

# Ethnicity in-depth analysis

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## Background

DFN Project SEARCH is a transition to work programme committed to transforming the lives of young adults with a learning disability and autism or both through meaningful employment. DFN Project SEARCH historical data show that, despite UK's employment ethnic disparities, ethnic minority and White interns earn similar wages, work in similar roles and sectors, and have contracts with almost exactly the same number of hours on average. However, ethnic minority interns had lower employment rates in the most recent cohorts.

While there is clear evidence that gap is related to the ethnic inequalities found in the UK, our goal can only be achieved by challenging structural inequalities. The piece of research summarised here is another step in this direction.

## Executive Summary

The goal of this study is threefold: raise awareness of the barriers ethnic minority interns might face when searching for employment after completing a DFN Project SEARCH programme; encourage the sector to reflect on and address the challenges faced by ethnic minority people with a learning disability; further explore the findings in collaboration with other organisations.

- DFN Project SEARCH ethnic minority interns have the same or slightly higher outcomes as White interns in all dimensions analysed – completion, wage, and working hours – except **employment rate**
- There is a statistically significant difference between the **overall** employment rates of White and ethnic minority interns
- There was a statistically significant difference between the **annual** employment rates of Asian and White interns in 2017 and 2021, between Black and White interns in 2020, and Other and White interns in 2019
- When only considering jobs that meet criteria<sup>1</sup>, the gap was not statistically significant but still present
- The employment gap is usually **smaller** at DFN Project SEARCH than in the UK
- The employment gap is not related to other characteristics of interns, such as gender, age or primary disability
- The gap is consistently found since the pandemic, which in the UK has disproportionately impacted ethnic minority people. Before the pandemic, the employment rates of DFN Project SEARCH ethnic minority and White interns were similar, and slightly higher for the former when only including jobs that meet criteria
- The gap is largest in London, the only DFN Project SEARCH region with a statistically significant difference in employment rates. In Scotland it was small and in favour of ethnic minority interns, and there was a small gap in England when excluding London. The number of ethnic minority interns in Wales and Ireland was too small for a separate analysis
- In the UK, London is the region with the largest ethnic disparities. Studies have shown that the ethnicity employment gap in London cannot be fully explained by statistical measurements alone, suggesting that the gap is partly driven by hard to measure constructs, such as systemic prejudice

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<sup>1</sup> Please consult the appendix for the definition of key terms used here

## What is driving the ethnicity employment gap?

The data was analysed from several angles and no clear correlation was found between the employment gap and any variable specific to DFN Project SEARCH, apart from region, discussed in detail later, indicating that the following structural factors are likely related to the employment gap found at DFN Project SEARCH:

### 1) UK employment gap

The UK has a significant ethnicity employment gap, which inevitably impacts DFN Project SEARCH interns. White disabled adults in England and Wales are less likely to be **unemployed** than non-disabled adults from other ethnic groups<sup>2</sup>. The unemployment (and employment) gap between ethnic minority and White interns at DFN Project SEARCH are smaller than in UK's. London is the only region with a statistically significant employment rate gap at DFN Project SEARCH. In the UK, London has one the largest ethnic disparities. All those points indicate that the gap is partially driven by the UK ethnicity employment gap.

### 2) UK ethnic disparity

Structural racism is a hotly debated topic in the UK. A recent government report acknowledges that racism is still present in British society but highlights its complexity, suggesting that it is not necessarily, or exclusively, directed against ethnic minority people as White people from underprivileged background may face it too<sup>3</sup>. A different view is taken by the 'Race and ethnicity' report, which highlights that the "UK evidence available suggests that discrimination is persistently prevalent in hiring practices, and that representation of ethnic minorities in some institutions lags their population share substantially"<sup>4</sup>.

The scope of this piece of research is not to contest or endorse any view but present evidence that can help understand the challenges faced by young people with a learning disability from ethnic minority backgrounds. Evidence that those challenges can only be understood and addressed by considering the role of pervasive but difficult to measure social constructs can be inferred from the Office for National Statistics' (ONS) most recent data on ethnicity and employment. Even when factors such as age, sex and disability are controlled for, the gap remains<sup>5</sup>. It suggests that social and organisational rules and structures are at play, such as unconscious biases and referral networks, a view put forwarded in the report quoted above<sup>6</sup>. The evidence presented here indicate that social

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<sup>2</sup> <https://www.ons.gov.uk/visualisations/dvc2281/>

<sup>3</sup> <https://www.gov.uk/government/publications/inclusive-britain-action-plan-government-response-to-the-commission-on-race-and-ethnic-disparities/inclusive-britain-government-response-to-the-commission-on-race-and-ethnic-disparities>

<sup>4</sup> Mirza, H. and Warwick, R. (2022), 'Race and ethnicity', IFS Deaton Review of Inequalities, <https://ifs.org.uk/inequality/race-and-ethnicity-chapter>

<sup>5</sup> <https://www.ons.gov.uk/visualisations/dvc2281/>

<sup>6</sup> Mirza, H. and Warwick, R. (2022), 'Race and ethnicity', IFS Deaton Review of Inequalities, <https://ifs.org.uk/inequality/race-and-ethnicity-chapter>

factors make it more difficult for disabled young people from ethnic minority groups to have the same employment rate as White interns in certain areas of the UK.

### **3) Covid**

In the UK, covid has more significantly affected the employment outcomes of ethnic minority than White people, including employment rates. Other factors related to employment, such as wellbeing and mental health, affected more ethnic minority people. When considering only pre-covid data, the employment gap at DFN Project SEARCH was small and not statistically significant, and ethnic minority interns had slightly higher rates of jobs that meet criteria. In the latest cohort, however, the gap was present. That means we cannot categorically establish that the gap is driven by covid but seem at least partially related to it.

It is not possible to ascertain that ethnic minority interns are facing any kind of discrimination using the data we have, which is quantitative, but the interplay of the three factors above is probably the reason for the employment gap found in the programme. It is positive that even if ethnic minority interns are in fact facing structural prejudice, those have been considerably minimised by the programme, especially when we remember that ethnic minority interns have been overrecruited, have the same completion rate, work in similar roles and sectors, and that there is wage and working hours parity. But since DFN Project SEARCH strives for a world without inequality, more work needs to be done to ensure all interns, regardless of their background, have the same outcomes. It is essential, therefore, to share the findings widely, as they are based on one of the few strong learning disability datasets of young people that contain information on ethnicity, as well as critically examine and improve them to shape strategies to address this challenge.

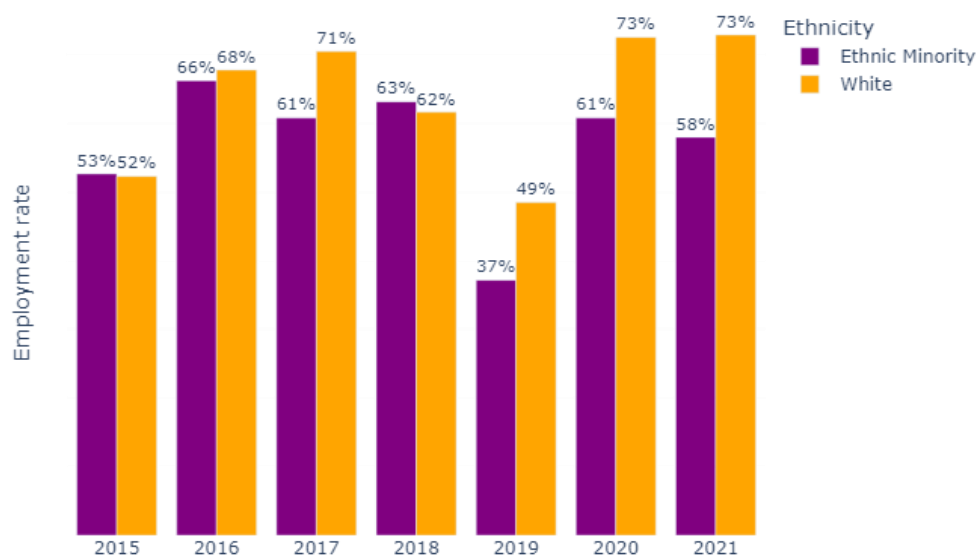
## The Analysis

Please note that due to the disruptions caused by COVID we do not have the outcome details of 44 interns employed in 2019. They were excluded from the analysis, which explains the difference between the employment rate used here and those reported elsewhere for that academic year. This has no impact in the results presented here.

### The employment rate gap

There is a consistent gap in the employment rate of White and ethnic minority interns with only two exceptions in the seven cohorts analysed, 2015 and 2018. The gap seems large but the small sample size needs to be considered. If only nine more Black interns had found a job out of 153, for example, there would be no gap between White and Black interns. A statistical test, however, showed that there is a statistically significant difference in the employment rate of White and ethnic minority interns when all cohorts are combined. The difference is also statistically significant when disaggregating by ethnic groups (Black, African or Black British; Asian or Asian British; Other).

Chart 1: Employment rate in the past seven cohorts

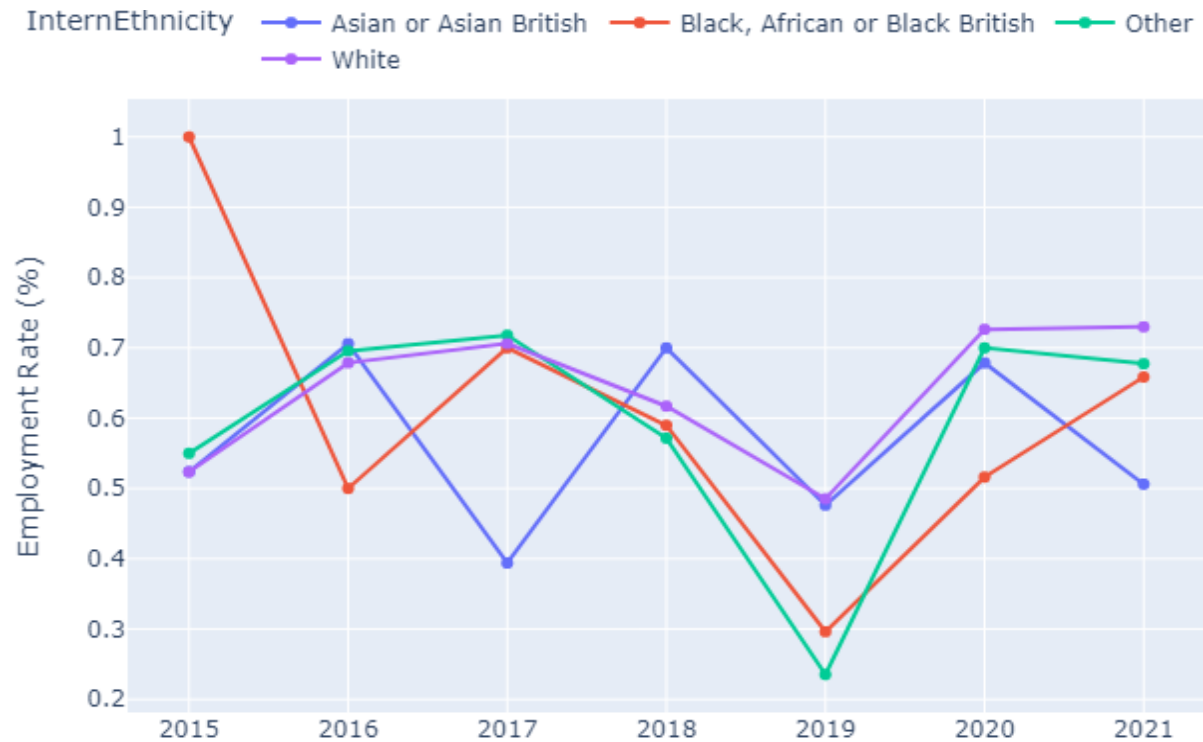


The picture is more complex when the employment rate of each ethnic group is plotted by year. Asian or Asian British interns had the highest variations, having the highest outcomes in 2016 and 2018, and the lowest in 2017 and 2020.

Black interns had similar employment rates as White interns in 2017, 2018 and 2021, but considerably lower in the other three cohorts. The 100% outcome in 2015 should be discounted as in that year there was only one Black intern. White interns had the highest outcome in the past three cohorts. Black interns had **statistically** significantly lower employment rate only in 2020, Asian in 2017 and 2021, and other groups in 2020.

While the variability can be attributed to the sample size (which also affects the reliability of the statistical tests), Black interns had often some of the lowest employment rates, and the gap between White and ethnic minority interns has been consistent in the past three cohorts. That is in line with the UK figures, which show that Black people have the highest unemployment rate among 16 to 24 years old<sup>7</sup>.

Chart 2: Employment rate by ethnicity



### Unemployment gap by ethnicity in the UK

The overall employment rate of ethnic minority interns is 58% and White interns is 64%, including the cohorts affected by the pandemic, a gap of **6 percentage points**, or a **10% percentage change**. The most recent UK data<sup>8</sup> show that among 16 to 24 years old, 58% of White people and 39% of people from ethnic minorities were employed, a gap of **19 percentage points**, or a **32% percentage change**. In the most recent DFN Project SEARCH cohort, the rates were 73% and 58% respectively, a gap of **14 percentage points**, or a **19% percentage change**.

In the UK, ethnic minority people are more likely to be **unemployed** than White people, 6% and 3% respectively. The three percentage points represent a 50% percentage change from 3% to 6%. In actual numbers, that means 236,450 ethnic minority people who are now out of work would be in

<sup>7</sup> <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest/>

<sup>8</sup> <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/employment/employment/latest/>



employment if their employment rate was on par with White people. The gap is largest in London, and among all ages groups, 16 to 24 have the largest overall unemployment rate, 11%<sup>9</sup>.

A comparison between the unemployment gap of 16 to 24 years old White and ethnic minority people in the UK and at DFN Project SEARCH programme shows that the gap is usually smaller at DFN Project SEARCH for all groups. Negative numbers mean the gap is in favour of that ethnic group. An alternative calculation, based on percentage change, is shown on table 7 in the appendix. The great rate variations at DFN Project SEARCH are due to the small sample size.

Table 1: UK and DFN Project SEARCH unemployment gap<sup>10</sup>

Year	Academic Year	Asian DFN PS	Asian UK	Black DFN PS	Black UK	Other DFN PS	Other UK
2016	2015/16	0%	10%	Less than 5*	13%	-3%	5%
2017	2016/17	-3%	10%	Less than 5*	12%	-2%	8%
2018	2017/18	32%	7%	1%	13%	-1%	1%
2019	2018/19	-8%	9%	3%	11%	5%	10%
2020	2019/20	1%	13%	19%	18%	25%	3%
2021	2020/21	5%	7%	21%	19%	3%	12%
2022	2021/22	22%	9%	7%	11%	5%	15%

\* groups with less than five interns are not included

### Jobs that meet criteria

The goal of the programme is full-time, non-seasonal jobs in an integrated setting, and paid at or above the prevailing wage. On average, about 85% of all jobs meet those criteria. While the gap was still present, which is not surprising considering that jobs that meet criteria are a subset of all jobs (that is, you can only get a job that meets criteria if you get a job), it is smaller and not statistically significant. Combined with the fact that interns work in similar roles and sectors, it suggests that ethnic minority interns are not being excluded from getting better jobs. The problem is the overall employment rate.

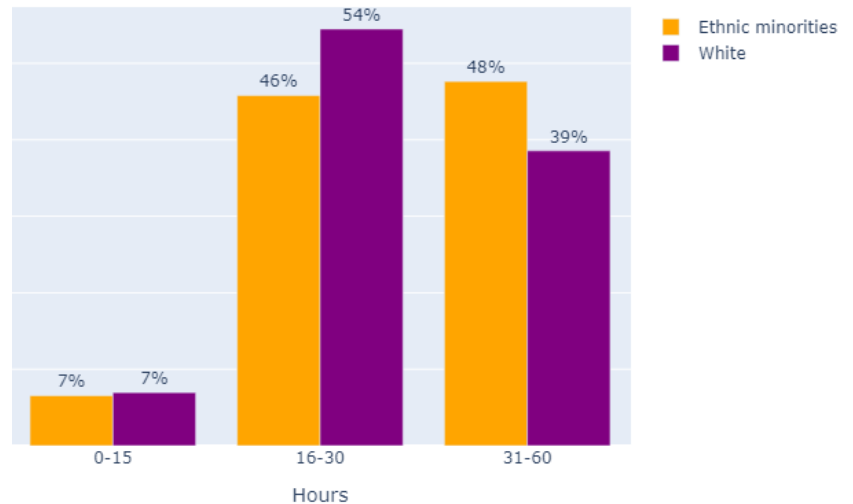
<sup>9</sup> <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest/#by-ethnicity-over-time-16-to-24-year-olds-only>

<sup>10</sup> idem

## Welfare benefits

Here we indirectly test the hypothesis that ethnic minority interns have lower employment rates because of a greater worry of losing welfare benefits. If that was true, we would expect a proportionally higher number of ethnic minority interns working under 16 hours per week.

What we find, however, is an equal proportion. In addition to this, a higher proportion of ethnic minority interns work 31 or more hours per week.



## Covid-19

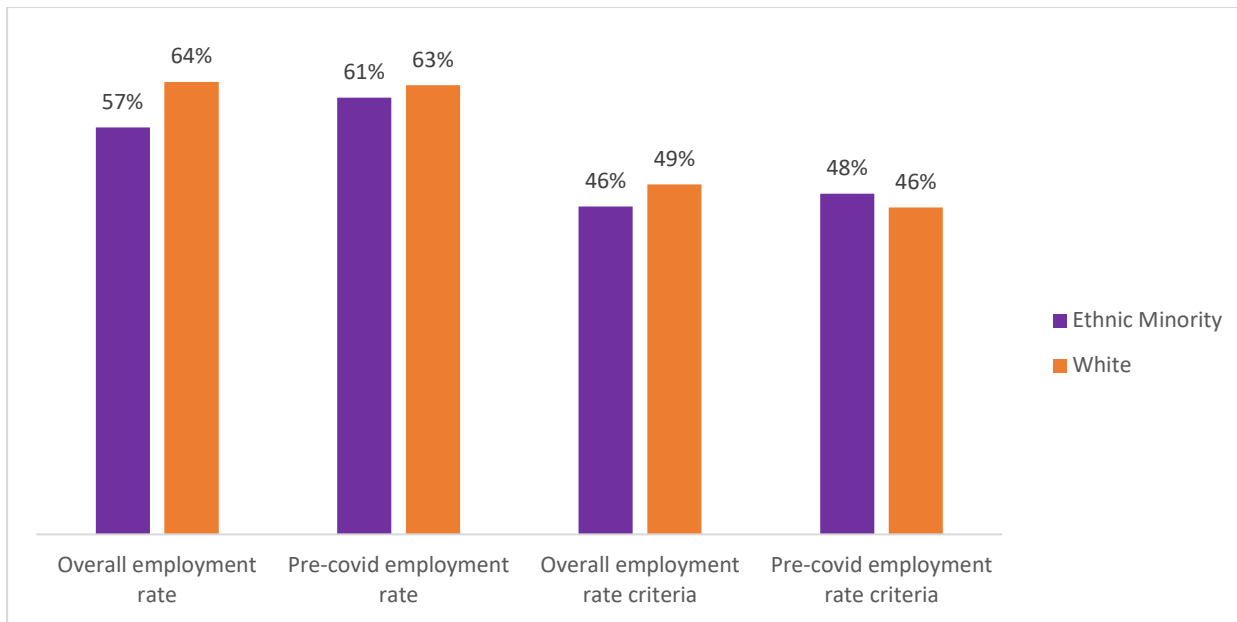
The pandemic had a disproportionate economic, educational or emotional impact on people from ethnic minorities<sup>11</sup>, particularly in sectors where a large number of DFN Project SEARCH interns find jobs, such as catering and healthcare<sup>12</sup>.

Before the pandemic, the employment rates of ethnic minority and White interns at DFN Project SEARCH were similar, 61% and 63%, respectively. When including the last three cohorts, the rates were 57% and 64%. Ethnic minority interns had a slightly **higher** employment rate before the pandemics for jobs that meet **criteria**, 48%, against 46% for White interns', but lower when including the cohorts affected by covid, 46% and 49% respectively.

During the pandemics there was a marginal increase in the employment rate of White interns and a clear decreased of the rate of ethnic minority interns. Interestingly, before the pandemic, 32% and 34% of ethnic minority and White interns were respectively employed in the health sector. During the pandemics, slightly more ethnic minority (34%) and less White interns (29%) were employed in the health sector. Even though healthcare is the main sector DFN Project SEARCH interns find employment, White interns found enough jobs outside it to slightly increase their employment rate.

<sup>11</sup> <https://www.ethnicity-facts-figures.service.gov.uk/covid-19/>

<sup>12</sup> <https://www.cambridge.org/core/journals/social-policy-and-society/article/employment-inequalities-among-british-minority-ethnic-workers-in-health-and-social-care-at-the-time-of-covid19-a-rapid-review-of-the-literature/EC7B4DFFC24F0F4A8CE4FCF540348B3B>



### Regional differences

London is the region in the UK with the largest proportion of ethnic minority people and also where about 40% of ethnic minority interns did their programme. It was a surprise to learn that the employment gap is largely found in London, given the high recruitment rate and that a significant number of sites have more ethnic minority than White interns. When interns in London were excluded from the analysis, the gap was not statistically significant.

Table 2: Employment rate by region - percentage

Region	Employed			Employed Criteria		
	Ethnic Minority	White	All	Ethnic Minority	White	All
England excl. London	60%	63%	62%	50%	47%	48%
England	57%	63%	60%	46%	48%	47%
Ireland	56%	55%	55%	56%	53%	54%
London	55%	62%	58%	44%	49%	46%
Scotland	70%	66%	67%	54%	51%	51%
Wales	42%	59%	58%	33%	46%	45%
All	57%	64%	62%	46%	49%	48%

While the gap was present in England when excluding London, it was considerably smaller. In Scotland, ethnic minority interns had higher employment rates, as they did in Ireland, but not in Wales. In the last two, however, the number of ethnic minority interns was not large enough to run the test, as shown in the table below.

Table 3: Employment by region in the past seven cohorts

Region	Employed			Employed Criteria		
	Ethnic Minority	White	All	Ethnic Minority	White	All
England excl. London	100	523	623	83	394	477
Ireland	5	32	37	5	31	36
London	246	143	389	196	113	309
Scotland	26	493	519	20	379	399
Wales	5	89	94	4	70	74
All	382	1294	1676	308	1001	1309

In Scotland, the employment rate for ethnic people aged 16 to 64 was estimated at 62% in 2021, significantly lower than the rate for the White group, 74%. The ethnicity employment rate gap was 12 percentage points in 2021. This is higher than the gap in 2019 (16 percentage points) and most of the previous years. The employment rate gap for 16 to 24 is even higher, 20%<sup>13</sup>.

Despite that, DFN Project SEARCH ethnic minority interns have a slightly higher employment rate as White interns and work almost exactly the same number of hours, and in general their recruitment numbers are in line with the national proportion. There is, however, a **pay** gap of 5.3%, which is less than half of the national figure. While the pay gap needs to be monitored, it was only found when including cohorts with a very small number of ethnic minority interns. And the difference was not statistically significant.

It is interesting to note that the employment gap was large where there was a high proportion of ethnic minority interns (London and to a smaller extent, England) and in favour of ethnic minority interns in Scotland, country with a small ethnic minority population. In Ireland, like in Wales, the numbers were too small for such a generalisation. At site level, there was no correlation between the outcome of interns and the proportion of interns enrolled according to their ethnic background. That is, ethnic minority interns do not necessarily have a higher employment rate if they were in a site with more or less ethnic minority interns.

## London

London has one of the lowest employment rates in the UK and one of the widest ethnicity gaps<sup>14</sup>. The gap at DFN Project SEARCH London sites was found in all but two cohorts. In one of them, 2019, there were only five White interns employed, and a small sample size tends to skew the data. It is interesting to note that there were more ethnic minority than White interns in London every year, with the exception of 2015.

<sup>13</sup> <https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-protected-characteristics-statistics-annual-population-survey-2021/>

<sup>14</sup>

[https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionallabourmarket/september2023#:~:text=For%20the%20three%20months%20ending%20July%202023%2C%20the%20highest%20unemployment,for%20Northern%20Ireland%20\(2.7%25\)](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionallabourmarket/september2023#:~:text=For%20the%20three%20months%20ending%20July%202023%2C%20the%20highest%20unemployment,for%20Northern%20Ireland%20(2.7%25))

Table 4: Yearly employment rate in London

Year	Ethnicity	Employed	Employed Criteria	Employed Count	Employed Criteria Count
2015	Ethnic Minority	55%	21%	16	6
	White	66%	17%	19	5
2016	Ethnic Minority	67%	57%	40	34
	White	78%	72%	25	23
2017	Ethnic Minority	57%	51%	35	31
	White	67%	64%	22	21
2018	Ethnic Minority	64%	52%	49	40
	White	60%	45%	24	18
2019	Ethnic Minority	31%	21%	18	12
	White	20%	16%	5	4
2020	Ethnic Minority	54%	44%	33	27
	White	65%	54%	17	14
2021	Ethnic Minority	56%	47%	55	46
	White	67%	61%	31	28

Excluding London, ethnic minority and White interns had an employment rate of 61% and 64% respectively, and 50% and 49% when only considering jobs that met criteria. The differences are not statistically significant but are present in most cohorts. When London is included, the overall employment rate of ethnic minority interns falls to 57% and 46% for jobs that meet criteria. There was no change in the rates of White interns. London is the main driver of the employment rate gap not only because it is where most interns do the programme but also because where the largest gap is found.

### Other factors

We also checked if the gap was related to other characteristics of interns. As discussed in our [gender research](#), women in the UK face structural challenges in the workplace that lead to lower wages, underrepresentation in senior positions and higher unemployment in certain areas. Those inevitably affect female interns, who also need to challenge prejudice associated with people a learning disability. Could, then, the ethnicity gap be related to gender? Or type of disability or age group?

The proportion of female interns from ethnic minority and White backgrounds was similar across the UK, although slightly higher in London. The gap was present when analysing separately the outcomes of women and men in each region and also across the UK, which means that the gap is not driven by gender. In Ireland, shown in the table below, there exactly 34 female and male interns respectively.

Table 5: Interns' gender by region

Country	Female	Male
England exc. London	33%	67%
Ireland	50%	50%
London	34%	66%
Scotland	29%	70%
Wales	26%	73%

<b>All</b>	32%	67%
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The same was true of other characteristics. Primary disability was not the reason for the gap between White and ethnic minority interns. We also tested if interns with a primary and a secondary disability were more concentrated in London, but that was not the case.

In terms of age group, White 16 to 20 years old have higher employment rates than their older peers. Among ethnic minority interns, there is no significant correlation between age and employment rate. It is hard to infer what that means in relation to the employment gap but when analysing the data without each of the age groups at the time, the gap remained, indicating that age is not related to the ethnicity employment gap.

### **Classroom size and sites**

The gap found in London cannot be explained by the classroom size as it is similar across the regions. We also checked if the gap was driven by the fact that sites with a large number of ethnic minority interns could be underperforming, but that was not the case. It is true that most of the highest performing sites were not in London but neither were the lowest performing ones.

The analysis of the outcomes of sites showed that when there is a gap between ethnic minority and White interns, it is spread across sites. This reinforces the idea that the gap is related to structural factors found in the UK.

## Conclusion and Recommendations

Of all variables analysed, only region was related to the employment rate gap between ethnic minority and White interns, which is in line with UK figures showing that London has one of the greatest ethnic disparities in the UK. However, ethnic minority interns in Scotland had slightly higher employment rates than White interns, in contrast with the national ethnic disparity. DFN Project SEARCH sites in Scotland usually have better outcomes than the rest of the UK, which may be related to the fact that they tend to adhere more closely to the model and also to the greater social support offered by the Scottish government. Scotland and London are, therefore, two areas that need to be studied using qualitative data that can give us more insights into the reasons of the employment rate gap. A cross-sector study would be beneficial as this is a national problem.

The analysis presented here showed that not only DFN Project SEARCH interns (regardless of their ethnicity) have a much higher employment rate than 16 to 24 years old people in the UK but also that the ethnicity gap is smaller at DFN Project SEARCH. As discussed in the section 'What is driving the gap?', the ONS alerts that the employment gap remains unexplained even when variables such as gender and age are controlled for, which, alongside ethnicity studies in the UK, indicates that prejudice and racism in many ways affect employment opportunities for people from minority groups, even though some groups may have better outcomes than White people.

Based on the points outlined in this report, we put forward the following recommendations:

**Recommendation 1)** partner with other organisations and government bodies to raise awareness of the challenges faced by young people with a learning disability from ethnic minority backgrounds

**Recommendation 2)** raise awareness of the ethnicity employment rate gap among DFN Project SEARCH and other programmes in the sector

**Recommendation 3)** further explore the reasons for the gap in London and its absence in Scotland

**Recommendation 4)** explore the outcomes of young people with learning disabilities from ethnic minorities in other programmes in partnership with other organisations

## Appendix

### List of key terms

**DFN Project SEARCH** - a one-year transition to work programme for young adults with a learning disability or autism spectrum conditions, or both. Holder of Project SEARCH franchise in the UK and Iberia. [Find out more](#)

**Education partner** – school or college that delivers the Project SEARCH model

**Ethnic minority groups** – following the ONS criteria, we breakdown the data into four main groups: Asian or Asian British; Black, African or Black British; White; and Other

**Graduate** – a former intern

**Host businesses** – a company with more than 250 employees that offers interns placements and a room for the classes given by the education partner

**Intern** – young person (nearly always between 17 and 24) who joins the programme

**Jobs that meet the criteria** - The goal of the programme is full-time, non-temporary jobs, paid at or higher the prevailing wage, and in an integrated setting

**Project SEARCH** – leading supported employment programme originated in the USA. [Find out more](#)

**Programme specialist** – DFN Project SEARCH employee who coordinates all partners in the programme

**Site** – physical setting where the programme takes place. Often used interchangeably with programme

### The data

The first Project SEARCH sites in the UK started in 2010. Initially all academic years were analysed but as the number of interns from ethnic minorities in the first five years was very small, we focused on the 2015/16 to 2021/22 cohorts.

Table 6: Interns number by year

Year	Intern Ethnicity	Completed	Employed	Employed Criteria	Enroled
2015	Asian or Asian British	21	11	6	22
	Black, African or Black British	1	1	0	1
	Other	20	11	1	20
	White	256	134	41	265
	not specified	13	6	4	13
2016	Asian or Asian British	34	24	23	38
	Black, African or Black British	4	2	2	4
	Other	46	32	23	50
	White	249	169	134	281
	not specified	5	1	1	5
2017	Asian or Asian British	33	13	11	34
	Black, African or Black British	10	7	7	11
	Other	39	28	25	41
	White	306	216	184	338



	<b>not specified</b>	10	8	7	10
<b>2018</b>	<b>Asian or Asian British</b>	50	35	27	55
	<b>Black, African or Black British</b>	39	23	18	42
	<b>Other</b>	28	16	15	31
	<b>White</b>	363	224	182	403
<b>2019</b>	<b>Asian or Asian British</b>	42	20	14	50
	<b>Black, African or Black British</b>	27	8	6	29
	<b>Other</b>	17	4	3	18
	<b>White</b>	272	132	105	330
<b>2020</b>	<b>Asian or Asian British</b>	28	19	18	30
	<b>Black, African or Black British</b>	31	16	12	33
	<b>Other</b>	10	7	4	12
	<b>White</b>	190	138	110	205
<b>2021</b>	<b>Asian or Asian British</b>	83	42	40	91
	<b>Black, African or Black British</b>	41	27	24	47
	<b>Other</b>	31	21	17	32
	<b>White</b>	385	281	245	432

### The employment rate gap

The difference in employment rates of ethnic minorities and White interns of all cohorts combined is statistically significant (p-value 0.003). The difference is also statistically significant (p-value 0.026) when disaggregating by ethnic groups (Black, African or Black British; Asian or Asian British; Other). That means the employment rate gap is likely related to the interns' ethnic background.

The table below compares the difference in the unemployment gap using percentage change.

Table 7: UK and DFN Project SEARCH **unemployment** gap - percentage change

Year	Academic Year	Asian DFN PS	Asian UK	Black DFN PS	Black UK	Other DFN PS	Other UK
2016	2015/16	0%	83%	Less than 5*	108%	-6%	42%
2017	2016/17	-9%	91%	Less than 5*	109%	-6%	73%
2018	2017/18	51%	64%	2%	118%	-4%	9%
2019	2018/19	-28%	90%	7%	110%	11%	100%
2020	2019/20	2%	108%	27%	150%	33%	25%
2021	2020/21	15%	64%	43%	173%	9%	109%
2022	2021/22	45%	100%	21%	122%	16%	167%

\* groups with less than five interns are not included

### Statistical test

The chi-square test was used throughout the analysis as we were comparing groups (categorical data). The test does not perform well with small sample sizes. Five, the common lower limit, was used here but we also took trends across the years into consideration. All tests were run in the aggregate and segregated form – that is, we analysed each year individually and also all years

combined, just like we broke down ethnicity whenever the sample size allowed us. The p-values of the main tests performed can be found [here](#).