment 8 scores).

Between 2011 and 2019, there has been significant improvement in Level 4 qualifications at a Bristol level, outpacing improvements at England level, but qualification levels are lower in target wards in comparison with England. Bristolians born in the UK are less qualified than those who were born outside of the UK. However, ethnic minorities have higher rates of apprenticeship starts in Bristol than peers throughout England. At a UK level, they are also overrepresented in higher education, but representation varies by subject, with overrepresentation in business, administration and law, engineering, medicine and social sciences, but underrepresented in education, arts, physics and biological sciences. There is also a degree awarding gap.

The aspirations of ethnic minority young people, as with all young people, will change as they grow older. However, the careers that they aspire to do not always align to their representation in further education or to future employment. Arts and science are two of the most popular career aspirations for Black and Asian children, but data shows that they are underrepresented in both subject areas. Data also shows that ethnic minorities are underrepresented in the education study area, which is also one of the top career aspirations for Black and Asian children.

Executive summary

People – Economic activity and employment

All three target wards have equal or higher rates of economic inactivity for Black, Asian and Minority Ethnic young people than the Bristol average. Young people are most likely to be economically inactive because they are studying, however home and family responsibilities and long-term sickness are also factors for ethnic minority young people in Lawrence Hill and Easton.

There is an employment gap for both young and working-age ethnic minorities compared to their white peers. The employment rate for all young people is lower than the working-age average. Gaps vary by ethnicity, with Pakistani/ Bangladeshi and Asian (other) having the lower employment rate for young people. Occupation ethnicity gaps (both over and underrepresentation) exist and vary between different ethnic minority groups. Overall, there is underrepresentation of ethnic minority workers in the UK in manager, director and senior official positions, but this is particularly pronounced for Black workers. A similar picture emerges when looking at employment by industry, with some ethnic minority groups significantly under or overrepresented in different industries.

Industries and jobs – High-wage industries

Industries with a significant presence in Bristol and the South West which offer high wages include professional, scientific and technical activities, information and communication, and financial and insurance activities. These high-wage industries are concentrated near Bristol's City Centre and other industrial clusters in the region which can be accessed by city centre transport connections. The target wards are relatively near Bristol's City Centre, making high-wage jobs accessible to those without private vehicle transportation. Black, Asian and Minority Ethnic-led businesses in Bristol are concentrated in lower-wage sectors such as retail and food service industries.

Industries and jobs – Skills demand

The jobs with the highest number of job postings in the West of England are mostly for lower wage occupations such as nurses, sales, and administration, with the exception of programmers and software developers. The top industries advertising are a mix of high and low-wage industries: human health services, education, legal and accounting services, and food and beverage services.

In general, higher wage industries and occupations require higher level qualifications, with the exception of construction. Workers are predicted to become more qualified over time, increasing the need for qualifications in employment. There is a perception gap between ethnic minority graduates and recruiters about what skills are valued, particularly for commercial awareness.

Industries and jobs – Employment demand

Information and communications technology (ICT), health and teaching professionals are expected to grow in demand and face talent shortage in the future in the UK. Depending on the role, these can be high paying occupations. Additionally, ethnic minority employment is also projected to grow in health, teaching, business and science, technology, engineering and mathematics (STEM).

However, there is a risk to jobs typically done by young people as a result of automation and other factors, as well as a risk of decline in some low-wage occupations with high ethnic minority participation and high numbers of jobs. There is also a gap between the preferences of young people for certain industries and the net employment demand for some industries. Many high-wage, growth industries offer relatively fewer jobs compared to the entire economy.

Executive summary

Barriers - Education

Barriers to educational attainment for ethnic minorities includes the lack of role models and senior staff representing all ethnic groups. Curriculum delivery and design have been also noted in studies as factors contributing to the ethnicity attainment gap. Importantly, the persistence of these gaps have contributed to the lack of inclusive practices across the institutions and lack on internal ownership of the issue.

Barriers - Skills

The largest gap of under-skilled workers in the UK by 2030 will be in basic digital skills, followed by leadership and managing skills and critical thinking and decision making. In terms of knowledge areas, the largest gap is in customer and personal service areas. Employers in West of England cite that causes of skills gaps include partially completed training, staff being new to the role or the inability to recruit staff with the required skills. Financial barriers and low confidence or self-esteem are common barriers to adult learning.

Barriers - Employment

Employment barriers are the most significant type of barrier identified by young people surveyed by Babbasa. There are many barriers which are experienced by ethnic minorities, including working practices, culture at work, skills and talent being overlooked, office politics, lack of effective training and the lack of connection to the right people which make it difficult to progress and meet career expectations. There is alignment between what employers and ethnic minority employees view as barriers, the top three for both being around similar themes of social and professional networks and role models, discrimination and bias. The support that young people say they need to progress towards their dream job changes as they get older, shifting from a focus of education to finding a job or work experience or business start-up support. Female and non-binary respondents were more likely to cite a need for education support.

In terms of recruitment and raising awareness of careers, recruiters rely mostly on web recruitment and referrals, while young people are likely to have learned about the job of their choice in a class in school/college or through social media. This is a particularly important point as young people indicate that lack of information is one of the main barriers to achieving their career aspirations.

Transport can also be a barrier to employment. For the target wards of Lawrence Hill, Ashley and Easton there are lower levels of car availability, and ethnic minority people are more likely to walk or take public transportation. However, the target wards are also relatively close to Bristol City Centre, which is an employment hub for a number of high-wage industries, and are accessible to employment centres which can help people access the job market.

“There’s a huge disconnect in the language that’s used by schools, workplaces and young people”

“You always need a guide – whether that’s a mentor, a buddy, a support or friendship group or an online resource”

“People providing career guidance at school need a huge network of knowledge and experience”

“We’re all individuals, but we’re being fitted into silos”

“It’s not just about learning things, but learning how to explain things you know to somebody else”

- Quotes from young people at Babbasa roundtables

Executive summary

Summary of research observations

- Ethnic minorities all face some barriers when it comes to education and progressing their careers. Consideration should be given to a coordinated intervention plan that examines the identified systemic issues and works with cross-sector stakeholders at a city level, to boost mobility from poverty and reduce inequality for ethnic minorities
- Lack of confidence is the most significant barrier to career aspirations for young ethnic minorities alongside lack of connections, commitment and motivation. Consideration should be given to a targeted campaign to signpost ethnic minorities receiving eligible benefits or earning below the Real Living Wage in the target areas toward the dedicated career progression coaching within intervention plans.
- Recognition that there are nuances and that barriers for ethnic minorities are not homogenous. The research presents a complex picture with different outcomes in terms of education, qualifications, industries, occupations and wages. Consideration should be given to targeted and culturally nuanced wraparound support within intervention plans.
- The target wards are a good place to concentrate effort if the goal is to increase opportunities for ethnic minorities in Bristol. Considerations should be given to monitoring to check the impact of intervention plans and whether there is displacement over time to ensure the continued reach to all ethnic minority young people in Bristol.
- Some industries offer particular opportunities where there is a confluence of positive factors such as good representation of ethnic minorities studying subjects in higher education, the aspirations of young people, sectors with propensity for higher wages and strong sector presence in Bristol and the South West. Consideration should be given to support businesses looking to meaningfully engage, recruit and onboard ethnic minorities. Further consideration should also be given to businesses to create inclusive work environments that helps with retention and enables ethnic minorities to thrive.
- There are also areas of the local economy at risk, with higher proportions of employment of young people and ethnic minorities, higher propensity for low wages, risk of automation and declining, but high numbers of jobs. Consideration should be given to meaningful education and awareness activities about the future of work within targeted intervention plan.
- While some industries offer higher wages, young people should have the opportunity to work in any industry that they aspire to. There are systemic issues in terms of wages and job security in some industries which require systemic changes that are likely to be beyond the scope of what can be achieved at the City Region level without the intervention of public policy makers or changes in institutional practices.

Executive summary

Summary of industry opportunity areas

	Above median wage	Number of jobs	Bristol and South West Cluster	Growth area	Talent shortage	Ethnic minority representation in HE	Lower qualification requirements	Aspirational alignment	Ethnic minority-led Business sector
ICT	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Varies	Area of alignment	Area of alignment	Area of alignment
Health	Mixed	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Education	At median	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Professional Scientific and Technical	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Science	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Finance and Insurance	Area of alignment	Area of alignment	Area of alignment	Mixed or partial alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Business Administration and Law	Area of alignment	Area of alignment	Area of alignment	Mixed or partial alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Engineering and Manufacturing	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Only for manufacturing	Area of alignment	Area of alignment
Construction	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Arts and Creative	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Hospitality/accommodation/food services	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Transportation and storage	At median	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Retail	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment
Admin and support activities	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment	Area of alignment

Area of alignment

Mixed or partial alignment



People

Demography

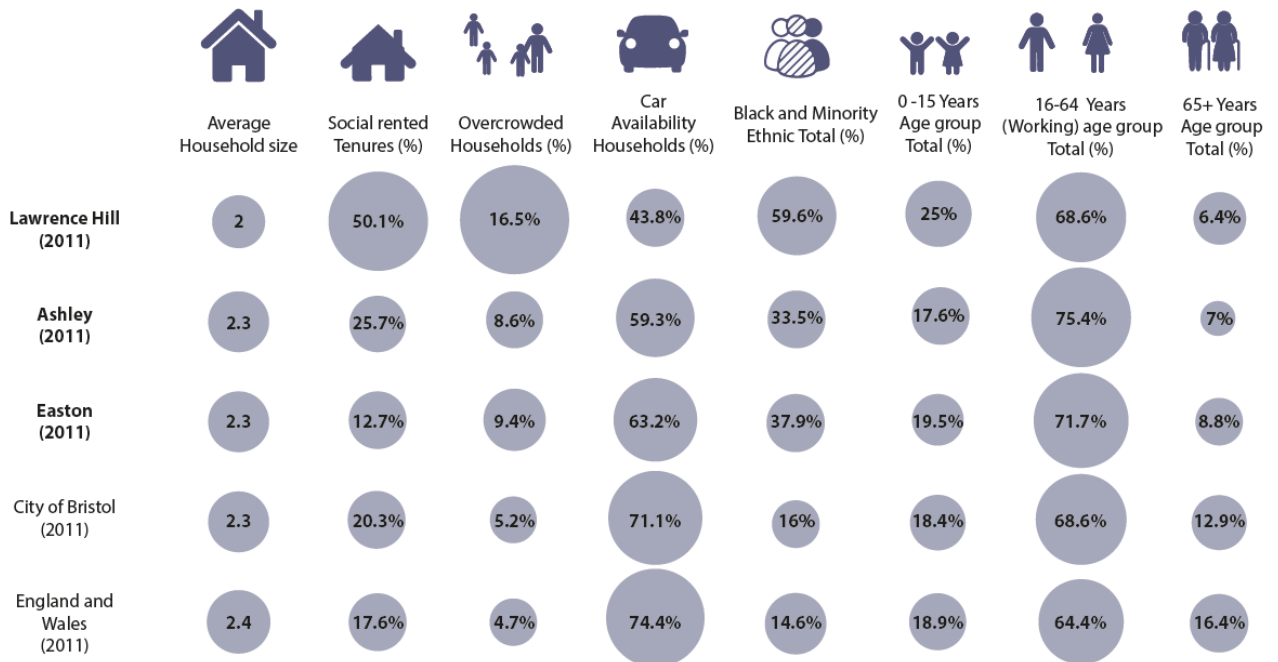
Bristol and its people

In the target wards of Lawrence Hill, Ashley and Easton, the percentage of residents identifying as Black and Minority Ethnic ranged between 33% to 60%; which is much higher than the percentage of residents identifying as Black and Minority Ethnic in Bristol and England. Target wards also have a higher proportion of young people than Bristol and England.

The target wards, and in particular Lawrence Hill, have a significantly higher percentage of social rented tenures in comparison with Bristol and England. Households in the target areas are also more likely to be overcrowded in comparison with households in England and Wales, and not have access to a car (2011 census). This is a reflection of the higher levels of deprivation in the target wards in comparison with other areas in Bristol.

Demographic Summary by geography

Source: Census 2011 (ONS)



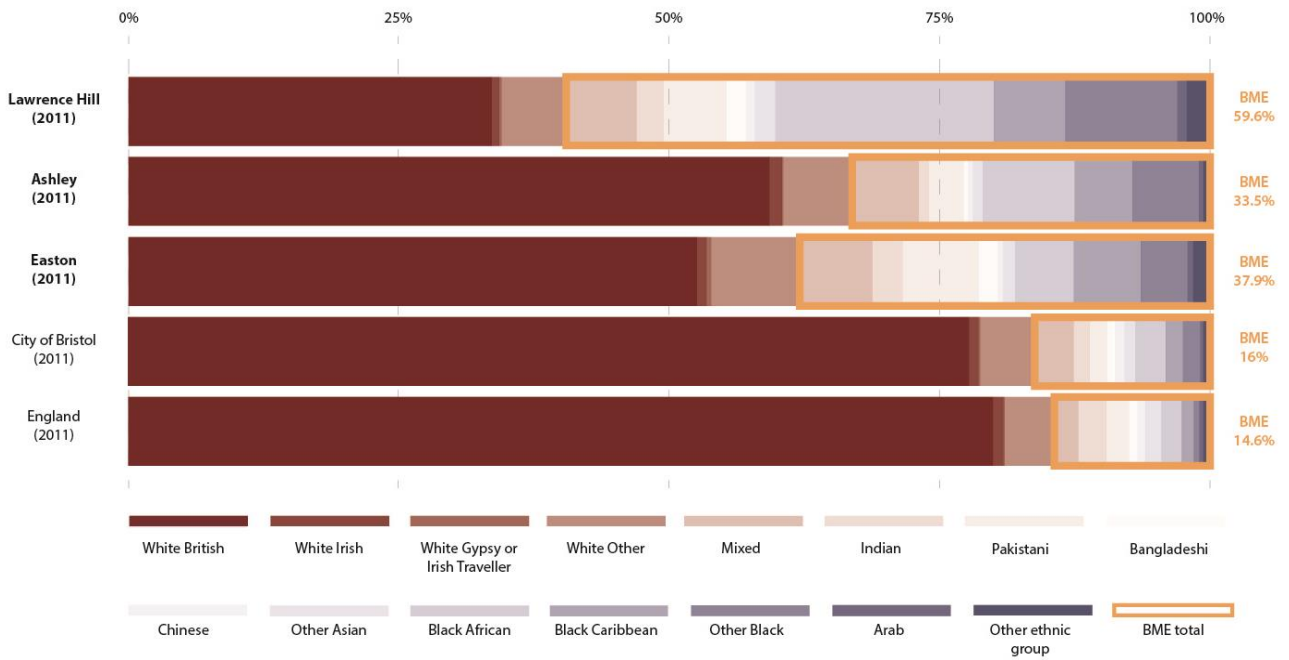
Demography

Population by ethnicity

Zooming in on the demographic composition of the target wards, Lawrence Hill has a higher percentage of residents identifying as Black or Ethnic Minority (BME) in comparison with England. The largest proportion of BME in the target areas is Black African, followed by Black Caribbean and Other Black.

Population by ethnicity and geography

Source: Census 2011 (ONS)



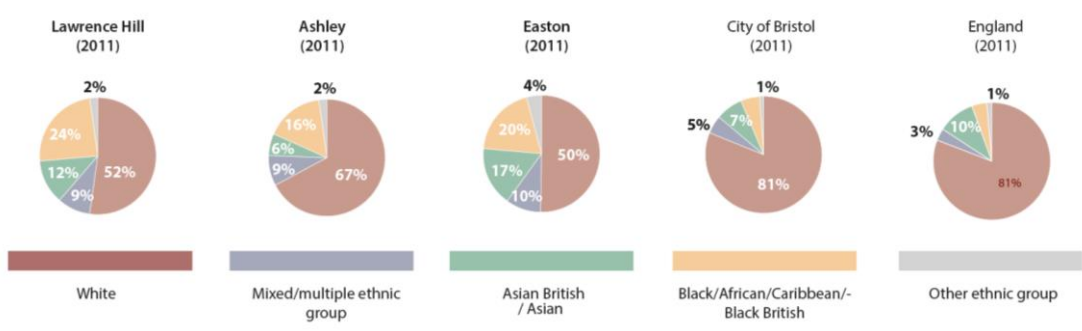
Demography

Young population by ethnicity

Target wards have a higher percentage of young people in general and ethnic minority young people in comparison with Bristol and England.

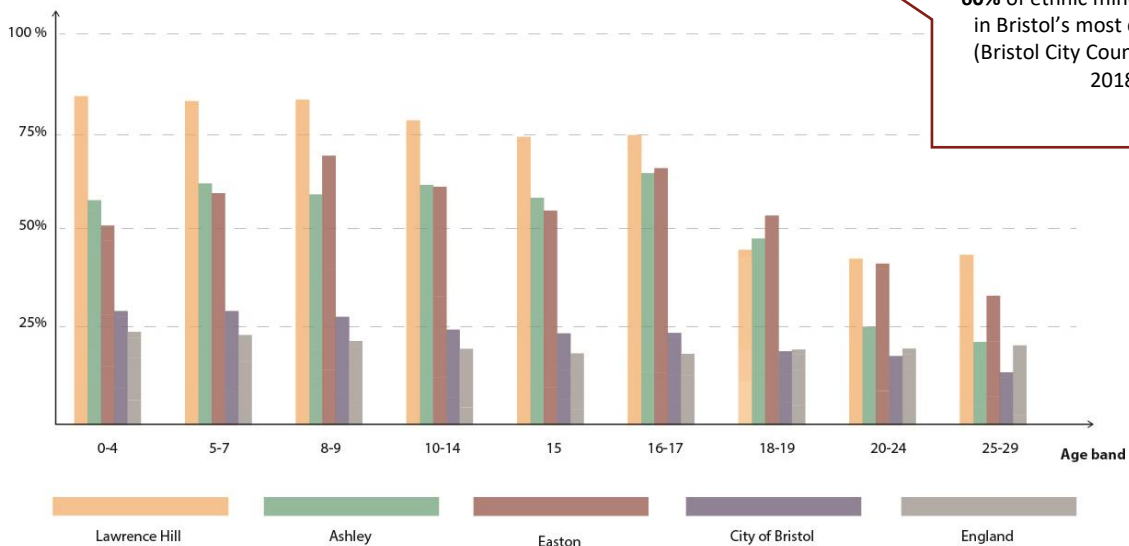
Ethnicity breakdown young population aged 16-24 by geography

Source: Census 2011 DC2101EW - Ethnic group by sex by age (ONS)



Ethnic minority percentage of total young population by age and geography

Source: Census 2011 DC2101EW - Ethnic group by sex by age (ONS)



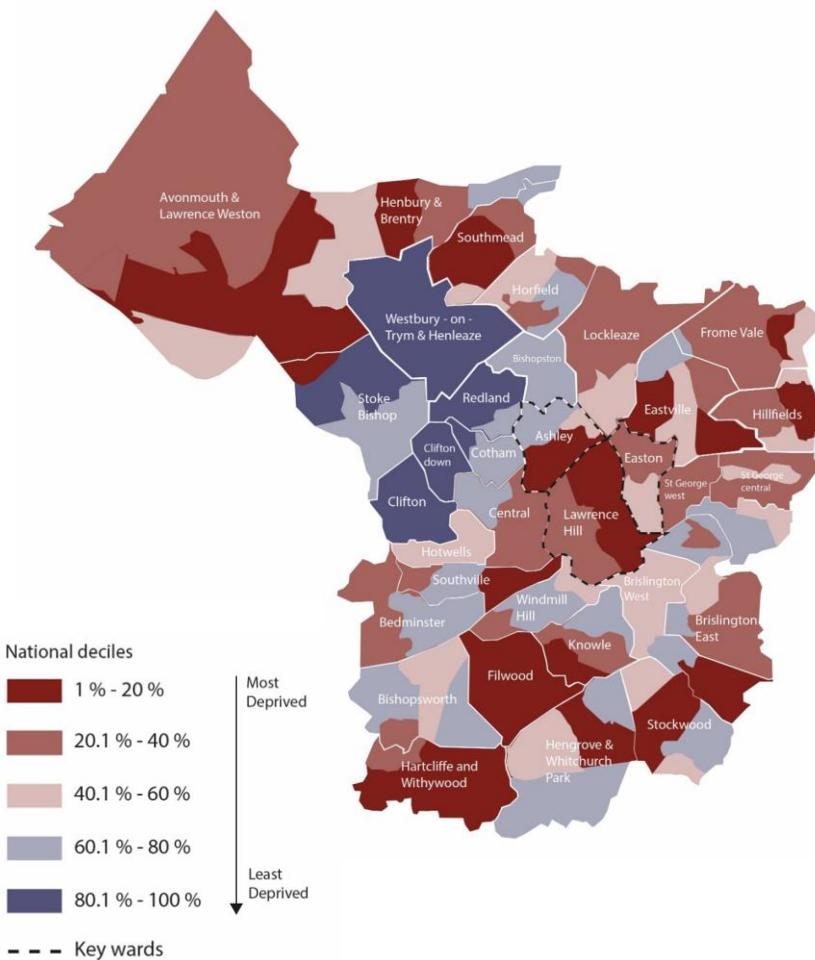
60% of ethnic minority groups live in Bristol's most deprived areas (Bristol City Council Ward Data, 2018).

Deprivation

Index of Multiple Deprivation rank in Bristol

2019 National deprivation deciles by Lower Layer Super Output Area (LSOA)

Source: (LSOA11) Open Data Bristol



The Indices of Multiple Deprivation measure the relative deprivation of Lower Super Output Areas (LSOAs) in England across income, employment, education, health, crime, barriers to housing and living environment. For example, the employment deprivation looks at the proportion of working age population involuntarily excluded from the labour market.

Large disparities exist in Bristol in deprivation levels. The target wards are among the most deprived in Bristol. For example, Lawrence Hill's rank on income is 1%, on employment, 2%, on education & skills 7%, on health deprivation it is 7%, on barriers to housing and services it is 17%, on crime it is 7%, and on living environment deprivation it is 49%. This ranking makes Lawrence Hill one of the most deprived places not only in Bristol, but in England as well.

The deprivation is multifaceted and tackling unemployment would be an important step to lift the wards from income and employment deprivation, which may also have a positive impact on other indices.

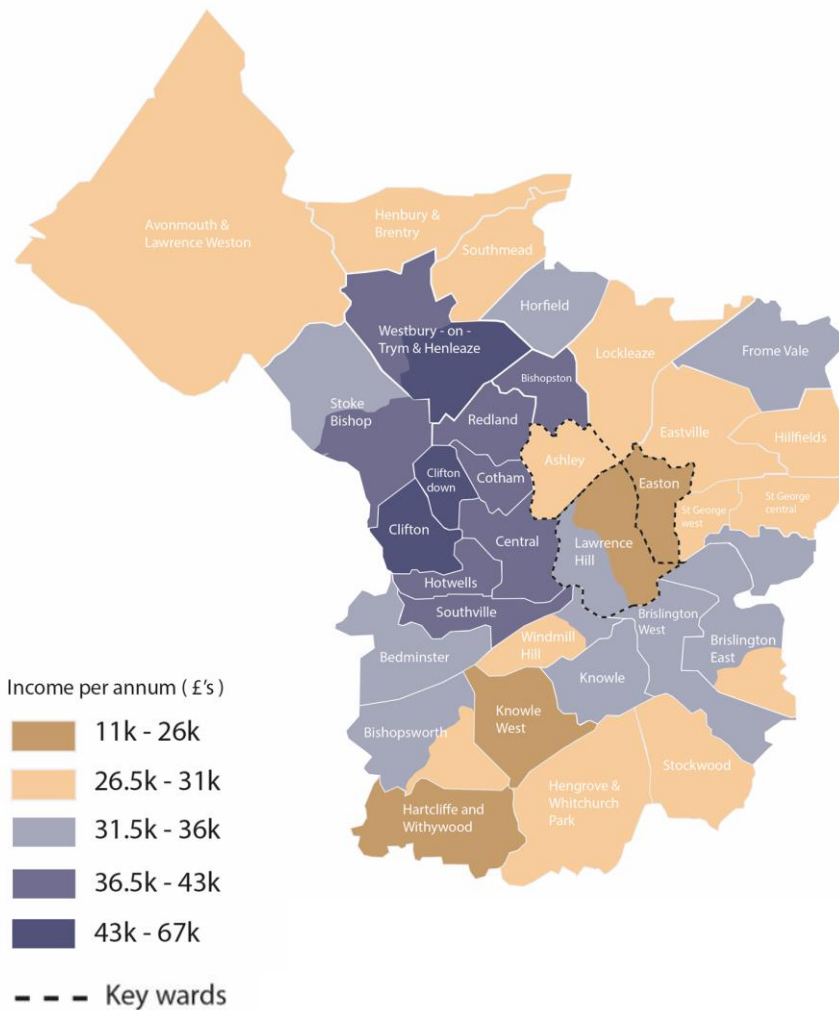
Income

Income before housing costs – Bristol wards

Average household income before housing costs by Middle layer Super Output Areas (MSOAs)

Source: Income estimates for small areas, England and Wales: financial year ending 2018 (ONS)

This ward map shows average annual household disposable net income before housing costs in Bristol. In 2018, household income for residents in the target wards ranged between £11k and £36k, which is lower than the majority of other wards in Bristol. These lower levels of income are also reflected in the IMD, as shown in previous pages.

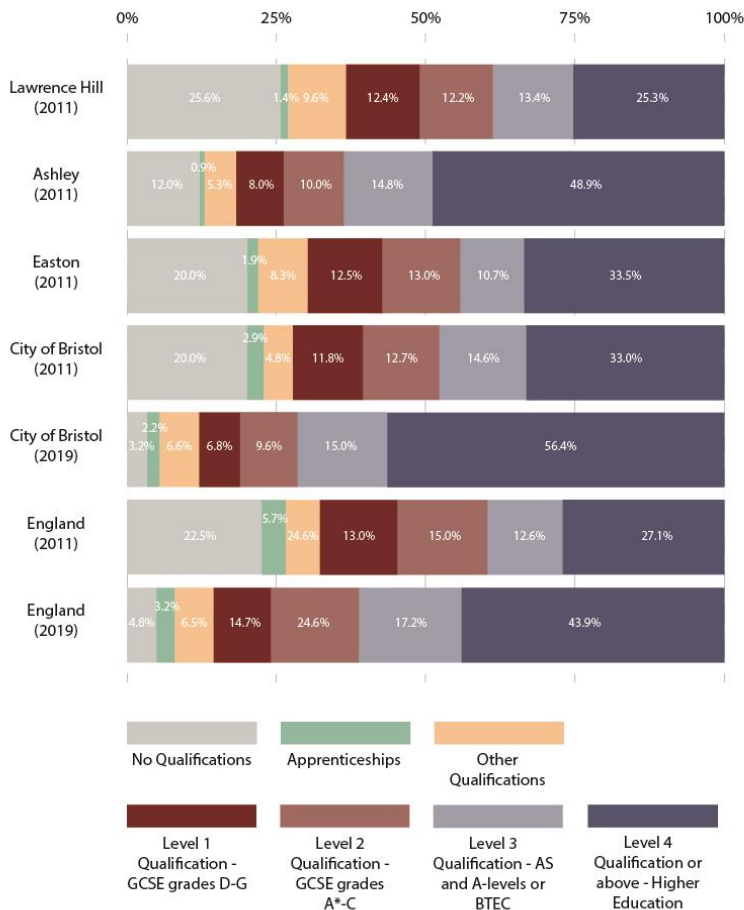


Education and training

Qualification level by geography – working age population

Level of qualification by geography

Source: KS501EW - Qualifications and students Census 2011 (ONS) and West of England Employment and Skills Plan 2019



Between 2011 and 2019, there has been significant improvement in Level 4 qualifications at a Bristol level, outpacing improvements at England level.

On the other hand, the proportion of population in the target wards with no qualification is higher than the overall equivalent percentage for England. Moreover, the proportion of population with higher education is also lower in Lawrence Hill and Easton, in comparison with England.

Apprenticeships have decreased between 2011 and 2019 in the City of Bristol as well as in England. In a recent survey by Babbasa, 32% of respondents indicated that they would like an apprenticeship opportunity.

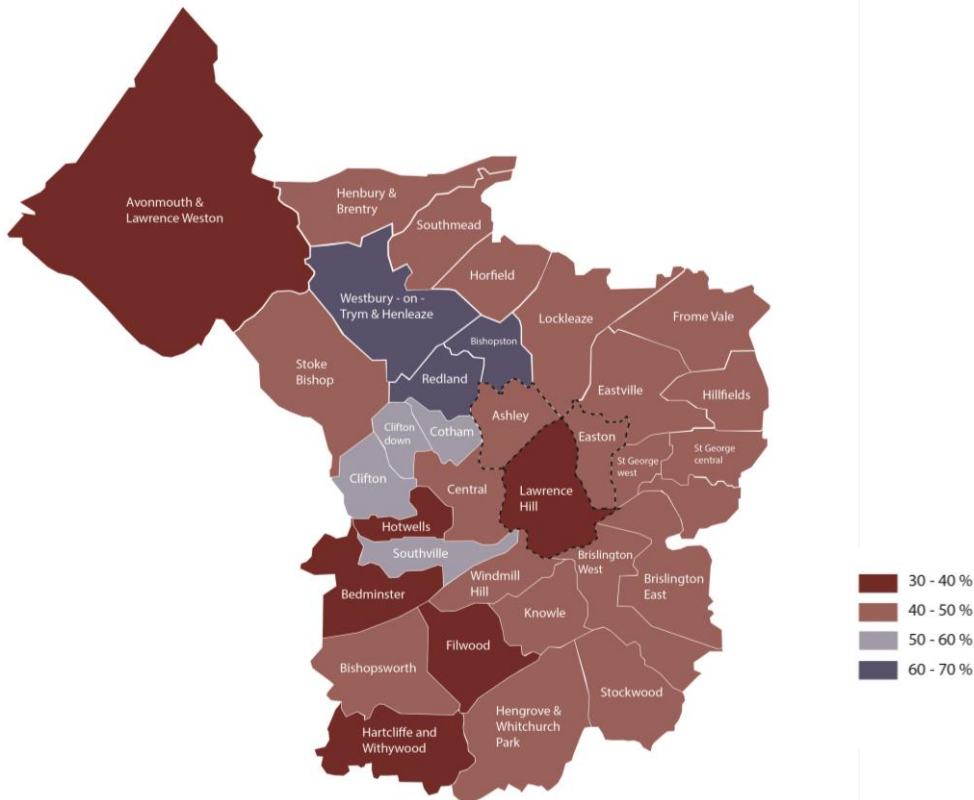
Education and training

Education achievement

The Attainment 8 score provides the average scores of pupils across 8 subjects, to assess progress from Key Stage 2 to Key Stage 4 and achievement at the end of Key Stage 4. The average score in Lawrence Hill was 40% in 2018/2019. In Ashley it was 46.7% and in Easton it was 46%.

Average Attainment 8 Score (2018 / 2019)

Source: Open Data Bristol



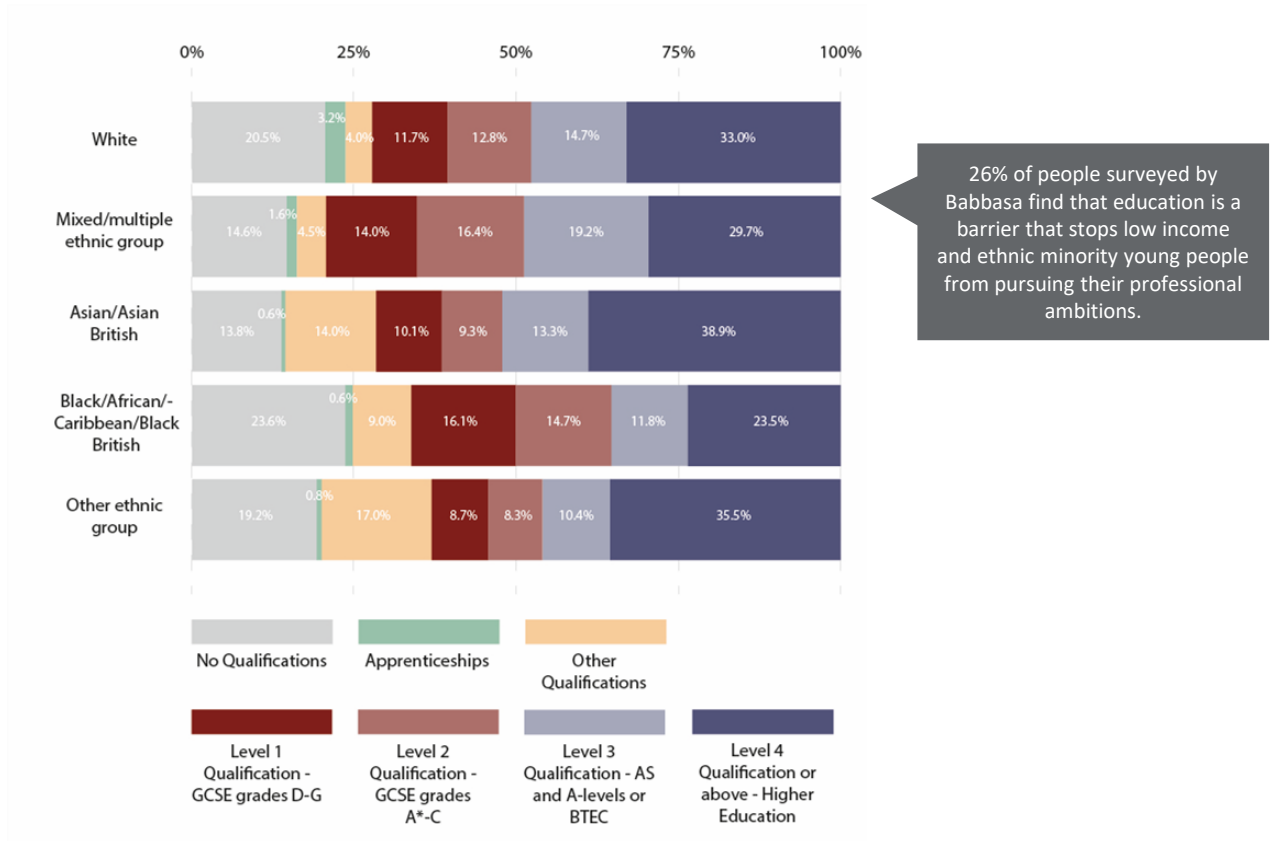
Education and training

Qualification level by ethnicity – working age population

Qualification levels vary between different ethnic minority groups in Bristol, with some outperforming White Bristol residents. However, Black/African/Caribbean/Black British people have the lowest levels of qualifications of any group.

Level of Qualification by ethnicity in Bristol

Source: DC5209EW1a - Highest level of qualification by ethnic group Census 2011 (ONS)



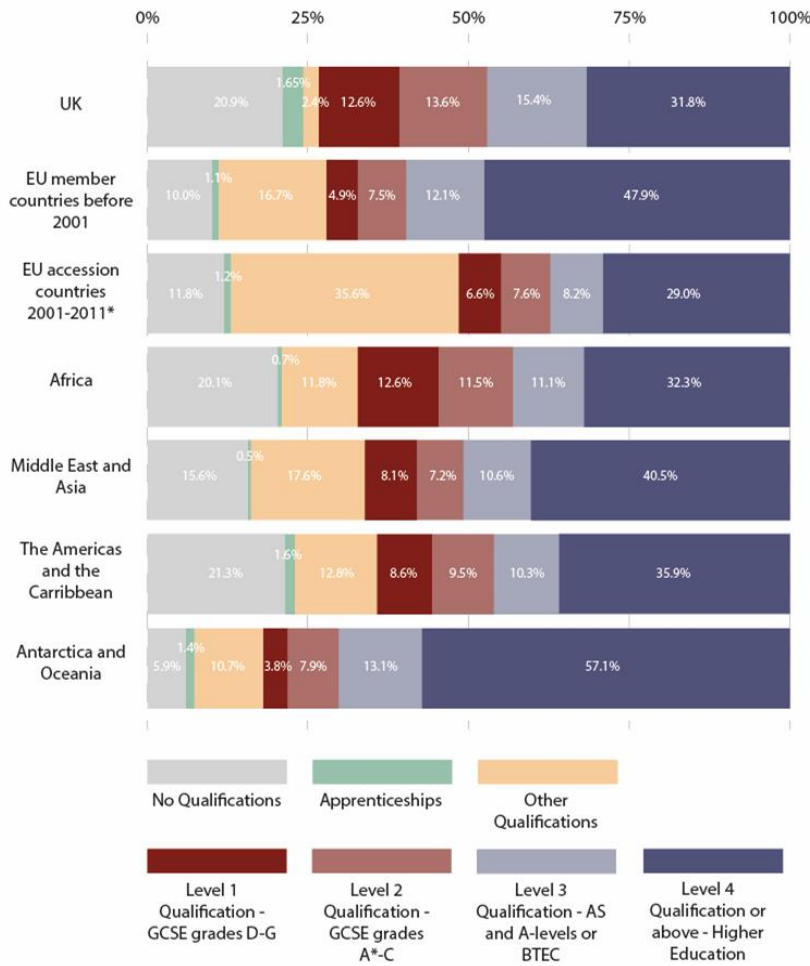
Education and training

International talent pool – qualification by ethnicity/migration

Level of Qualification by migration background in Bristol

Source: DC5203EW - Highest level of qualification by country of birth by age Census 2011 (ONS)

Bristolians born in the UK have lower levels of qualifications, particularly Level 4 qualifications, compared to many other migrant groups. Bristol draws on a highly skilled international talent pool.



*EU accession countries 2001-2011: Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia, Bulgaria and Romania

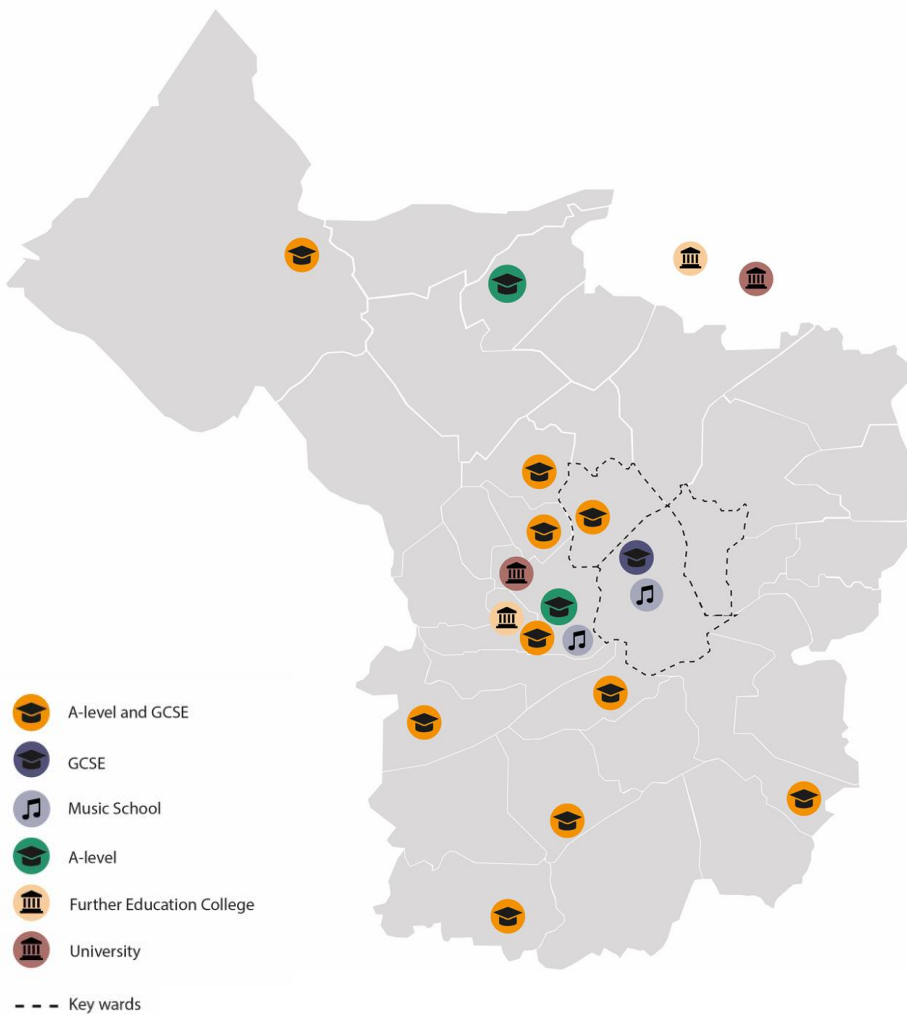
Education and training

Educational institutions in Bristol

Post-16 educational institutes in Bristol

Source: <https://www.bristol.gov.uk>

The target wards are in relatively close physical proximity to educational institutions, compared to other areas of Bristol.



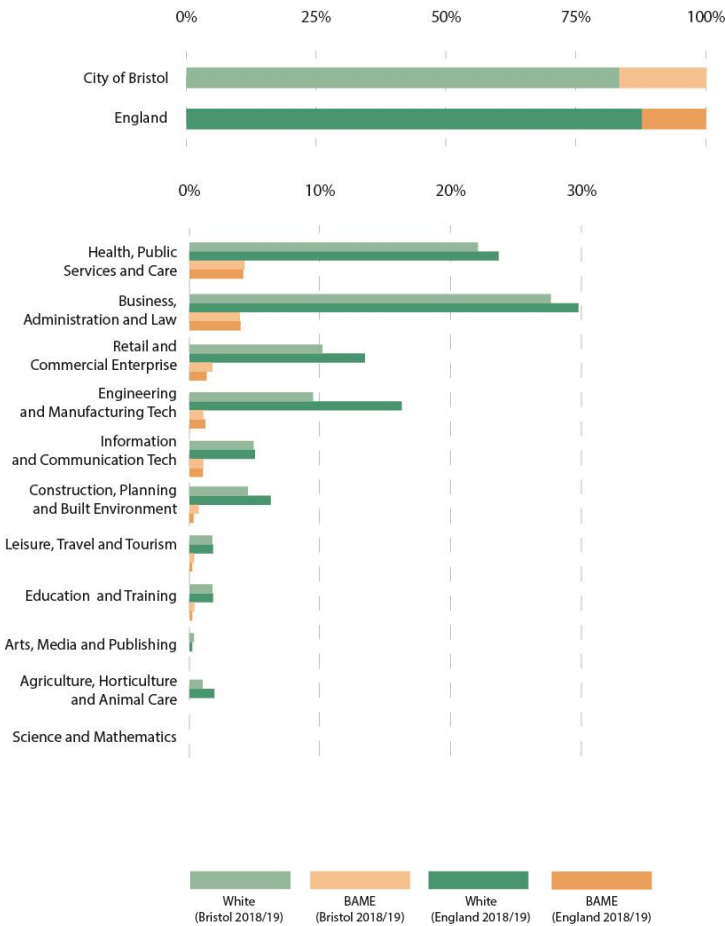
Education and training

Apprenticeships by ethnicity, sector and geography

Percentage of total apprenticeship starts (all ages), by sector, ethnicity and geography (2018/19)

Source: Department for Education, Apprenticeship demographic, local authority district, and sector subject area PivotTable tool: starts and achievements 2018 to 2019

Black, Asian and Minority Ethnic people are starting apprenticeships at a slightly higher rate than their peers in England, but at a lower rate in engineering and manufacturing technology.

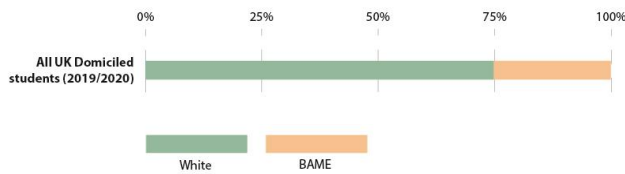


Education and training

Ethnicity breakdown per faculty

Proportion of UK domiciled white and Ethnic minority students in Higher Education in the academic year 2019/20 (%)

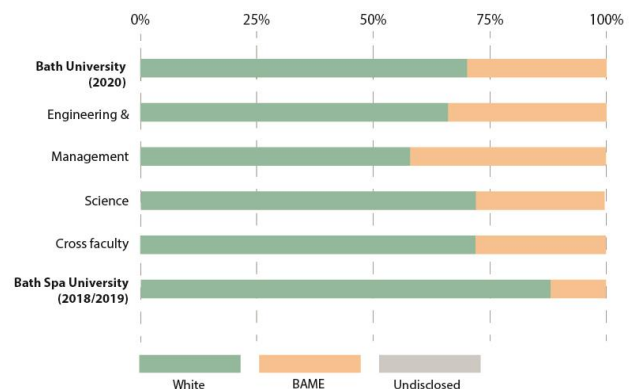
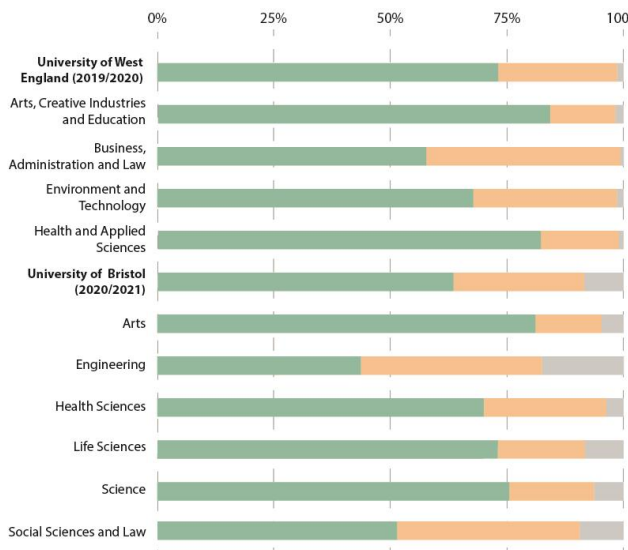
Source: Students statistical report 2021 (AdvanceHE)



Black, Asian and Minority Ethnic students make up less than 25% of the total population of their age group (see page 19), but make up 25% of higher education students. They are mostly concentrated in Business, Administration and Law, Engineering and Social Sciences and Law in University of West England, University of Bristol and Bath University. They are underrepresented in other faculties such as the Arts and Sciences. This could be due to perceptions of future earnings for these areas.

Proportion of white and BAME students in higher education institutions in Bath and Bristol per faculty

Source: Student and staff numbers (www.uwe.ac.uk), Student numbers and demographics (www.bristol.ac.uk), student-numbers-1-december-2020 (<https://www.bath.ac.uk/>), Student Equality Data (www.bathspa.ac.uk)



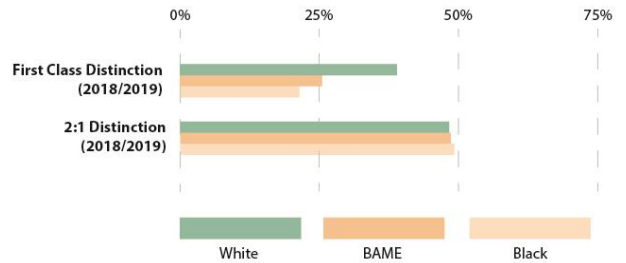
Education and training

Participation and awarding gap by subject area

Education, media and art are some of the subject areas where Black, Asian and Minority Ethnic students are underrepresented in the UK. Education was a job children aspired to, is underrepresented at university and is also a high-wage growth industry with a talent shortage.

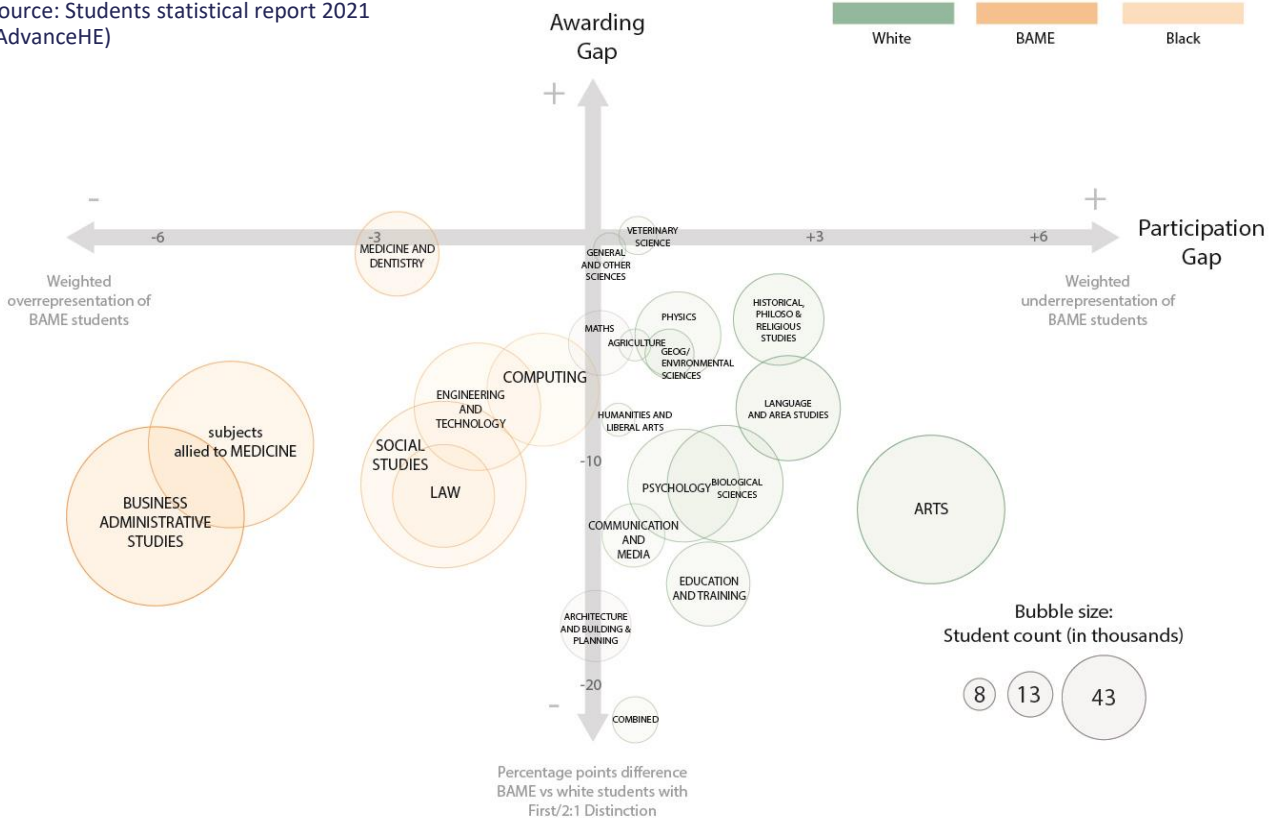
Proportion of UK domiciled white and BAME qualifiers awarded a first or 2:1 in HE (2019/20)

Source: Ethnicity awarding gaps in UK higher education in 2019/20 (AdvanceHE)



Participation and awarding gaps between UK domiciled BAME and white students by subject area in UK HE (2018/19)

Source: Students statistical report 2021 (AdvanceHE)



Aspirations

Career aspirations of expressed by children, by ethnicity

There is a gap between the career aspirations of children and the careers they end up pursuing as adults. For example, Black and Asian children aspire to be artists, teachers or scientists, but data shows that they are actually underrepresented in these subjects in Higher Education (see pages 28 and 29).

Top 5 career aspirations expressed by children (aged 7-8) by ethnicity

Source: Drawing the Future 2018 (Education and Employers)



Aspirations

Industry interests of young people from Black and Asian backgrounds vs White backgrounds

Babbasa’s Our City 20-30 survey indicates that the top industry interests for young people from Asian and Black backgrounds are Business & Finance; Digital; Health, Medicine & Social Care and the Built Environment.

However, female & non-binary young people from Asian and Black backgrounds have a higher interest in Education and Health, Medicine & Social Care, and Creative Arts & Culture compared to the total respondent group. This suggests that young male respondents are driving the interest in Business & Finance, Digital and the Built Environment.

Top 10 Industry interests by young people from Black and Asian backgrounds vs White backgrounds

Source: OurCity2030 survey 2022 (Babbasa)

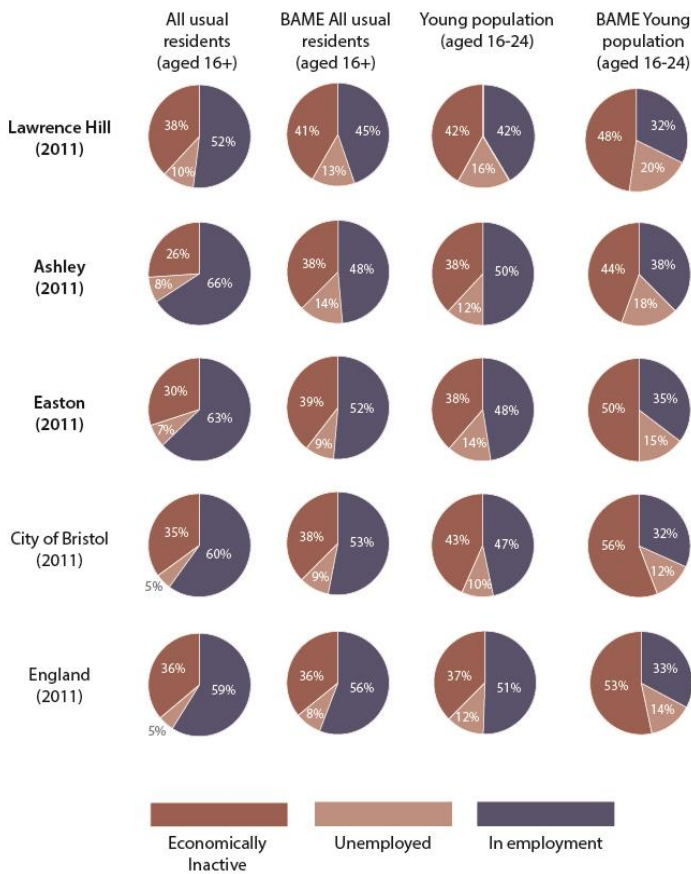


Economic activity

Labour supply by geography, age, and ethnicity

Economic activity by geography, age and ethnicity

Source: Census 2011 - DC6201EW - Economic activity by ethnic group by sex by age (ONS)



The proportion of economically inactive people is higher in Lawrence Hill in comparison with the other target wards and Bristol more widely. Ashley and Easton have lower rates of economic inactivity than Bristol and England. Economic inactivity is higher for young people and Black, Asian and Minority Ethnic residents.

All three target wards have equal or higher rates of economic inactivity for Black, Asian and Minority Ethnic young people than the Bristol average.

Those who are economically inactive are people not in employment who have not been seeking work within the last four weeks and/or unable to start work within the next two weeks (ONS). For example, this includes retirees, people with long-term illness, students and discouraged workers.

Economic activity

Reasons for economic inactivity by geography, age and ethnicity

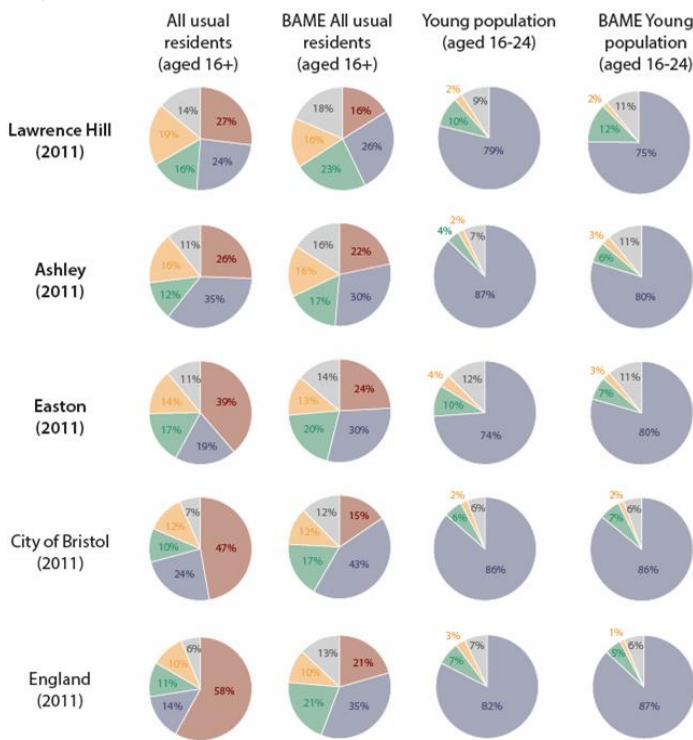
Reasons for economic inactivity by geography, age and ethnicity

Source: Census 2011 - DC6201EW - Economic activity by ethnic group by sex by age (ONS)

Being a student is the most common reason for economic inactivity for Black, Asian and Minority Ethnic residents in target wards, followed by retirement, looking after home or family and long-term sickness.

While the majority of young people are economically inactive because they are studying, those in Lawrence Hill and Easton are more likely to be looking after home or family than the Bristol and England on average.

Notably, the proportion of economic inactivity due to long-term sickness is higher in target wards in comparison with Bristol and England.



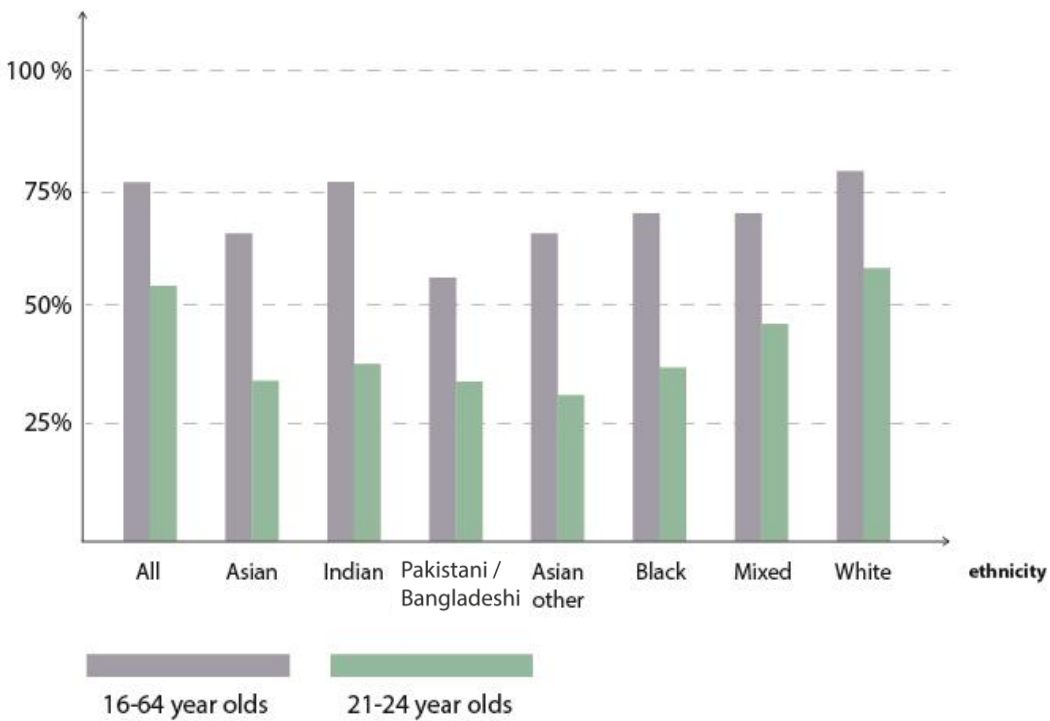
Employment

Employment supply

There is an employment gap for both young and working-age ethnic minorities compared to their white peers. The employment rate for all young people is lower than the working-age average. Gaps vary by ethnicity, with Pakistani/ Bangladeshi young and Asian (other) having the lower employment rate for young people.

Employment rate (%) in the UK by ethnicity and age (2019)

Source: Annual Population Survey 2019 (gov.uk)



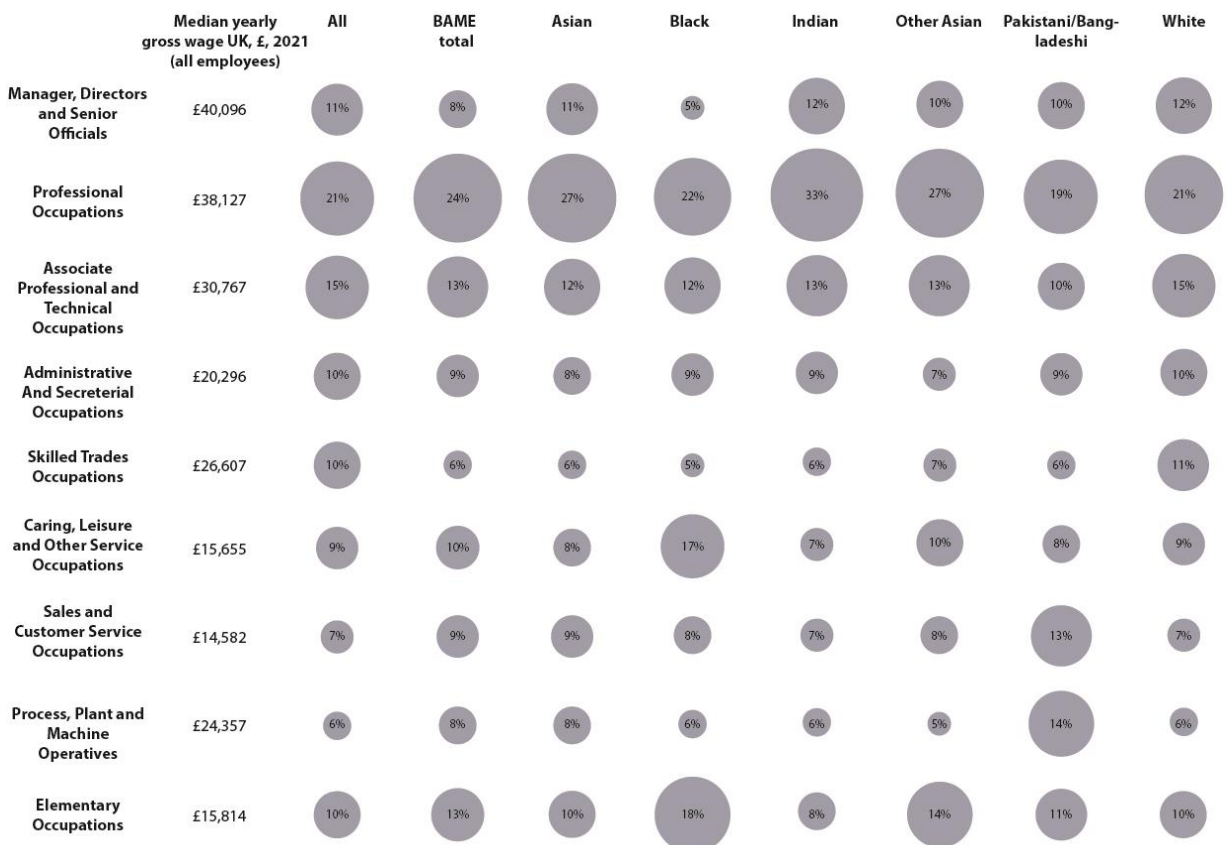
Employment

Employment by ethnicity and median wage by occupation

Occupation ethnicity gaps (both over and underrepresentation) exist and vary between different ethnic minority groups. Overall, there is underrepresentation of ethnic minority workers in the UK in manager, director and senior official positions, but this particularly pronounced for Black workers. Additionally, Black workers are more likely to be in elementary occupations or caring, leisure and service occupations than White workers in the UK. The percentage of individuals who identify as Pakistani/Bangladeshi in the UK that work in Sales and Customer Service Occupations and Process, Plant and Machine operatives is higher than the percentage of any other ethnicity that work in the same occupation.

Employment by ethnicity and median wage by occupation in the UK (2018)

Source: Table 3 Employment by occupation and ethnicity 2018 (ONS)



Employment

Employment by industry, by ethnicity

The infographic below highlights that the difference in employment by industry for various ethnicities. For example, 13% of all Indian workers are employed in the Information and Communication industry, while this proportion is much less for other ethnicities. A high percentage of Black workers (29%) are employed in Human Health and Social Work activities, and the highest percentage for Wholesale and Retail Trade employment is for Pakistani/Bangladeshi workers.

Employment by ethnicity and median wage by industry in the UK (2021)

Source: Annual population survey - regional - ethnicity by industry 2021 (ONS)

	Median yearly gross wage UK, £, 2021 (all employees)	All	BAME total	Black	Indian	Chinese	Other Asian	Pakistani/Bangladeshi	White
Agriculture, Forestry and Fishing	£23,176	1%	0%	0%	0%	0%	0%	0%	0%
Mining and Quarrying	£37,278	0%	0%	0%	0%	0%	0%	0%	0%
Manufacturing	£30,395	9%	6%	5%	8%	4%	5%	5%	9%
Electricity, Gas, Steam and Air Conditioning Supply	£41,398	1%	1%	1%	1%	0%	1%	0%	1%
Water Supply	£30,606	1%	0%	1%	0%	0%	0%	1%	1%
Construction	£31,705	6%	3%	4%	3%	3%	2%	3%	7%
Wholesale and Retail Trade	£20,476	12%	11%	8%	10%	6%	10%	17%	12%
Transportation and Storage	£29,997	5%	7%	6%	6%	2%	7%	12%	4%
Accommodation and Food Service Activities	£12,468	5%	6%	5%	2%	18%	9%	9%	5%
Information and Communication	£38,643	5%	7%	5%	13%	6%	4%	3%	5%
Financial and Insurance Activities	£38,825	4%	5%	3%	7%	10%	5%	4%	4%
Real Estate Activities	£27,066	1%	1%	1%	1%	2%	2%	1%	1%
Professional, Scientific and Technical Activities	£32,698	8%	9%	6%	10%	19%	8%	7%	8%
Administrative and Support Service Activities	£21,423	4%	5%	6%	3%	2%	4%	5%	4%
Public Administration and Defence; Compulsory Social Security	£30,958	6%	7%	9%	7%	3%	4%	6%	8%
Education	£26,337	11%	10%	9%	9%	13%	7%	12%	11%
Human Health and Social Work Activities	£22,773	14%	19%	29%	16%	10%	23%	14%	13%
Other Service Activities	£20,754	6%	4%	4%	3%	3%	7%	2%	6%

House prices

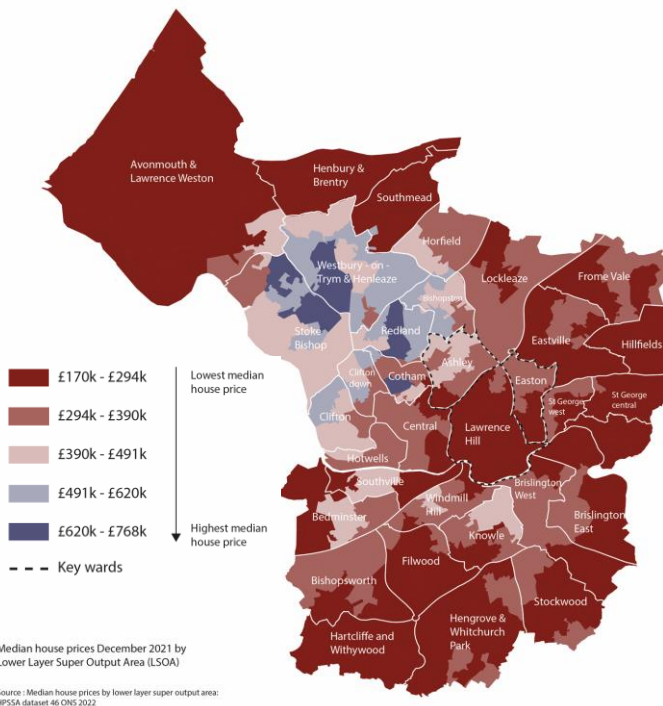
House prices and gentrification

House prices in the target wards remain in the lower bracket in comparison with other areas in Bristol, however they have been witnessing some of the fastest growth rates.

Target wards have witnessed some of the highest growth rate in housing prices between 2011 and 2021. Consequences of gentrification include rising living costs and potential displacement of local communities. As such, it is not necessarily given that the target population for OurCity2030 (Black, Asian or minoritised youth from low-income household) would still be living in Lawrence Hill, Easton and Ashley in the future do to affordability pressures.

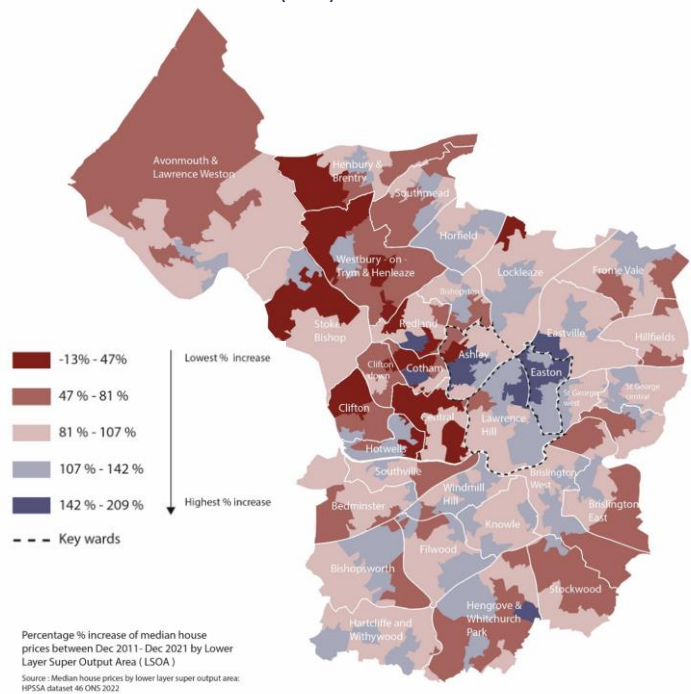
Median house prices December 2021 by Lower Layer Super Output Area (LSOA)

Source: Median house prices by lower layer super output area: HPSSA dataset 46 (ONS)



Percentage % increase of median house prices between Dec 2011- Dec 2021 by Lower Layer Super Output Area (LSOA)

Source: Median house prices by lower layer super output area: HPSSA dataset 46 (ONS)





Industries and Jobs

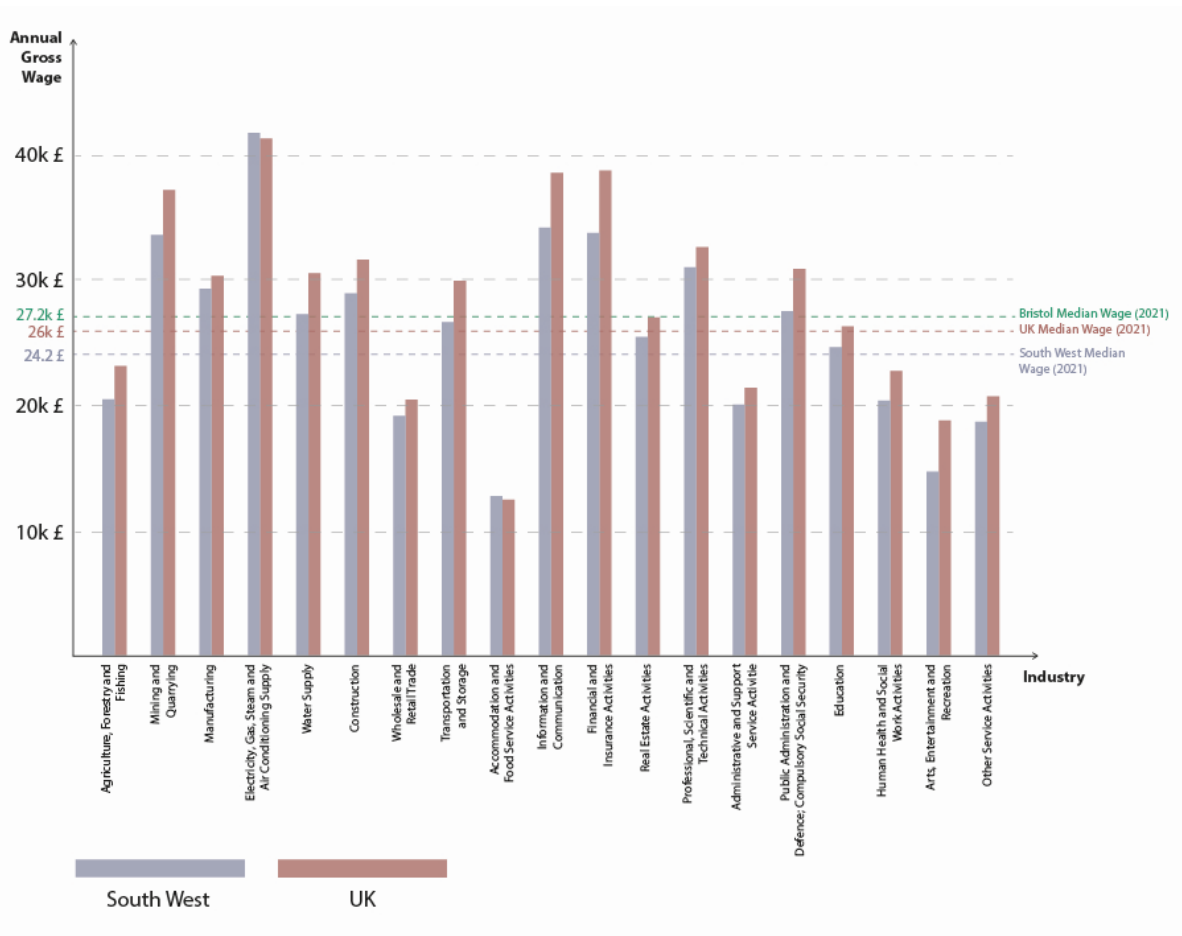
Industries

Wage by industry

High-wage industries (defined by the Standard Industrial Classification (SIC) codes) in the South West are electricity and gas supply, information and communication and financial and insurance activities. Information and communication which involves information technology consulting services and data processing among other activities, is expected to witness a shortage in digital skills in the future. It is also worth noting here that Bristol is the third largest tech hub in the UK as of 2021, which suggests that there are opportunities for jobs in the information and communication industry for Bristolians.

Median Annual gross wage for South West and UK - By Industry (2021)

Source: ASHE Table 21 (ONS)



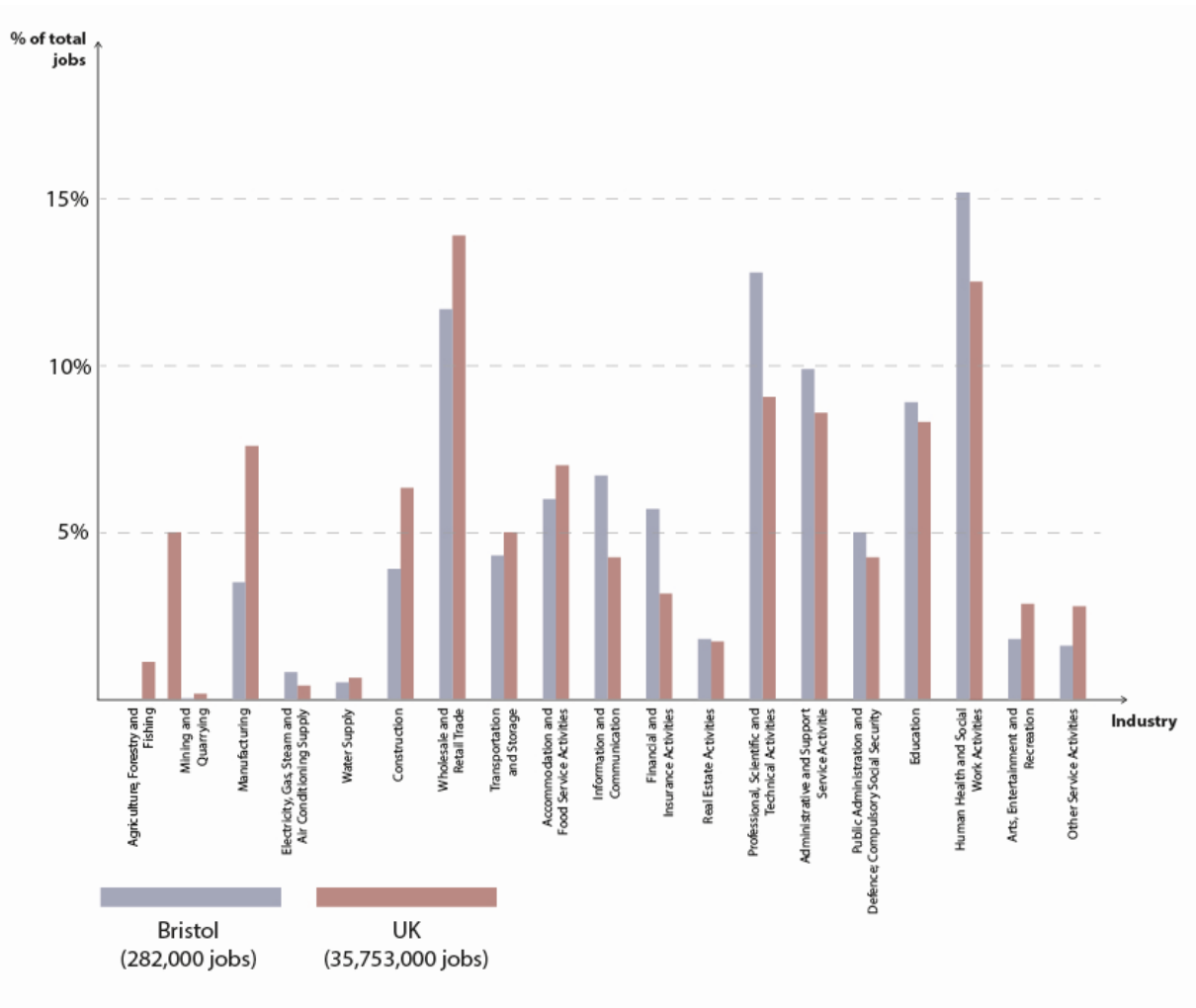
Industries

Employment by industry in Bristol

Opportunities for high-wage jobs in Bristol include professional, scientific and technical activities, information and communication, and financial and insurance activities.

Distribution (%) of employee jobs in Bristol and UK - By Industry (2020)

Source: Labour market overview, UK: January 2020 (ONS)



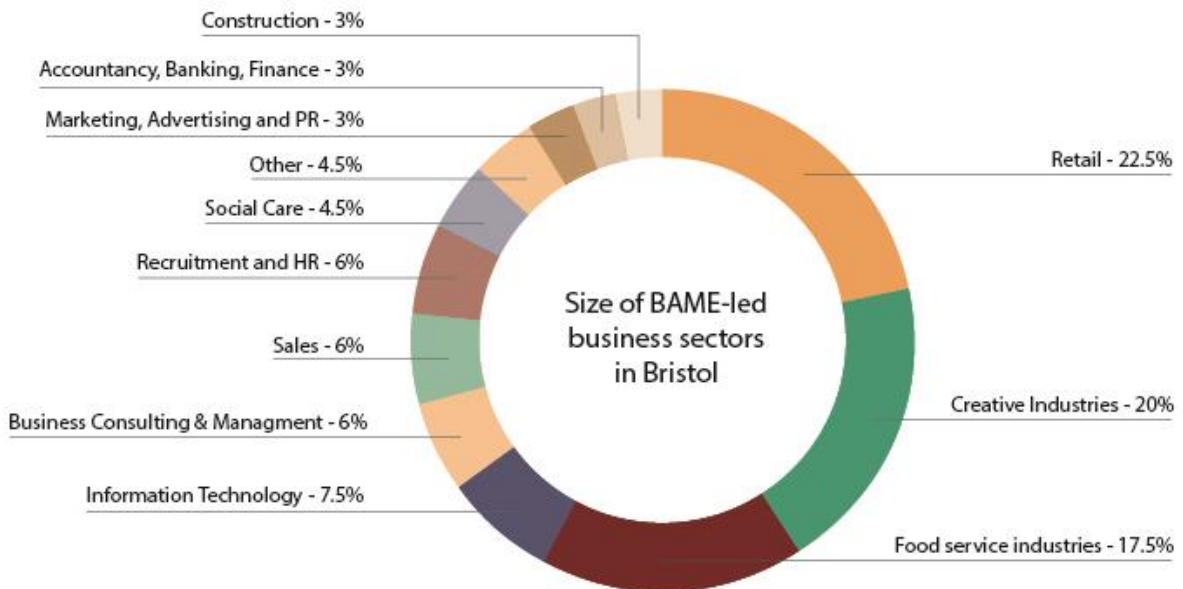
Industries

Ethnic minority businesses in Bristol

Black, Asian and Minority Ethnic-led businesses in Bristol are concentrated in lower-wage sectors such as retail and food service industries.

Distribution (%) of BAME-led business sectors in Bristol

Source: Arup Black South West Network report 2019



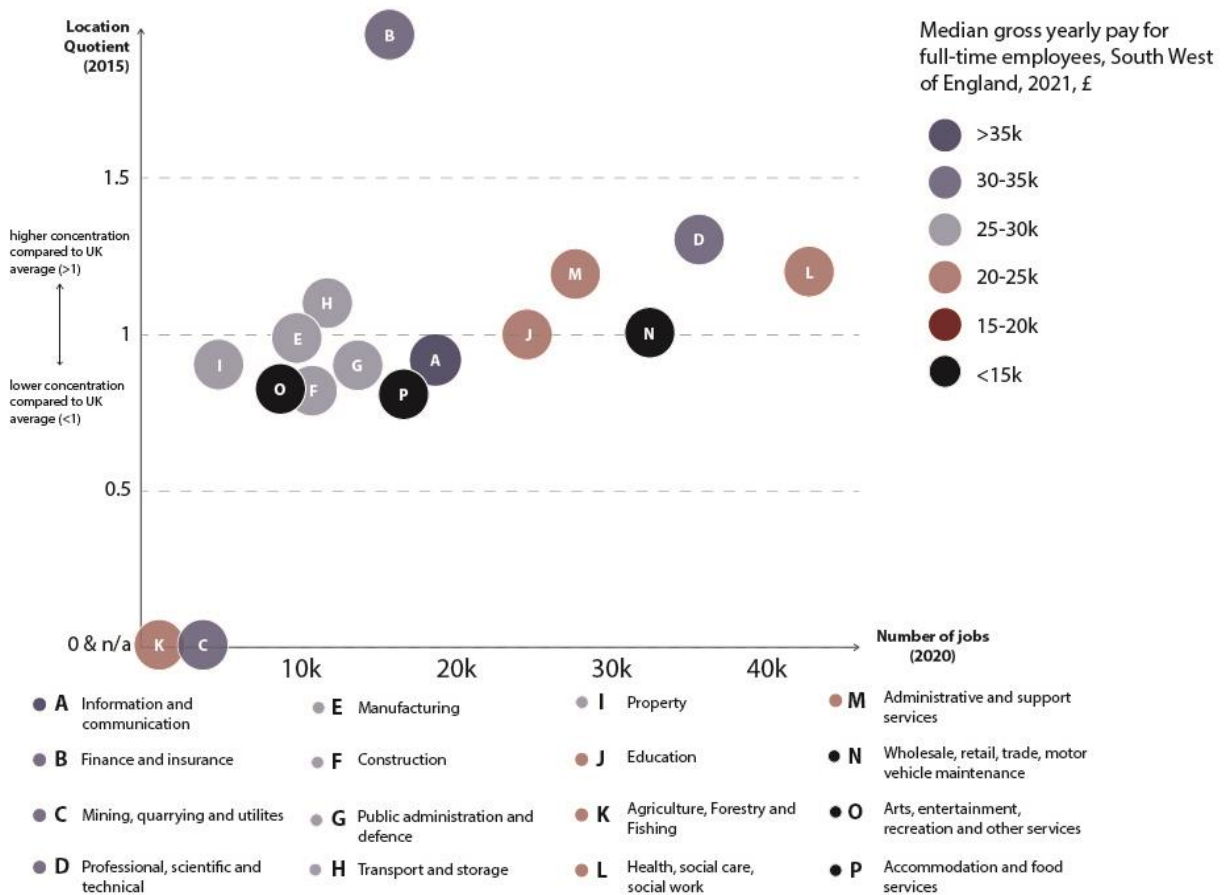
Industries

Industry specialisation in Bristol

There is a high concentration of finance and insurance and professional and scientific industries in Bristol which also offer high-wage jobs in comparison with other industries.

Bristol Industries location quotient and median wages in South West

Source: Location quotient data and industrial specialisation for local authorities 2015 (ONS), ASHE Table 21 - ons.gov.uk, Labour market overview, UK: January 2020 (ONS)



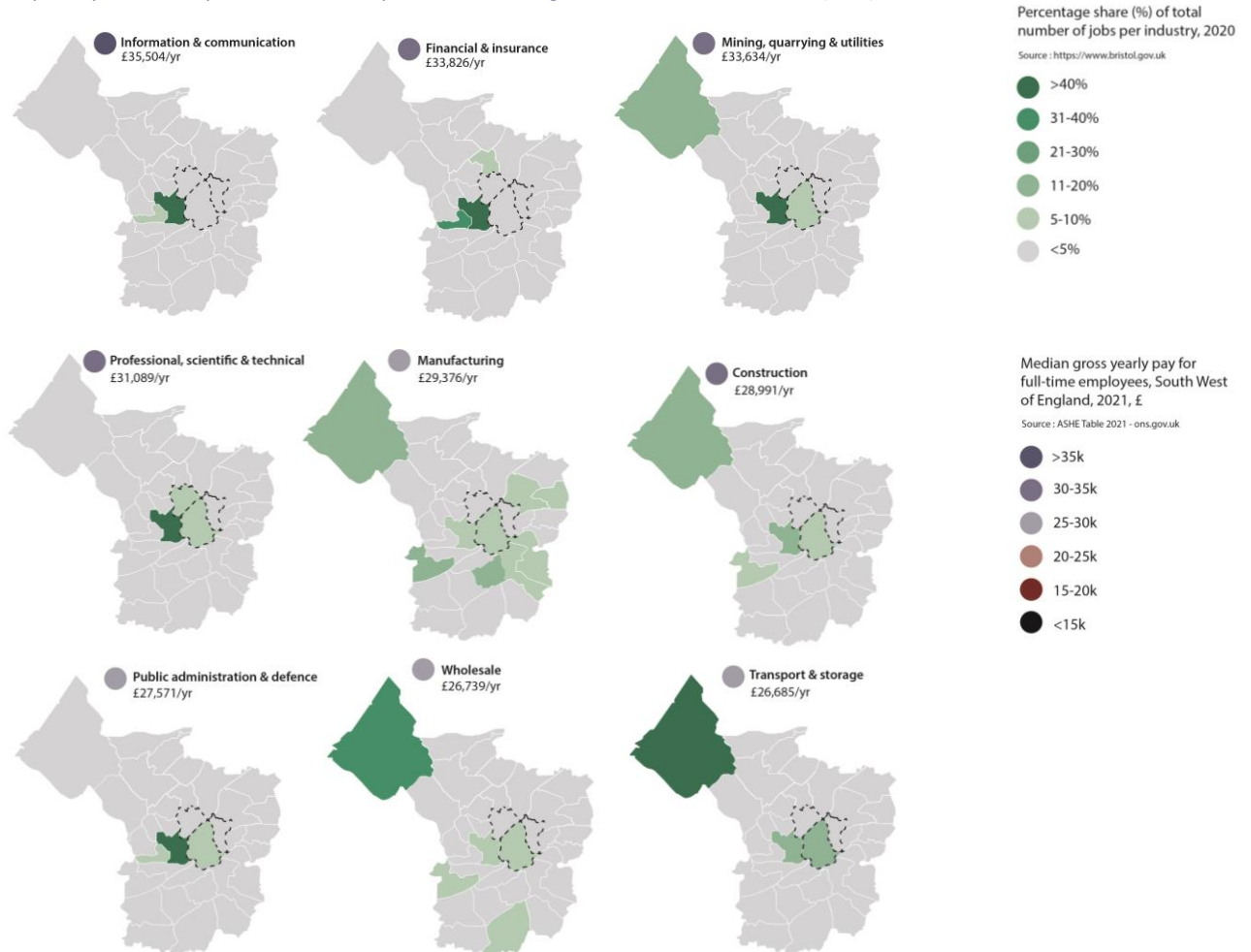
Industries

Bristol employment location per industry, and median gross yearly pay

The maps show the location of jobs for each industry. High wage jobs are concentrated in the centre of Bristol, near the target wards of Lawrence Hill, Ashley and Easton. This could be a factor driving house price rises in these areas (see page 37).

Percentage share (%) of total number of jobs per industry in Bristol (2020) and Median gross yearly pay (£) for full-time employees, South West of England (2021)

Arup analysis. Primary Data Sources: <https://www.bristol.gov.uk> and ASHE Table 2021 (ONS)

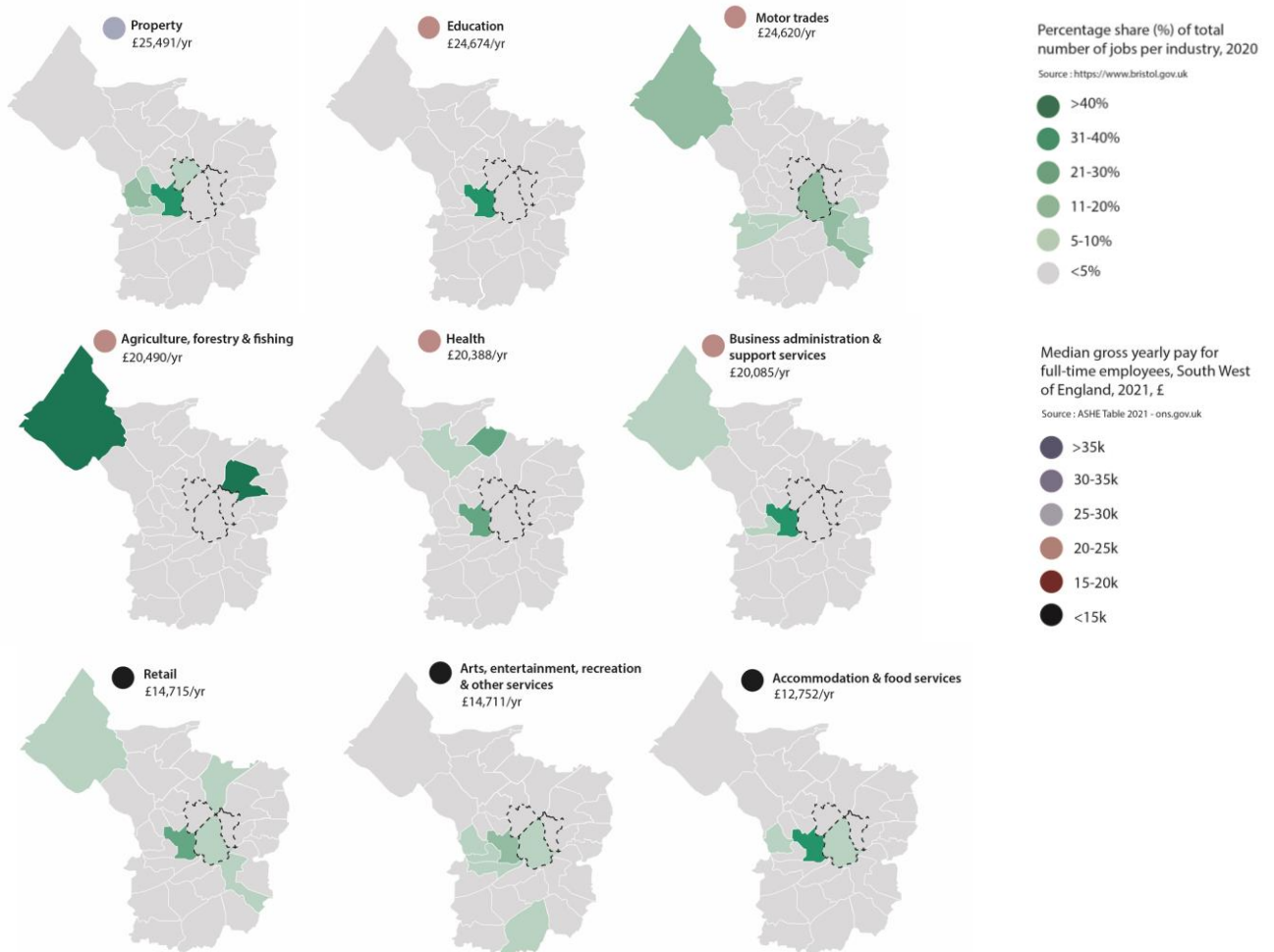


Industries

Bristol employment location per industry, and median gross yearly pay

Percentage share (%) of total number of jobs per industry in Bristol (2020) and Median gross yearly pay (£) for full-time employees, South West of England (2021)

Arup analysis. Primary Data Sources: <https://www.bristol.gov.uk> and ASHE Table 2021 (ONS)



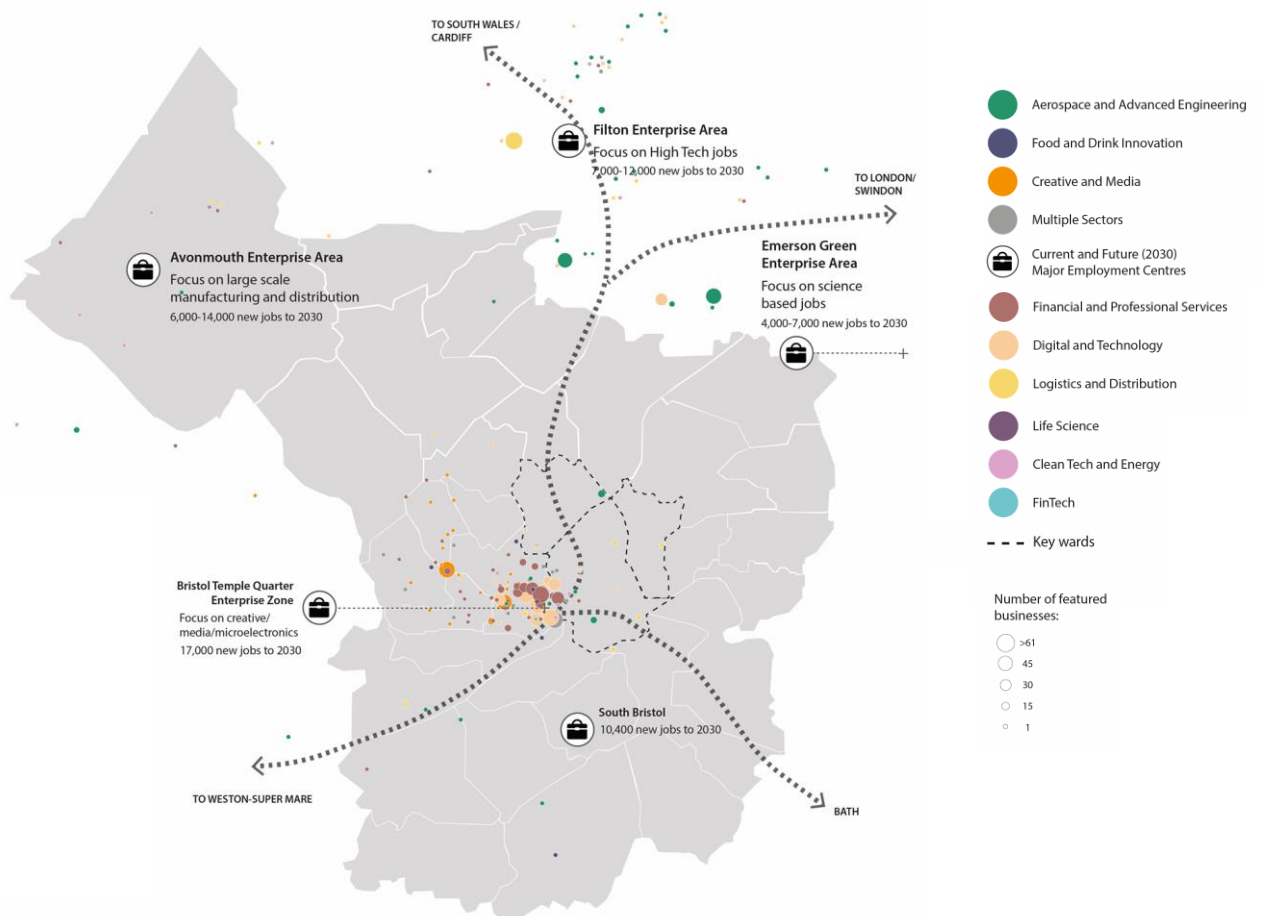
Industries

Industrial clusters

The target wards of Lawrence Hill, Ashley and Easton are near the city centre where there are significant high-wage industrial clusters and transport connections to other industrial clusters in the region

Business Industries Clusters Bristol

Source and Infographic: Invest Bristol + Bath 2022 (West of England Combined Authority)



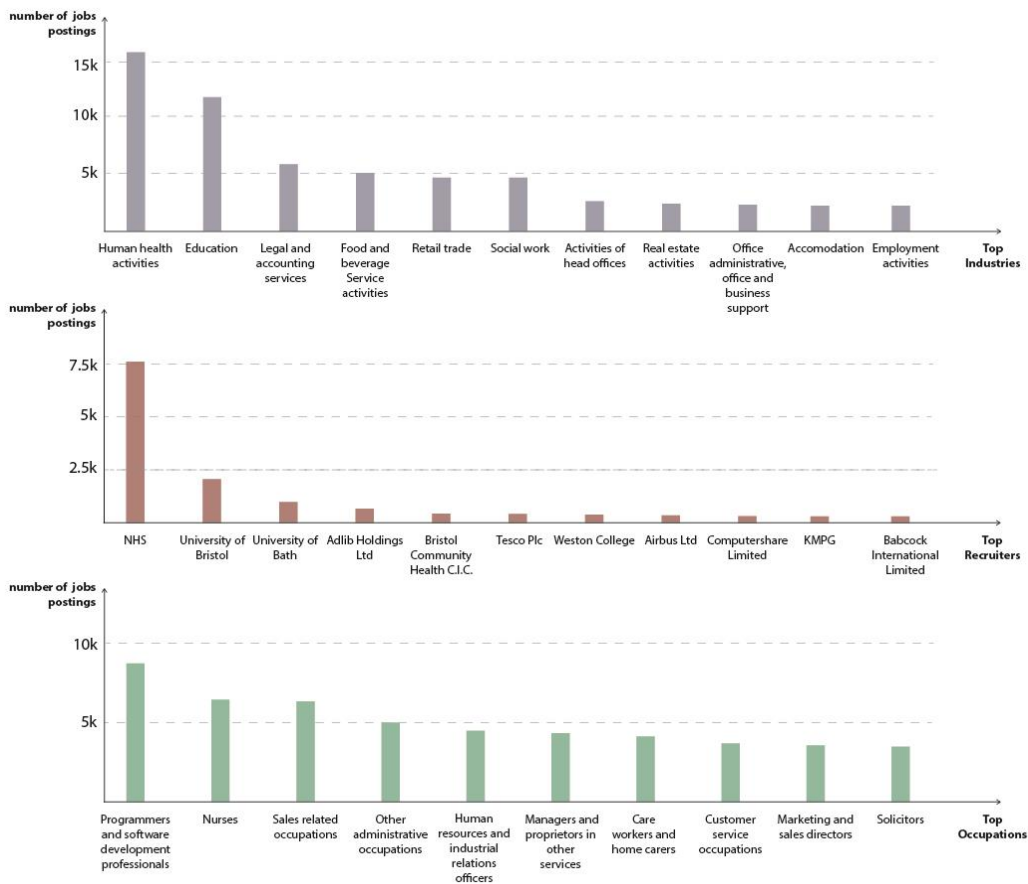
Skills demand

Skills currently in demand

The highest number of job postings in West of England are for programmers and software developers, which is a high paying occupation. This is followed by job posting for nurses, sales related occupations and administrative occupations, all of which pay a wage lower than the median wage. It should be noted that Adlib Holdings is a recruitment agency and BCH is no longer in existence. Sirona Care & Health are now the provider of adult community health and care services in Bristol, North Somerset and South Gloucestershire (BNSSG). The top industries advertising are human health services, education, legal and accounting services, and food and beverage services.

Top industry advertising, recruiters and occupations for West of England (2018)

Source: WEST OF ENGLAND EMPLOYMENT & SKILLS PLAN 2019 (West of England Combined Authority)



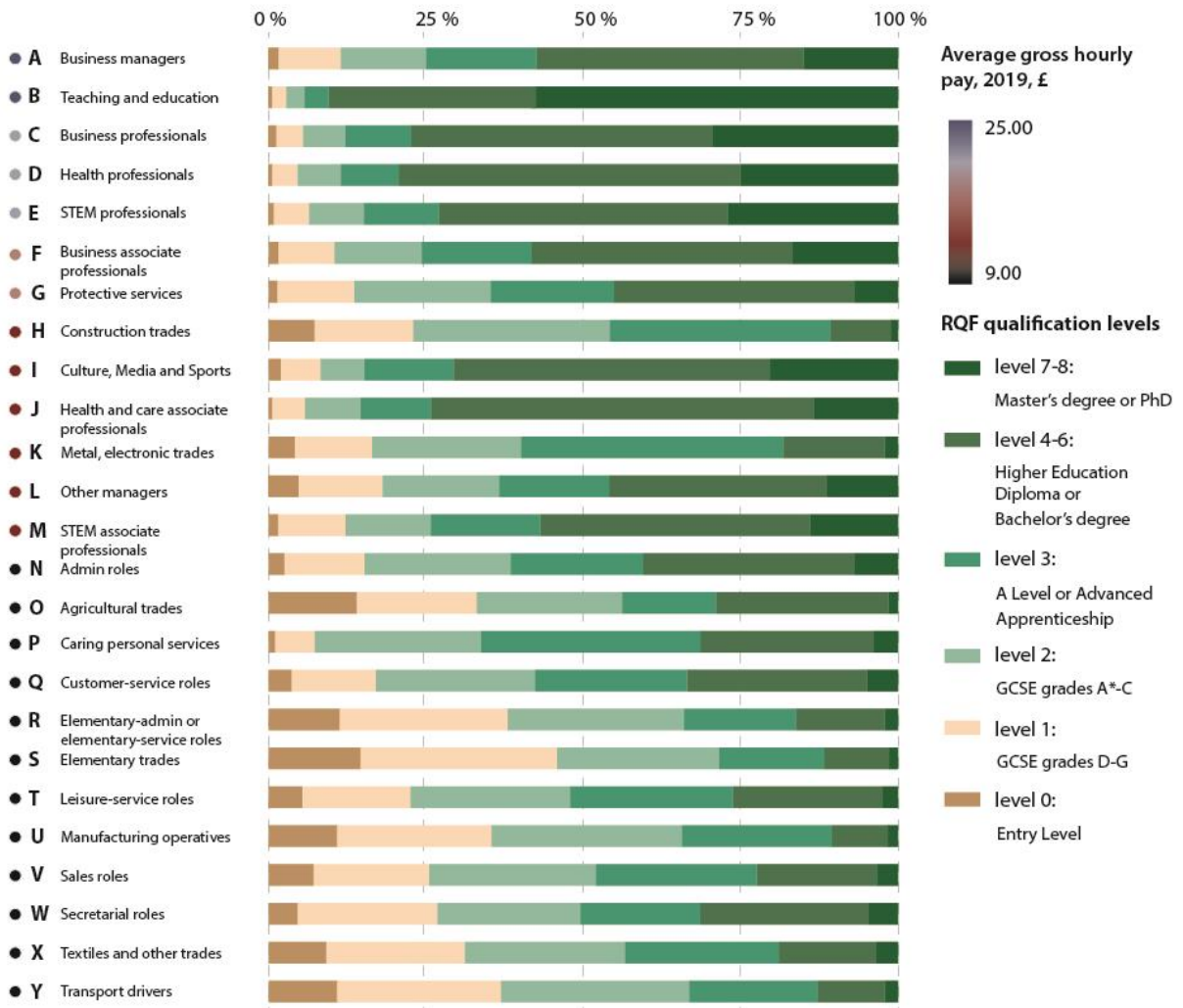
Skills demand

Employment by industry, by qualification

High paying industries also require high levels of Regulated Qualifications Framework (RQF) levels, such as science, technology, engineering and mathematics (STEM), business and teaching professionals. Construction jobs require fewer qualifications but are relatively higher-paying.

Qualification pattern of employment by occupation (%) in 2017 and average gross hourly pay in 2019

Source: IER estimates based on LFS data, constrained to match Working Futures estimates (IER), McKinsey Global Institute Jobs Lost Jobs Gained model; McKinsey UK Occupational Transitions and 2030 Skills Mismatch models (McKinsey & Company)



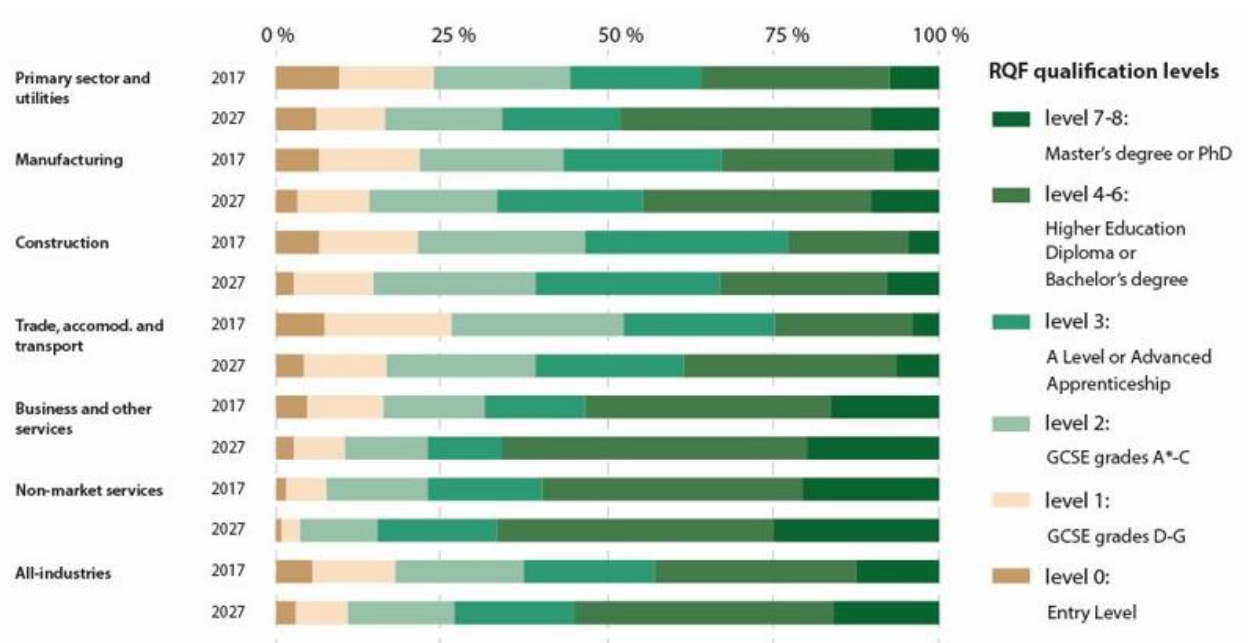
Skills demand

Employment by industry by qualification, current and future outlook

The proportion of workers with Level 4 to Level 8 of RQF qualification levels is expected to increase over time across all industries. This is an important consideration as we have seen in previous pages that there is already a gap in educational attainment for ethnic minorities, and if this persists, then its impacts in terms of industry representation is only going to be more pronounced in the future.

Changing qualification pattern of employment by sector (%), 2017-2027

Source: IER estimates based on LFS data, constrained to match Working Futures estimates (IER), Note: The figure compares the shares of employment by qualification level in each sector in 2017 and 2027 (% of total workplace/jobs), In general the position is that there is increasing qualification intensity by occupation over time.)



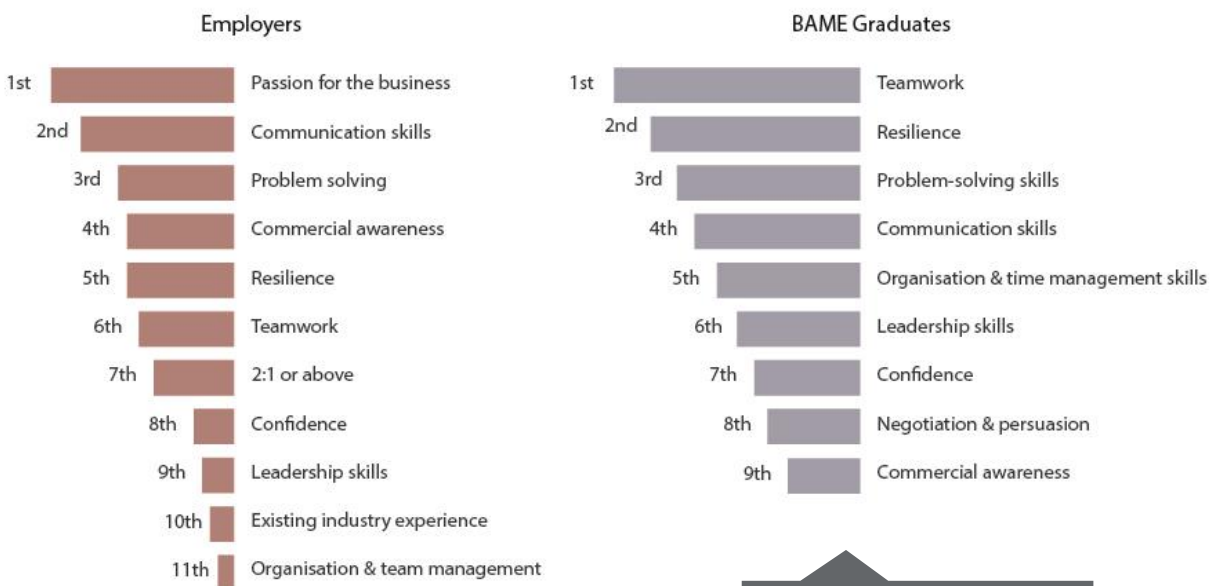
Skills demand

Gap between skills in demand and skills perceived important by BAME graduates

Commercial awareness is one skill that Black, Asian and Ethnic Minority graduates could build on as it is highly valued by recruiters, but is not highly rated by Black, Asian and Ethnic Minority graduates. In a recent survey by Babbasa, 18% of respondents indicated that they need to build their leadership skills to progress towards their dream job. On the other hand, 38% indicated that they need to progress their education, 34% indicated that they need to find a work experience and 10% required business start-up support to progress towards their dream job.

Recruiters asked what they value most in graduate candidates vs. how BAME graduates rate their skills

Source: Bright Network research report: WHAT DO GRADUATES WANT? | 2018 (Bright Network)



48.1% of young people surveyed by Babbasa don't know the skills they need to improve or develop for their career ambitions.

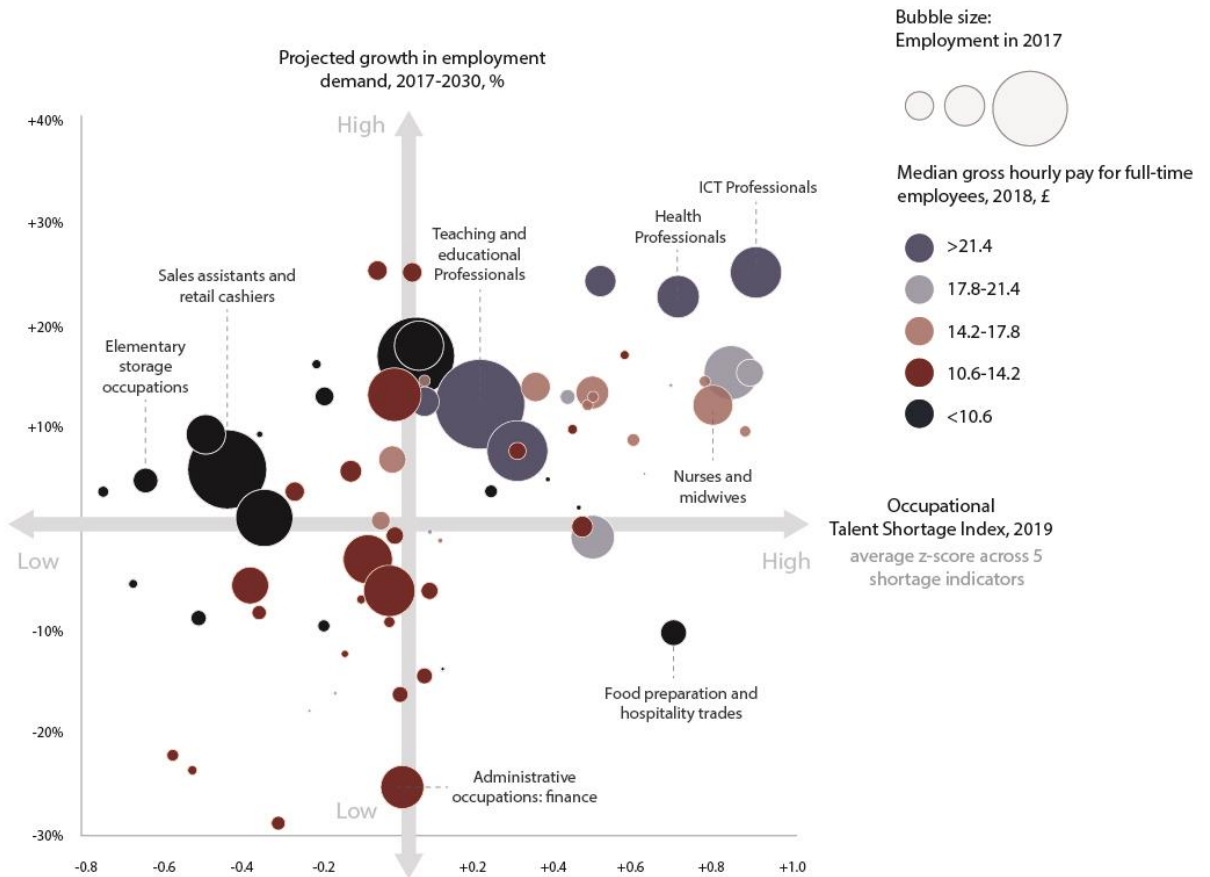
Employment demand

UK employment demand compared with talent shortage, future outlook

Information and Communications Technology (ICT), health and teaching professionals are expected to grow in demand and face talent shortage in the future in the UK. These are also high paying occupations with median gross hourly pay for full time employees higher than £21.40 in 2018.

UK employment demand compared with talent shortage

Source: The future of work: Rethinking skills to tackle the UK's looming talent shortage, 2019 (McKinsey & Company)



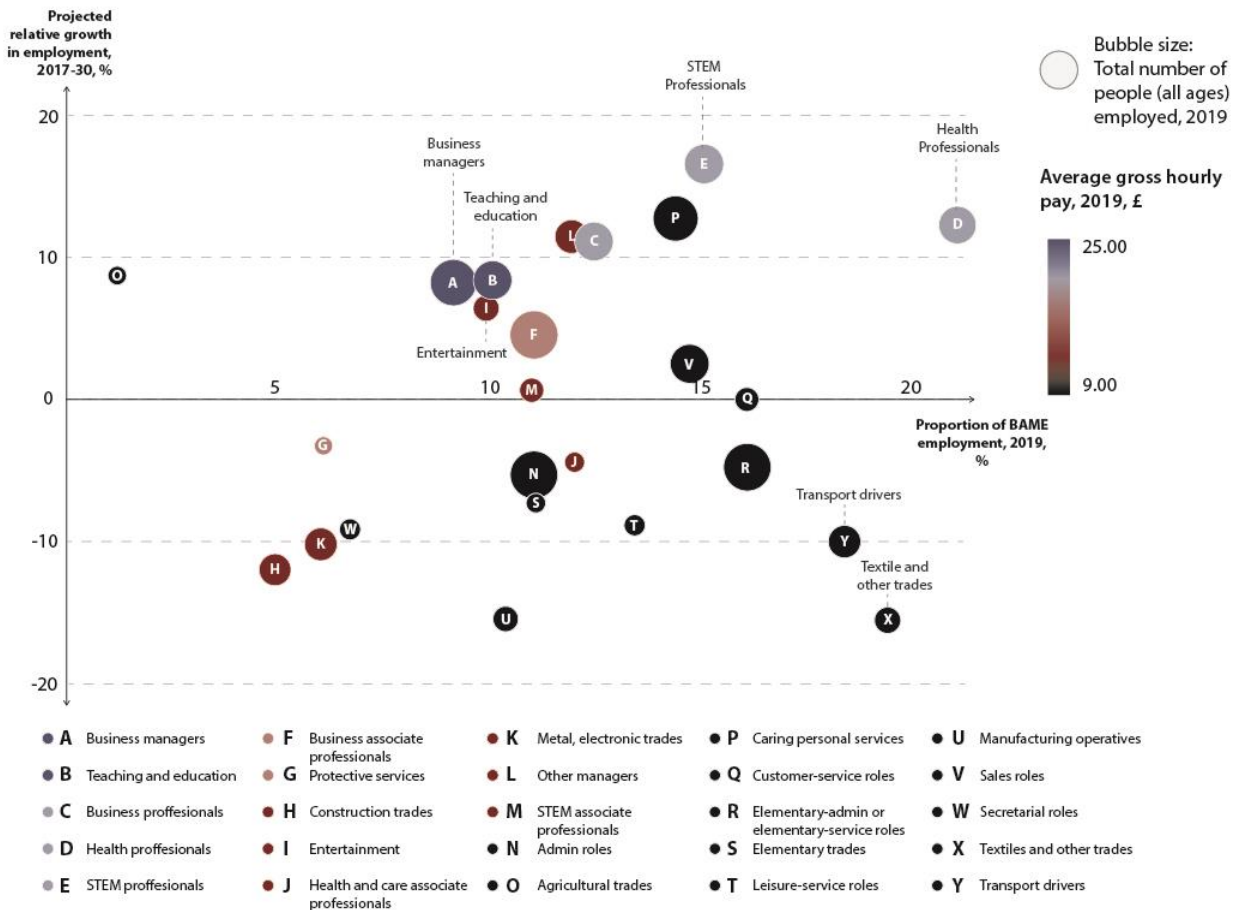
Employment demand

Projected relative growth in employment by industry, Ethnic minority employment and average gross hourly pay

By 2030, employment of British, Asian and Ethnic Minority workers is projected to grow in high-wage occupations such as teaching and education, business managers, STEM, health and business professionals in the UK. There is also a risk of decline in some low pay areas with high British Asian and Ethnic Minority participation. The challenge will be to upskill people into the high-wage growth industries.

Projected relative growth in employment 2017-30, British, Asian and Ethnic Minority employment and average gross hourly pay in 2019

Arup analysis. Primary Data Sources : McKinsey Global Institute Jobs Lost Jobs Gained model; McKinsey UK Occupational Transitions and 2030 Skills Mismatch models (McKinsey & Company), Occupation at UK level by sector, industry, age and ethnicity: ONS Annual Population Survey 2019 (ONS)



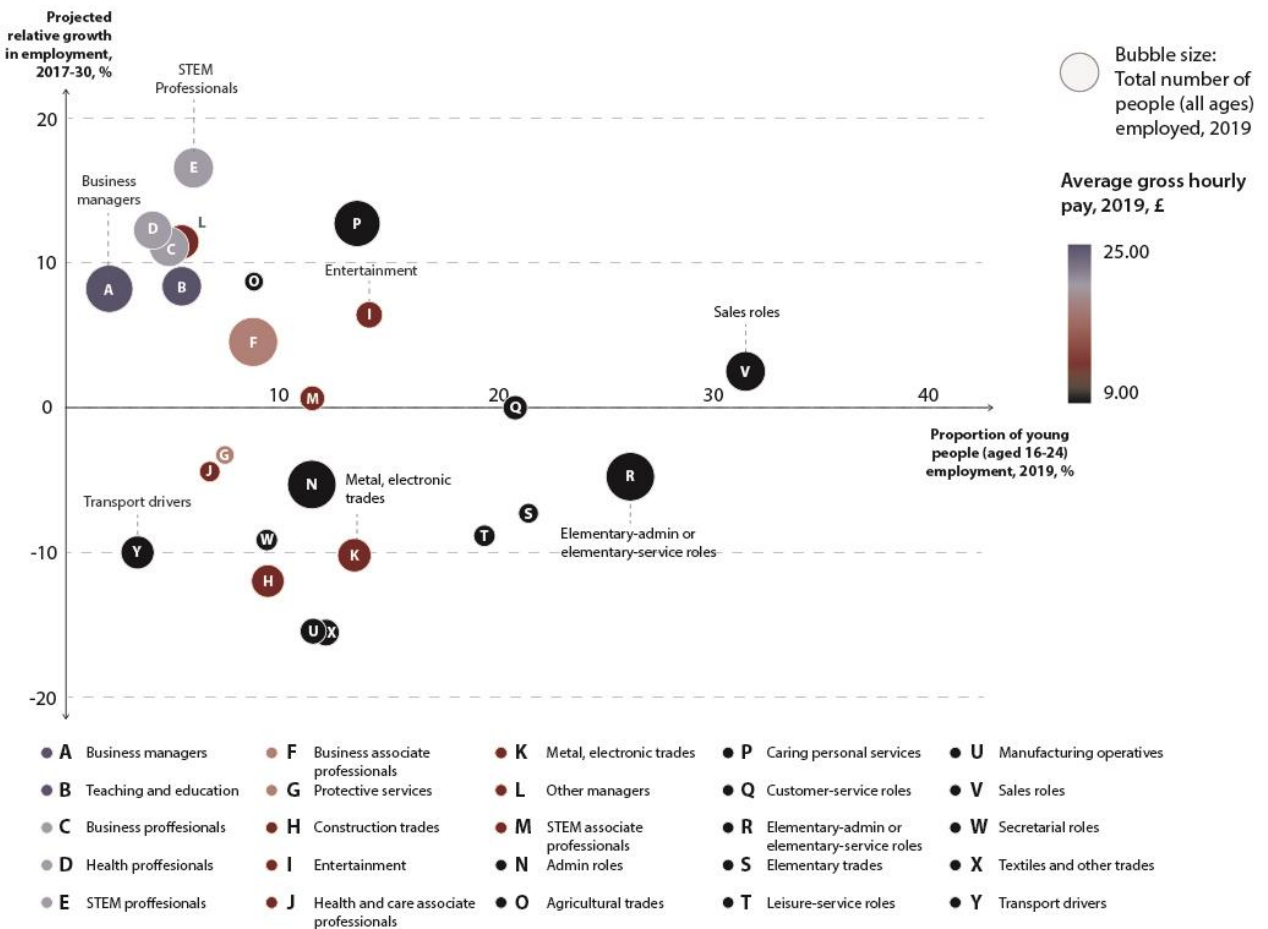
Employment demand

Projected relative growth in employment by industry, young people employment and average gross hourly pay

Jobs with high proportions of young people are at risk of decline. These jobs are often low paying. Overall this creates a gap in employment opportunities which young people can use to build experience and leverage to move into higher paying roles.

Projected relative growth in employment 2017-30, young people (aged 16-24) employment and average gross hourly pay in 2019

Arup analysis. Primary Data Sources: McKinsey Global Institute Jobs Lost Jobs Gained model; McKinsey UK Occupational Transitions and 2030 Skills Mismatch models (McKinsey & Company), Occupation at UK level by sector, industry, age and ethnicity: ONS Annual Population Survey 2019 (ONS)



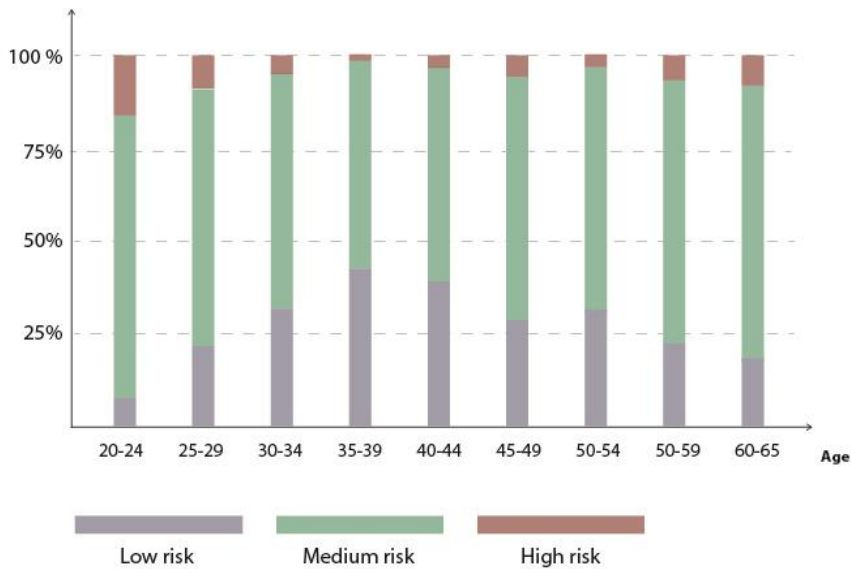
Employment demand

Proportion of main jobs at risk by automation by age band, future outlook

One reason for the number of young people’s jobs in decline is that many are at risk by automation, and the risk is higher than for jobs of other age groups. This suggests that acquiring digital skills (which is expected to be in shortage in the future) is important for young people.

Proportion of main jobs at risk by automation by age band (2017-30)

Source: Annual Survey Population UK 2017, Survey of Adult Skills (PIAAC) and Frey and Osborne



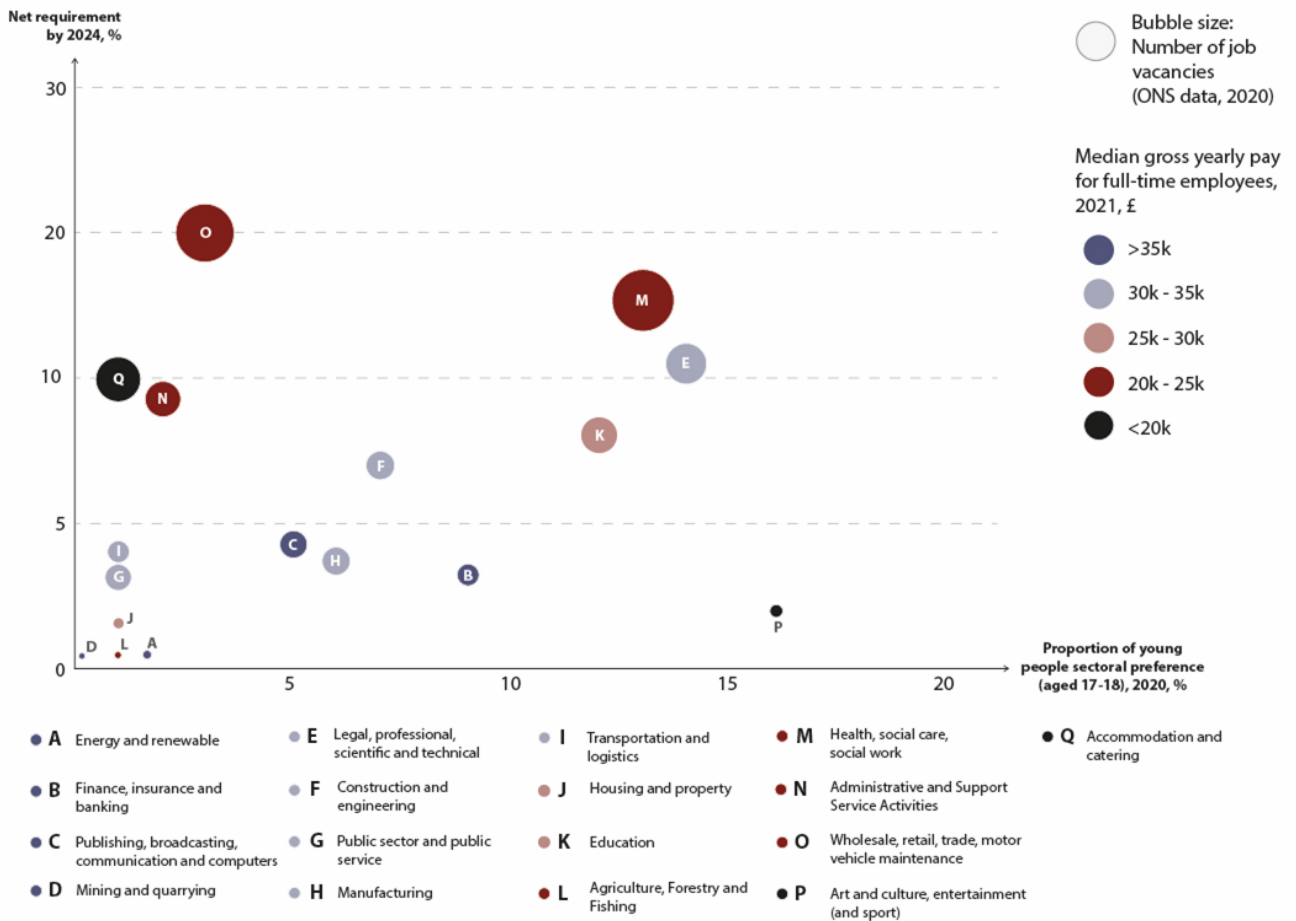
Employment demand

Gap between young people’s desired jobs and net requirement in the future

There is a gap between the preference of young people and the net employment demand for some industries. For example, there is strong preference by young people for the art and culture industry, but relatively small number of total jobs. Despite the projected growth of high pay jobs, lower paying jobs are still expected to make up the majority of the net requirement for the immediate future.

Young people’s desired jobs (aged 17-18), net requirement by 2024 and median gross yearly pay in 2021

Arup analysis. Primary Data Sources: McKinsey Global Institute Jobs Lost Jobs Gained model; McKinsey UK Occupational Transitions and 2030 Skills Mismatch models (McKinsey & Company), ASHE Table 21 - ons.gov.uk, Disconnected: Career aspirations and jobs in the UK, Your Voice Survey 2020 (Education and Employers)





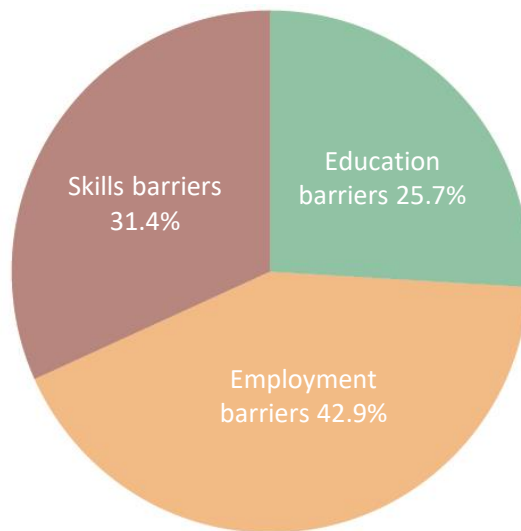
Barriers

Barriers

This section of the report has been structured around three key categories of barriers which were identified as part of the BCC OurCity2030 survey. Employment barriers were the top type of barrier identified when asked “From your perspective, what are the barriers that stop low income and ethnic minority young people from pursuing their professional ambitions.”

Barriers that stop low income and ethnic minority young people from pursuing their professional ambitions

Source: OurCity2030 Survey 2022 (Babbasa)



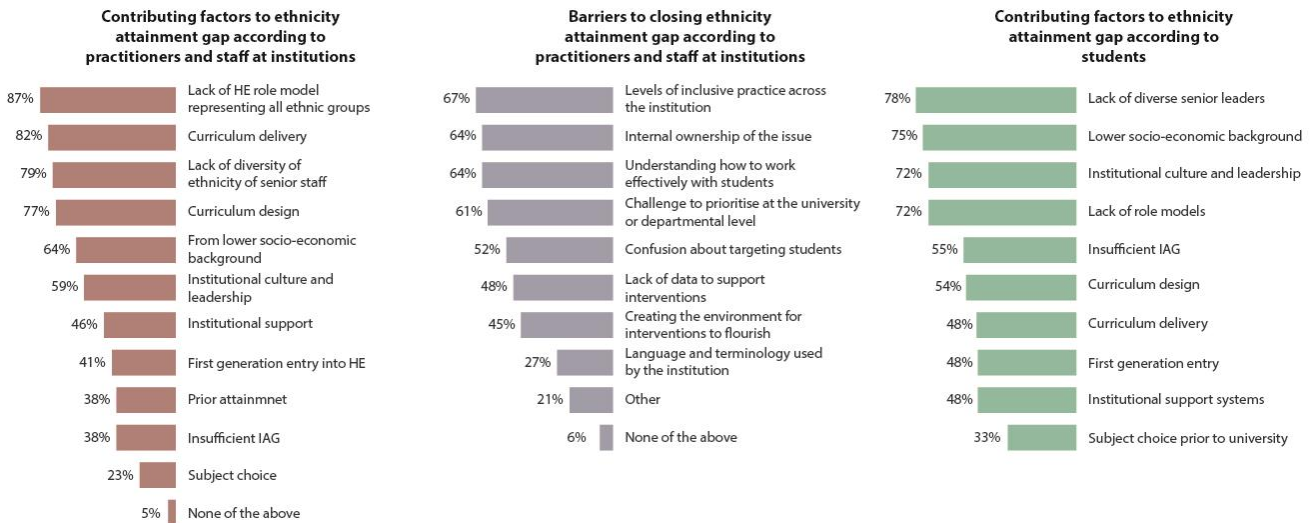
Barriers to education

Factors contributing to ethnicity education attainment gap

The lack of role models, lack of diversity of ethnicity of senior staff, and curriculum delivery and design are some of the contributing factors to the ethnicity attainment gap. Importantly, the persistence of this gap is due to the levels of inclusive practices across institutions, the lack of internal ownership of the issue and lack of understanding of how to work effectively with students. This suggests that institutions should take a more proactive role in effectively addressing and overcoming these barriers.

Institutional respondents' ranking of barriers and contributing factors to the ethnicity attainment gap

Source: BLACK, ASIAN AND MINORITY ETHNIC STUDENT ATTAINMENT AT UK UNIVERSITIES: #CLOSINGTHEGAP report, 2021 (Universities UK, 2021)



Barriers to skills

Gap in skills and retraining

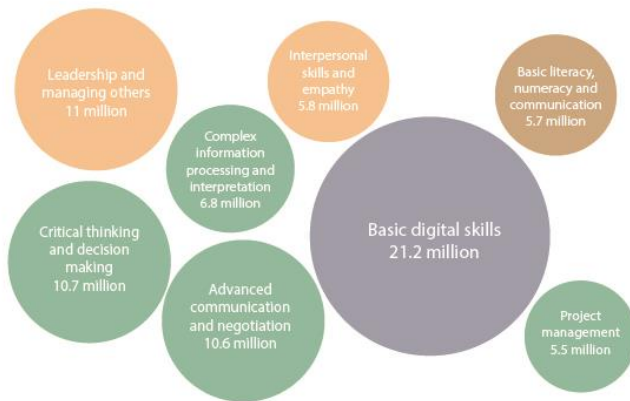
The largest gap of under-skilled workers in the UK by 2030 is in basic digital skills, followed by leadership and managing skills and critical thinking and decision making. This reiterates the importance of digital skills for the future to access some of the higher-paying industries that will be in demand. Note that the gap in digital skills could be reflecting the gap for older generations and is less of an issue for younger generations who tend to learn digital and coding skills at a younger age.

In terms of knowledge areas, the largest gap is in the customer and personal service area. As automation becomes more common for administrative tasks, there will be higher focus on jobs that require competency in interpersonal skills, not least of which are customer services.

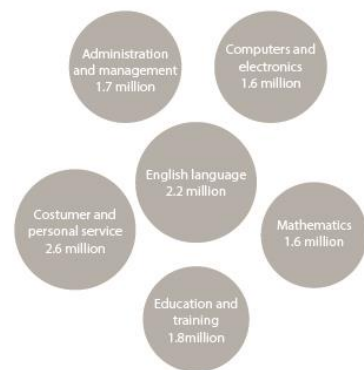
Projected number of under-skilled workers in the UK in 2030

Source: McKinsey Global Institute Jobs Lost Jobs Gained model; McKinsey UK Occupational Transitions and 2030 Skills Mismatch models (McKinsey & Company, 2019)

Top 8 workplace skills gap

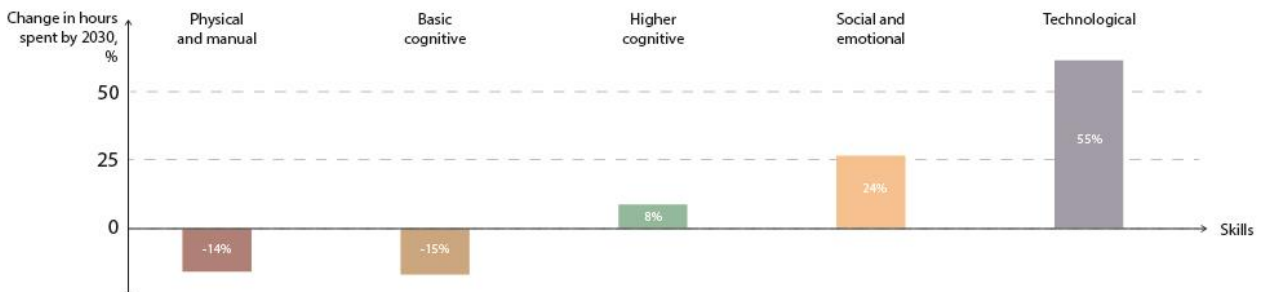


Top 6 knowledge areas gap



Change in hours spent per skill for US and 14 European countries by 2030

Source: McKinsey Global Institute Jobs Lost Jobs Gained model; McKinsey UK Occupational Transitions and 2030 Skills Mismatch models (McKinsey & Company)



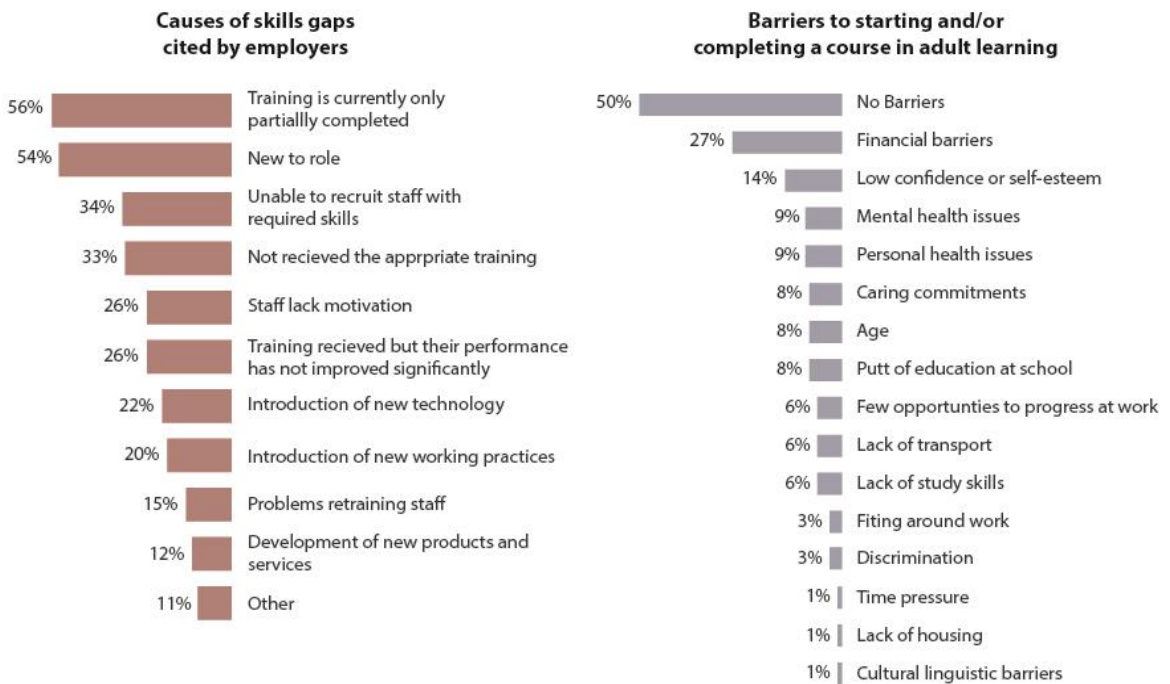
Barriers to skills

Causes of skills gaps

Employers in the West of England cite that causes of skills gaps include partially completed training, staff being new to the role or the inability to recruit staff with the required skills. Zooming in on the barriers to completing training, financial barriers and low confidence or self-esteem are common barriers to adult learning, as indicated in a survey done by researchers from the University of Warwick.

Causes of skill gaps cited by employers in West of England and barriers to participation in adult learning in UK

Source: Employer Skills Survey 2017 (DfE) and Adult Education: Too important to be left to chance – Adult learner survey 2016 (Barnes S, Hughes D and Adriaanse K)



Barriers to employment

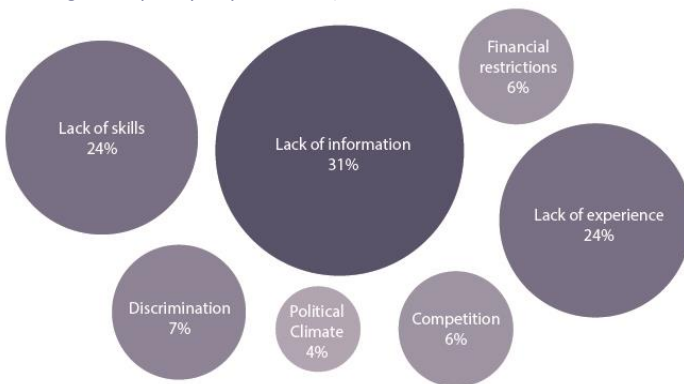
Barriers in labour market – Ethnic Minorities

A report by Babbasa (2020) shows that the main barriers experienced by young people in entering the workplace are lack of information, lack of experience and skills, discrimination, financial restrictions and competition and the political climate.

In a more recent survey (2022) conducted by Babbasa, other barriers experienced by young people include “lack of confidence”, “being around the wrong people”, “lack of connections”, “lack of commitment”, “lack of self-esteem”, “lack of motivation” and “mental health”. These concerns expressed by young people should also be taken into account when designing an intervention approach that can truly respond to the challenges young people are facing.

Main barriers to entry into workplace experienced by young people

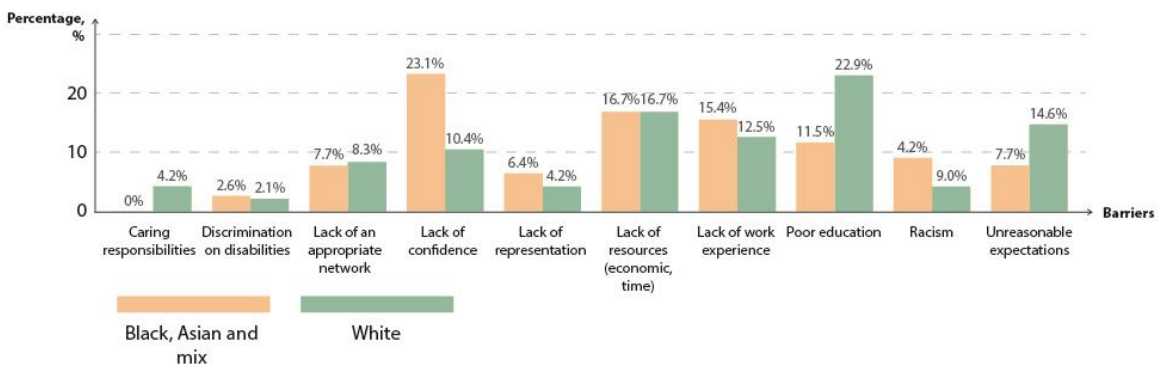
Source: Bridge to Equality Report 2020 (Babbasa)



According to recent survey results from Babbasa, young people from Black, Asian and mix perceive lack of confidence (23.1%) largely due to extrinsic factors is their significant barrier in pursuing their dream job whereas white people see poor education (22.9%) as biggest constraint.

Perceived barriers according to young people in pursuing their dream job

Source: BCC OurCity2030 Survey 2022 (Babbasa)



Barriers to employment

Immediate support needed by young people to progress towards their dream job

The OurCity2030 survey results show that female & non-binary respondents are more in need of education support to progress towards their dream job compared to the total respondent group. Young people above 25 years old are more likely to be already in a workplace and need more support on employment and developing their leadership skills.

Immediate support needed by young people to progress towards their dream job

Source: OurCity2030 Survey 2022 (Babbasa)



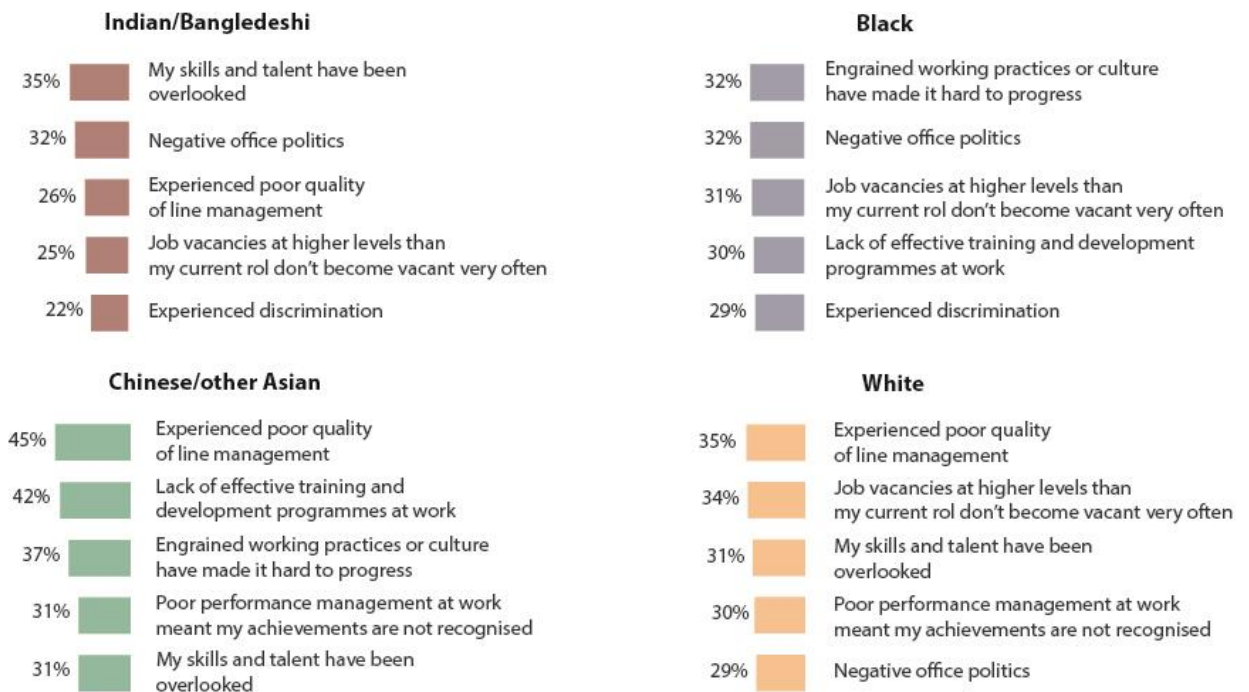
Barriers to employment

Barriers to find jobs that match their skills – Ethnic Minorities

Working practices or culture, being overlooked, office politics, and poor quality line management have been identified as barriers to career progression for Black, Asian and Ethnic Minority employees. Lack of effective training and development at work is also perceived as a barrier for progression by Black and Chinese/Other Asian employees. Opportunities to progress as job vacancies at higher levels become vacant was also an issue for Black and White employees.

Top 5 factors related to the workplace that have prevented employees from meeting their career expectations by ethnicity

Source: Addressing the barriers to BAME employee career progression to the top report 2017 (Chartered Institute of Personnel and Development, CIPD)



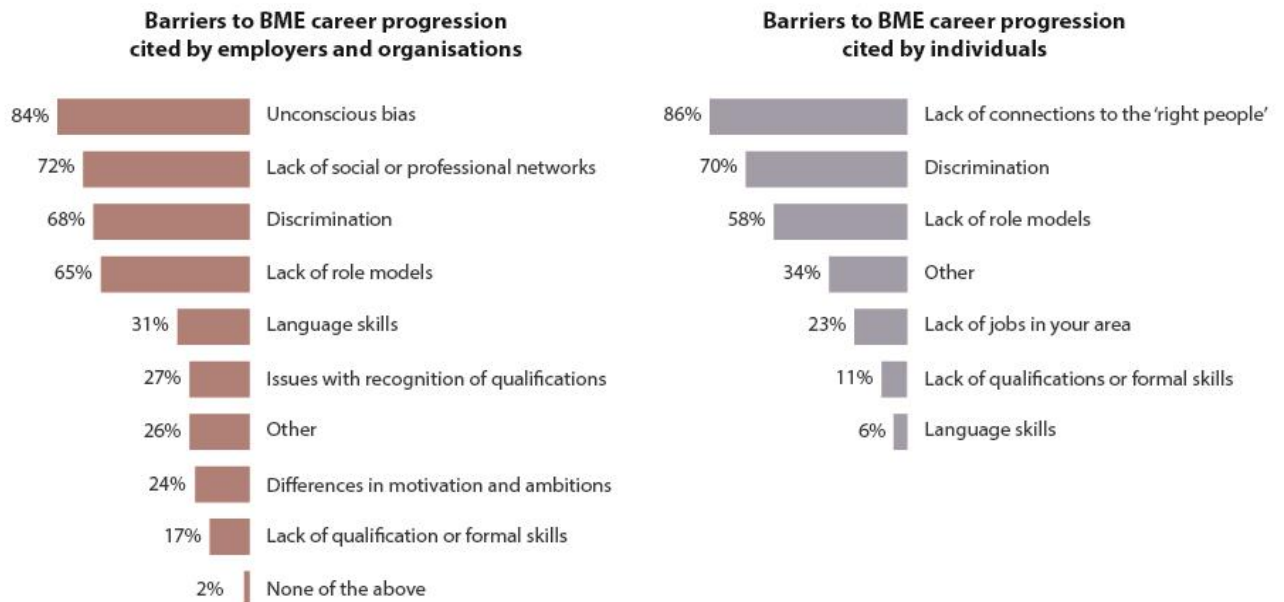
Barriers to employment

Career progression barriers – Ethnic minorities

There is alignment between what employers and employees view as barriers. Around 80% of employers stated that “unconscious bias” is a barrier for Black and Minority Ethnic individuals in accessing jobs that match their skills, with “Lack of social or professional networks” and “discrimination” as the second and third highest barriers. This matches roughly with Black and Minority ethnic individuals citing “Lack of connections to the right people”, “discrimination”, and “Lack of role models” as barriers.

Employers and organisation respondents vs individual respondents on barriers to BME in accessing jobs that match their skills and progression at work

Source: Race in the workplace: The McGregor-Smith Review 2017, Independent review by Baroness McGregor-Smith considering the issues affecting black and minority ethnic (BME) groups in the workplace (gov.uk Department for Business, Energy & Industrial Strategy, 2017)



Barriers to employment

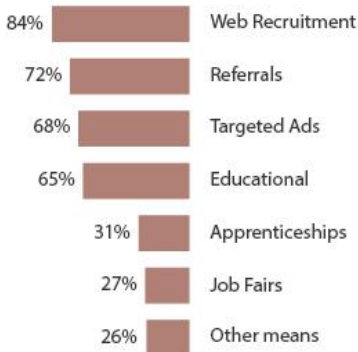
Recruitment process

Whilst recruiters rely mostly on web recruitment, young people are likely to have learned about the job of their choice in a class in school/college. Social media is another important source of information for young people. This is important as lack of information is cited as one of the main barriers to entry into workplace by young people. Both school and social media are both effective mediums for communication.

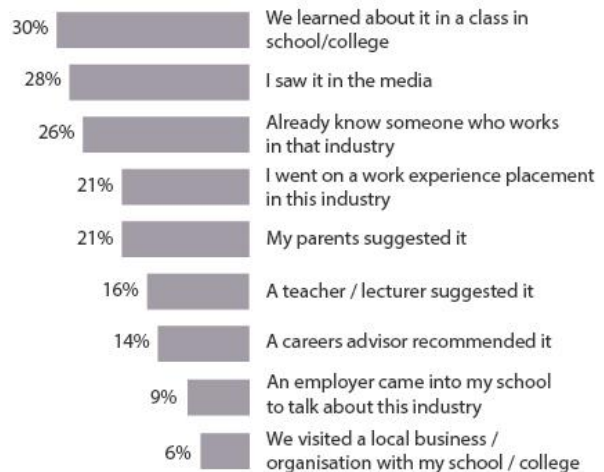
Methods of recruitment currently used by employers vs. how young people heard about the job of their choice

Source: Bridge to Equality Report 2020 (Babbasa), City & Guilds Great expectations report 2015: Teenagers' career aspirations versus the reality of the UK jobs market (City & Guilds)

Methods of recruitment currently used by employers



How young people heard about the job of their choice



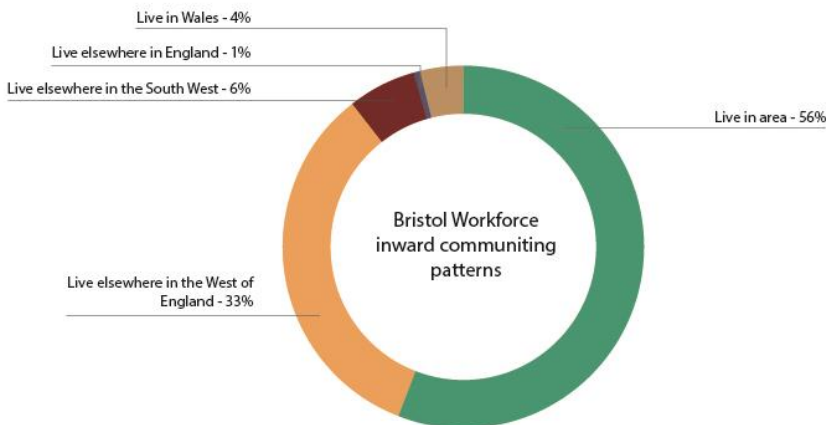
Barriers to employment

Travel and access

49% of workers in Bristol live elsewhere in West of England, South West, Wales and rest of England. Car availability is lower in the target wards in comparison with Bristol and England. As industrial clusters are mostly concentrated in the inner city (see pages 43 and 44), the lower car availability in target wards should not be a barrier to employment.

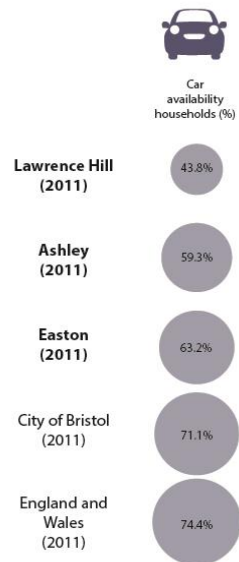
Workforce inward commuting patterns in Bristol, 2010/11

Source: ONS 2013d



Car Availability by geography, 2011

Source: Census 2011 (ONS Nomis)



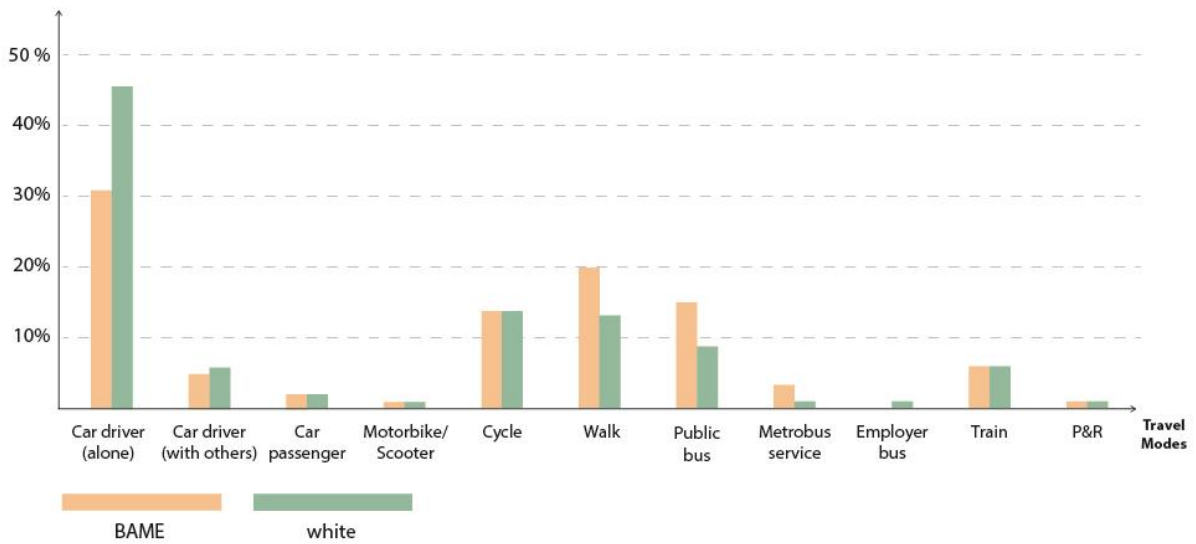
Barriers to employment

Travel and access

Black, Asian and Minority Ethnic people are more likely to walk or take public transportation in comparison with White individuals in the West of England.

Travel mode split by ethnicity (%) in West of England

Source: Travel to Work Survey March 2020 (Travel West)



Barriers to employment

Transport and access

The target wards have good accessibility to employment centres. Generally, an employment centre is accessible by walking in less than 13 minutes. Employment centres play an important role in accessing the job market and also unemployment benefits.

Travel time to nearest employment centre by walk in 2011

Source : Transport Map Book (Bristol, City of / E06000023) / University of Liverpool / Alex Singleton

