

BTEG

BLACK TRAINING & ENTERPRISE GROUP

2021 YOUNG PEOPLE SURVEY



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FOREWORD

All young people in the UK have had their lives, education and opportunities disrupted. They have shown tremendous resilience but many are struggling with their mental health. Sadly, many young people have lost loved ones to Covid-19. The virus has also had a disproportionate impact on Black and Asian communities.

BTEG was set up to improve success rates in education and employment for young people from African, Caribbean, South Asian and Southeast Asian and Mixed heritage backgrounds and we are deeply concerned that they will be further disadvantaged during the social and economic recovery.

There are a wide range of barriers that continue to prevent young people from realising their full potential. Race, colour, ethnicity and class remain significant factors. Educational success does not guarantee that the doors to every occupation will be wide open to all ethnicities.

The murder of George Floyd and the global Black Lives Matter protests have triggered calls for systemic change. Young people rightly want to live and thrive free from all forms of discrimination.

BTEG carried out this UK survey to gauge the views of young people from African, Caribbean, South Asian, Southeast Asian and Mixed heritage backgrounds. We are delighted and thankful that young people shared their views, lived experience and hopes for the future.

We want the Government, employers, educational bodies and voluntary and community youth organisations to reflect on our findings and recommendations and do everything possible to ensure the life chances of all young people are maximised. It's incumbent of the Government and agencies that support young people to reflect on the messages in this report and other recent reports and make a robust response.

We would like to thank all the youth organisations that shared information with young people about the survey. We would also like to acknowledge the funding from Joseph Rowntree Charitable Trust to undertake the research.

The report was written by Dr Liz Mackie (Shared Enterprise CIC).

Jeremy Crook OBE

Chief Executive, BTEG

INTRODUCTION

BTEG's 2021 Young People Survey provides a snapshot of the experiences and ambitions of Black, Asian and Mixed ethnicity young people across the UK regarding jobs, apprenticeships and careers.

The survey also explores the priority issues of concern for ethnic minority young people, reproducing two questions asked in the Hope not Hate 2020 survey to provide a comparison between our respondents and those from a nationally representative sample of all young people.¹

BTEG's 2021 Young People Survey was sent to young people from African, Caribbean, South Asian, South East Asian or Mixed ethnic backgrounds. Almost 250 people completed the survey, mainly aged 15 to 24, the majority from Black, Asian and Mixed ethnic groups. While the BTEG Young People Survey results cannot be considered representative of all ethnic minority young people in the UK, they nevertheless provide useful insights into the experiences, views and concerns of Black, Asian and Mixed ethnicity young people in early 2021.

The survey shows a troubling picture for Black, Asian and Mixed ethnicity young people in the UK. Most are worried about the impacts of the Covid-19 pandemic on their future employment opportunities and many are struggling with multiple additional challenges; maintaining their mental health, dealing with racial discrimination, coping with pressure to succeed in the education system. There are some positives: more young people are confident than not confident that they will have the career they want in the future, and many believe that the Black Lives Matter movement will have a positive impact on their future career opportunities. But the overall message from this survey is that life is currently very difficult for ethnic minority young people.

1 <https://www.hopenothate.org.uk/young-people-in-the-time-of-covid-19/>

RECOMMENDATIONS

On the evidence of our 2021 Young People Survey, BTEG makes the following recommendations to the Government and to agencies carrying out survey research of young people in the UK:

1. To understand the extent of racial discrimination as a priority issue facing young people across the UK, all national youth surveys should include questions, or response options to questions, which ask specifically about racial discrimination.
2. The Department for Education should review the effectiveness of using mainstream media platforms for disseminating information to Black, Asian and Mixed ethnicity young people.
3. A national review of take up of Jobcentre Plus services by ethnic minority young people is urgently needed, with action to address barriers deterring some communities from accessing employment support and opportunities only available through Jobcentre Plus.

HEADLINE FINDINGS: JOBS AND CAREERS

Future career plans

Almost 80% of our survey respondents are still in full time education. The future plan for most is to find a job (64%) or apprenticeship (7.5%) or take a gap year (7.5%).

More of our survey respondents are confident than not confident that they will have the career they want in the future; almost 50% reported feeling confident or very confident, while 16% were not confident that they will have the career they want. This level of confidence is despite the recognition that the Covid-19 pandemic is having, and will continue to have, a negative impact on job and career opportunities for young people; 69% reported that the pandemic will have a negative effect on their future job or career opportunities.

'Since the start of the pandemic, I have already seen a lot of high street jobs have been severely affected and jobs have been cut. Businesses will need to have extra safety measures and perhaps additional insurance costs for employers. They will have to be more cautious to take on new young school leavers with no working experience, like myself. Because of the pandemic, companies are struggling and they have had to cut down on staff, especially in the hotel and tourism industry. I think the school leavers will be affected the most and not be able to find jobs as easily as previous years. Therefore I am not optimistic at all and I'm a bit worried about my future.' [Ethnicity not stated, Female, Under 16]

Not in Employment Education or Training

For the 20% of survey respondents no longer in full time education, a majority (57%) are in jobs or apprenticeships, although a substantial proportion (33%) are not in education, training or employment (NEET). Among this NEET group, the most frequently cited reason for not currently being in employment or training was 'taking a gap year'. The second most frequent explanation was 'racial discrimination from employers'.

In work

Among those currently in work, most (62%) are either satisfied or very satisfied with their current job or apprenticeship, with around 19% reporting they are dissatisfied. Around one third (31%) reported that they are over-qualified for their current job, reflecting research that shows BAME employees are more likely than their white colleagues to be over qualified for their job.² Encouragingly, 72% of those currently in work reported that there were definitely or possibly good opportunities for career progression.

2 <https://www.jrf.org.uk/report/effect-occupation-poverty-among-ethnic-minority-groups>

Apprenticeships

Whether currently working or still in full time education, 75% of our survey respondents agree that an apprenticeship would definitely or possibly be a good route to the career they want.

However, less than half (40%) knew where to find information about apprenticeship opportunities; only one in three had ever visited the government apprenticeship website, and only one in ten had seen or heard of the government's Fire it Up apprenticeship campaign.

Jobcentre Plus

Slightly more than half (51%) of our survey respondents would consider using Jobcentre Plus to help find a job, apprenticeship or traineeship, while almost one third (29%) would definitely not use Jobcentre Plus.

Black Lives Matter

Among all our survey respondents, 40% reported that the Black Lives Matter movement will have a positive effect on their employment or career opportunities. This varied considerably by ethnicity; Black and Mixed ethnicity respondents were more likely to say it would have a positive effect (43% and 60%) than Asian respondents (23%).

'BLM has given people the opportunity to see inequality and systemic flaws in terms of inclusion and class and race therefore I think that will be in the back of employers heads when reaching out for workers.' [Black, male, 19-24]

'I tell you why its had a positive effect. Not only am I strong enough now to speak up about the negativity placed on the aim of this movement but now i will be able to speak up on discrimination if I see it happening in front of me. The campaign boosted my ability to speak up and speak when i am needed to. I will always continue to fight against discrimination and racism as long as I am breathing.' [Asian, female, 16-18]

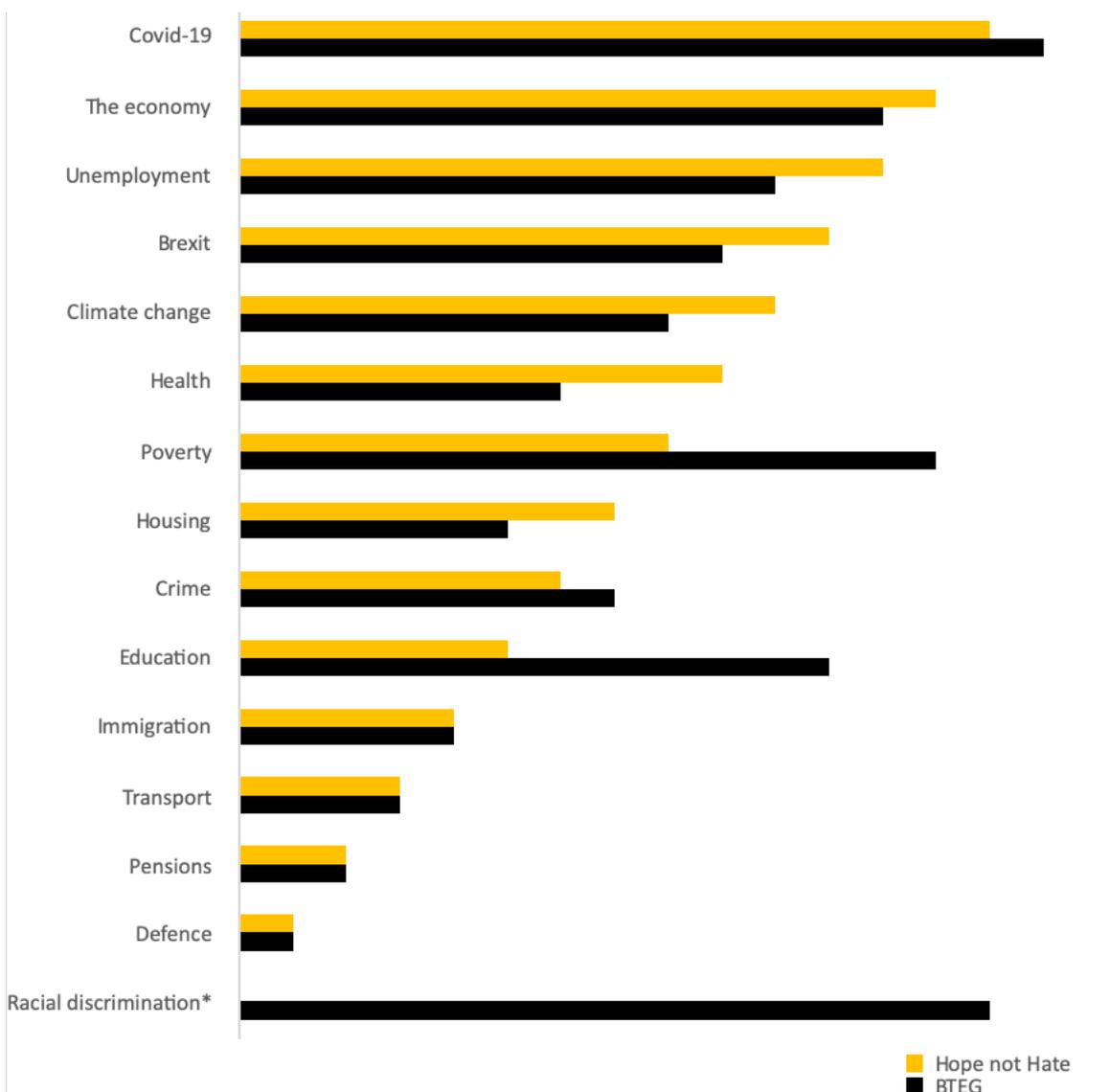
'I hope it will have a positive effect- I think it probably has had at least a short-term effect at big, visible companies who are on a big diversity push. Whether that will last I don't know. I don't know if it will affect job chances for someone like me though - I think small/medium businesses aren't that bothered. The last company I worked at had around 400 staff, only 5 were BAME and one was black (me).' [Mixed ethnicity, female, 19-24]

HEADLINE FINDINGS: PRIORITY ISSUES

What do you think are the biggest issues the country faces at the moment?

Black, Asian and Mixed ethnicity young people share the top concern of all young people that Covid-19 is the biggest issue facing the country at the moment, but rate racial discrimination and poverty as the next most important issues, in contrast to the wider survey findings which put the economy and unemployment in second and third place.

As an issue facing the country, Black and Asian young people were most likely to put racial discrimination as the most important issue after Covid-19, while Mixed ethnicity young people were more likely to rate poverty as the most important issue after Covid-19.



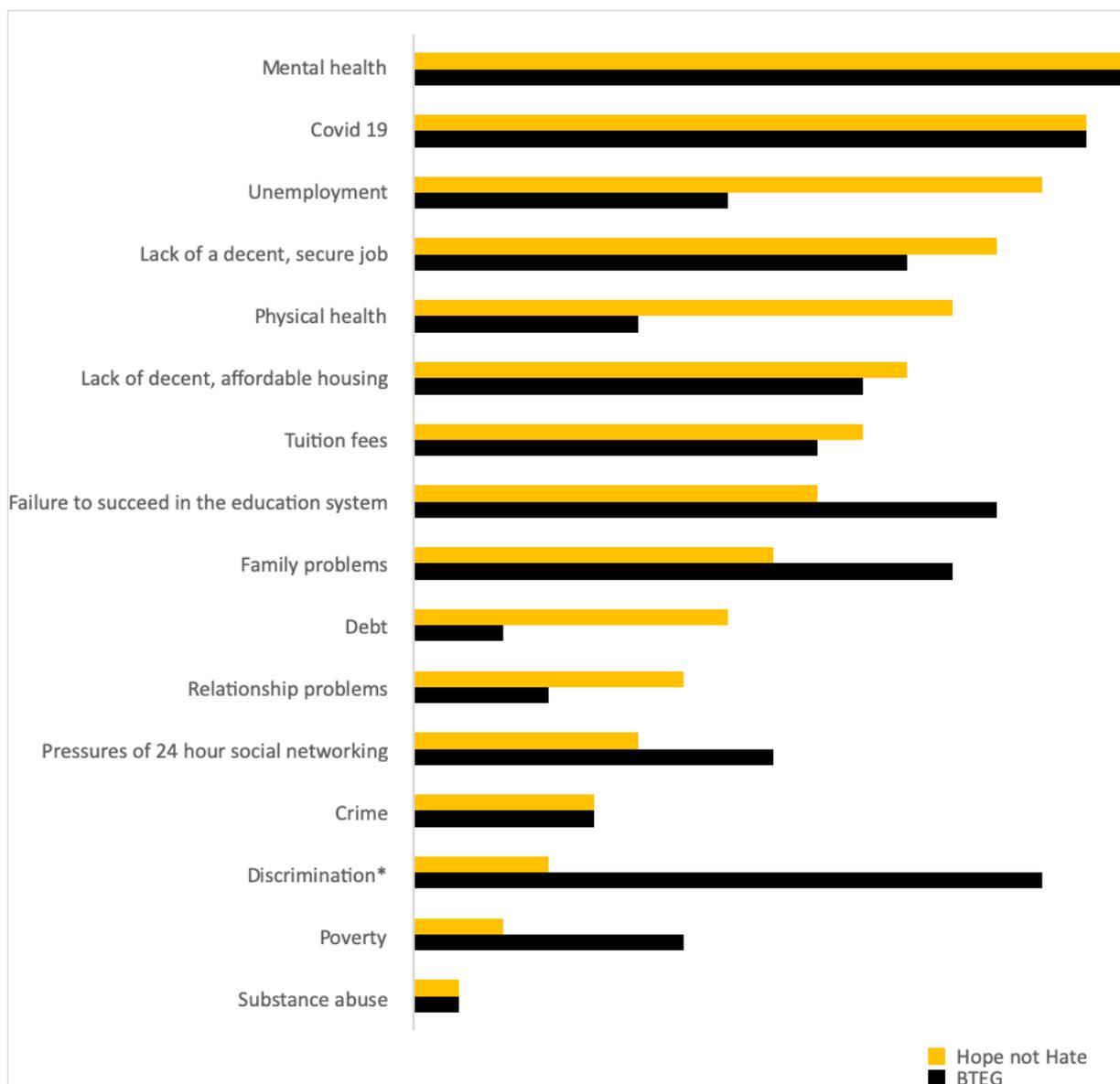
*Discrimination was not a response option in the Hope not Hate survey. There was a response option for *Racial discrimination* in BTEG Survey.

What do you think are the biggest issues you personally face at the moment?

Black, Asian and Mixed ethnicity young people share the concerns of all young people with Covid-19 and Mental health at the top of the issues they are facing personally at the current time.

Racial discrimination is very high on the list of concerns for Black, Asian and Mixed ethnicity young people, while not featuring highly or at all for all young people.

Mental health is particularly concerning for young people from Asian and Mixed ethnic groups, while racial discrimination is of most concern for young Black people. Failure to succeed in the education system and family problems are of much greater concern for ethnic minority young people than for all young people. These concerns are highest for Asian young people.



*The response options offered were: Discrimination in Hope not Hate survey; Racial discrimination in BTEG survey

HEADLINE FINDINGS: SOLUTIONS

We asked young people **What ideas do you have for tackling the biggest challenges facing young people in Britain?** Eighty-five gave responses to this question. Several themes recurred in these responses, the most frequent being:

Improve mental health services for young people.

'IMPROVE MENTAL HEALTH SERVICES I think to start with we need more FREE and less time on waiting list services offering young people mental health support. Camhs in all honesty are working there hardest at the moment I think the government have to step up and help out with the mental health battles young people are enduring. MORE AWARENESS ON SUICIDE RISKS as somebody who has tried to end her life 8x during the pandemic I honestly feel as there are not enough awareness on the matter.'
[Asian, female, 16-18]

Tackle poverty by providing financial support to families and young people

'Supporting the parents financially to then be able to support their families and create financial security and safety. It will reduce overall stress and in the long run helps people to become self-sufficient.' [Asian, female, 19-24]

'Financially supporting young people who don't have access to food due to poverty providing children in poverty with laptops so they can do there online learning.'
[Black, female, 16-18]

Give young people a voice

'In a terrifying time like today with the global pandemic, climate change, and the political instabilities in supposed democratic countries like the US where there are daily bigotry and hate crime, we need to acknowledge the power of young people, because the ones fighting against these issues and trying to find sustainable solutions are not the "wise old white men" in powerful positions, but young people.' [Mixed, female, 19-24]

'I think that young people need to have a say more about these issues as we will be the generation that will have to suffer with these consequences. We need to provide more support and spaces for young people to go.' [Black, male, 16-18]

Education to end racial discrimination

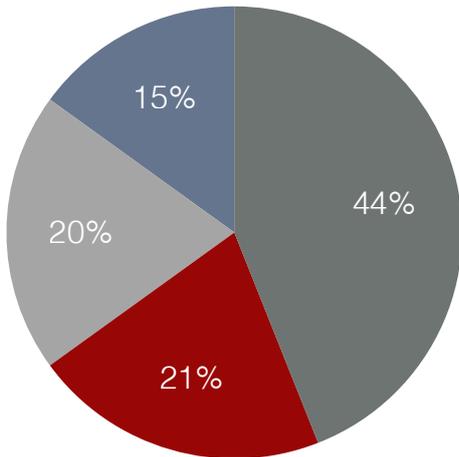
'Education and learning about racial, ethnic and cultural backgrounds as well as our contribution to Britain as a whole as well as intersections such as Welsh BAME contributions to history. Educate about colonialism, racism, colourism, xenophobia, racial fetishisation and why its wrong.' [Other ethnic group, female, 19-24]

'Bringing people together if all walks of life to avoid discrimination or racism towards anybody. We need to make sure the next generation is brought up around each other in schools, playtime, after school clubs, sports.' [Black, male, 25+]

RESPONDENTS

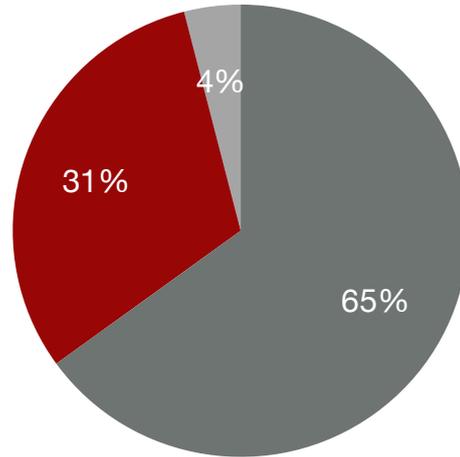
Total number of responses = 248

Ethnicity



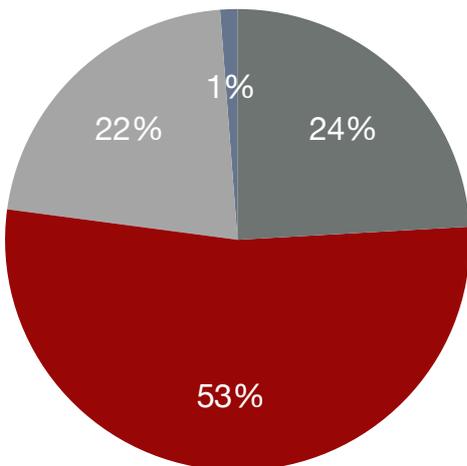
● Black ● Asian ● Mixed ● Other

Gender



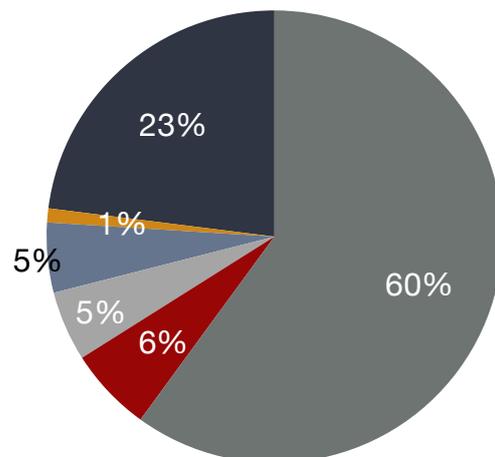
● Female ● Non binary or transgender ● Male

Age



● Under 16 ● 16-18 ● 19-24 ● 25 or older

Location



● London ● Manchester ● Birmingham ● Wales ● Scotland ● Other

METHODOLOGY

Aim

BTEG's 2021 Young People Survey aimed to provide a snapshot of the views of African, Caribbean, South Asian, Southeast Asian and Mixed ethnic young people across the UK regarding jobs, apprenticeships and their future careers, and to explore the priority issues facing ethnic minority young people at the current time.

Dates

The survey was open from end of November 2020 to 7 February 2021.

Sampling

To reach ethnic minority young people, a purposive sampling approach was used. The 2021 Young People Survey was distributed through BTEG's network of ethnic minority community organisations and young (16-24) African, Caribbean, South Asian, Southeast Asian and Mixed ethnicity people invited to respond. This purposive sampling technique means the survey results cannot be considered representative of all ethnic minority young people.

Comparison questions

To provide some comparisons with the concerns of ALL young people in the UK, the survey included two questions asked in the Youth Fear and Hope 2020 survey about (1) the biggest issues facing you personally at the moment and (2) the biggest issues the country faces at the moment.

Weighting

2021 Young People Survey responses in charts on pages 4 & 5 are weighted by respondent prioritisation.

2021 Young People Survey Questions

1. Are you in full time education?
2. What do you plan to do after you leave full time education?
3. What are you doing currently?
4. Are you satisfied with your current job or apprenticeship?
5. Does your job or apprenticeship offer good opportunities for career progression?
6. If you are on an apprenticeship is this a permanent job?
7. What do you think are the main reasons why you are not in employment or training?
(tick up to 3 in order of importance)
8. What job or career are you aiming to do?
9. Do you think you are currently on track to meet your job or career ambitions?
10. Do you think an apprenticeship is a good route to the career you want?
11. Do you know where to find information about apprenticeship opportunities?
12. Have you ever visited the <https://www.gov.uk/apply-apprenticeship> website?
13. Have you seen or heard of the FIRE IT UP apprenticeship campaign?
14. Would you use a Jobcentre to find a job, traineeship or apprenticeship?
15. How confident are you that you will have the career you want in the future?
16. Do you think the Covid-19 pandemic will affect your employment or career opportunities?
17. Do you think the Black Lives Matter movement will affect your employment or career opportunities?
18. What do you think are the biggest issues you personally face at the moment? (tick up to 5 in order of importance)
19. What do you think are the biggest issues the country faces at the moment? (tick up to 5 in order of importance)
20. What ideas do you have for tackling the biggest challenges facing young people in Britain?

Black Training and Enterprise Group

2nd Floor, 200s Pentonville Road
London N1 9JP

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