

Ethnicity Profile of Caselink (Employability) Clients

Summary of findings

- The Edinburgh population in general has less people who described themselves as White Scottish than the Scottish average. 84% of Scottish population in the 2011 Census said they were of White Scottish Ethnicity compared to 70.3% in Edinburgh (Table 1) This may be a result of the sectors that are important within Edinburgh having national and international recruitment strategies, or it could be the fact that it's a University city and a proportion of non-scots who come to study in Edinburgh stay on after they have graduated.
- In Edinburgh the proportion of the population who described themselves as Asian or as White: Other was higher than Scotland as a whole. 5.5% of the Edinburgh population described themselves as Asian compared to 2.7% in Scotland as a whole; 7.8% of the Edinburgh population described themselves as White: Other compared to 2.1% in Scotland(Table 1)
- In terms of the employability services there are proportionally more White: Others using the services than you would expect from looking simply at the population, whilst less White: Scottish are using services than you would expect(Table 2) This is likely to be due to the fact that in the past there had been specific projects using Caselink that worked with new migrants to the city. Looking at their client group we can see that high numbers could be described as being White Other – Polish, Spanish, Greek, etc. A number of these projects no longer record on Caselink and as a result it is anticipated that the proportion will fall.
- Approximately 3 times as many young people (15-19 year olds) are being supported by Caselink using organisations than you would expect from simply looking at the Census population(Tables 3 and 4) Similar to the point above, efforts had been made in the past to focus resources on particular target groups and the NEET group was one, as a result a high number of Caselink using projects focus on this age group.
- Compared to males there are a far higher proportion of part time job outcomes being achieved by females(Table 5) This is likely to be a result of the fact that part time working can fit within caring arrangements, or could be that the types of job that are part time are sectors in which females tend to have higher employment levels.
- Compared to females a far higher proportion of males working with the Employment Services in Edinburgh are achieving qualification outcomes (Table 5). This is likely to be a result of projects that provide qualifications (Youthbuild for example) often have a client group that is more male to start with -97.5% of the Youthbuild clients are male.
- Despite only 61.1% of clients of employment services describing themselves as White Scottish, White scots achieved 65.5% of the outcomes(Tables 2 and 8)
- White other only achieved 5% of the outcomes despite making up 23.9% of the clients(Tables 2 and 8) This is likely to be that one single project that added large numbers of white other clients (The Welcoming Project) ceased to use Caselink as a monitoring tool when their funding was cut.

Table 1 below gives an ethnicity profile of Edinburgh compared to Scotland. It is based on the 2011 Census. Overall what we can see is that Edinburgh is more ethnically diverse than Scotland as a whole. As a result, all things being equal we would expect higher proportions of service users to be Ethnic Minority backgrounds than you would see in Scotland as a whole.

Table 1 shows that Edinburgh has a higher proportion of its population (than Scotland) recording themselves as White: Other British (3.9 percentage points higher), Asian (2.8 percentage points higher) and most significantly White Other (5.7 percentage points higher). This suggests that the city is more ethnically diverse than Scotland as a whole – 84% of the Scottish population indicated that their ethnicity was Scottish whilst in Edinburgh it was only 70.3%. All things being equal this should result in the services provided in the city- including employability - having fewer clients that describe themselves as White: Scottish.

Table 1 2011 Census Ethnic Groups Council Area Compared to Scotland

	Scotland	Edinburgh	
	%	%	Count
All people	100	100	476,626
White: Scottish	84.0	70.3	334,987
White: Other British	7.9	11.8	56,132
White: Irish	1.0	1.8	8,603
White: Gypsy/Traveller	0.1	0.1	388
White: Other	2.1	7.8	37,057
Mixed or multiple ethnic groups	0.4	0.9	4,087
Asian, Asian Scottish or Asian British	2.7	5.5	26,264
African	0.6	0.9	4,474
Caribbean or Black	0.1	0.2	1,031
Other ethnic groups	0.3	0.8	3,603

Table 2 below looks at the Caselink data. What is presented is the number of new registrations on the system for each financial year since April 2011. In total of clients supported by Caselink using projects only 61.1% were White Scottish (c/f 70.3% of Edinburgh’s population). What is perhaps surprising is that although 7.8% of Edinburgh’s population described themselves as White Other, 23.9% of Caselink clients described themselves as White other. This includes individuals who have described themselves as White British, White Gypsy/Traveller; White Northern Irish - together these make up around 14% with around 10% of Caselink Clients describing as White Polish (3%) or White: Other (7%).

We can also see from the table that far fewer people from an Asian background are being supported by Caselink using organisations than you would expect from simply looking at the population profile provided in the Census- 3.4% of Caselink clients said they were Asian whilst 5.5% of Edinburgh’s population are Asian. This could mean that the 70 or so Caselink using organisations are not attracting this client group, or it could simply be that less Asian people are out of work and need the support of these employability focused projects. The latter appears more likely as NOMIS indicates that of the 9565 JSA claimants in November 2013 only 1.9% were Asian- simply based on the Census population this should have been 5.5%

Table 2 Ethnicity Profile from Caselink

The table below is based on unique clients showing the change year to year broken down by gender

Ethnicity	01/04/2011-31/03/2012		01/04/2012-31/03/2013		01/04/2013-18/11/2013		Total	%
	Male	Female	Male	Female	Male	Female		
White (Scottish)	2873	2394	2402	2046	1014	680	11409	61.1%
White (English)	71	54	67	47	26	30	295	1.6%
White (Welsh)	10	2	11	2	5	5	35	0.2%
White (Irish)	20	21	30	16	10	9	106	0.6%
White (Other)	1064	1156	755	687	421	370	4453	23.9%
Black (Caribbean)	5	6	10	7	1	2	31	0.2%
Black (African)	85	75	43	45	33	25	306	1.6%
Black (Other)	72	69	46	45	19	15	266	1.4%
Asian (Chinese)	13	33	14	11	5	7	83	0.4%
Asian (Indian)	19	44	13	42	4	13	135	0.7%
Asian (Pakistan)	45	62	45	75	16	17	260	1.4%
Asian (Bangladesh)	20	14	10	12	9	4	69	0.4%
Asian (Other)	26	44	27	40	9	21	167	0.9%
Gypsy/Traveller	0	12	4	2	1	1	20	0.1%
Mixed background	27	28	22	16	12	9	114	0.6%
Other Ethnic background	131	85	71	97	58	56	498	2.7%
Not Specified	50	48	62	34	127	98	419	2.2%
Total	4531	4147	3632	3224	1770	1362	18666	100.0%

Table 3 below looks at the age and gender split for Edinburgh and the overall figures from Scotland for comparison. A higher proportion of Edinburgh residents are 20-29 and 30-39 years of age compared to the Scottish average. Also – proportionally, the city has fewer children (under 16) than the country as a whole and also fewer people over 50 years of age.

Table 3 Age Profile from 2011 Census

Age	Scotland		Edinburgh			
	Count	%	Overall Count	%	Male	Female
Up to 15	916,331	17.3%	72,202	15.1%	37,150	35,052
16-19	268,548	5.1%	24,046	5.0%	11,977	12,069
20-29	709,572	13.4%	93,146	19.5%	45,027	48,119
30-39	661,751	12.5%	72,628	15.2%	36,937	35,691
40-49	805,627	15.2%	65,698	13.8%	33,098	32,600
50-59	706,718	13.3%	55,358	11.6%	27,493	27,865
60-69	597,720	11.3%	43,188	9.1%	20,719	22,469
70-79	398,708	7.5%	29,737	6.2%	12,906	16,831
80 and over	230,428	4.4%	20,623	4.3%	7,057	13,566
Total	5,295,403	100%	476,626	100%	232,364	244,262

Table 4 looks at the Age and Gender Profile of the Caselink clients. As Caselink tends to work with individuals of working age the comparison with the Census as it stands is not particularly useful. However if we discount those under 15 years of age and those that are 70 or over we can arrive at the proportion of the city’s population who are likely case link clients of working age. When we use this we arrive at a Working Age population of 354,064 and this means that 16-19 year olds make up 6.8% of the city’s population. In table 4 we can see that 15-19 year olds have made up 24% of the clients who have been supported by Caselink using organisations.

Table 4 Age and Gender Profile- Based on unique clients and presented in terms of years

Age Characteristics	01/04/2011-31/03/2012		01/04/2012-31/03/2013		01/04/2013-18/11/2013		Total		%	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 15	84	34	82	71	40	33	206	138	2.07%	1.58%
15 to 17	644	449	731	624	290	210	1665	1283	16.76%	14.69%
18 to 19	389	312	340	269	129	105	858	686	8.64%	7.86%
20 to 24	679	668	500	454	246	188	1425	1310	14.35%	15.00%
25 to 40	1462	1687	1005	1007	533	455	3000	3149	30.20%	36.06%
41 to 50	764	645	548	482	279	202	1591	1329	16.02%	15.22%
51 to 54	216	174	186	146	113	79	515	399	5.18%	4.57%
55 to 64	273	159	225	149	137	89	635	397	6.39%	4.55%
Over 65	16	5	9	5	3	1	28	11	0.28%	0.13%
No DOB	4	14	6	17	0	0	10	31	0.10%	0.35%
Total	4531	4147	3632	3224	1770	1362	9933	8733	100%	100%

In terms of outcomes we can see in Table 5 that overall the gender profile is generally comparable. For example 22.38% of outcomes achieved by females were full time jobs whilst 23.25% of outcomes achieved by males were full time jobs. The areas where there were marked differences is in terms of Part Time Jobs (more frequent outcome for females), Volunteering (more frequent outcome for females), work placement and qualification (both are a more common outcome for males).

Table 5 Gender Breakdown of Verified Outcomes (Count of All Outcomes Recorded on Caselink 2 since April 1st 2010)

Row Labels	Female	Male	Total
Employability Training	9.76%	11.40%	10.67%
Job Entry Full Time	22.38%	23.25%	22.86%
Job Entry Part Time	14.20%	5.61%	9.42%
Progression: Activity Agreement	0.34%	0.41%	0.38%
Progression: Education Full-Time	6.71%	4.52%	5.49%
Progression: Education Part-Time	3.41%	2.99%	3.18%
Progression: Other	3.25%	3.76%	3.54%
Progression: Vocational Training	13.97%	11.89%	12.81%
Progression: Volunteering	9.32%	6.35%	7.67%
Progression: Work Placement	3.37%	5.50%	4.56%
Qualification	9.52%	21.46%	16.17%
Re-Engage with Education	0.30%	1.09%	0.74%
Retained Employment	2.34%	1.11%	1.65%
Self-Employed Outcome	0.99%	0.57%	0.76%
YES Employment Outcome	0.14%	0.09%	0.11%
Grand Total	100.00%	100.00%	100.00%

Table 6 below looks at the outcomes in terms of the age of the people achieving them. It can be seen that most outcomes were achieved by 20-29 year olds followed by 16-19 year olds. This isn't particularly surprising as these are age groups that contain a high number of client profile of the outcomes

Table 6 Age Profile of Verified Outcomes (Count of All Outcomes Recorded on Caselink 2 since April 1st 2010)

Age	Employability Training	Job Entry Full Time	Job Entry Part Time	Progression: Activity Agreement	Progression: Education Full-Time	Progression: Education Part-Time	Progression: Other	Progression: Vocational Training	Progression: Volunteering	Progression: Work Placement	Qualification	Re-Engage with Education	Retained Employment	Self-Employed Outcome	YES Employment Outcome	Grand Total
15 or under	3	0	0	9	3	1	10	1	2	0	42	10	0	0	0	81
16-19	350	223	89	30	179	53	136	183	114	162	629	68	5	0	6	2227
20-29	275	882	402	4	271	133	71	462	228	209	341	5	71	19	4	3377
30-39	238	568	254	0	113	95	45	279	162	46	269	0	51	26	1	2147
40-49	211	486	188	0	42	58	63	310	186	58	280	0	43	25	1	1951
50-59	106	378	121	0	14	19	53	168	159	37	243	1	16	11	1	1327
60-69	27	62	16	0	1	2	23	40	21	3	34	0	2	4	0	235
70+	0	0	0	0	0	0	1	4	0	0	0	0	0	0	0	5
Blank	3		1		1			9		3				1		18
Grand Total	1213	2599	1071	43	624	361	402	1456	872	518	1838	84	188	86	13	11368

Looking at Tables 7 and 8 we can see a breakdown of the outcomes in terms of ethnicity. Within this we can see that 65.46% of Outcomes were achieved by individuals who described themselves as White Scottish, 5% by those that described themselves as White other and 1.42% by those that had described themselves as African. So more outcomes from White Scottish and less from White other than would be expected from a simple count of participants – compare Table 2 and Table 8.

Table 7 Ethnicity Profile of Clients Achieving Verified Outcomes (Count of All Outcomes Recorded on Caselink 2 since April 1st 2010)

	Employability Training	Job Entry Full Time	Job Entry Part Time	Activity Agreement	Education Full-Time	Education Part-Time	Other	Vocational Training	Volunteering	Work Placement	Qualification	Re-Engage with Education	Retained Employment	Self-Employed Outcome	YES Employment Outcome	Total
African, African Scottish or African British	18	57	17		12	1	5	16	12	5	13		2	3		161
African, Caribbean or Black any other	6	38	13		14	7	1	15	14	1	2		1			112
Arab	2	6	4		4	3	2	3	8	1	3		1			37
Asian Bangladeshi		5	4		3	3		3			10					28
Asian Chinese		9	5		1	2		3	6	5	7			1		39
Asian Indian	10	12	18		2	2	1	7	13	1	1				1	68
Asian other	5	22	9		6	2	1	5	9	1	14					74
Asian Pakistani	14	27	13		9	9	9	16	16	3	16	5	1	1		139
Black, Black Scottish or Black British	6	12	3	1	2	2		3	1	3	4			1		38
Caribbean, Caribbean Scottish or Caribbean British	3	5	2		2	1	1	2	2	1						19
Mixed or multiple ethnic groups	2	16	9		7	3	1	11	5	3	7					64
Not Known	9	14	3	3	6	2	5	4	4	12	50		1			113
Other ethnic group (Please specify)	42	68	20		10	7	5	32	14	6	31	1		3		239
White any other	49	187	76		14	17	13	53	67	10	64		8	9	1	568
White British	158	431	166	1	99	55	54	141	132	83	314	9	17	12	3	1675
White English	11	48	20	2	7	6	4	12	16	5	23	1	3	2		160
White Gypsy/ Traveller	3	2	1					8	1		2	1				18
White Irish	9	20	6			1	2	20	3	4	15		1			81
White Northern Irish		1			2				2							5
White Polish	16	70	26		15	9	4	22	26	3	40		14	5		250
White Scottish	845	1543	654	36	409	228	294	1077	517	367	1209	66	139	49	8	7441
White Welsh	4	6	1					3	2	3	12	1				32
(blank)	1		1			1			2	1	1					7
Grand Total	1213	2599	1071	43	624	361	402	1456	872	518	1838	84	188	86	13	11368

