BCS DIVERSITY REPORT 2020: ONS ANALYSIS

PART 2 / 2

BCS, The Chartered Institute for IT

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Version 1.0

Making IT good for society

Established in 1957, BCS, The Chartered Institute for IT, is the leading body for those working in IT. With a worldwide membership now of more than 55,000 members in over 100 countries, BCS is the qualifying body for Chartered IT Professionals (CITP).

BCS was incorporated by Royal Charter in 1984. Its objectives are to promote the study and practice of computing and to advance knowledge of and education in, IT for the benefit of the public. BCS is also a registered charity.

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INTRODUCTION

This report (part 2 of 2) features the latest ONS figures on gender, age, ethnicity and disability in the IT industry.

Over the past four years, BCS, The Chartered Institute for IT, as part of its aim to make IT good for society, has been tracking and reporting upon levels of female representation within the IT labour market, highlighting areas of particular concern for the industry and supporting infrastructure and providing supporting evidence for those seeking to improve the gender balance within our industry.

In 2017, we expanded the reach of our analysis to cover other 'minority groups' – namely, the disabled, ethnic minorities and older workers, and following positive feedback/comment from the IT community, this year have elected to continue with this broader analysis of diversity in IT.

This section contains an analysis of secondary data from the ONS Labour Force Survey (see notes for details).

1   ONS ANALYSIS: GENDER

1.1 Key findings

> Women accounted for 50% of the working age population in 2019 (those aged 16-64), 48% of those in work and 45% of the unemployed.

> There were 249,000 female IT specialists in the UK workforce during 2019 – 17% of the total at that time.

> The level of female representation in IT varies by nation/region but even at its highest in Wales, women accounted for just 21% of IT specialists.

> By occupation, representation of women varied from around one in twenty (4%) for IT / Telecoms engineers – to around one in three (31%) amongst IT Operations Technicians.

> The unemployment rate for female IT specialists over 2019 was just 3.1% – notably higher than that for male IT specialists (1.2%) but less than the overall rate for the UK labour market (3.9%).

> Female IT specialists are more likely to be working at large business sites (those with 250 or more staff) than their male counterparts (i.e. 45% of female IT specialists and 41% of males).

> The gender balance for IT specialists was worse within the construction, manufacturing and IT sectors (within which women accounted for just 12%, 12% and 13% of IT specialists).

> Female IT specialists were four times more likely to be working part-time than males (i.e. 16% versus 4%) – though most often as they did not want full-time work.

> At £18 per hour, the median hourly earnings for female IT specialists in 2019 was 14% less than that recorded for males working in IT positions (full-time employees).

> Female IT specialists are marginally more highly qualified than their male counterparts and in 2019, more than seven in ten (71%) held a degree or other HE level qualification.

> Female IT specialists were more than three times less likely than males to hold an IT degree (4% compared with 13%).

> Female IT specialists are notably less likely to obtain employment through the use of agencies or in-company contacts.

1.2 Gender in context, labour market overview

There were 20.8m women aged between 16 and 64 in the UK during 2019 representing 50% of the total working age population at that time. Of these, 72% were in work, 25% were classed as 'inactive' and 3% were unemployed (compared with figures of 80%, 16% and 3% respectively for working age males).

ECONOMIC ACTIVITY OF THE WORKING AGED POPULATION, 2019
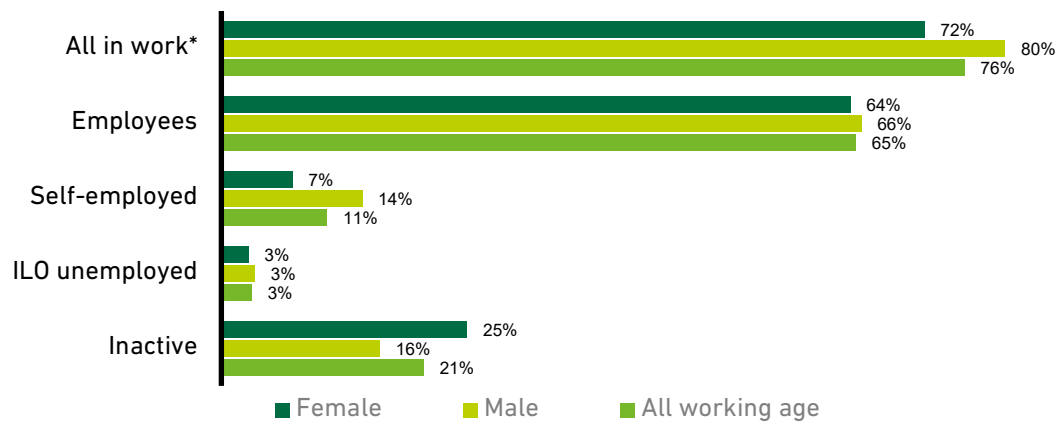
Source: Analysis of ONS Quarterly Labour Force Survey by BCS * includes a small number of individuals in work but not as employees/self-employed (i.e. <1% of the total)

Overall in 2019, the level of female representation within the workforce was slightly lower than would be expected (i.e. accounting for 48% of those in work compared with 50% of the population) and this was also the case when considering representation amongst the unemployed at that time – women in this case accounting for 45% of the total. By contrast in 2019, women were seen to account for a higher proportion of the inactive population (61%).

1.3 Gender and IT employment

1.3.1 Overview

There were 249,000 female IT specialists in the UK workforce during 2019, or 17% of the total during this period. By comparison, 48% of the wider workforce were women and as such, if parity of representation could be achieved for IT this would equate to an additional 451,000 IT specialists working in the economy.

Despite numerous initiatives to raise the level of female representation in IT, the level of female representation in IT has changed little over the past five years – rising by just one percentage point over the period in line with a more general increase amongst the workforce as a whole.

TRENDS IN WORKFORCE REPRESENTATION, 2015-19
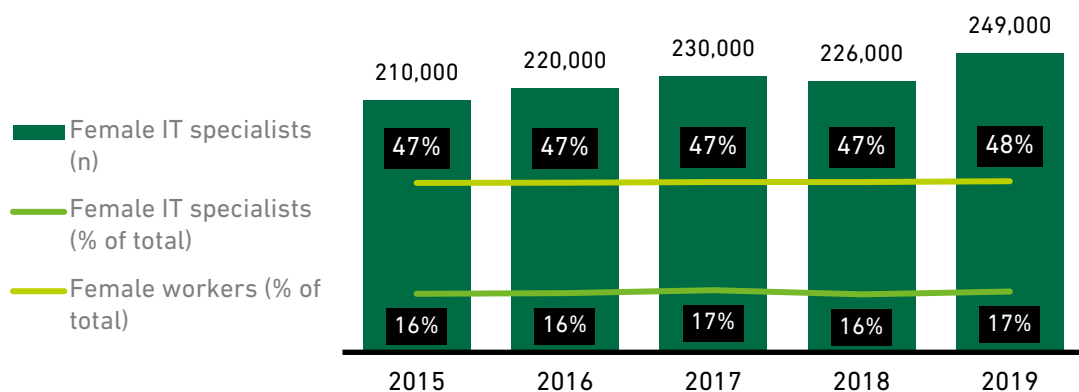
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

1.3.2 Representation across the UK

Across the UK, Yorkshire and the East of England are associated with the worst gender balance in IT and in 2019, women accounted for just 15% of IT specialists in each of these regions. Moreover, the East of England was also noted for having the worst *relative* gender balance (i.e. the difference between the figure for IT specialists versus that recorded or the workforce as a whole) at 34 percentage points.

By contrast, women accounted for just over one fifth (21%) of IT specialists working in Wales – the most gender-balanced area of the UK with respect to IT employment.

WORKFORCE REPRESENTATION BY NATION/REGION, 2019

Region	IT specialists (female as % of total)	All workers (female as % of total)
North East	21%	49%
North West	18%	48%
Yorkshire and Humberside	15%	47%
East Midlands	19%	47%
West Midlands	18%	47%
East of England	15%	49%
London	16%	44%
South East	17%	49%
South West	16%	49%
Wales	21%	49%
Scotland	17%	49%
Northern Ireland*	15%	48%

■ IT specialists (female as % of total)   ■ All workers (female as % of total)
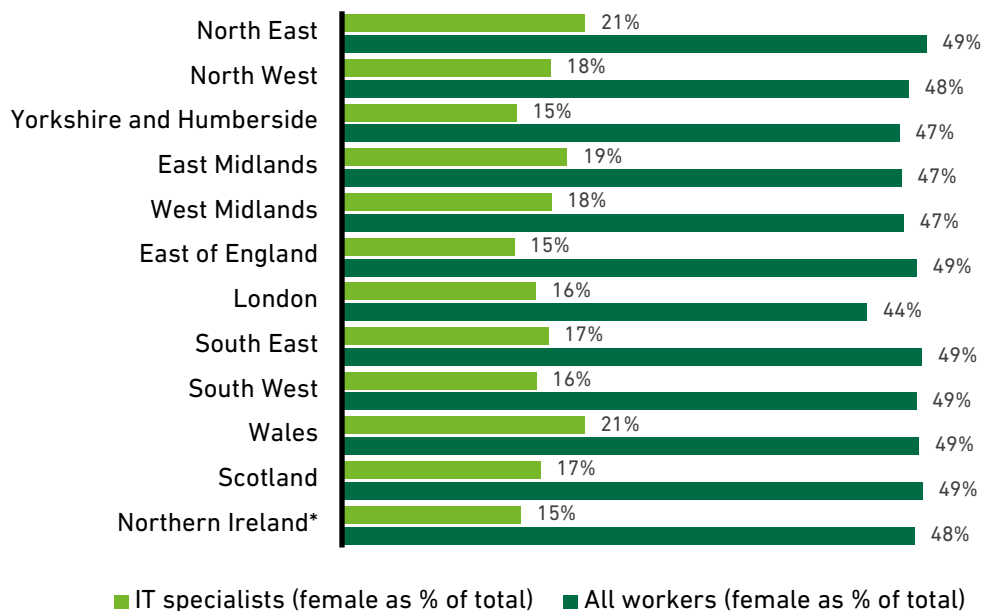
Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average (2015-19)

1.4 Nature of employment

1.4.1 Occupation

Further analysis of the gender balance for specific IT roles shows female representation within the IT professions varying from around one in twenty for IT/telecoms engineers (4% over the 2015-19 period), to around one in three people working as IT operations technicians (31%).

Women remain very under-represented in particular amongst IT directors (just 13% of which in 2019 were female) and programmers/software developers (14%).

FEMALE REPRESENTATION BY IT OCCUPATION, 2019
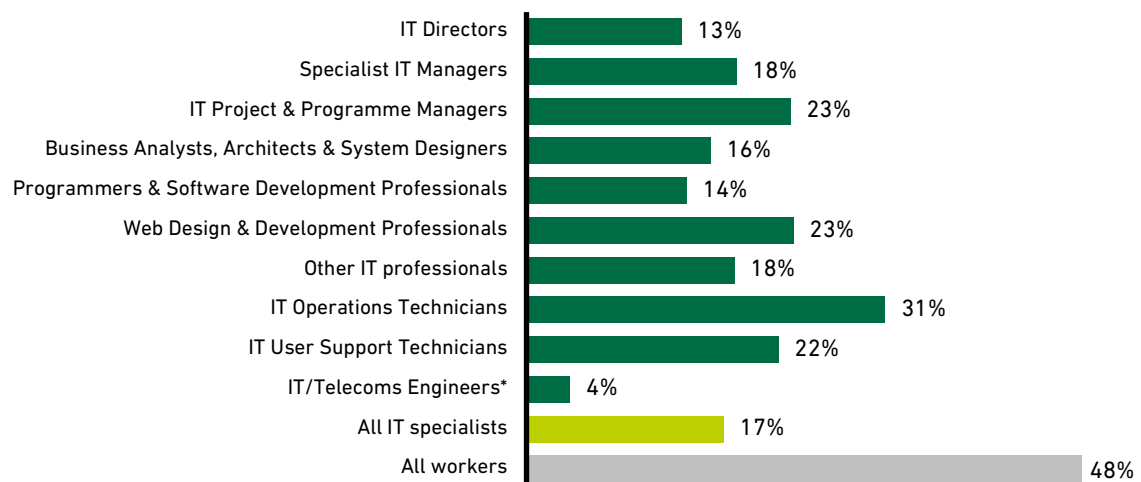
Source: Analysis of ONS Quarterly Labour Force Survey by BCS 5-year average

1.4.2 Permanency of employment

Female IT specialists are more likely to be working on a non-permanent basis than their male counterparts (4% of women compared with 2% of men during 2019) and the proportion working in temporary IT positions is lower than amongst women in the workforce as a whole (6%).

1.4.3 Gender and unemployment

Over the course of 2018/19 there were, on average, approximately 8,000 female IT specialists in the UK that were unemployed i.e. 35% of all unemployed IT specialists in the UK over this period.

At 3.1% the associated unemployment rate[1] for female IT specialists was much higher than that for males normally working in the IT field (1.2%), but below the overall unemployment rate in the UK (3.9% over the 2019/19 period).

'THE UNEMPLOYMENT RATE FOR FEMALE IT SPECIALISTS OVER THE 2018-19 PERIOD WAS 3.1%.'

1.5 Employment characteristics

1.5.1 Self-employment

During 2019, it is estimated that 14% of all UK workers and 12% of IT specialists (165,000) were working on a self-employed basis and for both groups of workers, the incidence of self-employment was found to be much lower amongst women – just 7% in the case of IT specialists and 10% amongst the wider workforce.

GENDER AND THE INCIDENCE OF SELF-EMPLOYMENT, 2019
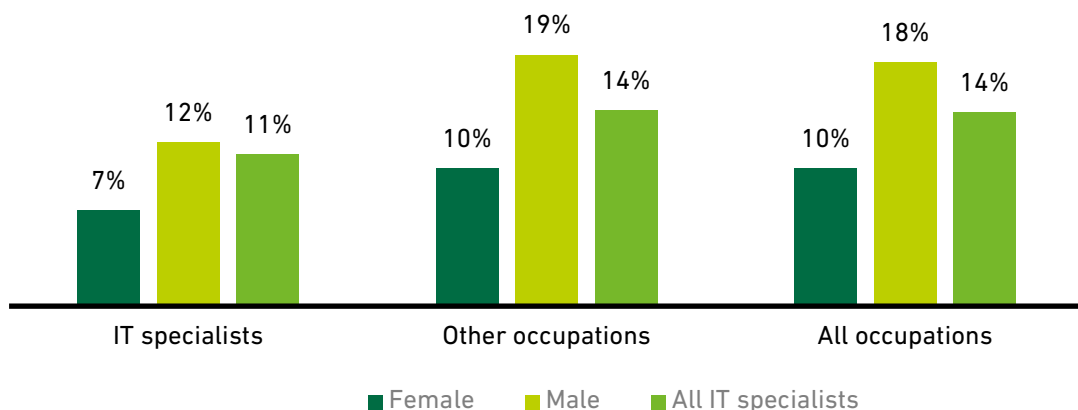
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

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[1] **See data notes.**

1.5.2 Employees and size of workplace

IT specialists working as employees are, perhaps understandably, more likely than others to be employed within larger workplaces [2] (i.e. as micro/small sites are less likely to have an in-house function) and whilst just 28% of UK employees as a whole were working in larger sites during 2019 (those with 250 or more staff), a figure of 42% was recorded for IT specialist employees.

This observation was still more pronounced for female IT specialists working as employees – 45% of which were working in larger workplaces during 2019.

GENDER AND THE DISTRIBUTION OF IT SPECIALIST EMPLOYEES BY WORKPLACE SIZE, 2019
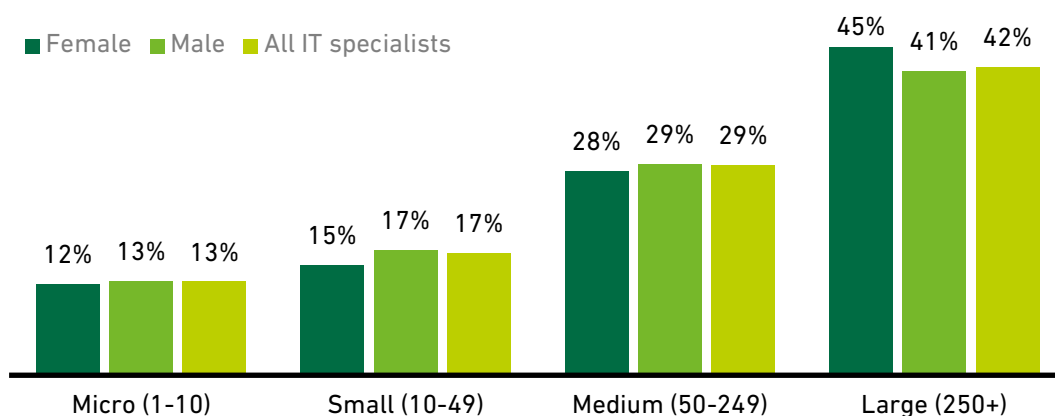
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

1.5.3 Industry of employment

Just over three in ten female IT specialists (35%) were working in IT businesses in 2019 – a notably lower proportion than that recorded for male IT specialists at that time (45%).

After IT, the next largest employer of IT specialists (male or female) were banking/finance (23% of female IT specialists and 20% of IT specialists as a whole) and the public sector (20% and 11% respectively).

Looking in more detail at the levels of representation for female IT specialists in different industries, it can be seen that representation was highest in the, public sector and transport/communications during the in 2019, during which figures of 29% and 21% respectively were recorded.

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[2] The LFS asks individuals about the number of employees at their workplace as opposed to enterprise/organization as a whole.

Conversely, construction, manufacturing and the IT industries were shown to have the worst gender balance with regards IT specialists – in this case the levels of representation for women in IT positions being 12%, 12% and 13% respectively.

FEMALE REPRESENTATION BY OCCUPATION AND INDUSTRY, 2019
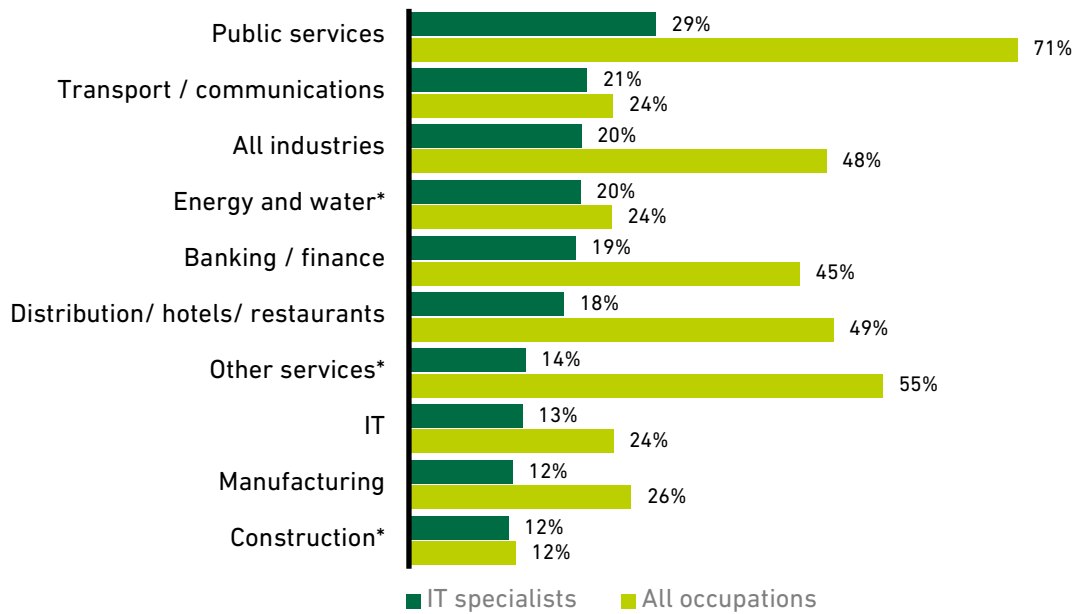
Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average

1.6 Working hours and benefits

1.6.1 Full-time and part-time working

IT specialists in the UK are much less likely to work part-time than other workers and in 2019, just 6% were working part-time hours compared with 25% of workers as a whole. Female IT specialists were much more likely to be working part-time than males (16% of women in IT positions compared with just 4% of men), but compared to women in other occupations, part-time working amongst women appears extremely low (i.e. 40% amongst women in occupations other than IT).

As with other IT specialists/workers more generally, when asked why they were working part-time, the vast majority (92%) of women working in IT positions (during the 2015-19 period) stated that they were doing so as they did not want a full-time job.

INCIDENCE OF PART-TIME WORKING BY OCCUPATION, 2019
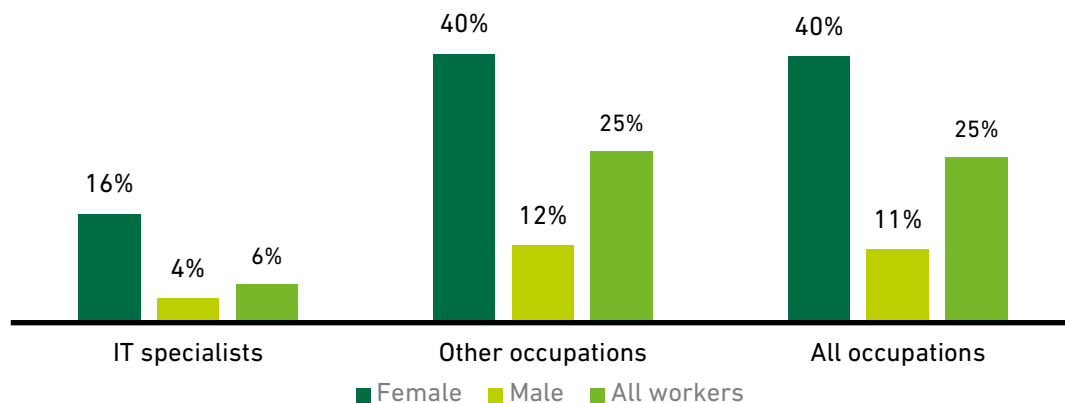
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

1.6.2 Remuneration

In 2019, the median hourly earnings recorded for female IT specialists working as employees and on a full-time basis was £18 per hour – a figure 14% lower than the male equivalent at that time.

Women working in IT positions do earn substantially more than those employed in other jobs, however and in 2019, the comparison figure for all female employees in full-time work was just £13 per hour [3].

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[3] All figures given are for full-time permanent employees.

MEDIAN HOURLY EARNINGS OF FULL-TIME EMPLOYEES, 2019
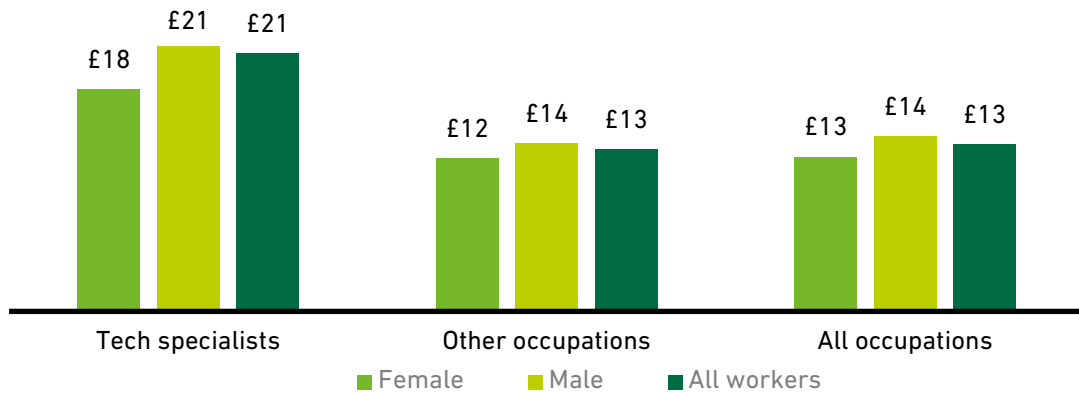
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

1.6.3 Responsibility

Using managerial/supervisory status as a proxy for the likelihood that individuals are given responsibility within their work, it appears that during 2019, female IT specialists (that were employees) were marginally less likely than males to be in 'positions with responsibility' (comparison figures of 38% and 41% respectively).

By contrast, within the workforce as a whole, the difference was much greater with just 32% of women in 'responsible positions' compared with 41% of their male counterparts.

EMPLOYEES IN 'RESPONSIBLE POSITIONS', 2019
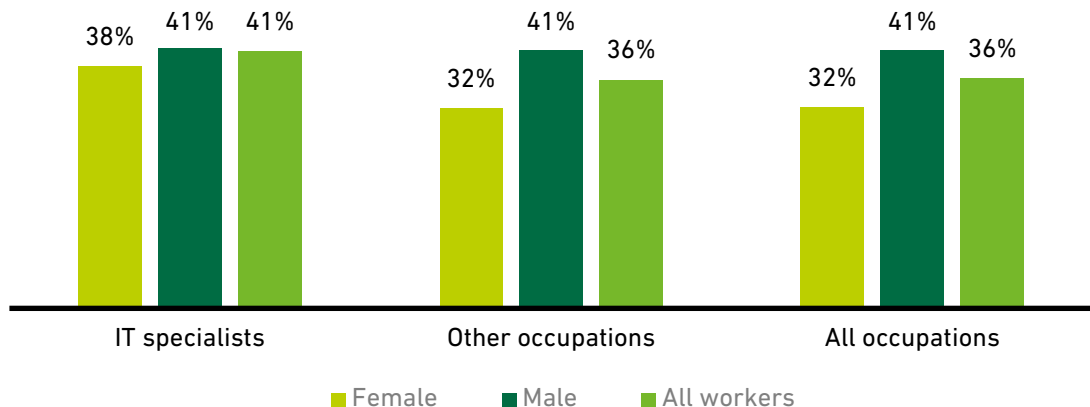
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

1.7 Skills

1.7.1 Qualifications held

Female IT specialists appear to be more highly qualified than their male counterparts and in 2019, more than seven in ten (71%) held a degree or equivalent level qualification (compared with 69% of men working in such roles).

This contrasts with the situation within the workforce as a whole where 50% of women and 43% of men were found to have qualifications at this level.

LEVEL OF EDUCATIONAL ATTAINMENT AMONGST IT SPECIALISTS, 2019
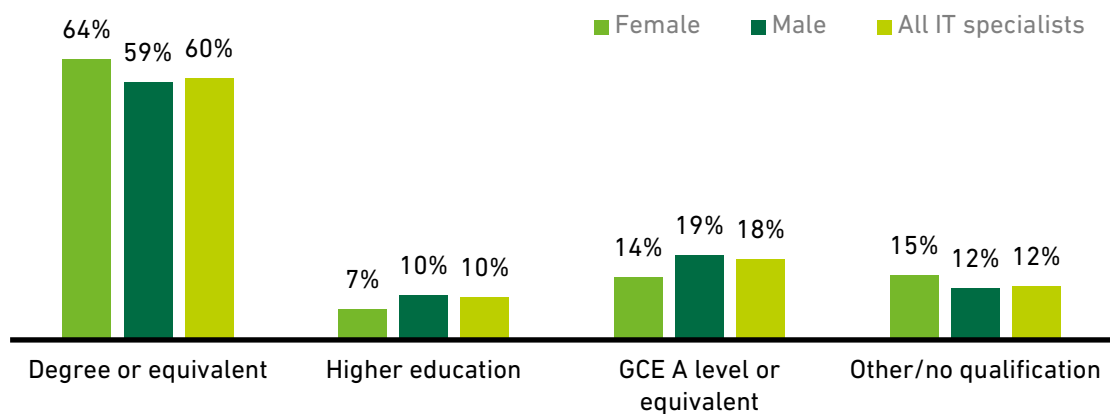
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

Though more likely to have a degree level qualification, female IT specialists are much less likely than males to have a degree in an IT related discipline – just 4% of female IT specialists stating that they held a qualification of this nature in 2019 compared with 13% for males working in IT roles.

INCIDENCE OF IT SPECIALISTSTS HOLDING COMPUTING DEGREES, 2019

■ Female ■ Male ■ All IT specialists

Undergraduate: 4%, 13%, 12%
Higher/post graduate: 5%, 5%, 5%
Any computing degree: 8%, 17%, 16%
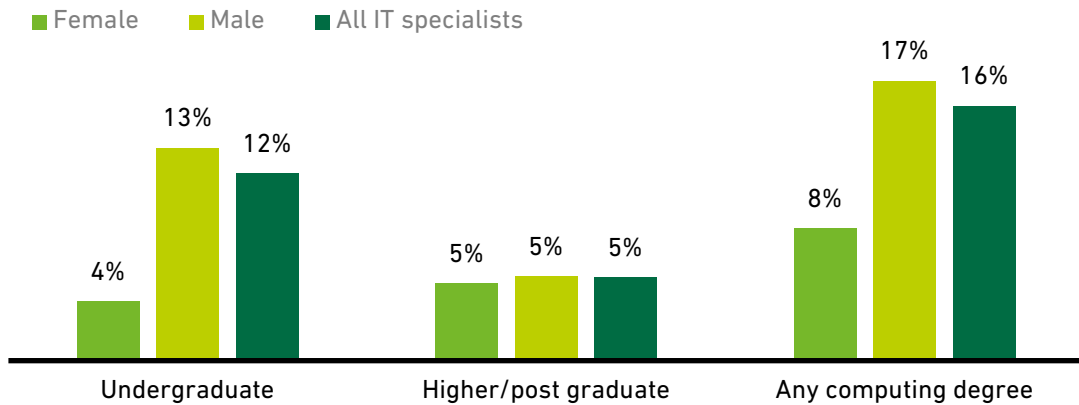
Source: BCS analysis of ONS Quarterly Labour Force Survey data

1.7.2 Skills development

In general, female workers are more likely to receive job-related education/training than males (28% and 22% respectively, stating that they had received education/training during the previous 13 weeks when surveyed in 2019) and this is also true (though less pronounced) amongst IT specialists – comparison figures for 2019 being 26% for women and 23% for men working in IT roles.

JOB-RELATED EDUCATION/TRAINING IN THE PAST 13 WEEKS, 2019

IT specialists: 26%, 23%, 23%
Other occupations: 28%, 22%, 25%
All occupations: 28%, 22%, 25%

■ Female ■ Male ■ All workers
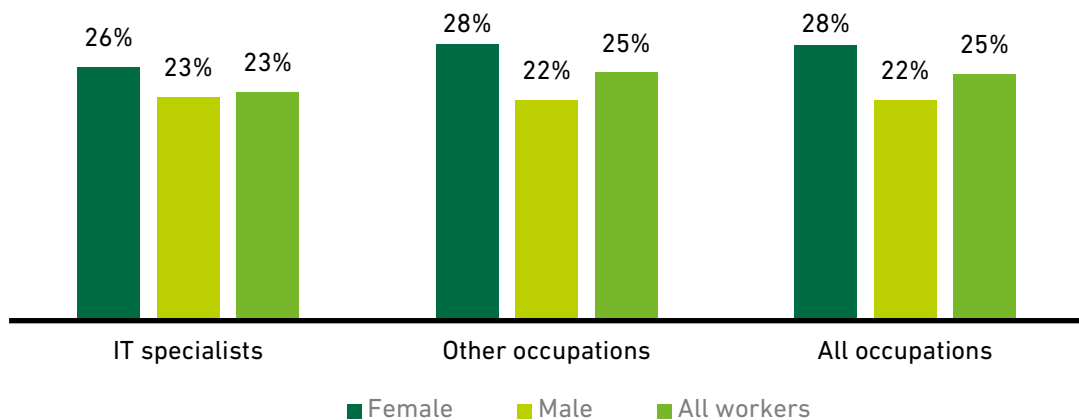
Source: BCS analysis of ONS Quarterly Labour Force Survey data

1.7.3 Skills sourcing

As with other UK employees, the most common identifiable means of IT specialists securing a job (where stated) during the 2015-19 period was by 'replying to an advertisement' (29% of those that had been with their employer for less than one year stating they had secured work in this manner) and this was true for both female and male IT specialists – this said, the proportion of female IT specialists finding work in this way was much greater than for males (35% and 27% respectively stating this to have been the case).

The next most common means of IT specialists securing a job was via a private recruitment agency, followed by contacts already working with the employer and then direct applications.

As illustrated below, the likelihood that female IT specialists have obtained work through an agency or in-work contact is notably lower than amongst male IT workers (six and four percentage points respectively).

MAIN ROUTES TO EMPLOYMENT FOR IT SPECIALISTS, 2015-2019
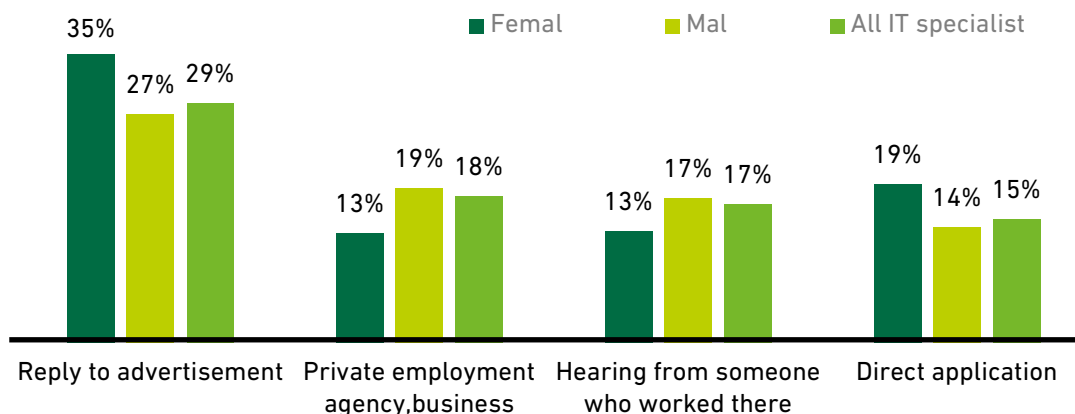
Source: BCS analysis of ONS Quarterly Labour Force Survey data

2   ONS ANALYSIS: AGE

2.1 Key findings

> Individuals aged 50 and above accounted for 31% of the working age population in 2019 (those aged 16-64), 29% of those in work and 20% of the unemployed.

> Representation of these 'older workers' was much lower amongst IT specialists and of the 1.5m people working in such roles in 2019, only 22% (318,000) were aged 50 and above.

> If representation was the same as within the workforce as a whole (i.e. 29%), there would be 114,000 additional IT specialists in the UK aged 50 and above.

> Across the UK, representation of older people in IT positions was lowest in London where just 15% were aged 50 and above during 2019.

> Only around one in ten web designers/developers are aged 50 and above (10%) but amongst IT directors, more than one quarter are of this age (28%).

> In 2018, there were estimated to be 7,000 unemployed IT specialists in the UK aged 50 and over – equating to an unemployment rate of 2.3%.

> Older IT specialist were more likely to be working on a self-employed basis than their younger counterparts (16% versus 10%) and were also more likely to be working part-time (10% versus 4%).

> The median hourly earnings for older IT specialists in 2019 was £24 per hour – 17% more than that for IT specialists as a whole.

> Older IT specialists are notably more likely to hold 'responsible positions' – almost half (49%) having managerial/supervisory status in their job (compared with 39% of younger IT specialists).

> Older IT specialists are less likely to have an HE qualification and in 2018, only 63%of those aged 50 and had a qualification at this level compared with 71% of those aged 16-49.

> Younger IT specialists are also much more likely to hold an IT degree than those aged 50 and above.

> Older IT specialists are notably less likely to obtain employment through direct applications or recruitment agencies than others but more likely to gain employment through contacts within the employer organisation.

2.2 Age in context, labour market overview

There were 12.7m people aged 50 and above in the UK in 2019, representing just under one third (31%) of the total working age population at that time. Of these, 73% were in work, 25% were classed as 'inactive' and 2% were unemployed (compared with figures of 78%, 19% and 4% respectively for individuals of working age that were aged 16-49).

ECONOMIC ACTIVITY OF THE WORKING AGED POPULATION, 2019
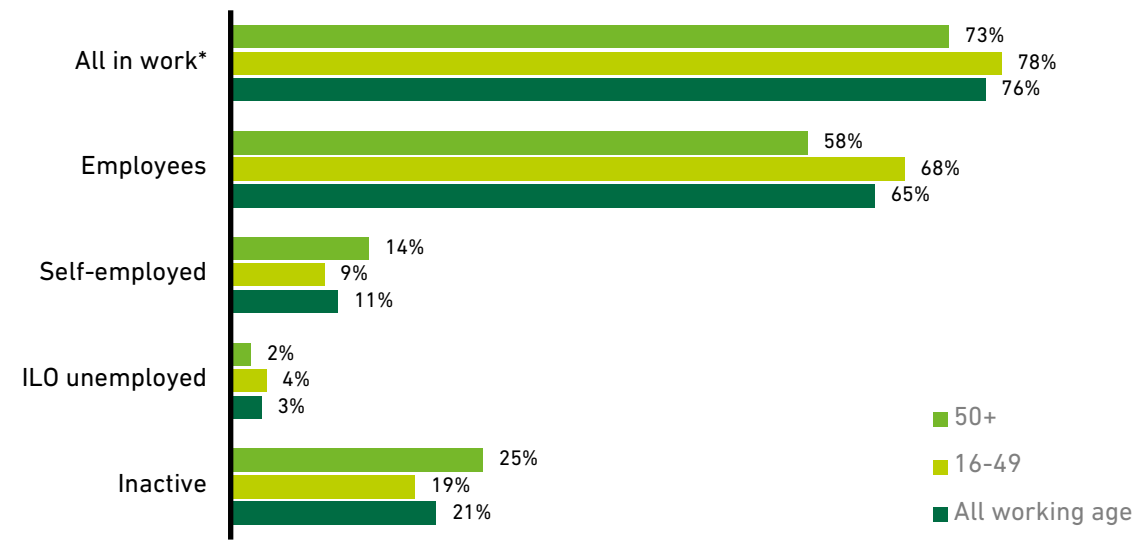
Source: Analysis of ONS Quarterly Labour Force Survey by BCS * includes a small number of individuals in work but not as employees/self-employed (i.e. <1% of the total)

The level of representation for individuals aged 50 within the workforce was marginally lower during 2019 (29%) whilst 'older workers' accounted for a much lower proportion of the unemployed – 20% in this case.

When considering individuals that were inactive however, those aged 50 and above accounted for more than one third (38%) of the inactive population during 2019 – this high level of representation was due largely to the above average proportion that were retired from work.

2.3 Age and IT employment

2.3.1 Overview

There were 318,000 IT specialists in the UK aged 50 and above during 2019 and at 22%, the level of representation for this group was much lower than that recorded amongst the wider workforce (i.e. 29%). The level of representation for older workers in IT roles has increased only marginally over the past five years (up one percentage point between 2015 and 2019) and this increase matched that recorded for older workers more generally in the workforce (i.e.1% again) increasing by one percentage point over this period).

TRENDS IN WORKFORCE REPRESENTATION, 2015-19
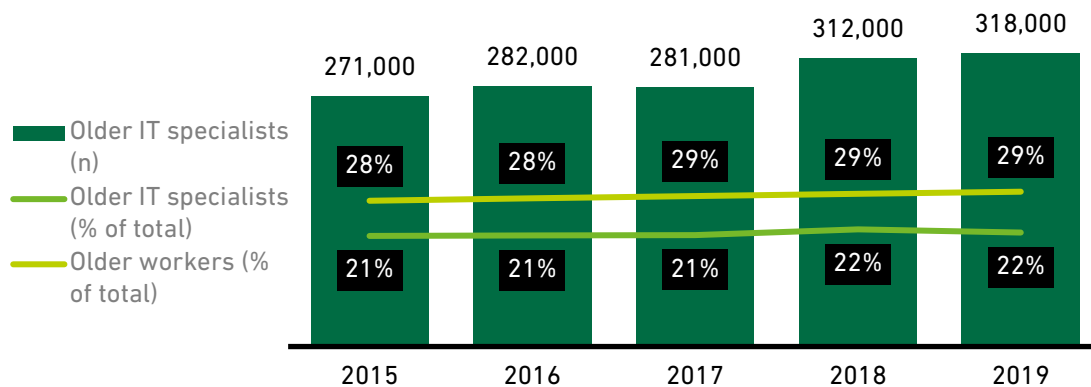
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

If the level of representation for older workers in IT specialist positions was equal to that amongst the working age population as a whole, there would have been 432,000 'older' IT specialists in the UK during 2019, i.e. approximately 114,000 more than the number recorded.

2.3.2 Representation across the UK

The proportion of IT specialists aged 50 and above varies dramatically across the UK and, during 2019, just 15% of IT workers in London were of this age group compared with a figure of 29% for Wales.

Wales was also notable for the very small difference between the level of representation of older workers in IT positions versus the workforce as a whole, i.e. 29% versus 30%.

Conversely, in the North East of England and Northern Ireland (five-year average figure), the proportion of IT specialists aged 50 and above was more than 10 percentage points lower than that for the workforce as a whole.

WORKFORCE REPRESENTATION BY NATION/REGION, 2019

Region	IT specialists (50+ as % of total)	All workers (50+ as % of total)
North East	19%	31%
North West	22%	30%
Yorkshire and Humberside	21%	30%
East Midlands	27%	31%
West Midlands	22%	30%
East of England	27%	31%
London	15%	23%
South East	24%	31%
South West	28%	32%
Wales	29%	30%
Scotland	23%	30%
Northern Ireland*	16%	28%

■ IT specialists (50+ as % of total)　■ All workers (50+ as % of total)

Source: Analysis of ONS Quarterly Labour Force Survey by BCS

2.4 Nature of employment

2.4.1 Occupation

Representation of older workers amongst the IT professions varies substantially and whilst only around one in ten web developers/designers (10%) are aged 50+, more than one third of those working as IT directors (28%) are of this age.

REPRESENTATION OF OLDER WORKERS, BY IT OCCUPATION, 2019

Occupation	Percentage
IT Directors	28%
Specialist IT Managers	25%
IT Project & Programme Managers	25%
Business Analysts, Architects & System Designers	24%
Programmers & Software Development Professionals	17%
Web Design & Development Professionals*	10%
Other IT professionals	25%
IT Operations Technicians	23%
IT User Support Technicians	22%
Telecoms Engineers	19%
IT Engineers	18%
All IT specialists	22%
All workers	29%
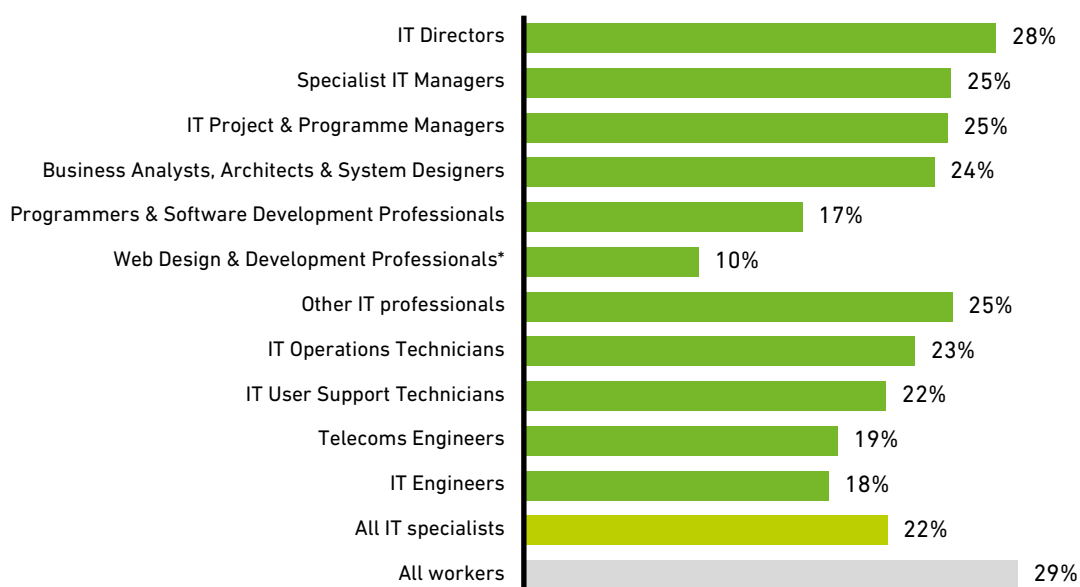
Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average (2015-19)

2.4.2 Permanency of employment

At 3%, the proportion of IT specialists aged 50 and above that were working on a non-permanent basis in 2019 was above that for IT specialists as a whole (2%), but lower than the level amongst those of this age within the wider workforce (4%).

Though a detailed analysis of the reasons why IT specialists (older/otherwise) were in non-permanent employment during 2019 is not possible (due to limitations of the data source), it can be said that older IT specialists appear more likely to be in temporary positions as they do not want a full-time job (33% of those aged 50 or above stating this to be the case during the 2015-19 period compared with 18% of those aged 16-49) and this was also the case for workers of this age as a whole (with a comparison figures of 33% and 23% respectively).

2.4.3 Age and unemployment

There were approximately 7,000 unemployed IT specialists aged 50 and above in the UK during 2019 – 32% of all unemployed IT specialists in the UK at that time.

At 2.3% the associated unemployment rate for IT specialists aged 50 and above was well above that for younger age groups (1.3%) though well below the overall unemployment rate in the UK (3.9%).

'THE UNEMPLOYMENT RATE FOR OLDER IT SPECIALISTS IN 2019 WAS 2.3%.'

2.5 Employment characteristics

2.5.1 Self-employment

By 2019, it is estimated that 14% of all UK workers and 11% of IT specialists (165,000) were working on a self-employed basis.

For both groups of workers, the incidence of self-employment was found to be higher amongst individuals that were from older age groups and amongst IT specialists, a difference of six percentage points was observed between those aged 50+ and under 50 years of aged (i.e. 16% and 10% respectively).

AGE AND THE INCIDENCE OF SELF-EMPLOYMENT, 2019
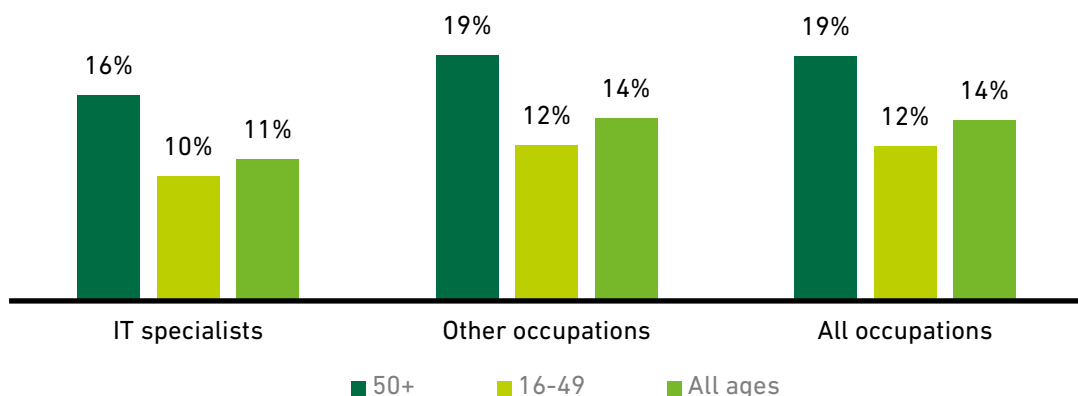
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

2.5.2 Employees and size of workplace

IT specialists working as employees are, perhaps understandably, more likely than others to be employed within larger workplaces [4] (i.e. as micro/small sites are less likely to have an in-house function) and whilst just 28% of UK employees as a whole were working in larger sites during 2019 (those with 250 or more staff), a figure of 42% was recorded for IT specialist employees.

This observation was marginally more pronounced for older IT specialists – 43% of which were working in larger workplaces during 2019.

AGE AND THE DISTRIBUTION OF IT SPECIALIST EMPLOYEES BY WORKPLACE SIZE, 2019
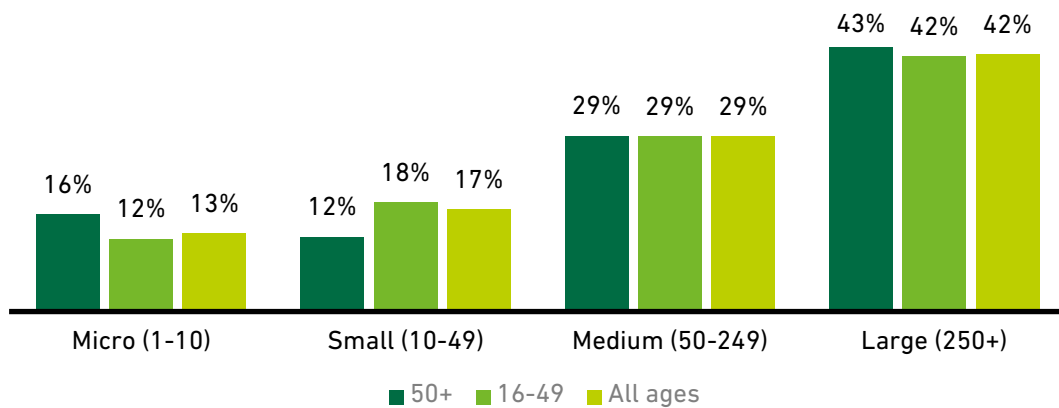
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

As illustrated in the chart above, IT specialists aged 50+ were also more likely than others to be working in micro business sites with comparison figure in this case of 16% and 12% respectively during 2019 (for employees aged 50+/under 50).

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[4] The LFS asks individuals about the number of employees at their workplace as opposed to enterprise/organization as a whole.

2.5.3 Industry of employment

Over four in ten IT specialists (45%) were working in IT businesses in 2019 and this was true also for those aged 16–49 and 50 and above (46% and 42% respectively). After IT, the next largest employment sector for IT specialists (aged 50+/other ages) in 2019 was banking/ finance (20% in each case) and then the public sector (16% and 12% respectively).

Looking in more detail at the levels of representation for older IT specialists in different industries, it can be seen that representation was highest in manufacturing, public services and construction (28%, 27% and 26% respectively) and lowest in 'other services' (11% on average over the 2015–19 period) as illustrated in the next chart.

REPRESENTATION OF OLDER WORKERS BY OCCUPATION AND INDUSTRY, 2019
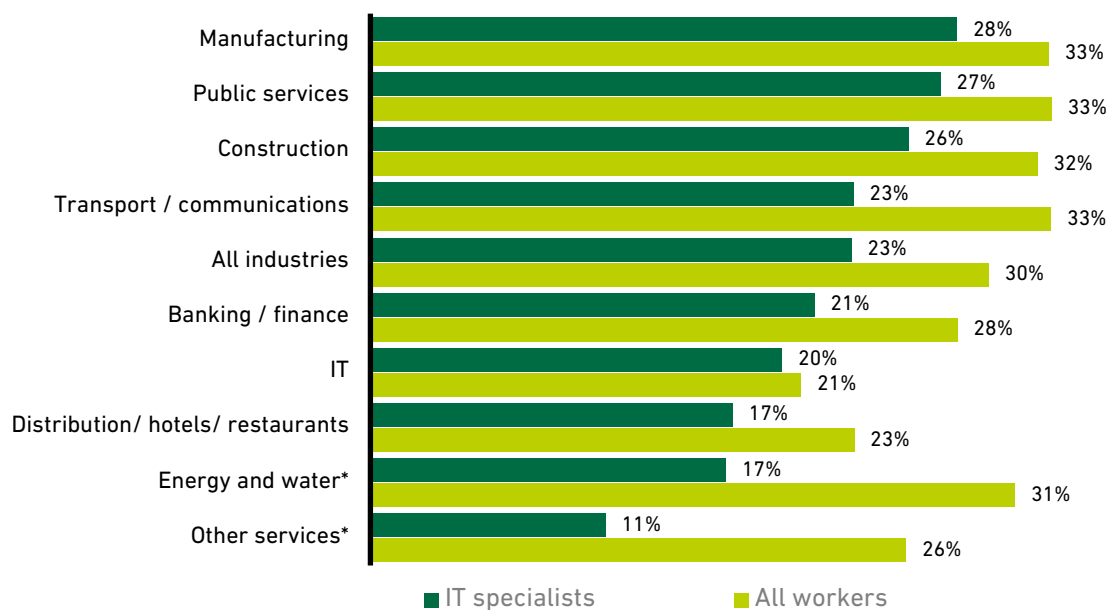
Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average (2015–19)

2.6 Working hours and benefits

2.6.1 Full-time and part-time working

IT specialists in the UK are much less likely to work part-time than other workers and in 2019, just 6% were working part-time hours compared with 25% of workers as a whole. Older IT specialists were, however, much more likely to be working part-time – 10% of those aged 50 and above stating this to be the case.

As with other IT specialists/workers more generally, when asked why they were working part-time, the majority of older IT specialists working part-time stated that they were working reduced hours as they did not want a full-time job.

INCIDENCE OF PART-TIME WORKING, 2019
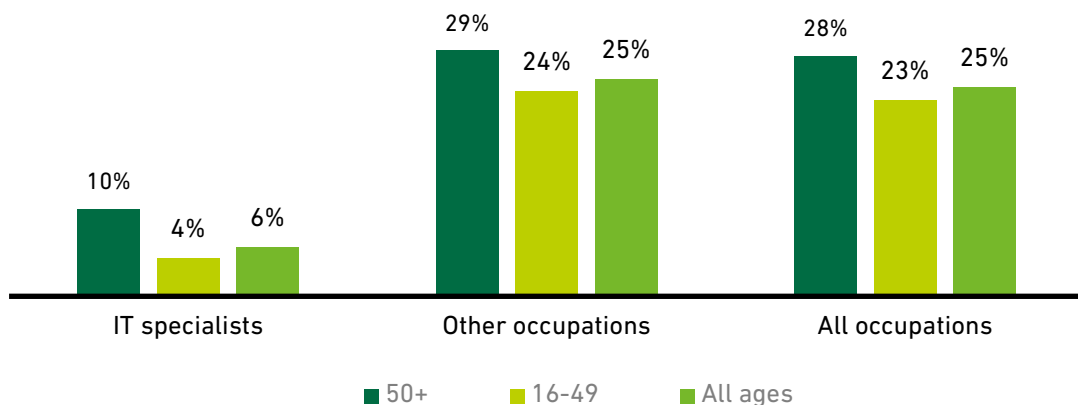
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

2.6.2 Remuneration

In 2019, the median hourly earnings recorded for older IT specialists working as employees and on a full-time basis was £24 per hour – an amount 17% higher than that recorded for IT specialists as a whole (£21 per hour) and 73% greater than that for all older employees in the UK at that time (for which a comparison figure of £14 per hour was recorded)[5].

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[5] All figures given are for full-time permanent employees.

MEDIAN HOURLY EARNINNGS OF FULL-TIME EMPLOYEES, 2019

Tech specialists — £24, £20, £21
Other occupations — £14, £13, £13
All occupations — £14, £13, £13

■ 50+   ■ 16-49   ■ All ages
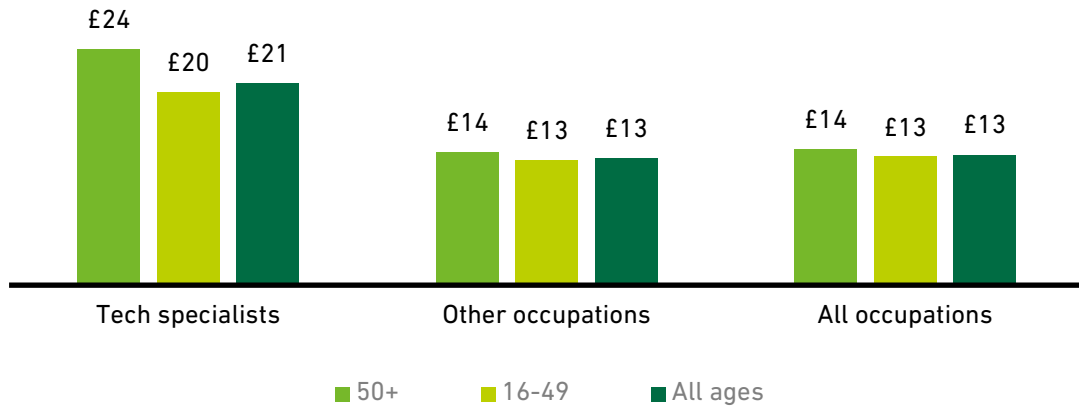
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

2.6.3 Responsibility

Using managerial/supervisory status as a proxy for the likelihood that individuals are given responsibility within their work, it is clear that during 2019, older IT specialists (that were employees) were much more likely to be in 'positions of responsibility' than individuals of other ages working in IT roles (comparison figures of 50% for those aged 50 and above and 39% for those below this age band).

This was also the case within the wider workforce, though in this case the difference was less pronounced (39% versus 35%).

EMPLOYEES IN 'RESPONSIBLE POSITIONS', 2019

IT specialists — 49%, 39%, 41%
Other occupations — 39%, 35%, 36%
All occupations — 39%, 35%, 36%

■ 50+   ■ 16-49   ■ All ages
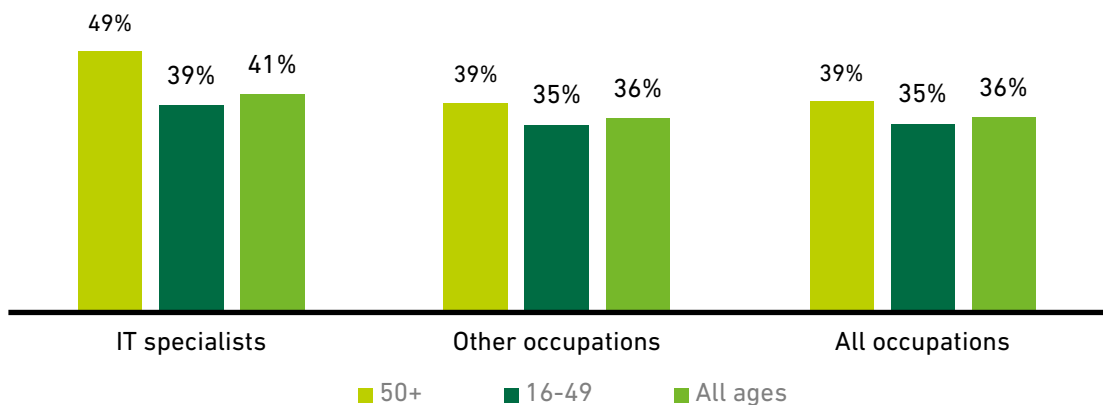
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

2.7 Skills

2.7.1 Qualifications held

Older IT specialists are notably less qualified than others working in IT positions and, in 2019, whilst 63% of those aged 50+ working in IT jobs were thought to hold some form of HE qualification, the figure for those under 50 was more than eight percentage points higher (71%).

Within the wider workforce too, younger workers were found more likely to hold some form of HE (with comparison figures of 41% and 48% respectively).

LEVEL OF EDUCATIONAL ATTAINMENT AMONGST IT SPECIALISTS, 2019
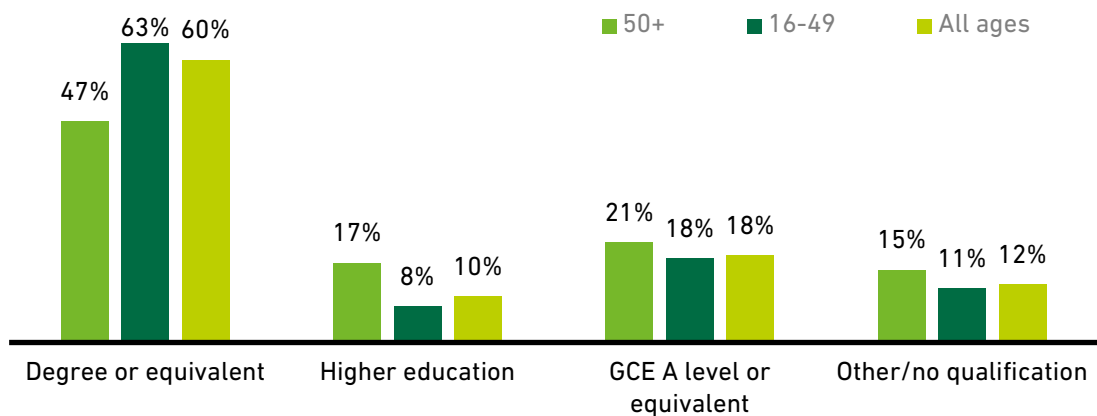
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

IT specialists aged 50+ are also much less likely to hold a degree in an IT related discipline than those of a younger age working in such occupations and, in 2019, just 10% were thought to have either a higher or undergraduate computing degree, compared with 16% of IT specialists aged 16-49.

INCIDENCE OF IT SPECIALISTSTS HOLDING COMPUTING DEGREES, 2019
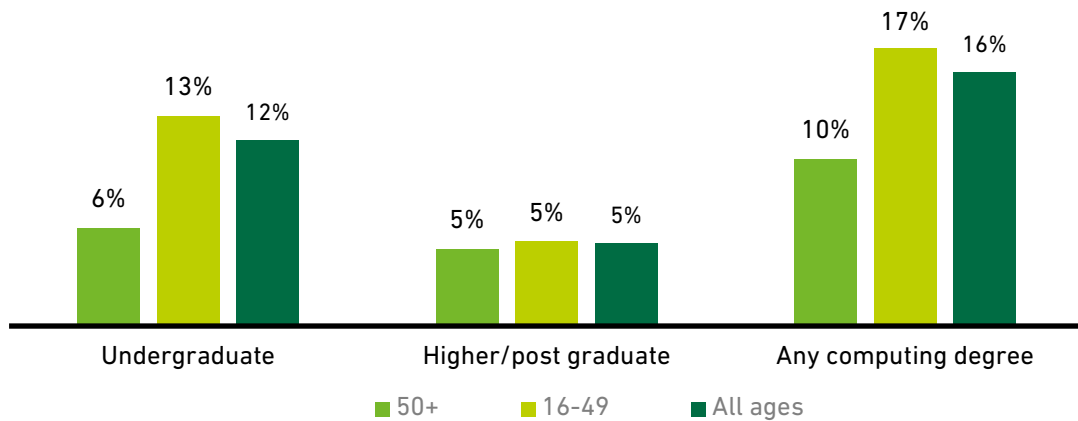
Source: BCS analysis of ONS Quarterly Labour Force Survey data

2.7.2 Skills development

Despite the arguably high skill/knowledge requirements associated with their work, IT specialists as a whole in the UK appear marginally less likely than other workers to receive job-related education/training and, throughout 2019, on average 23% of IT specialists stated that they had received some form of job-related education/training in the previous 13 weeks, compared with 25% of all workers.

Overall, the incidence of job-related education/training in the workforce was marginally lower amongst older workers – 23% of which received education/training during the previous 13 weeks, compared with 26% of their 'younger' counterparts. Amongst IT specialists in 2019 however, the incidence of education/training being received was the same for both age groups at 23% in each case.

JOB-RELATED EDUCATION/TRAINING IN THE PAST 13 WEEKS, 2019
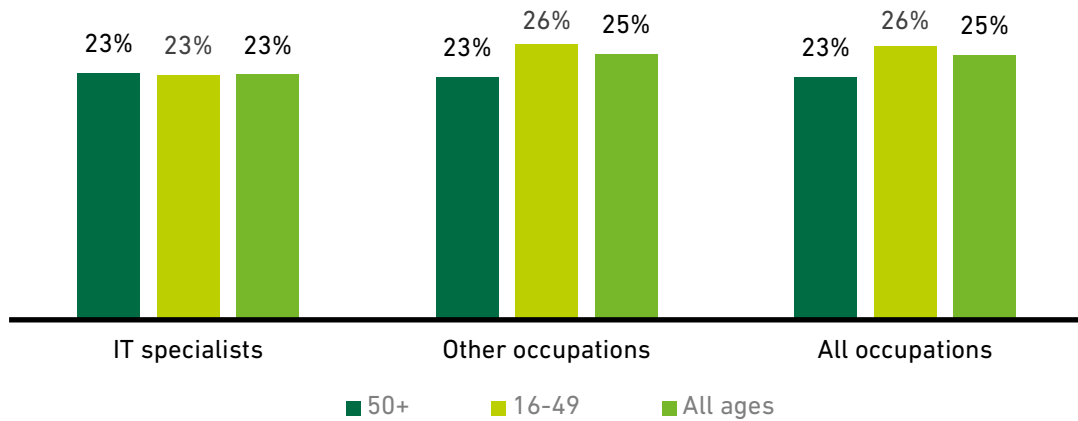
Source: BCS analysis of ONS Quarterly Labour Force Survey data

2.7.3 Skills sourcing

As with other UK employees, the most common identifiable means of IT specialists securing a job (where stated) during the 2015-19 period was by 'replying to an advertisement' (30% of those that had been with their employer for less than one year stating they had secured work in this manner) and this was true for both older and younger IT specialists (29% in each case).

The next most common means of older IT specialists securing a job was via contacts already working with the employer (21%) and the proportion gaining employment in this manner was notably higher than that recorded amongst younger IT specialists (16%).

By comparison, amongst the wider workforce existing contacts appeared to be an equally successful route into employment for both older and younger workers (24% in each case stating that they had gained work in this manner).

MAIN ROUTES TO EMPLOYMENT FOR IT SPECIALISTS, 2015–2019
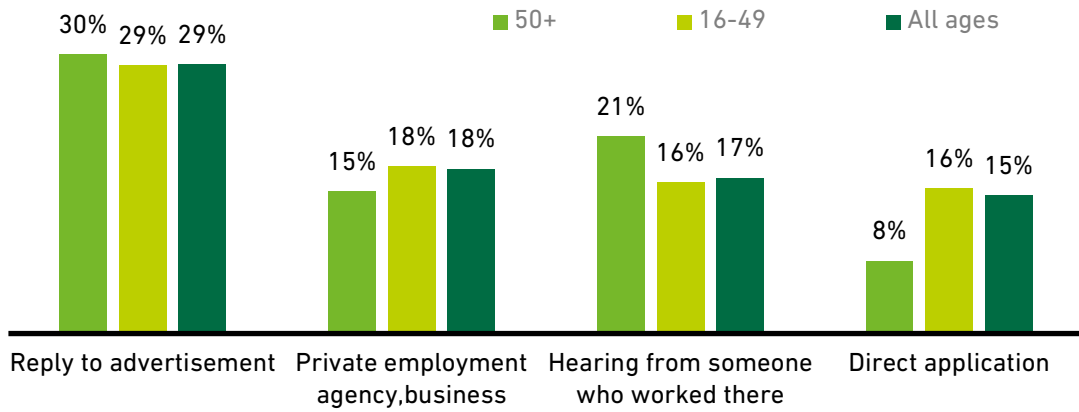
Source: BCS analysis of ONS Quarterly Labour Force Survey data

3   ONS ANALYSIS: ETHNICITY

3.1 Key findings

> Individuals from BAME (Black, Asian and Minority Ethnic) groups accounted for 14% of the working age population in 2019 but only 12% of those in work and 22% of the unemployed.

> At 18%, BAME representation was higher amongst IT specialists than within the workforce as a whole (12%) in 2018 and in total there were 268,000 BAME IT specialists in the UK at that time.

> BAME representation amongst IT specialists varies significantly across the UK – from just 4% in the South West of England to 33% in London.

> BAME representation amongst IT specialists in 2019 ranged from just 9% of IT Directors and web designers / developers – to 26% of business analysts.

> There were approximately 7,000 unemployed IT specialists from BAME ethnic groups in the UK during 2019 – 30% of all unemployed IT specialists in the UK at that time.

> BAME IT specialists were marginally more likely to be self-employed than others during 2019 (12% compared with 11% of those from white ethnic groups).

> Just under one half (49%) of all BAME IT specialists were working in IT businesses in 2019 – a higher proportion than for those of white ethnic origin (44%) and IT specialists as a whole (45%).

> BAME representation was lowest within the manufacturing sector where just 8% of IT specialists were from BAME ethnic groups.

> In 2019, BAME IT specialists (full-time employees) were earning the same as IT specialists as a whole with median hourly rates in each case of £21 per hour.

> BAME IT specialists are less likely to be in 'positions of responsibility' than those of white ethnicity, with 32% and 43% respectively stating that they were a manager/foreman or team leader in 2019.

> Almost nine in ten BAME IT specialists have an HE level qualification (85%) compared with less than seven in ten (66%) of those from white ethnic groups.

> BAME IT specialists are much less likely than others to find employment from contacts in post (10% compared with 18% of white IT specialists over the 2015-19 period).

3.2 Ethnicity in context, labour market view

There were 5.9m people of working age in the UK that were from BAME (Black, Asian and Minority Ethnic) groups in 2019 – i.e. 14% of the total working age population at that time. Of these, 66% were in work, 29% were classed as 'inactive' and 5% were unemployed (compared with figures of 78%, 19% and 3% respectively for those of white ethnicity).

ECONOMIC ACTIVITY OF THE WORKING AGED POPULATION, 2019
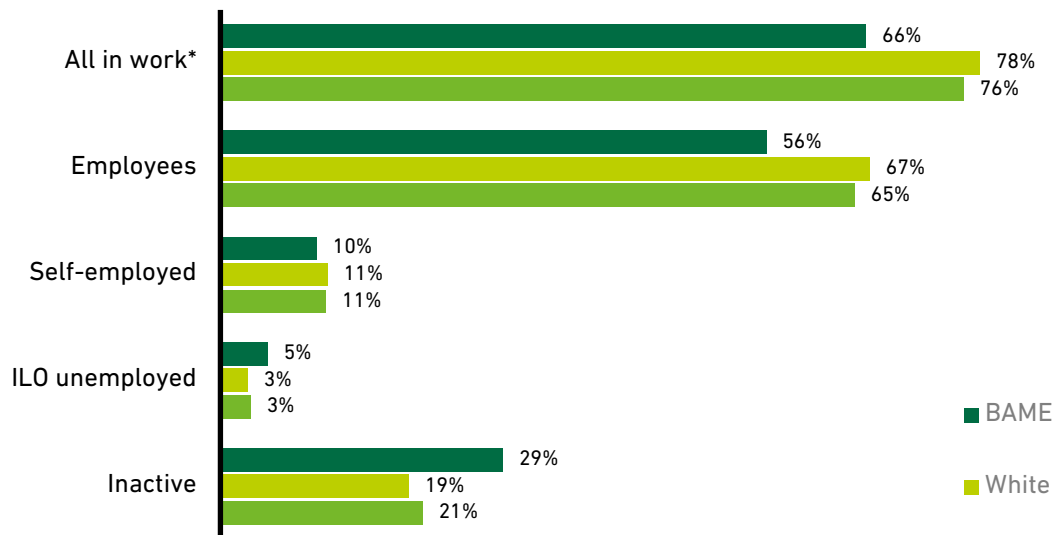
Source: Analysis of ONS Quarterly Labour Force Survey by BCS * includes a small number of individuals in work but not as employees/self-employed (i.e. <1% of the total)

Given that they accounted for 14% of the working age population, the proportion of individuals in work accounted for by BAME groups was slightly lower than expected (12%) as was the case amongst employees (12%) and the self-employed workers (13%).

Unfortunately, however, the level of representation for BAME groups was much higher when considering individuals that were either unemployed (i.e. 22% of the total) or economically inactive (20%).

3.3 Ethnicity and IT employment

3.3.1 Overview

There were 268,000 IT specialists in the UK from BAME groups in 2019, representing 18% of all IT specialists in the UK at that time – a notably higher level of representation than for the workforce as a whole (12%). Moreover, the level of representation amongst IT specialists is slowly rising and has increased by two percentage points over the past five years, compared with a rise of one percentage point for the UK workforce as a whole.

TRENDS IN WORKFORCE REPRESENTATION, 2015-19
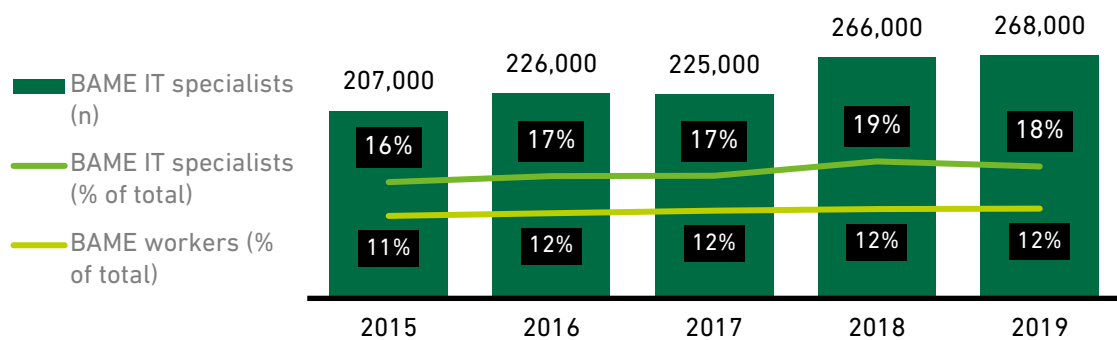
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

3.3.2 Ethnicity in IT explored

Amongst IT specialists from BAME ethnic groups, representation is highest for those whose ethnicity is Indian (8%) – this group is almost three times as prominent amongst IT specialists as within the workforce as a whole (3%) in 2018.

The next most prevalent ethnic groups in both cases are Black/African/Caribbean/Black British (2% of IT specialists and 3% of all workers) followed by Pakistani/Bangladeshi (2% in each case).

ETHNICITY IN THE WORKFORCE, 2019

	IT specialists	Other occupations	All occupations
White	83%	88%	88%
Non-white	17%	12%	12%
Indian	8%	2%	3%
Pakistani/Bangladeshi	2%	2%	2%
Chinese	1%	0%	1%
Other Asian	1%	1%	1%
Black/African/Caribbean/Black British	2%	3%	3%
Other ethnic group	2%	2%	2%

Source: Analysis of ONS Quarterly Labour Force Survey by BCS

3.3.3 Representation across the UK

Representation of individuals from BAME ethnic groups amongst the IT professions varies significantly across the UK – from just 4% in the South West of England to 33% in London. In most nations/regions however, the proportion of IT specialists from BAME groups is higher than that recorded within the workforce as a whole; the only exceptions being the South West (parity) and the East Midlands (lower by one percentage point with rounding).

WORKFORCE REPRESENTATION, BY NATION/REGION, 2019
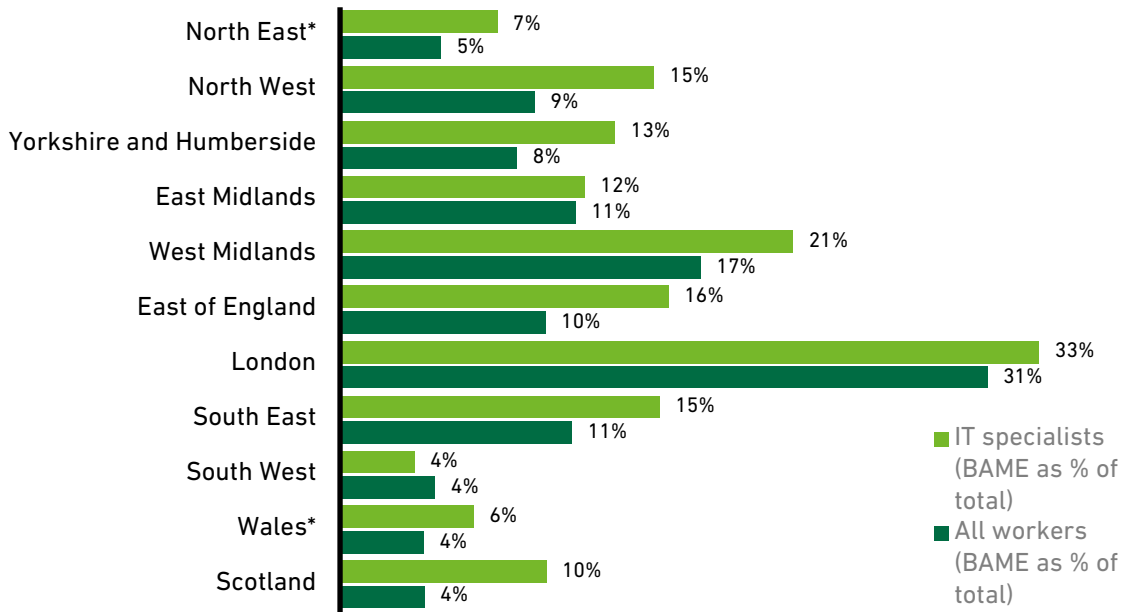
Region	IT specialists (BAME as % of total)	All workers (BAME as % of total)
North East*	7%	5%
North West	15%	9%
Yorkshire and Humberside	13%	8%
East Midlands	12%	11%
West Midlands	21%	17%
East of England	16%	10%
London	33%	31%
South East	15%	11%
South West	4%	4%
Wales*	6%	4%
Scotland	10%	4%

Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average (2015-19) Northern Ireland figures supressed due to data limitations.

3.4 Nature of employment

3.4.1 Occupation

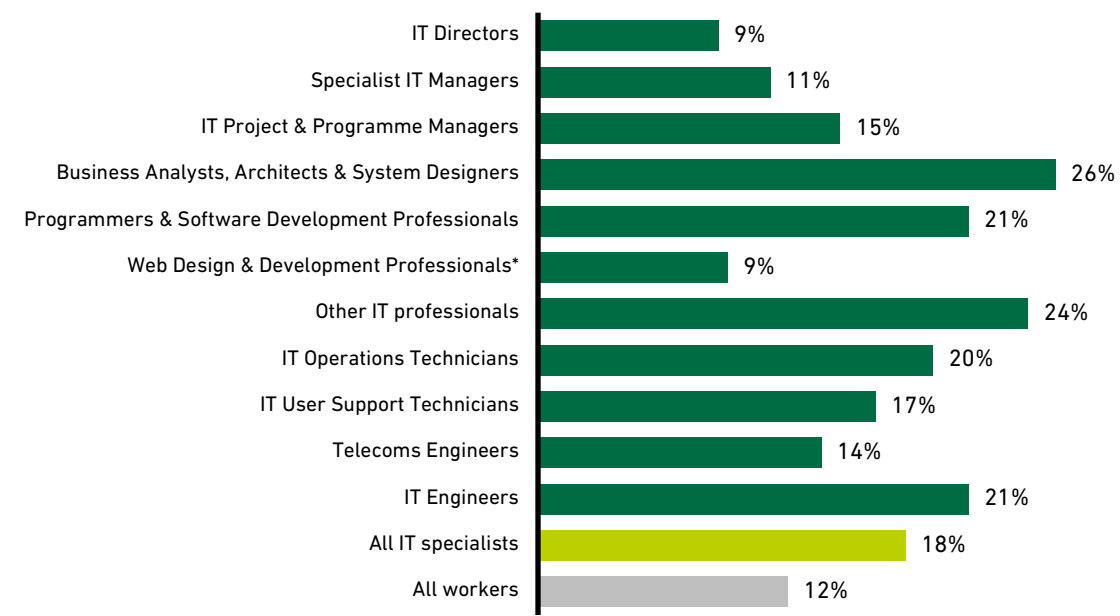BAME representation amongst IT specialists in 2019 ranged from just 9% of IT directors and web designers/developers – to 26% of business analysts.

BAME REPRESENTATION BY IT OCCUPATION, 2019

Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average (2015-19)

3.4.2 Permanency of employment

Overall, just 2.4% of IT specialists in the UK were working on a non-permanent basis in 2019, whilst for IT specialists from BAME ethnic groups, the figure was notably higher at 3.5%. By comparison, the proportion of BAME workers as a whole in non-permanent employment during the year was more than twice this level, i.e. 7.8%.

Though a detailed analysis of the reasons why IT specialists (white/BAME) were in non-permanent employment during 2019 is not possible due to limitations of the data source, it can be said that BAME IT specialists are more likely to be in temporary positions as they cannot not find a full-time job, with around one fifth of BAME IT specialists in such roles stating this to be the case during the 2015-19 period.

3.4.3 Ethnicity and unemployment

There were approximately 7,000 unemployed IT specialists from BAME ethnic groups in the UK during 2019 – 30% of all unemployed IT specialists in the UK at that time.

At 2.5%, the associated unemployment rate[6] for IT specialists from BAME groups was notably higher than that of their white counterparts (1.3%) though well below the overall unemployment rate in the UK (3.9%).

3.5 Employment characteristics

3.5.1 Self-employment

During 2019, it is estimated that 14% of all UK workers and 12% of IT specialists (165,000) were working on a self-employed basis and for both groups of workers, the incidence of self-employment was found to be higher amongst individuals that were from BAME ethnic groups – 12% in the case of IT specialists and 19% amongst the wider workforce.

ETHNICITY AND THE INCIDENCE OF SELF-EMPLOYMENT, 2019
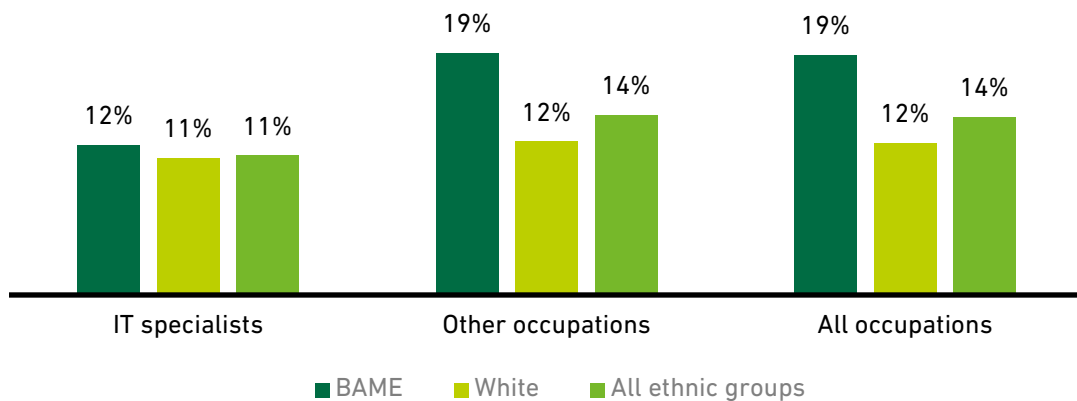
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

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6   See data notes.

3.5.2 Employees and size of workplace

IT specialists working as employees are, perhaps understandably, more likely than others to be employed within larger workplaces [7] (i.e. as micro/small sites are less likely to have an in-house function) and whilst just 28% of UK employees as a whole were working in larger sites during 2019 (those with 250 or more staff), a figure of 42% was recorded for IT specialist employees.

The figure was still higher amongst BAME IT specialists, however, of which 47% were employed in workplaces with 250 or more staff.

Also notable in the chart below is the fact that BAME IT specialists were much less likely to be working at micro sites than other IT staff – comparison figures in this case being 8% for BAME specialists and 13% for IT staff as a whole.

ETHNICITY AND DISTRIBUTION OF IT SPECIALIST EMPLOYEES BY WORKPLACE SIZE, 2019
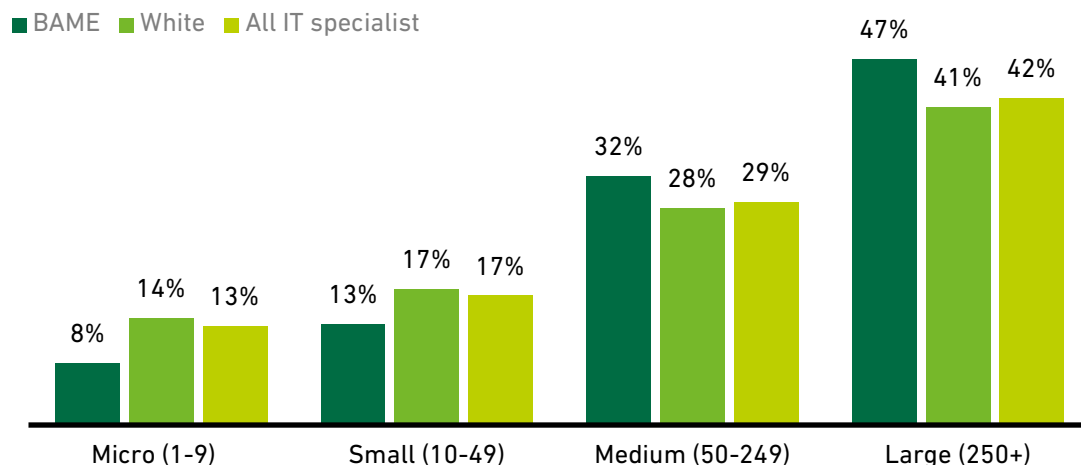
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

3.5.3 Industry of employment

Just under one half (49%) of all BAME IT specialists were working in IT businesses in 2019 – a higher proportion than for those of white ethnic origin (44%) and IT specialists as a whole (45% of which were working in IT firms during this period). After IT, the next largest employer of IT specialists (BAME/white) were banking/finance firms (22% and 20% respectively) and the public sector (10% and 13%).

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[7] The LFS asks individuals about the number of employees at their workplace as opposed to enterprise/organization as a whole.

When considering levels of representation, however, distribution/hotels/restaurants employers exhibited the highest levels for BAME IT specialists (26%), followed by banking/finance employers (20%) and the IT sector itself (20%).

Conversely, the level of BAME representation amongst IT staff was lowest within the manufacturing sector where just 8% of IT specialists were from BAME ethnic groups.

REPRESENTATION OF BAME WORKERS BY INDUSTRY, 2019

Industry	All occupations	IT specialists
Distribution/ hotels/ restaurants	14%	26%
Banking / finance	13%	20%
IT	18%	20%
Transport / communications	17%	19%
Construction	6%	18%
All industries	12%	17%
Public services	13%	15%
Other services*	10%	13%
Energy and water*	7%	10%
Manufacturing	8%	8%
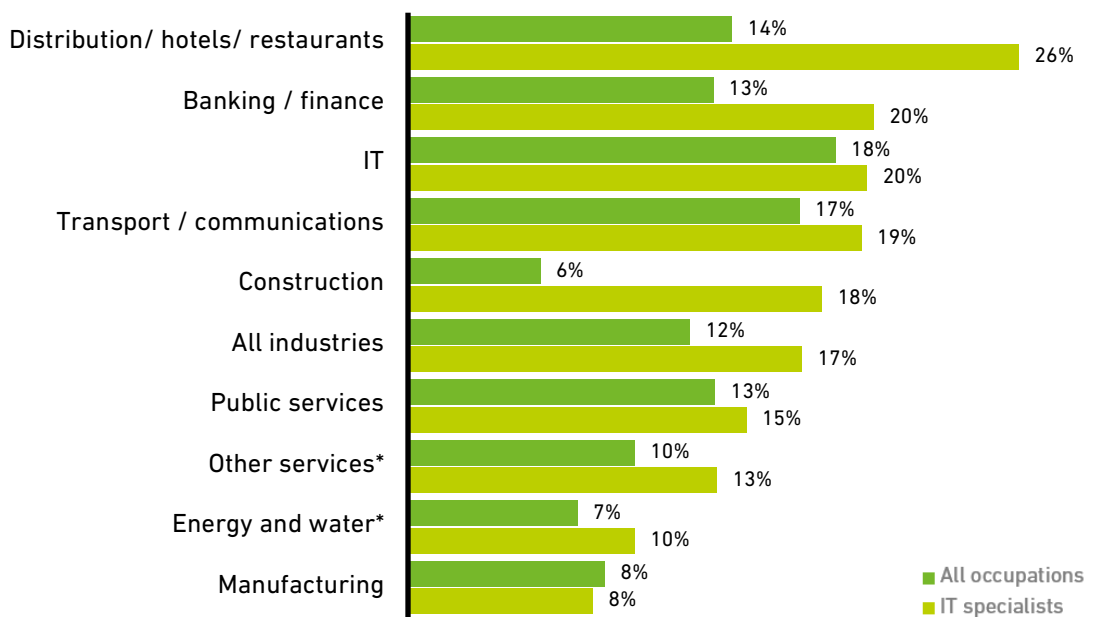
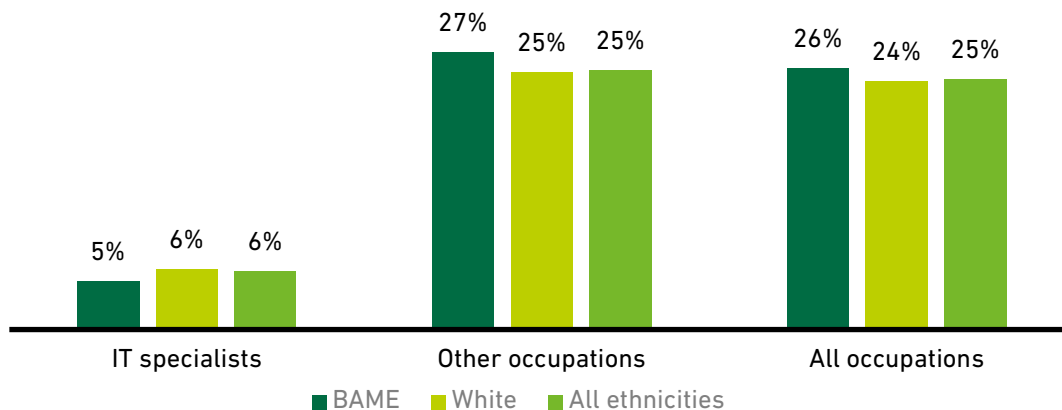Source: Analysis of ONS Quarterly Labour Force Survey by BCS

3.6 Working hours and benefits

3.6.1 Full-time and part-time working

IT specialists in the UK are much less likely to work part-time than other workers and in 2019, just 6% were working part-time hours compared with 25% of workers as a whole. Moreover, BAME IT specialists appear even less likely to be working in part-time positions (just 5% in 2019).

When asked why they were working part-time, the majority of part-timers stated that it was because they did not want a full-time job (69% of all workers and 81% of IT specialists) though the likelihood of this being the case amongst BAME workers was much lower (55% and 68% respectively).

INCIDENCE OF PART-TIME WORKING, 2019

Source: Analysis of ONS Quarterly Labour Force Survey by BCS

3.6.2 Remuneration

In 2019, the median hourly earnings recorded for BAME IT specialists working in the UK stood at £21 per hour – a level equal to that for IT specialists as a whole, though 56% higher than that for all BAME workers in the UK at that time (£14 per hour)[8].

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[8] All figures given are for full-time permanent employees.

MEDIAN HOURLY EARNINGS OF FULL-TIME EMPLOYEES, 2019

Source: Analysis of ONS Quarterly Labour Force Survey by BCS

3.6.3 Responsibility

Using managerial/supervisory status as a proxy for the likelihood that individuals are given responsibility within their work, it would appear that during 2019, BAME IT specialists (that were employees) were less likely to be in 'positions of responsibility' than their white counterparts with 32% and 43% respectively stating that they were a manager/foreman or team leader.

In both cases, the likelihood of individuals holding positions of responsibility was higher than others in the workforce, amongst which comparison figures of 31% and 37% respectively were recorded.

3.7 Skills

3.7.1 Qualifications held

IT specialists are more highly qualified than other UK workers and in 2019, more than two thirds (69%) were thought to hold some form of higher-level qualification, compared with just under five in ten workers as a whole (46%). This said, BAME IT specialists were found to be even more highly qualified than others in IT positions with almost nine in ten (80%) holding some form of HE level qualification.

LEVEL OF EDUCATIONAL ATTAINMENT AMONGST IT SPECIALISTS, 2019
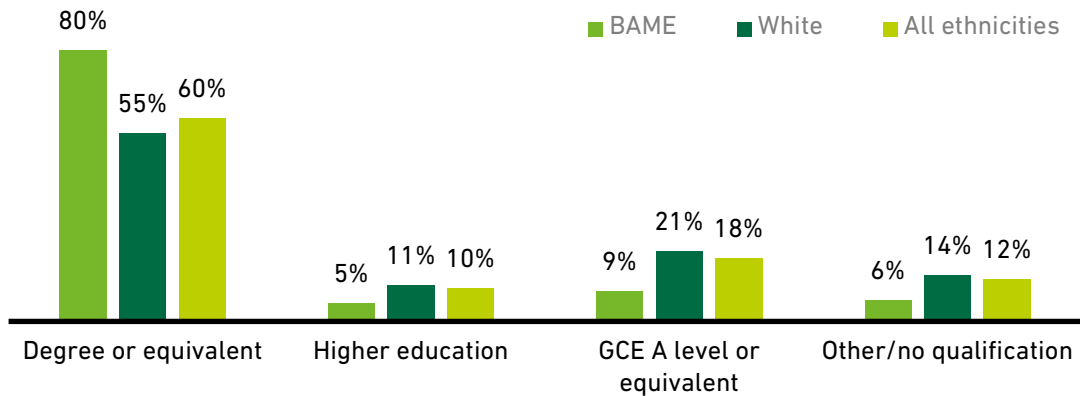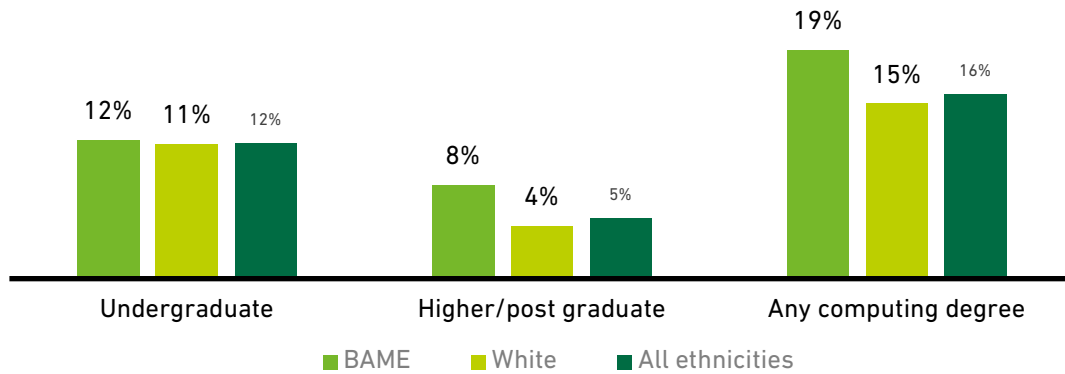

Source: Analysis of ONS Quarterly Labour Force Survey by BCS

BAME IT specialists are also marginally more likely to hold a degree in an IT-related discipline than others working in such occupations and, in 2019, approximately 19% were thought to have either a higher or undergraduate computing degree, compared with 15% of IT specialists from white ethnic groups.

INCIDENCE OF IT SPECIALISTSTS HOLDING COMPUTING DEGREES, 2019

Source: BCS analysis of ONS Quarterly Labour Force Survey data

3.7.2 Skills development

Despite the arguably high skill/knowledge requirements associated with their work, IT specialists as a whole in the UK appear marginally less likely than other workers to receive job-related education/training and, throughout 2019, on average 24% of IT specialists stated that they had received some form of job-related education/training in the previous 13 weeks, compared with 25% of workers as a whole.

The incidence of job-related education/training was still lower amongst BAME IT specialists – 21% of which stated that they had received education/training during the previous 13 weeks when surveyed in 2019 compared with 24% of 'white' ethnicity.

JOB-RELATED EDUCATION/TRAINING IN THE PAST 13 WEEKS, 2019
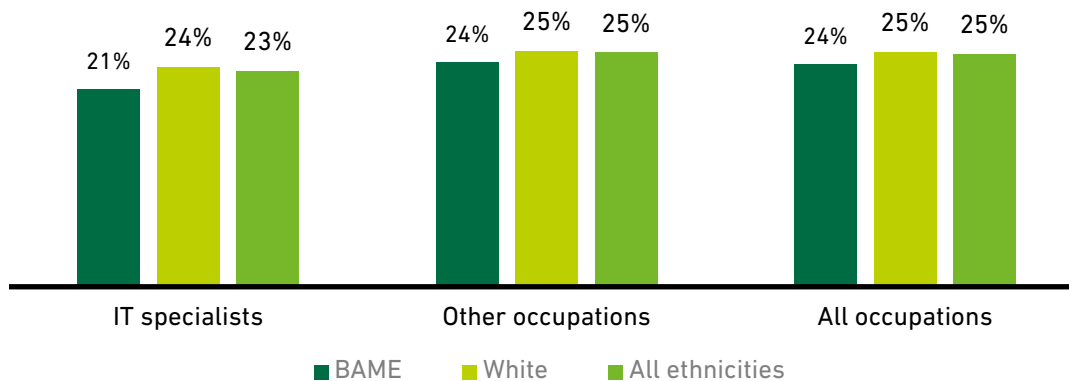
Source: BCS analysis of ONS Quarterly Labour Force Survey data

3.7.3 Skills sourcing

As with other UK employees, the most common identifiable means of IT specialists[9] securing a job (where stated) during the 2015-19 period was by 'replying to an advertisement' (29% of those that had been with their employer for less than one year stating they had secured work in this manner) and this was true for both BAME/white ethnic groups (30% and 29% respectively).

The next most common means of IT specialists securing a job was via a private recruitment agency, followed by contacts already working with the employer and then direct applications.

MAIN ROUTES TO EMPLOYMENT FOR IT SPECIALISTS, 2015-2019
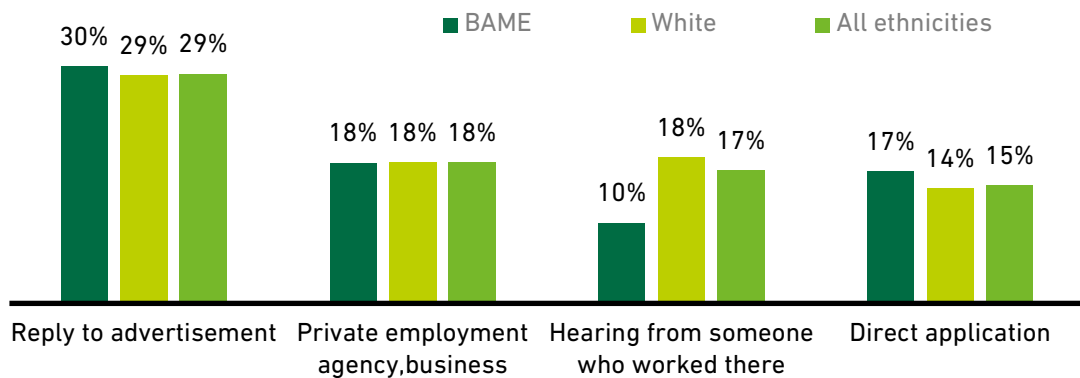
Source: BCS analysis of ONS Quarterly Labour Force Survey data

As illustrated above, the proportion of IT specialists from BAME ethnic groups gaining employment via in-work contacts was notably lower than amongst white/all IT specialists over the 2015-19 period, with comparison figures of 10%, 18% and 17% respectively.

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[9]   Employees /people on government schemes who have been with their current employer for less than one year/12 months prior to being interviewed for the LFS.
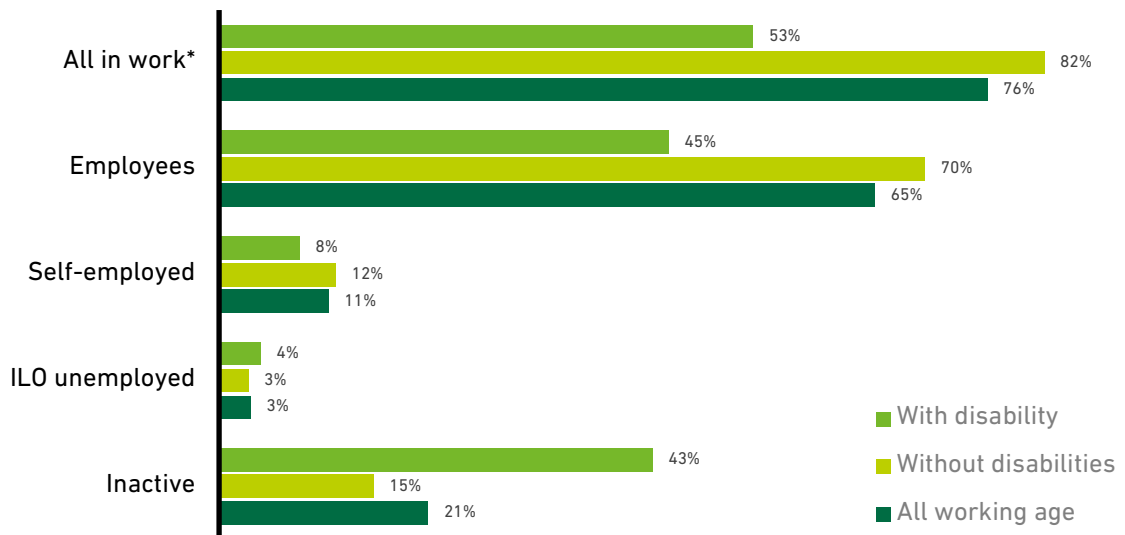
4   ONS ANALYSIS: DISABILITY

4.1 Key findings

> Though accounting for 19% of the working age population, people with disabilities constituted only 13% of the total UK workforce in 2018.

> There were 157,000 IT specialists in the UK with disabilities in 2019 – 11% of all IT specialists in the UK at that time.

> If representation was raised to the level seen for all workers, this would equate to an extra 37,000 IT specialists in the workforce.

> Representation varies across the UK and during 2019 period, it was noted that just 7% of IT specialists in London were disabled.

> Representation of people with disabilities also varies within IT roles and, in 2019, just 8% of IT directors were disabled.

> Over the 2017-19 period, approximately 15% of all unemployed IT specialists in the UK were with disabilities (4,000 in total) and the associated unemployment rate (2.1%) was notably higher than that recorded for IT specialists as a whole (1.5%).

> Representation of IT specialists with disabilities is lowest amongst the construction sector at just 8%.

> The median hourly earnings of IT specialists with/without disabilities in 2019 was £19phr – 10% less than those without disabilities.

> Though highly educated, disabled IT specialists were less likely to have a higher-level qualification than IT specialists who were not disabled (66% vs 69% respectively).

> IT specialists with disabilities are also less likely to hold a degree in an IT-related discipline than others working in such occupations (14% compared with 16% without disabilities).

> IT specialists with disabilities were more likely to receive job-related education/training in 2019 (30% stating that education/training had been received in the previous 13 weeks, compared with 22% of those without disabilities).

> Disabled IT specialists are notably less likely to gain work via 'in company' contacts than those without disabilities (14% versus 17% stating that they had gained work in this way during the 2015-19 period).

4.2 Diversity in context, a labour market overview

There were 7.8m people of working age in the UK with disabilities (as defined by the Equality Act 2010) in 2019 – i.e. 19% of the total working age population. Amongst those with disabilities, just 53% were in work (compared with 76% of individuals as a whole) whilst (43%) were classed as 'inactive' (compared with just 21% of all people aged 16-64).

ECONOMIC ACTIVITY OF THE WORKING AGED POPULATION, 2019

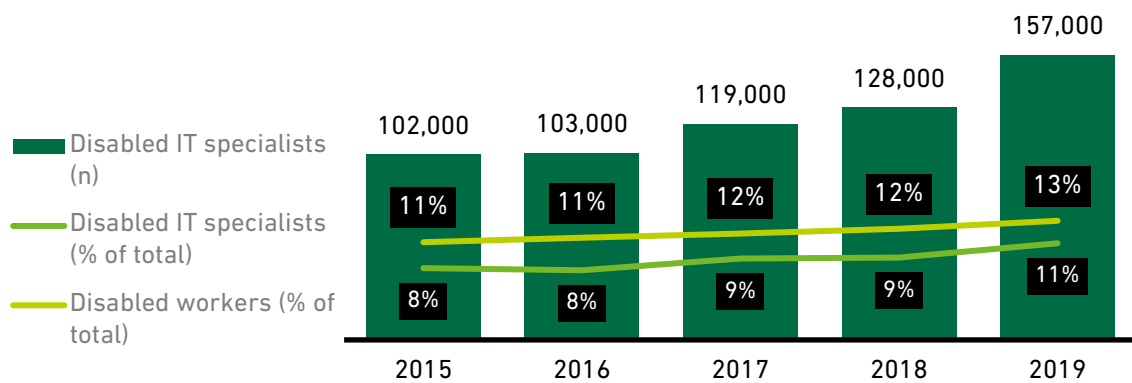Source: Analysis of ONS Quarterly Labour Force Survey by BCS

Though accounting for 19% of the population, people with disabilities constituted only 13% of the total UK workforce in 2019 (13% of workers who were employees, 14% of those who were self-employed and 26% of those in other working arrangements) and their level of representation within the workforce has changed little over the course of the past five years.

4.3 Disability and IT employment

4.3.1 Overview

There were 157,000 IT specialists in the UK with disabilities in 2019 representing 11% of all IT specialists working in the UK at that time. As such, representation in IT is lower than the norm for UK workers as a whole (13%) and if pared would result in an additional 37,000 IT specialists within the economy.

TRENDS IN WORKFORCE REPRESENTATION, 2015-19

Source: Analysis of ONS Quarterly Labour Force Survey by BCS

4.3.2 Representation across the UK

The proportion of IT specialists with disabilities varies dramatically across the UK and, whilst during 2019 just 7% of IT workers in London are thought to have had some form of disability, figures at least twice this level were recorded in Yorkshire and the South West of England (15% and 14% respectively).

The difference in the level of representation of IT specialists with disabilities compared with that for workers as a whole was relatively small and ranged from parity in Yorkshire and the East Midlands to a four-percentage point difference in the East of England.

REPRESENTATION OF WORKERS WITH DISABILITIES, BY NATION/REGION 2019
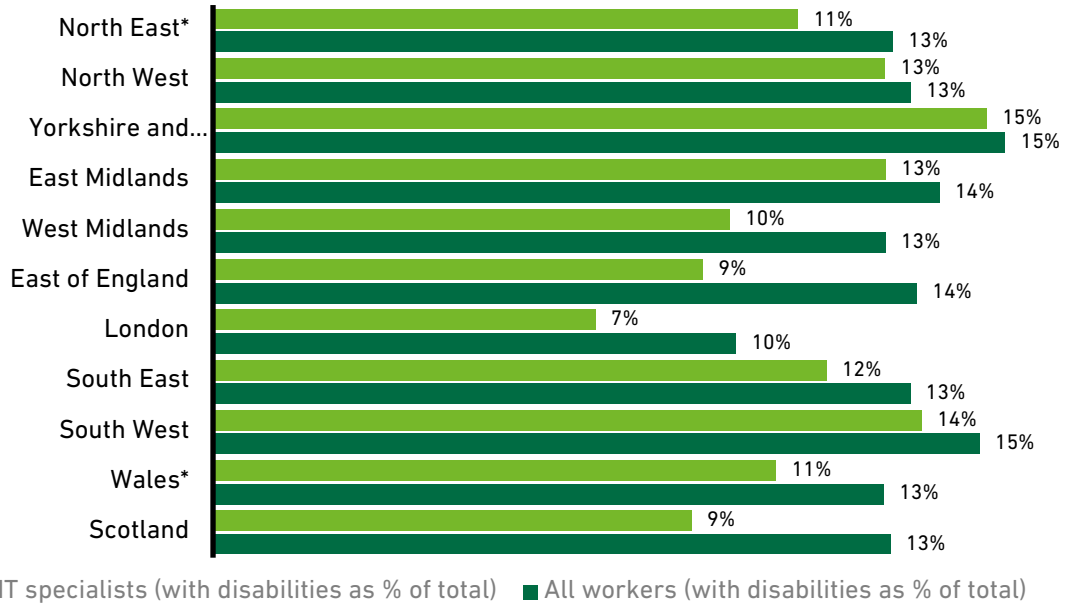
Nation/Region	IT specialists (with disabilities as % of total)	All workers (with disabilities as % of total)
North East*	11%	13%
North West	13%	13%
Yorkshire and...	15%	15%
East Midlands	13%	14%
West Midlands	10%	13%
East of England	9%	14%
London	7%	10%
South East	12%	13%
South West	14%	15%
Wales*	11%	13%
Scotland	9%	13%

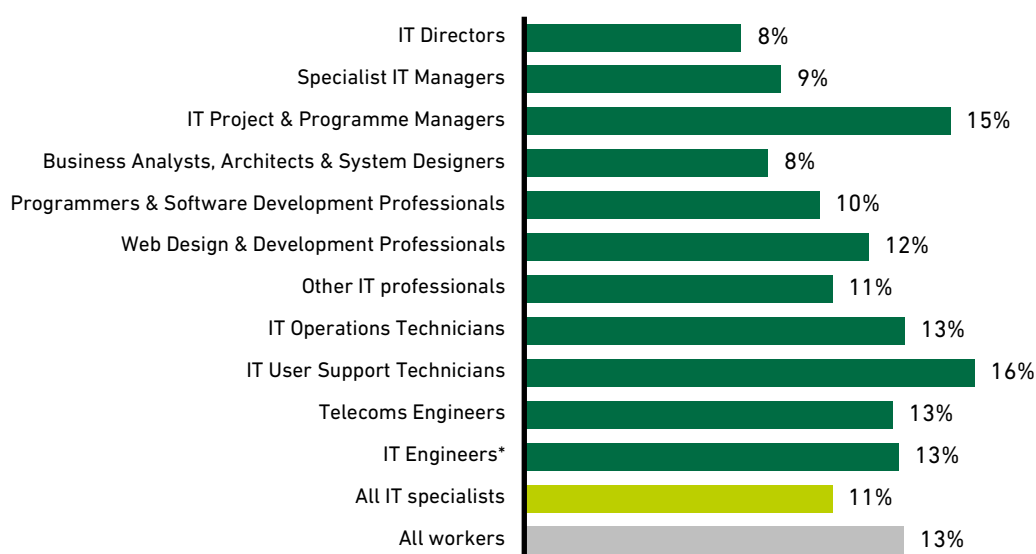■ IT specialists (with disabilities as % of total) ■ All workers (with disabilities as % of total)

Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average (2015–19) Northern Ireland figures supressed due to data limitations

4.4 Nature of employment

4.4.1 Occupation

Representation of people with disabilities varies with the type of IT role: from around 8% of IT directors and business analysts, to 16% of IT user support technicians during 2019.

REPRESENTATION BY IT OCCUPATION, 2019

Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average (2015-19)

4.4.2 Permanency of employment

As with other workers, IT specialists with disabilities appear more likely to be working in non-permanent employment than those without and over the 2015-19 period. 4% were found to be working on a temporary as opposed to permanent basis (with a comparison figure of 3% for IT specialists without disabilities).

By comparison, the incidence of non-permanent employment over the past five years was found to be much greater within the wider workforce – both with respect to those with or without disabilities (i.e. 6% of those with disabilities and 5% of those without).

4.4.3 Disability and unemployment

Over the 2017-19 period, there are estimated to have been around 4,000 unemployed IT specialists in the UK with disabilities – 15% of all unemployed IT specialists in the UK at that time.

At 2.1%, the unemployment rate[10] for IT specialists with disabilities (average over the three-year period) was also noted as being much higher than the rate associated with IT specialists as a whole (1.5%) though below that for the UK workforce in general (3.9%).

'OVER THE 2017-2019 PERIOD, THE UNEMPLOYMENT RATE FOR IT SPECIALISTS WITH DISABILITIES WAS 2.1%'

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[10] **See data notes.**

4.5 Employment characteristics

4.5.1 Self-employment

During 2019, it is estimated that 14% of all UK workers and 12% of IT specialists (165,000) were working on a self-employed basis and for both groups of workers, the incidence of self-employment was found to be higher amongst individuals that were from BAME ethnic groups – 12% in the case of IT specialists and 19% amongst the wider workforce.

DISABLED STATUS AND THE INCIDENCE OF SELF-EMPLOYMENT, 2019
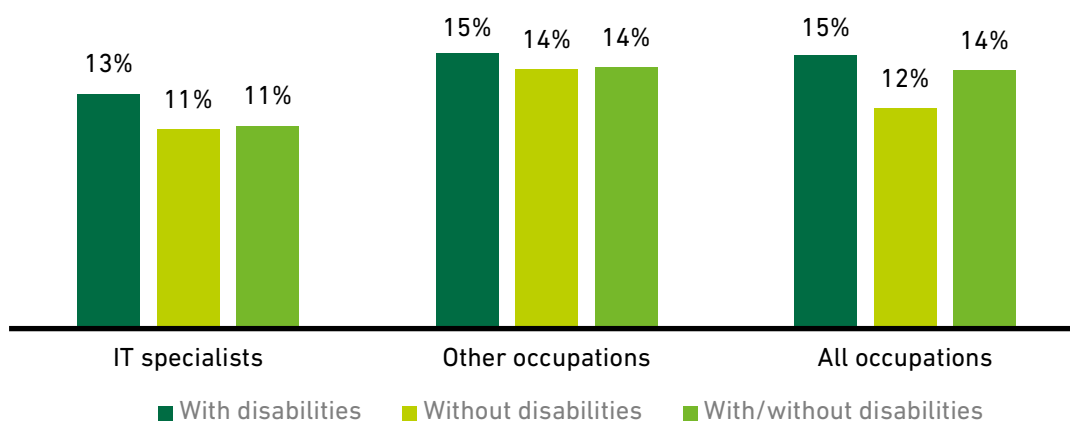
Source: Analysis of ONS Quarterly Labour Force Survey by BCS
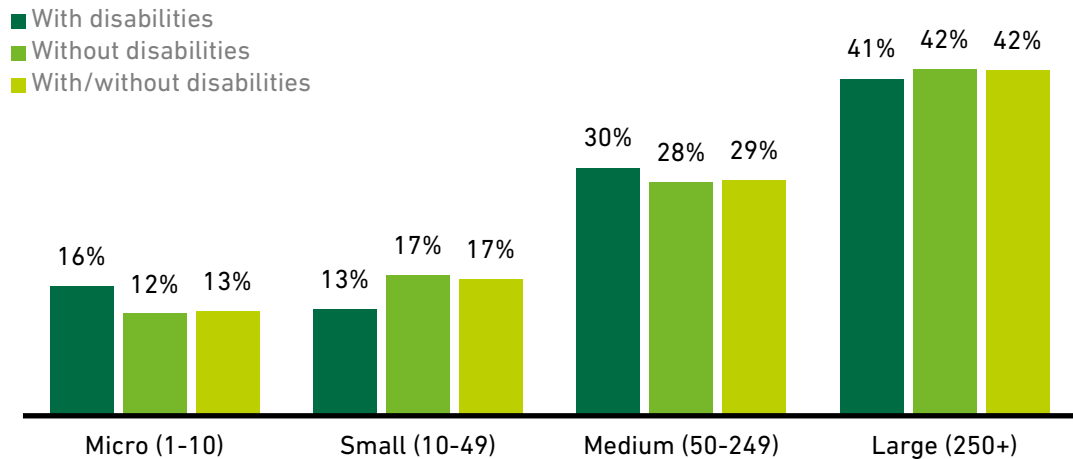
4.5.2 Employees and size of the workplace

IT specialists working as employees are, understandably, more likely than others to be employed within larger workplaces[11] (i.e. as micro/small sites may be less likely to have an in-house function) and whilst just 28% of UK employees as a whole were working in large workplaces during 2019 (those with 250 or more staff), a figure of 42% was recorded for IT specialist employees and 41% for IT specialists with disabilities.

Interestingly, in 2019, the proportion of IT specialists with disabilities working at micro sites was notably higher than that recorded for IT workers as a whole (16% versus 13%).

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[11] The LFS asks individuals about the number of employees at their workplace as opposed to enterprise/organization as a whole.

DISEA (DISABLED) STATUS AND DISTRIBUTION OF EMPLOYEES BY SIZE OF WORKPLACE, 2019

■ With disabilities
■ Without disabilities
■ With/without disabilities

	Micro (1-10)	Small (10-49)	Medium (50-249)	Large (250+)
With disabilities	16%	13%	30%	41%
Without disabilities	12%	17%	28%	42%
With/without disabilities	13%	17%	29%	42%

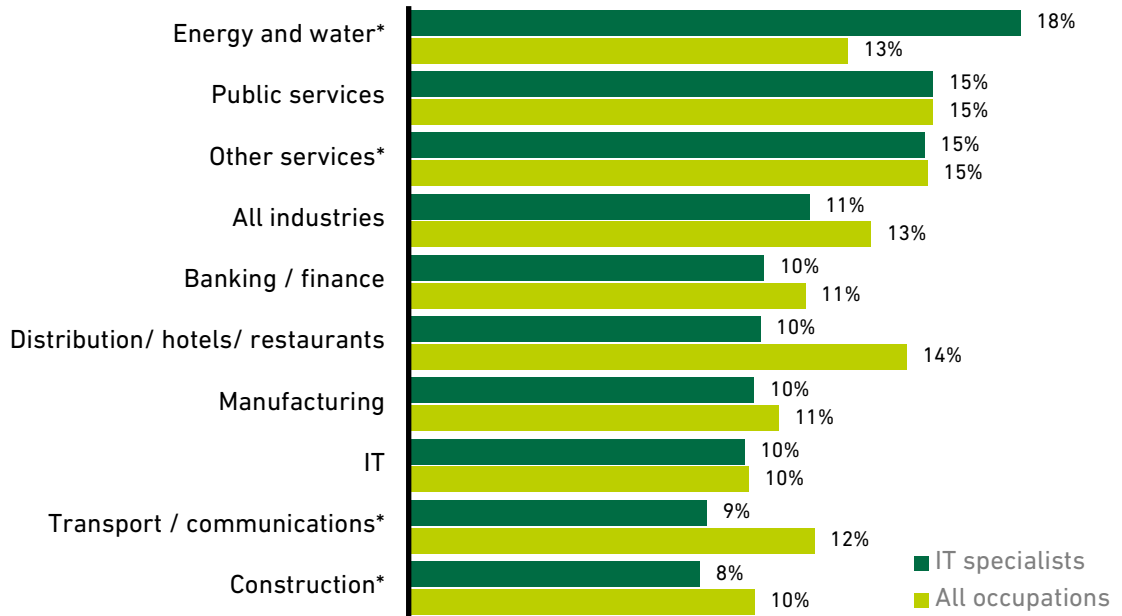Source: Analysis of ONS Quarterly Labour Force Survey by BCS

4.5.3 Industry of employment

At 41%, the proportion of disabled IT specialists working in IT businesses during 2019 was well below that for IT specialists without disabilities – 46% of whom were working in IT firms during this period. After IT, the next largest employer of IT specialists (disabled/not disabled) were banking/finance (19% and 20% of disabled IT specialists respectively) and the public sector (18% and 12%).

Considering levels of representation, however, the energy & water sector fares best and during 2019, just under one in five (18%) IT specialists working in the sector are thought to have had some form of disability.

By contrast, representation within the construction sector was less than half this level at just 8%, making this the worst sector with regards to representation of people with disabilities in the IT profession.

REPRESENTATION OF DISABLED WORKERS BY INDUSTRY, 2019

Industry	IT specialists	All occupations
Energy and water*	18%	13%
Public services	15%	15%
Other services*	15%	15%
All industries	11%	13%
Banking / finance	10%	11%
Distribution/ hotels/ restaurants	10%	14%
Manufacturing	10%	11%
IT	10%	10%
Transport / communications*	9%	12%
Construction*	8%	10%

Source: Analysis of ONS Quarterly Labour Force Survey by BCS * 5-year average (2015-19)

4.6 Working hours and benefits

4.6.1 Full-time and part-time working

IT specialists in the UK are much less likely to work part-time than other workers and in 2019, just 6% were working part-time hours compared with 25% of workers as a whole.

Disabled IT specialists were more likely be working in part-time positions (9%) than others in IT jobs, though again, the incidence of part-time working for those working in IT is less than one quarter of that recorded amongst disabled workers more generally (40% of whom worked part-time during 2019).

Whilst the relative incidence of part-time working is low for disabled IT specialists and IT specialists as a whole, it would appear that, for the majority at least, this is out of choice – albeit a slightly less common choice for those with disabilities (67% of which stated that they worked part-time as they did not want a full-time job over the 2015-19 period, compared with 81% of IT specialists as a whole).

PROPORTION OF PART-TIME WORKERS THAT DID NOT WANT A FULL-TIME JOB, 2019
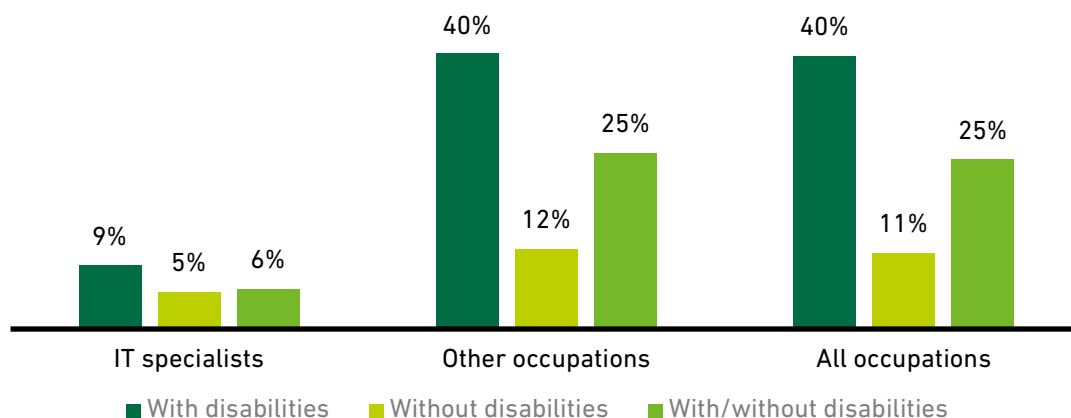
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

4.6.2 Remuneration

In 2019, the median hourly earnings for IT specialists working in the UK (as full-time employees) was £21 per hour – an amount 55% higher than that recorded for the workforce as a whole (£13 per hour).

The differential between the earnings of disabled IT specialists vs all disabled workers was lower (53%) however, as were the median hourly rates recorded (£19 and £12 per hour respectively).

MEDIAN HOURLY EARNINGS OF FULL-TIME EMPLOYEES, 2019

Source: Analysis of ONS Quarterly Labour Force Survey by BCS

4.6.3 Responsibility

Using managerial/supervisory status as a proxy for the likelihood that individuals are given responsibility within their work, it would appear that during 2019, IT specialists with disabilities (employees) were less likely to hold positions of responsibility than those without disabilities (i.e. 41% stating that they were a manager/foreman or team leader compared with 38% of IT specialists without disabilities).

In both cases, the likelihood of individuals holding positions of responsibility was higher than others in the workforce and, as a whole, just 32% of workers with disabilities and 36% of those without stated that they were a manager/foreman/team leader.

4.7 Skills

4.7.1 Qualifications held

IT specialists are more highly qualified than other UK workers and in 2019, 69% held some form of higher-level qualification compared with 46% of all workers at that time.

Overall, disabled IT specialists were also found to be more highly qualified than other workers with disabilities (66% and 41% respectively having some form of HE level qualifications), though the proportion with higher level qualifications was below that recorded amongst IT specialists that were not disabled (70%).

LEVEL OF EDUCATIONAL ATTAINMENT AMONGST IT SPECIALISTS, 2019
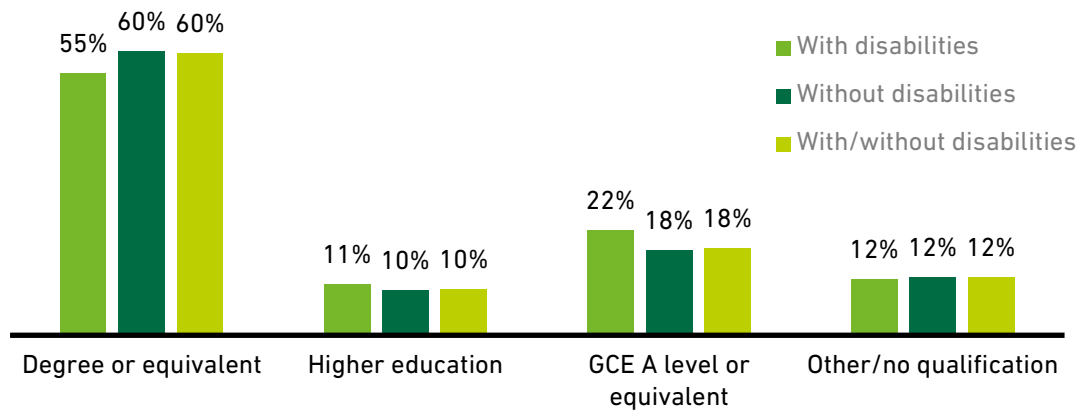
Source: Analysis of ONS Quarterly Labour Force Survey by BCS

IT specialists with disabilities are also less likely to hold a degree in an IT-related discipline than others working in such occupations. In 2019, approximately 14% of disabled IT specialists were thought to have either a higher/undergraduate computing degree in compared with 16% of those without disabilities.

INCIDENCE OF IT SPECIALISTS HOLDING COMPUTING DEGREES, 2019
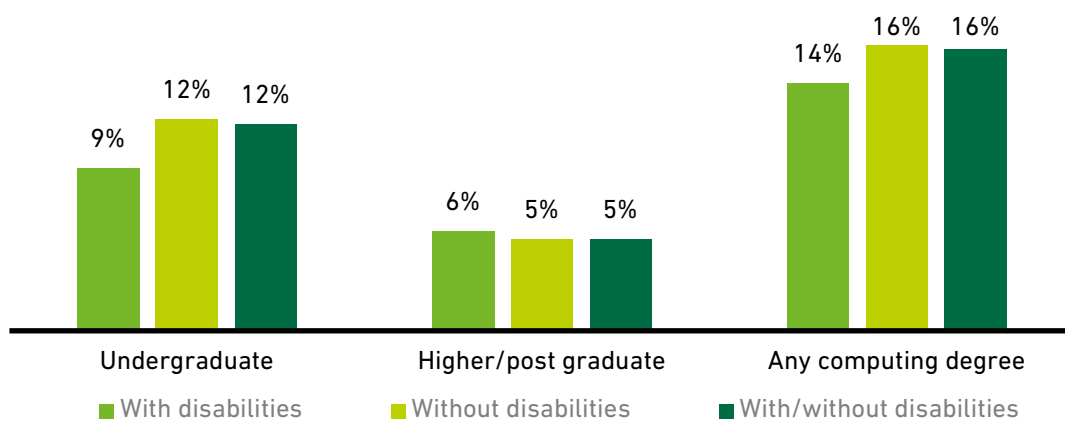
Source: BCS analysis of ONS Quarterly Labour Force Survey data

4.7.2 Skills development

Despite the arguably high skill/knowledge requirements associated with their work, IT specialists as a whole in the UK are less likely than other workers to receive job-related education and training. During 2019, 23% of IT specialists as a whole stated that they had received some form of job-related education/training in the previous 13 weeks, compared with 25% of all workers.

For disabled IT specialists, however, the proportion receiving education/training was notably higher (30%) – both when compared with disabled workers as a whole (27%) and with other IT specialists without disabilities (22%).

JOB-RELATED EDUCATION/TRAINING IN THE PAST 13 WEEKS, 2019
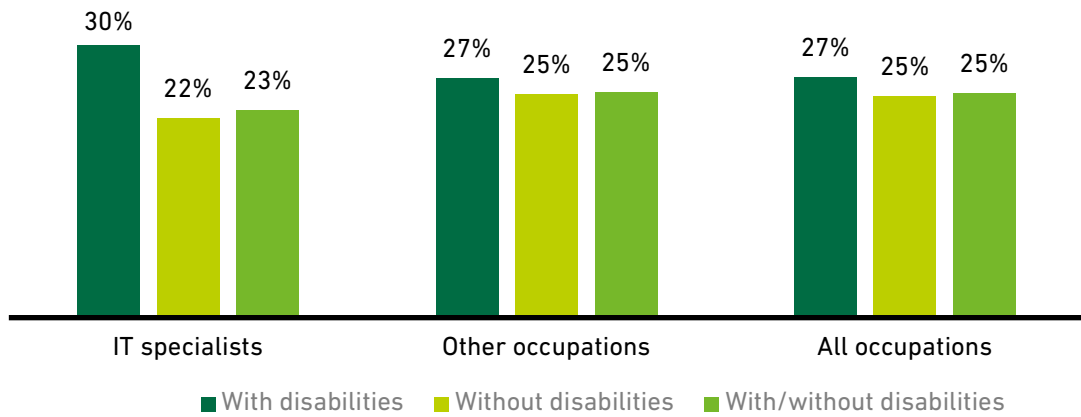
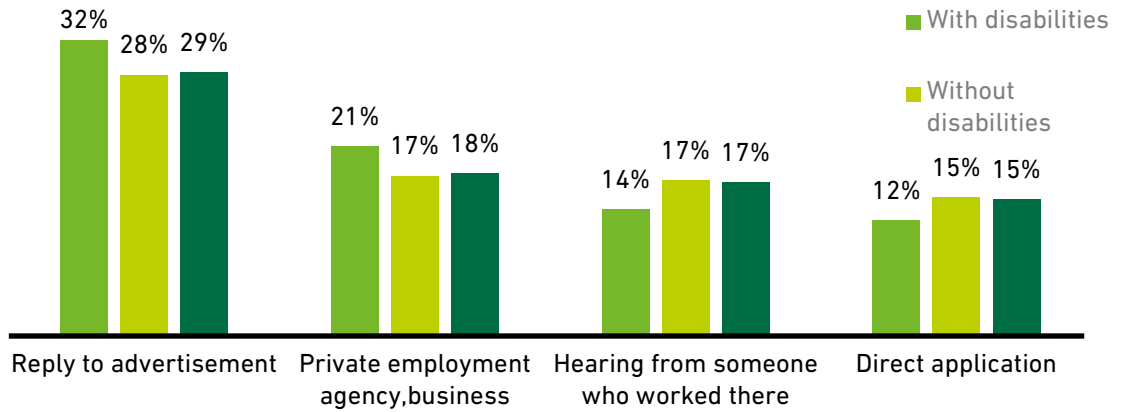Source: BCS analysis of ONS Quarterly Labour Force Survey data

4.7.3 Skills sourcing

As with other UK employees, the most common identifiable means of IT specialists[12] securing a job (where stated) during the 2015-19 period was by 'replying to an advertisement' (29% of those who had been with their employer for less than one year stating they had secured work in this manner) and this was true for IT specialists with/without disabilities, although the proportion of disabled IT specialists finding work in this way was slightly higher at 32% (compared with 28% for those without disabilities).

The next most common means of IT specialists securing a job was via a private recruitment agency, followed by contacts already working with the employer and then direct applications.

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[12] Employees /people on government schemes who have been with their current employer for less than one year/12 months prior to being interviewed for the LFS.

MAIN ROUTES TO EMPLOYMENT FOR IT SPECIALISTS, 2015-2019

Source: BCS analysis of ONS Quarterly Labour Force Survey data

As illustrated above, the proportion of IT specialists with disabilities gaining employment via in-work contacts was notably lower than amongst those without over the 2015-19 period, with comparison figures of 14% and 17% respectively).

APPENDIX 1: ONS DATA NOTES

1. This report contains statistical data from ONS which is Crown Copyright. The use of the ONS statistical data in this work does not imply the endorsement of the ONS in relation to the interpretation or analysis of the statistical data and research datasets employed may not exactly reproduce National Statistics aggregates.

    Annual figures presented are derived from the ONS Labour Force Survey (LFS) and have been produced by averaging results for the four quarters of any given year/years. Further details of the LFS can be obtained direct from the ONS website:

    https://www.ons.gov.uk/surveys/informationforhouseholdsandindividuals/householdandindividualsurveys/labourforcesurveylfs

2. For this report a generic age filter has been applied (16-64 inclusive) for all analysis presented unless specifically stated otherwise.

3. In cases where estimates span multiple years, this amalgamation has been undertaken to overcome issues of small sample sizes which otherwise render estimates unreliable and/or potentially disclosive.

4. Numerical estimates are rounded to the nearest 1,000, percentages (normally) to the nearest whole number and rates of pay to the nearest £1 (hourly), as such totals given may not equal the sum of related subsidiary figures.

5. IT specialists are defined by Standard Occupational Classification (SOC2010) codes 1136, 2133-9. 3131/2 and 5242/5. Code 5245 was not included in the definition for previous BCS reports on Diversity and as such figures will not be directly comparable.

6. The 'IT industries' are defined by a series of Standard Industrial Classification (SIC07) codes which are available on request.

7. Unemployment rates (for IT specialists) are derived by dividing the number of individuals classed as unemployed according to the International Labour Organisation (ILO) definition (and, in the case of IT specialists, who were previously working in a position of this nature) by the total number of people in work (as an IT Specialist) plus the number ILO unemployed (previously as an IT Specialist) combined.

8. Annual estimates below 6,000 have been supressed, as have five-year averages below 2,000.

9. Skills sourcing data based upon LFS estimates for employees and people on government schemes who have been with their current employer for less than one year/12 months.