



Access Accountancy

Work Experience (2021/22), Applicants / Hires (2020/21 and 2021/22)
and considering trends from 2016

October 2023

Executive summary (1/2)

As the data partner for Access Accountancy (AA), the Bridge Group collects data annually to: validate eligibility criteria for Access Accountancy work experience places and evidence the impact of these experiences; and explore patterns in the signatories' applicants and hires. The former is undertaken annually, and the latter every two years. Data quality has improved in recent years, including the sub-categories for school type, and the inclusion of the parental occupation indicator. This has contributed to making AA the richest quality data in terms of detail and quality compared to other sectors and consortia.

The first chapter of this report explores trends in the data over the last seven years (from 2015/16 to 2021/22). We find that:

- **Across the seven years of work experience placements, there has been a total of 5,176 known participants meeting the AA criteria.** There was a significant dip in numbers and placements paused in the year most affected by the pandemic, but also this figure is based on the data submitted, there will have been more participants from placements at firms who have not shared data.
- **The impact of work experience has been consistently high in this period,** including compared with similar programmes in other sectors. For example, in 2022, most participants shared that their business skills and awareness (94%) and networking / communication skills (93%) had increased.
- **The applicant pool to signatories for entry-level roles (school leaver and graduate programmes) has become increasingly diverse from 2016 to 2022** – most notably with respect to Socioeconomic Background (SEB) where those eligible for Income Support (IS) / Free School Meals (FSM) has increased from 14% to 20% and among those from minority ethnic backgrounds (increase from 41% to 61%). In considering benchmarks against university populations, those from lower SEBs are slightly over-represented in the data; and those from non-White ethnicities are highly over-represented. Females are under-represented.
- **In considering relative hiring/success rates of applicants during this period, the gap between those from different SEBs has closed during the period,** in 2016 those not eligible for IS / FSM were 16% more likely to succeed, and in 2022 they were 11% more likely to succeed. Throughout this period, those of White ethnicity are much more likely (63%) to succeed; and females are marginally more likely to succeed (8%, the hiring gap between genders has closed during the period, from 11% in 2016).

Executive summary (2/2)

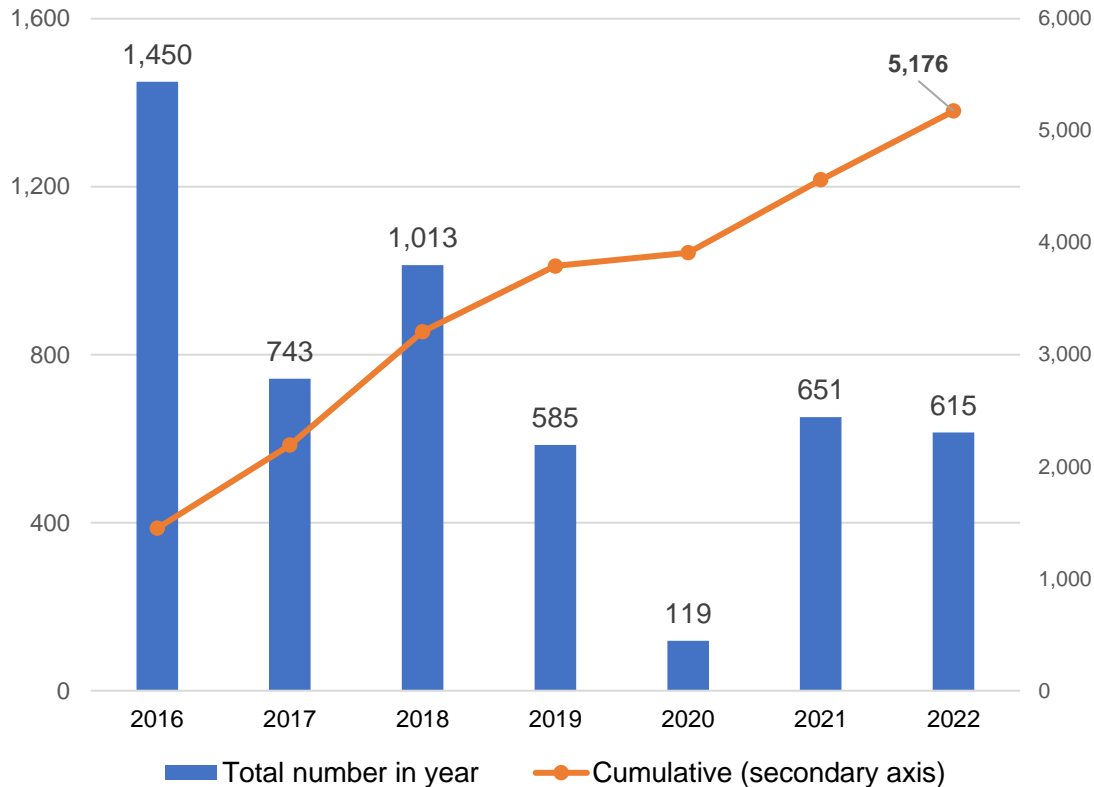
The second and third chapters explore the latest data in detail, considering work experience data for 2021/22 and the last two year's application and hiring data respectively.

- **In this cycle a total of nine signatories submitted data on their applications and subsequent hires for the time period 2020-21 to 2021-22; in the previous cycle (2018-2020) eight signatories submitted data.** There were numerous reasons for not submitting data. One signatory was undergoing HR/IT changes, another indicated that they were in the early stages of SEB data collection, and two signatories indicated that they had no or limited hires (including hiring freezes due to pandemic).
- **Across the two years of this cycle there is data for 438,561 applicants.** This is fewer than the previous cycle (over 600,000 applicants across the two years 2018-2020). This is in part the effects of the pandemic, but also because one of the signatories with the highest number of applicants / hires did not provide data in this cycle.
- **In these latest two years, the proportion of applicants from females, lower SEB and BAME have all increased.** For example, 20% of applicants were eligible for IS / FSM, compared with 16% of the university student population.
- **The 'success gap' or proportion of applicants from different groups who are subsequently hired has also narrowed.** For example, those *not* eligible for IS / FSM are now only 11.3% more likely to succeed compared with their peers who were eligible.
- **There has been a significant increase in international applicants, and considering SEB these applicants are comparable to the UK independent school population.** In 2020-21 of applicants who indicated the type of school they had attended 14% (n=24,048) indicated they had gone to school outside of the UK with this increasing to 27% (n=44,203) in 2021-22.
- **In considering the latest year's AA work experience participants, about two thirds (69%, n= 615) were validated as meeting eligibility criteria (attending a state school and at least one further criterion), with 95% attending a state school.** Our evidence of impact is consistently high and echoes previous years.

Chapter One

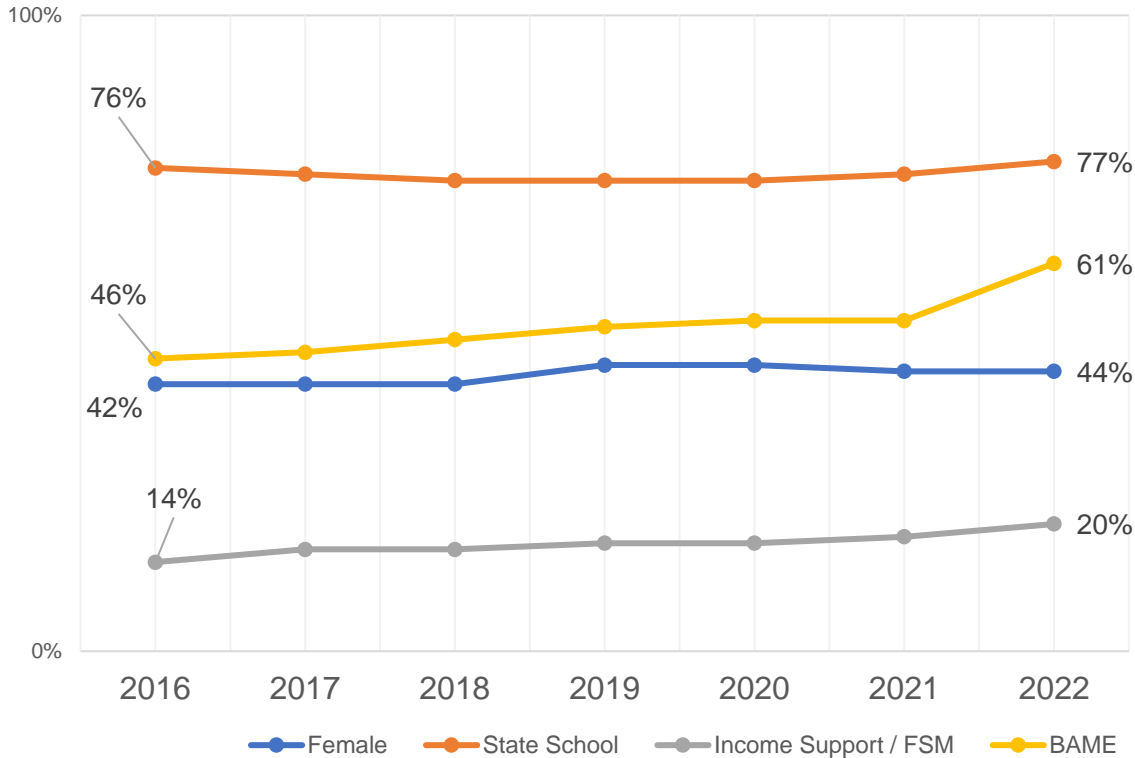
Exploring the data from 2016 to 2022

Work experience participants



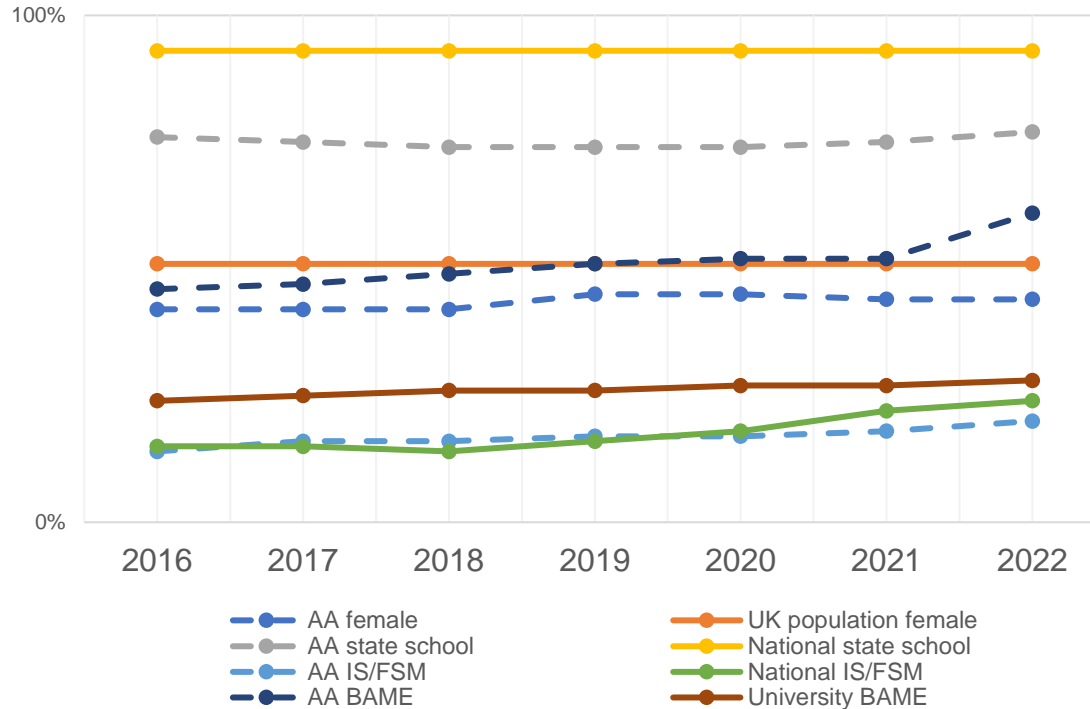
- This chart considers the number number of work experience candidates validated as meeting the AA eligibility criteria (annually in the bars and cumulatively in the line).
- Across the seven years, a total of 5,176 participants have been validated as meeting the criteria and there was a dip in numbers in the year most affected by the pandemic.
- These figures are based on data that was submitted by the signatories. **There were more AA work experience participants**, however, their data was not submitted for analysis.

Early career applicant diversity during the seven year period



- This chart considers the percentage of applicants to signatories with different backgrounds during the seven-year period.
- In this time, there has been a significant increase in the proportion of applicants from lower SEBs (by FSM/IS, from 14% to 20%) and from BAME groups (46% to 61%).
- The proportion by gender has remained relatively stable (currently at 44% female), and by school type (currently at 77% state school).

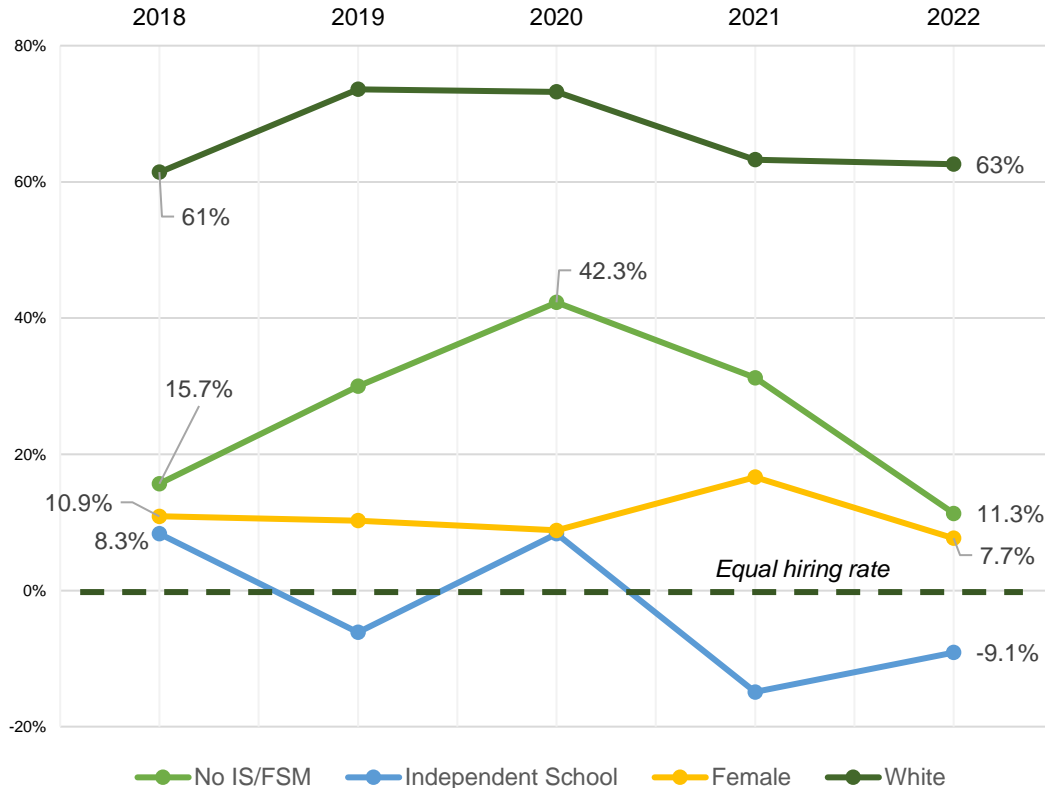
Early career applicant diversity over time - benchmarked



- Gender – UK population is stable around 51% female with AA being slightly below that at 44%
- State school – the proportion of pupils in England who attend a state school has been consistent at around 93% as the Independent sector has only grown at the same rate (or slower).
- IS/FSM – within England there has been a steady small increase in young people eligible for FSM, AA has mirrored this trend.
- Ethnicity – using data on the ethnicity of undergraduate entrants to university we find a higher proportion of AA applicants are from minority ethnic backgrounds. More widely from the Census 14% in 2011 were BAME and 18% in 2021.

School type - <https://www.isc.co.uk/research/> (and FSM) <https://explore-education-statistics.service.gov.uk/find-statistics>
 Ethnicity - <https://www.ethnicity-facts-figures.service.gov.uk/education-skills-and-training/higher-education/first-year-entrants-onto-undergraduate-and-postgraduate-degrees/latest> (and gender) <https://census.gov.uk/census-2021-results>

Hiring diversity among applicants during the seven-year period



- This chart considers the relative success (hiring) rates of applicants from different backgrounds during the five-year period (during which time consistent data has been submitted).
- This 'odds ratio' is an important metric, since 'all things being equal' the ratio would be zero between the groups we compare, i.e. the chances of success/hiring of people from different backgrounds would be equal.
- For example, it illustrates that in 2022, those who were not eligible IS / FSM were 11.3% more likely to be hired in 2022 (5.9% succeed compared with 5.3% of those eligible). The 'success/hiring gap' is closing: it compares with the wider gap' in 2018, where those not eligible for IS /FSM were 15.7% more likely to succeed.
- Those from White ethnic backgrounds are much more likely to succeed, and in the last two years applicants from independent schools have been less likely to succeed compared with those from state schools.

Data considerations over the last seven years

- Signatories who have consistently been able to share and submit data over the seven-year period of working with the Bridge Group have been larger employers. Many of these are further along in their social mobility journey and have engaged with a wider range of resources and programmes.
- The differences in the workforce size of signatories also affects sample sizes and trends, meaning that overall trends and changes will be driven more by the data from larger employers.
 - These are limitations; however, this is true of all sector level analysis. The more signatories who submit data the more we can say that analysis is a more accurate representation of the sector. We are also able to repeat analysis separated by individual signatories which provides us with a richer insight into the variation within a sector and a perspective for signatories to see how they sit within the sector currently.
- Where we look to compare the diversity of early career applicants to AA signatories and work experience participants against wider and national benchmarks we should be mindful of natural changes and shifts in demographics which could explain increases in diversity.
 - In the case of gender and the type of school people attended at a national level these have remained consistent (0.5-1% variation between years).
 - For ethnicity we have seen a much higher proportion and increase of early career applicants from minority ethnic /BAME backgrounds compared to the national population and university undergraduate population.
 - IS/FSM nationally has steady increased with a more recent sharper increase due to the COVID-19 pandemic with early career applicants to AA signatories mirroring the national trend. However, it's important to remember that applicants are usually up to 5 years out of school/entitlement to FSM meaning that generally we are seeing a higher proportion of those who were eligible for FSM apply to early career schemes compared to the national FSM rate at the point they likely left school.

Considerations and recommendations going forward

- Engaging more firms (and higher data completion rates including Parental Occupation)
- Collecting the NS-SEC indicator (benchmarking), university category and attainment
- International applicants in the data
- Trends in diversity within relevant 'talent pools'

Three recommendations – what is / will drive positive change?

1. Track work experience participants
2. Widening the focus to include experienced hires and attrition rates
3. Understanding the factors contributing to data variances (between similar firms and in improvements over time)

Chapter Two

Work Experience Analysis 2021/22

Work experience: key findings

- The sample size of work experience demographic data this year is significantly higher than that of the previous years (N=973). However, the overall impact survey figures are lower than 2020-2021 (approximately 200 fewer respondents for the pre and post surveys).
- About two in three respondents (69%, n=615) were validated as meeting the AA eligibility criteria of attending a state school and at least one further criterion, with 95% attending a state school. Note that there were some candidates for whom it was not possible to identify eligibility on any criteria (n = 26).
- Six signatories provided data on 588 work experience candidates at presurvey and 457 at post survey. Data from 216 respondents (from five signatories) were also matched across pre and post surveys. Students undertook placements between September 2020 and August 2021.
- Findings from the impact analysis were as positive as in the previous year. Following the work experience, most respondents said that their business skills and awareness (94%) and networking/communication skills (93%) had increased.
- Respondents who rated their awareness of careers in this sector as 'Excellent' or 'Good' rose from 51% at pre survey to 92% at post survey. At post survey, 92% of respondents also said they were 'very much' or 'possibly' interested in a professional services / accountancy career.

Work experience eligibility: 2018-2021

- The percentage of respondents who met the AA eligibility criteria has returned to pre Covid-19 levels in 2018-19.
- This decrease may be a result of signatories submitting data on all their work experience candidates rather than those specifically selected for the AA work experience programme.
- When looking at the four signatories verified as submitting AA work experience candidate data only, this percentage increased to 85%.
- In 2021-22, more signatories (N=11) submitted demographic data than in previous years. This resulted in a substantial increase in data. The profile of signatories this year were also different, which may have influenced trends this year.

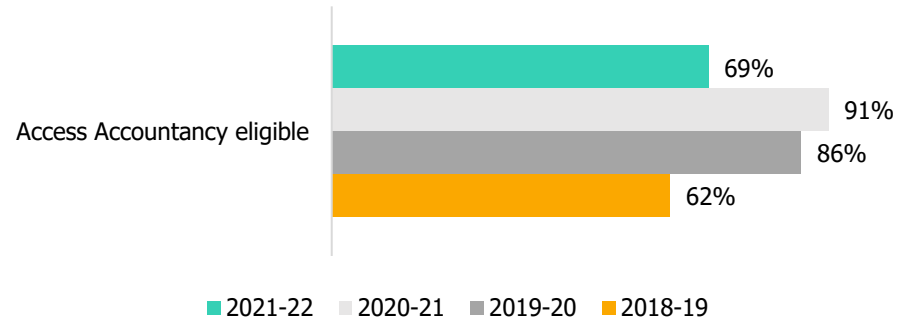


Figure 5. Percentage of students meeting the AA eligibility criteria.

(2020-21 No of eligible students=615; 2020-21 No of eligible students=651; 2019-20 No of eligible students=119; 2018-19 No of eligible students=585)

Demographic and socio-economic data

- 50% of respondents identified as male, 49% as female and less than 1% as 'Other'.
- 44% of respondents who provided ethnicity data (N=773) were of Asian ethnicity, 31% were White and 18% identified as Black. A further 4% identified as Mixed and 3% as 'Other'.
- As shown in Figure 1, about one in two respondents were from a high SEB based on parental occupation.

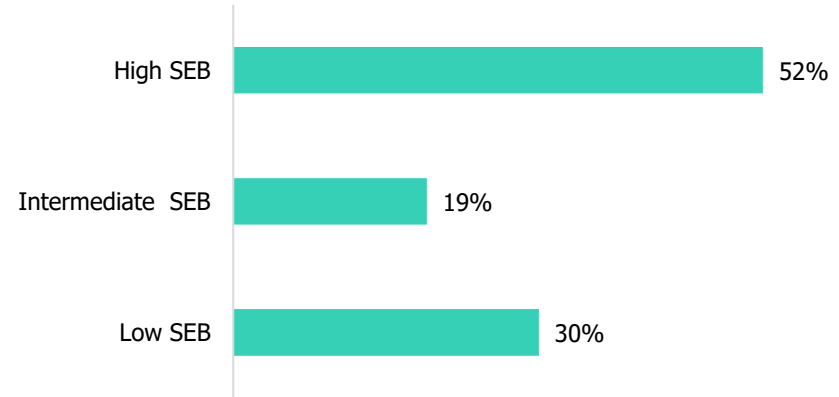


Figure 1. Socio-economic background of candidates based on parental occupation (N=446)

Ethnicity

- The percentage of Black respondents has increased from 8% to 18% between 2018-19 and 2021-22. However, there has been a slight drop between 2020-21 and 2021-22.
- The percentage of Asian respondents has gradually increased from 34% to 44% since 2018-19.
- White respondents have dropped from 47% in 2018-19 to 31% in 2021-22.

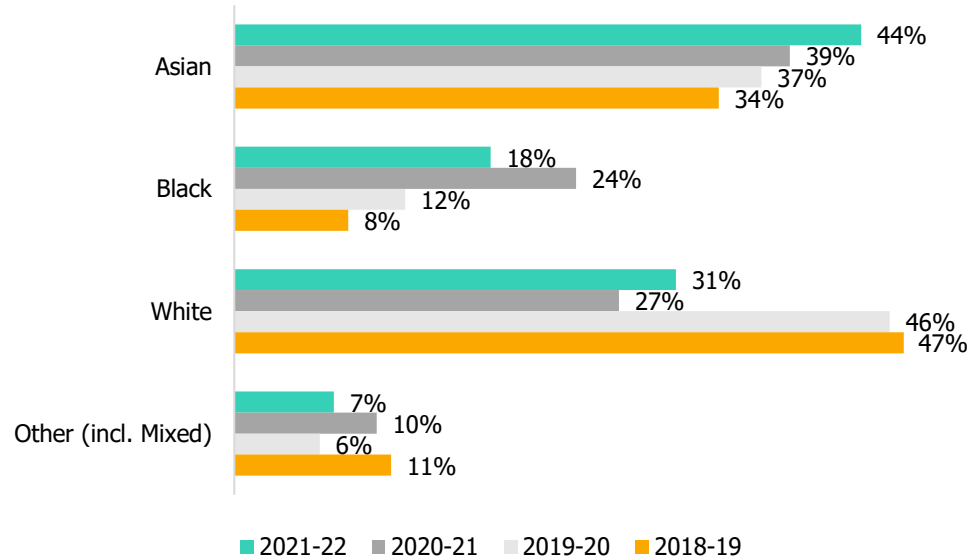


Figure 2. Respondents' ethnicity (2021-22 ethnicity N=773; 2020-21 ethnicity N=594; 2019-20 ethnicity N=138; 2018-19 total N=713)

Work experience eligibility

- Six signatories provided data on a total of 588 work experience candidates at pre survey. A further four signatories provided demographic data only (N=385).
- 95% of respondents attended a state school.
- However, the percentage of respondents who were FSM eligible has halved from 2020-2021 to 2021-2022.
- These criteria are not mutually exclusive amongst respondents.
- The percentage of respondents meeting the criteria is lower in 2021-22 than in 2020-2021. This may be due to the greater volume of data received in 2021-22 and the type of signatories who had submitted data.

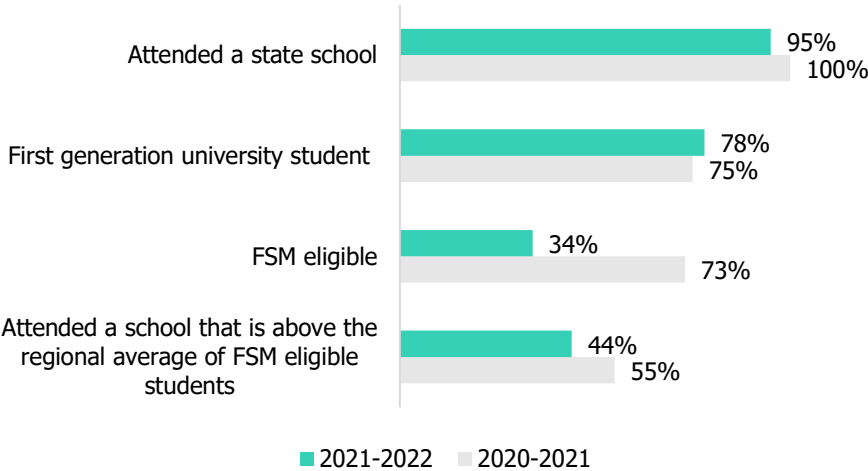


Figure 3. Socio-economic background of candidates (2021-22: N ranges from 508 to 973; 2020-21: N ranges from 398 to 714; 2019-2020 N ranges from 190 to 203)

Work experience eligibility

- Overall, 69% of respondents have been validated as meeting the AA eligibility criteria of attending a state school **and** at least one further criterion.*
- This figure (68%) is considerably lower than that of last year at 91%.
- Most respondents (40%) were meeting one other criteria in addition to attending a state school.
- Missing data** on whether respondents' schools were above the regional average for FSM eligibility (N=508) suggests the real figure could be much higher.

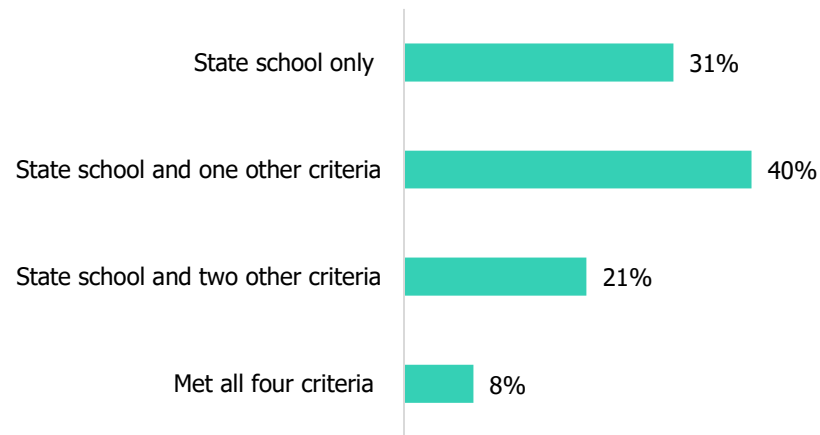


Figure 4. Eligibility of candidates attending schools in England (N=896)

*Eligibility criteria include having attended a state school / college and meeting one of the following: eligibility for FSM in the last six years; or attending a school that is above the regional average of FSM eligible students; or would be of the first generation in their immediate family to attend university

** Missing school data including those who attended school overseas and regional FSM eligibility data in Scottish and Welsh schools. Missing data was excluded from analysis on school type and regional FSM.

Impact analysis: response rates

	2021-22	2020-21	2019-20	2018-19
Pre survey N	588	799	203	713
Post survey N	457	700	216	582
No. of signatories submitting survey data*	6	7	6	14

Note: These figures are based on pre and post survey data only. This does not include work experience candidates for whom we have demographic data only.

Survey data was submitted by BDO, Deloitte, Grant Thornton, KPMG, the National Audit Office and PwC. Five further signatories (Blick Rothenberg, Cafcass, ICAEW, MHA MacIntyre Hudson, and East of England Regional NHS Foundation Trust) submitted demographic data on their work experience candidates (but not survey data). This data has been included in the eligibility criteria related analyses.

Self-rated abilities

The following analysis looks at all pre and post survey responses. Outcomes were very positive with the vast majority of respondents saying that their business skills and awareness (94%) and networking/communication skills (93%) had increased at post survey.

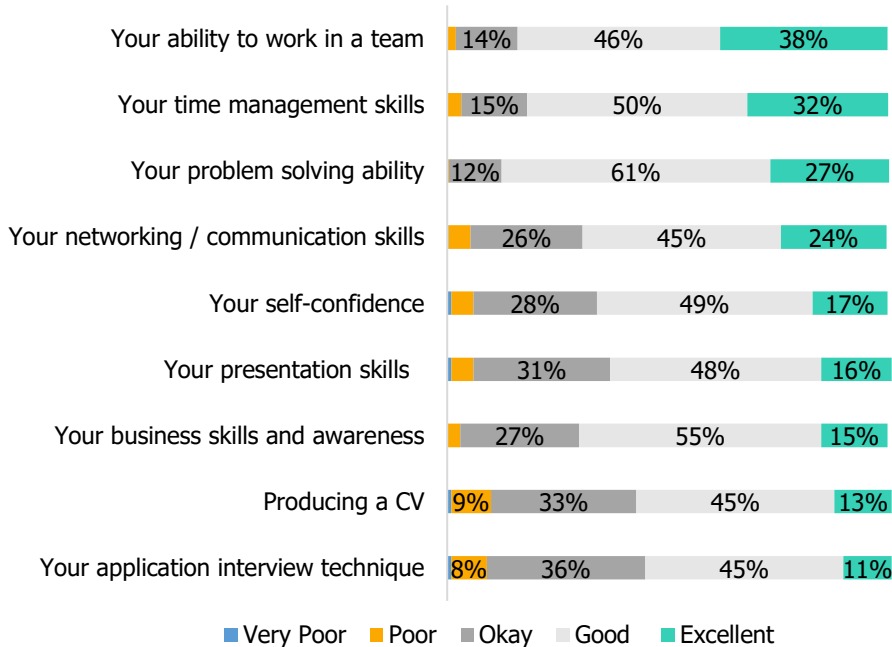


Figure 5. Rating of abilities prior to work experience (N=588)

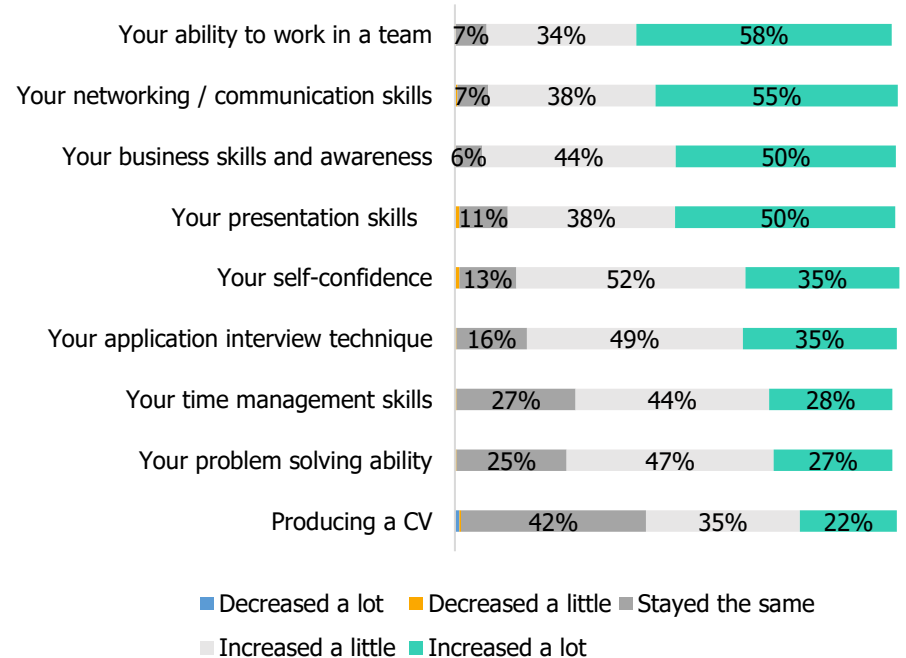
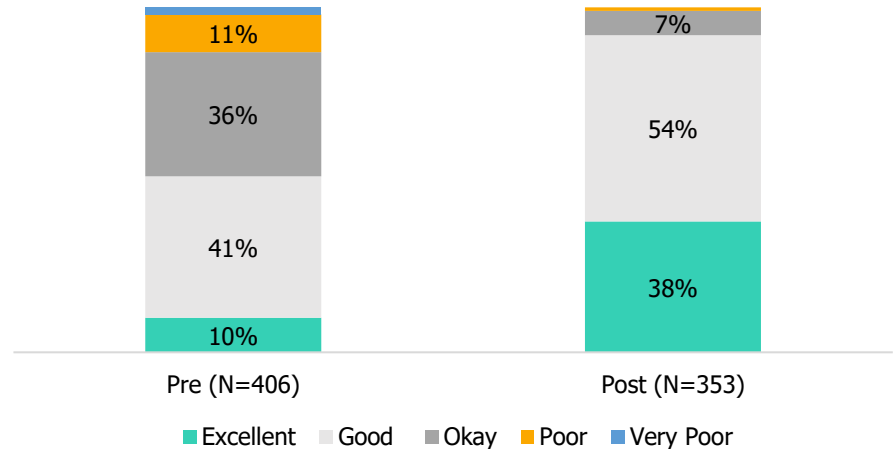


Figure 6. Impact of work experience on all abilities (N ranges from 452 to 455)

Awareness of careers

- Respondents were asked about their awareness of careers in the professional services/ accountancy at pre and post survey.
- The percentage of those who rated their awareness of careers in this sector as 'Excellent' or 'Good' almost doubled between pre (51%) and post survey (92%).
- This is a particularly positive finding given that many work experience placements at this time were conducted virtually due to the Covid-19 pandemic.
- A small number of signatories used a different Likert scale at post survey (N=101); "Decreased a lot" to 'Increased a lot'. Most respondents (99%) said that their awareness had increased.

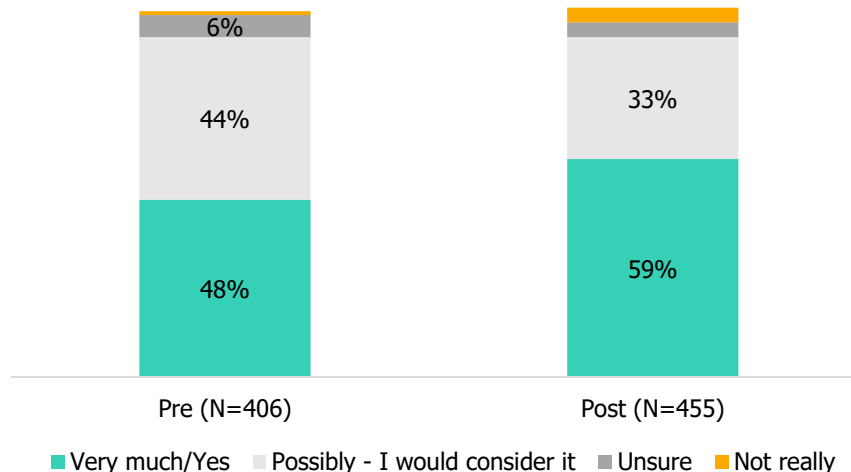
Awareness of careers in professional services / accountancy before and after work experience



Interest in careers

- There were no major differences in interest in careers between pre and post surveys.
- At both timepoints, 92% of respondents were 'very much' or 'possibly' interested in a career in professional services/accountancy following the work experience.
- At post survey, the percentage of respondents who were 'very much' or 'possibly' interested in a career in this sector (92%) was also comparable to that in 2020-2021 (89%).

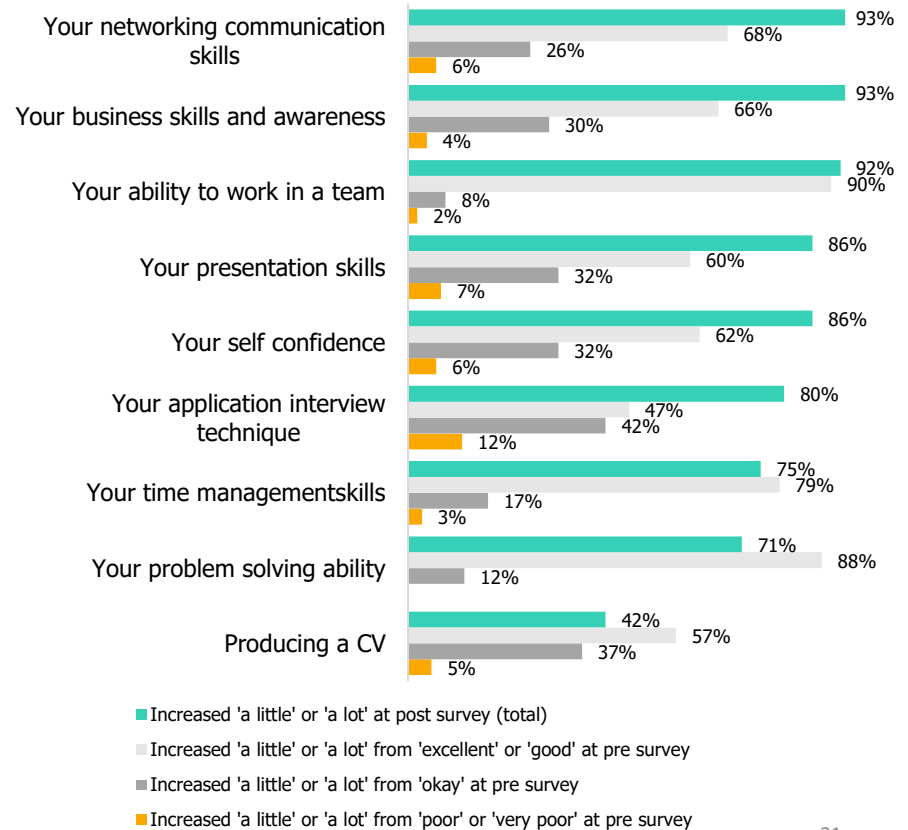
Awareness of careers in professional services / accountancy before and after work experience



Matched respondents: Self-rated abilities

- Figure 9 compares change in responses for those who answered both the pre and post surveys and could be clearly matched (matched respondents, N=261).
- Networking/communication skills and business skills and awareness increased for the most matched respondents (both 93%).
- The largest increases in self-rated abilities at post survey were generally reported by those who had rated themselves as 'excellent' or 'good' at pre survey.
- Notably, those who rated their application interview technique as 'okay' at pre survey were about as likely to say that it had increased at post survey as their peers who rated themselves as 'excellent' or 'good' prior to the work experience.

Impact of work experience on all abilities, matched respondents (N=261)



Matched respondents: Awareness of careers

- Table 1 compares change in responses for those who answered both the pre and post surveys and could be matched (N=261).
- At post survey, 92% of matched respondents said they were 'very much' or 'possibly' interested in a professional services / accountancy career.
- Interest increased for 66% of respondents (shown in teal) while 'excellent' and 'good' ratings were maintained for 23% (shown in light grey) following the work experience.

Changes to awareness of professional services / accountancy careers, matched respondents (N=261)

		Post survey				
		Excellent	Good	Okay	Poor	Very Poor
Pre survey	Excellent	6%	3%	0%	0%	0%
	Good	20%	17%	2%	0%	0%
	Okay	12%	24%	3%	0%	0%
	Poor	2%	6%	2%	1%	0%
	Very Poor	1%	1%	0%	0%	0%

Matched respondents: Interest in careers

- Table 2 compares change in responses for those who answered both the pre and post surveys and could be matched (N=261).
- At post survey, 90% of matched respondents said they were 'very much' or 'possibly' interested in a professional services / accountancy career.
- Interest increased for 14% of respondents (shown in teal) while 'very much' and 'possibly' ratings were maintained for 69% (shown in light grey).

Changes to interest in a professional services / accountancy career, matched respondents (N=261)

		Post survey			
		Very much – It's my first choice	Possibly - I would consider it	Unsure	Not really
Pre survey	Very much – It's my first choice	43%	7%	1%	1%
	Possibly - I would consider it	12%	26%	2%	2%
	Unsure	0%	2%	2%	1%
	Not really	0%	0%	0%	1%

Chapter Three

Applicants and Hires for 2020/21 and 2021/22

Summary of applicants

Applicants from 2020-21

- Among applicants, 42% had no parental experience of HE, 18% had been in receipt or eligible for either income support or FSM, and 75% had attended a state school. Data quality has improved this cycle and we were able to disaggregate school attended further; 22% independent, 17% a selective state school, 58% a non-selective state school and 14% attended school outside the UK.
- 44% of applicants identified as female, and 0.2% other (includes non-binary, prefer to self-describe etc.). In relation to ethnicity 48% of applicants identified as white, 28% Asian, 8% Chinese, 9% Black, 6% mixed/other, and 1% Arab.
- For this cycle we asked signatories to submit applicant data relating to parent occupation and found that overall 69% had a parent/carer in a higher SEB occupation (Manager, traditional and modern professions), 11% a mid/intermediate occupation (administrative and small business owner/self-employed), and 20% a lower SEB occupation (technical, routine and manual job roles).

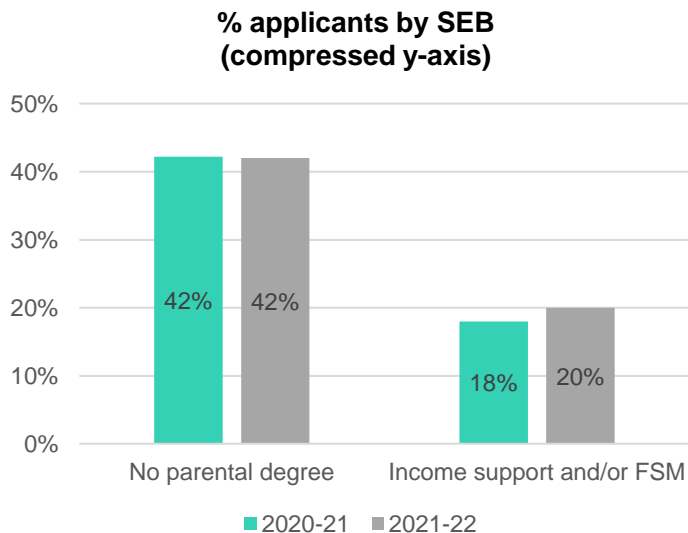
Applicants from 2021-22

- Among applicants, 42% had no parental experience of HE, 20% had been eligible/received either income support or FSM and 77% had attended a state school. Disaggregating school further 17% indicated attending an independent school, 13% a selective state school, 43% a non-selective state school and 27% a school outside the UK.
- 44% of applicants identified as female, and 0.2% other, and ethnicity 39% of applicants identified as white, 33% Asian, 10% Chinese, 11% Black, 6% mixed/other, and 2% Arab
- For parent/carer occupation 66% indicated a higher SEB occupation, 12% a mid SEB and 22% a lower SEB occupation.

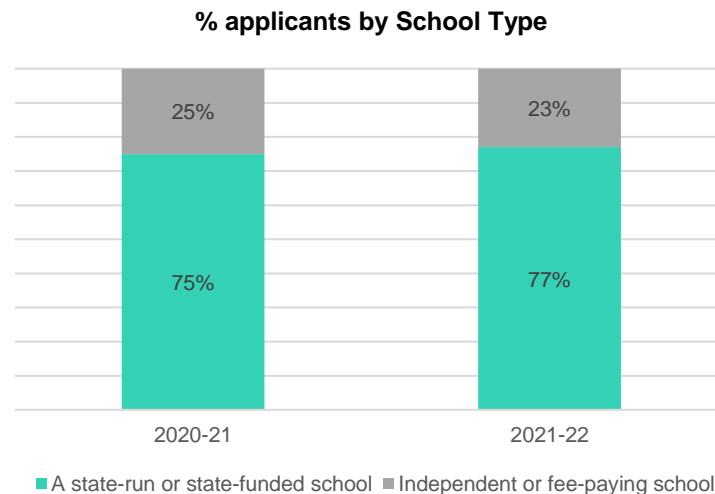
Unknown / missing data are excluded from the calculation of percentages throughout

Applicant SEB

- The graph below explores SEB indicators: parental experience of higher education (2020-21 n=236,533 of which 18% data was missing, 2021-22 n=202,028 of which 20% is missing) and whether eligible to receive IS / FSM (2020-21 22% data was missing, 2021-22 27% is missing).

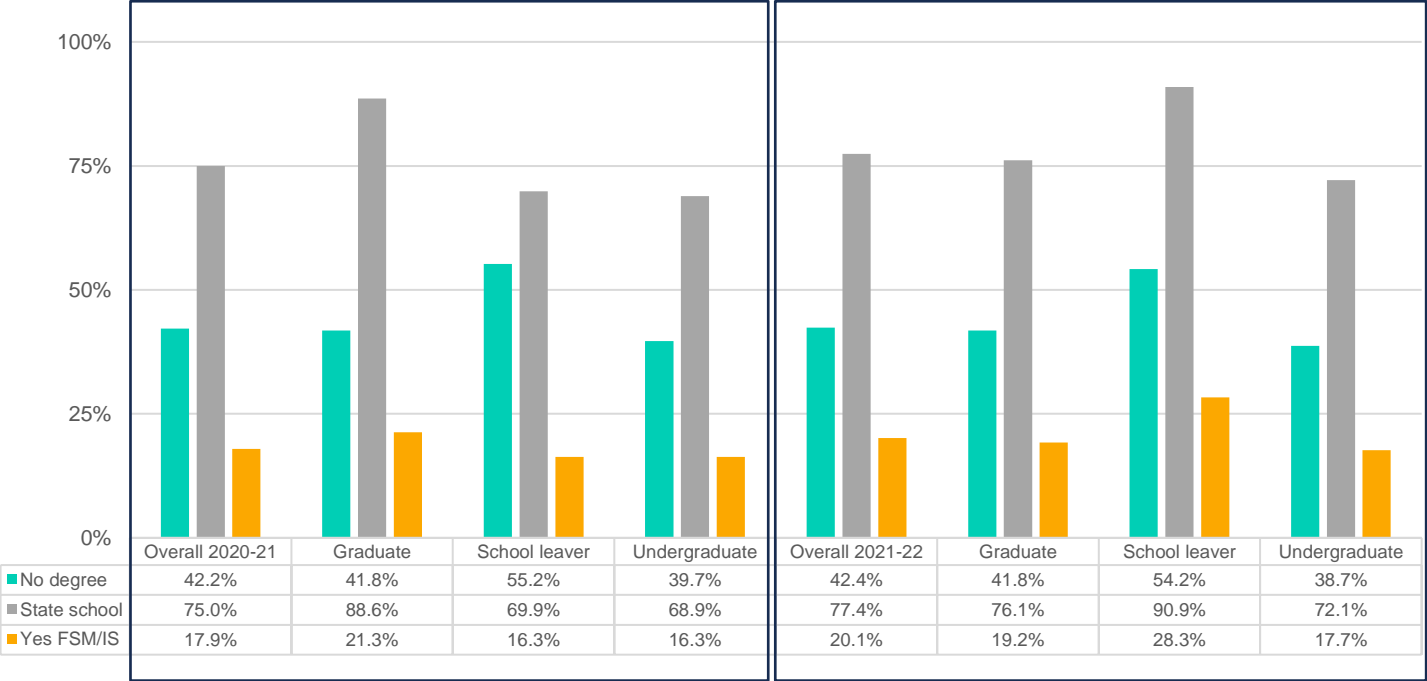


- The figure below looks at school type. We have conflated all state schools (selective and non-selective) as there is not always a distinction between these. In this analysis missing data and those educated outside of the UK were removed 2020-21 10% were educated outside the UK and a further 25% was missing, 2021-22 22% indicated being educated outside the UK and 18% was missing.



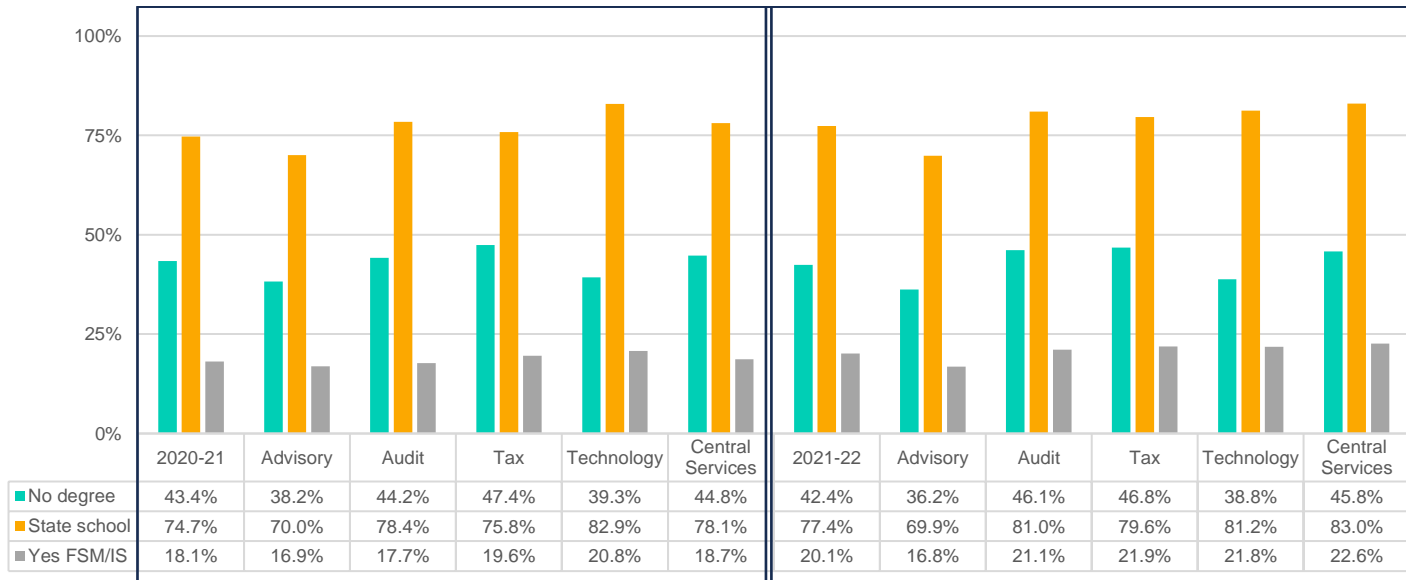
Applicants SEB

Graph that shows % no parental degree, FSM and state school by the difference programmes (school leaver, UG, graduate).



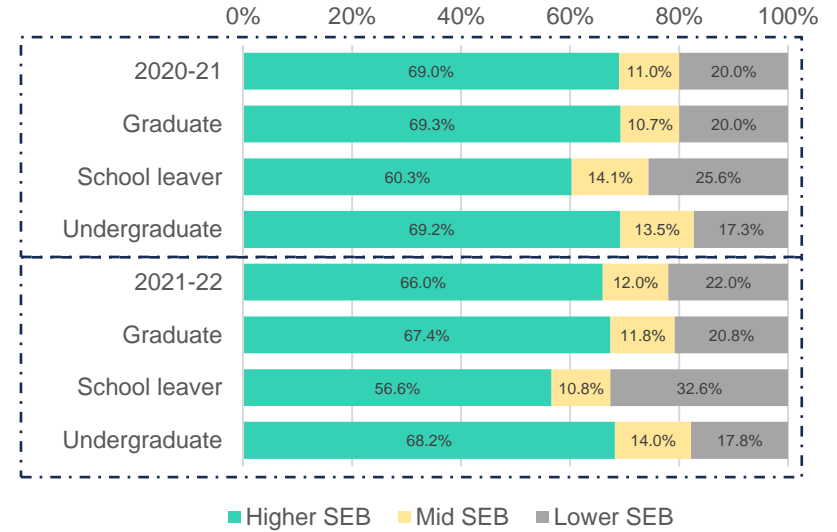
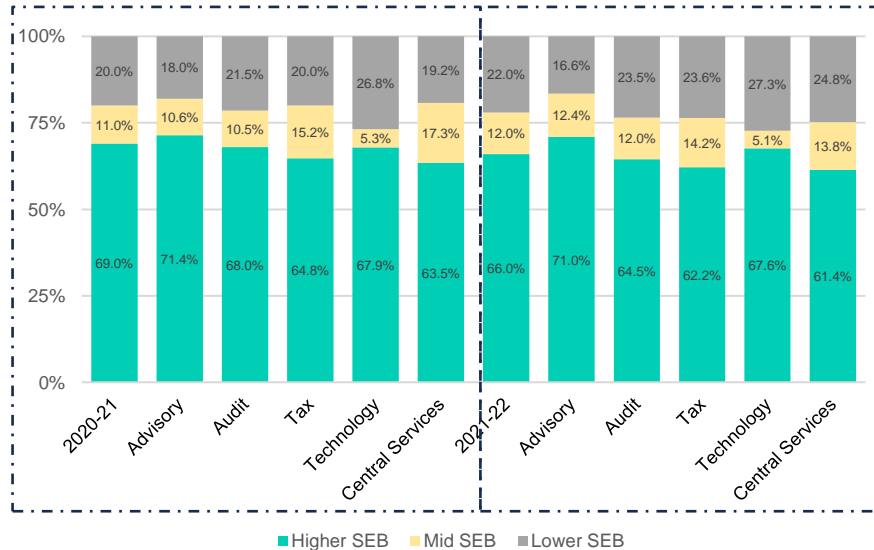
Applicant SEB

- The chart shows % no parental degree, FSM and state school by the different service lines. Advisory is the service line with the least SEB diversity (greater proportion of applicants from not from a state school, received FSM and whose parents have a degree level education), and we do not see an improvement across any of these three measures in advisory applicants over the two years. By comparison we see increases between the two years in the other service lines.



Applicant SEB

- An important addition and focus for this cycle has been the inclusion and analysis of applicants parent/carer occupation. While around a third of data is missing it has already improved between the two years, 2020-21 37% of data was missing, 2021-22 32% was missing.
- For added context with this newer measure, the Social Mobility Commission benchmark is 37% higher SEB, 24% mid SEB and 39% lower SEB*.

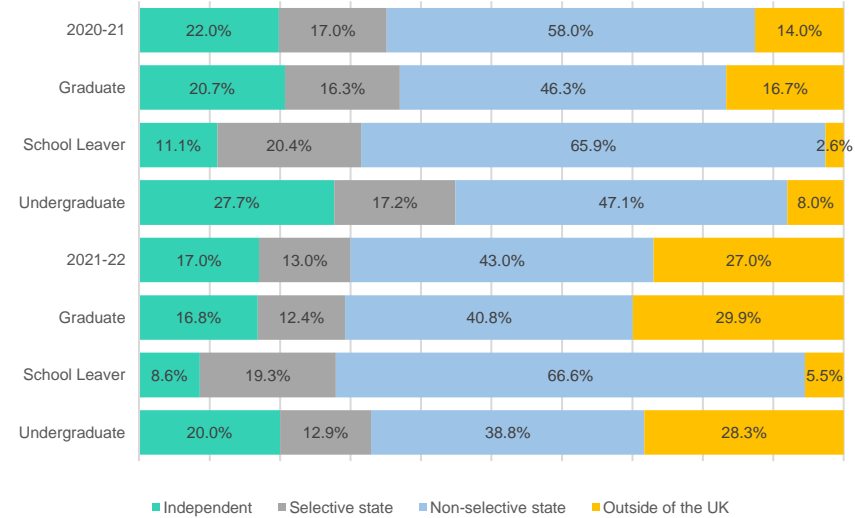
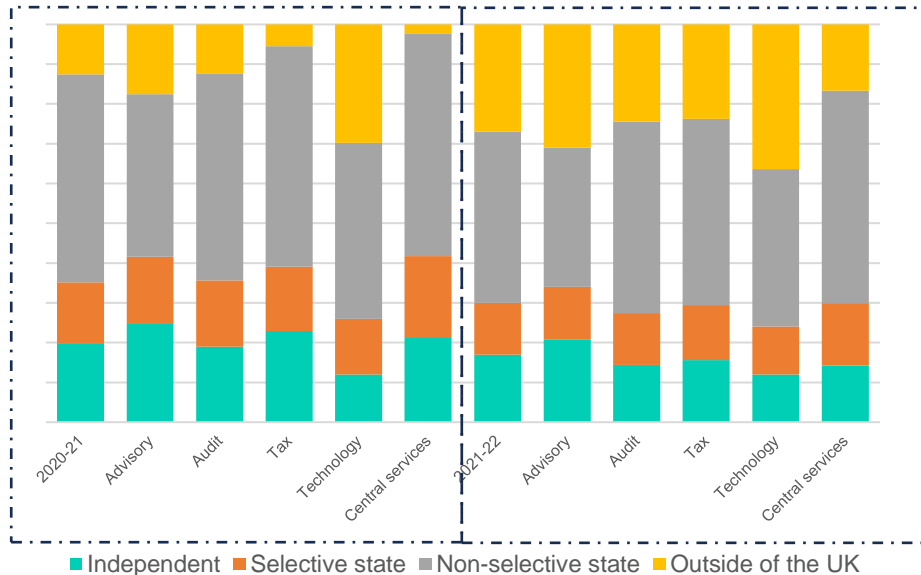


	2020-21	2021-22
Higher SEB	69%	66%
Mid SEB	11%	12%
Lower SEB	20%	22%

* <https://socialmobilityworks.org/toolkit/measurement/>

Applicant SEB

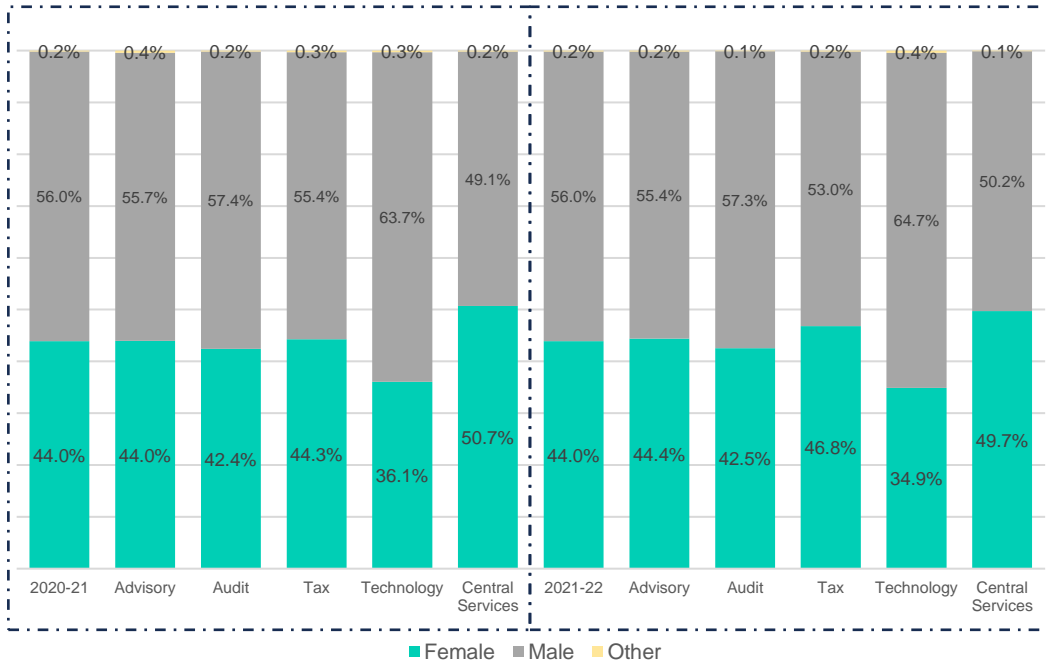
- Another key change in this cycle has been the progression in the data quality of distinguishing between different types of state school for those educated within the UK. We have also observed an increase in the number of applicants having attended school outside the UK and have included those here.
- In 2020-21 25% of data was missing while in 2021-22 18% was missing.



	2020-21	2021-22
Independent	22%	17%
Selective state	17%	13%
Non-selective state	58%	43%
Educated outside the UK	14%	27%

Applicant gender

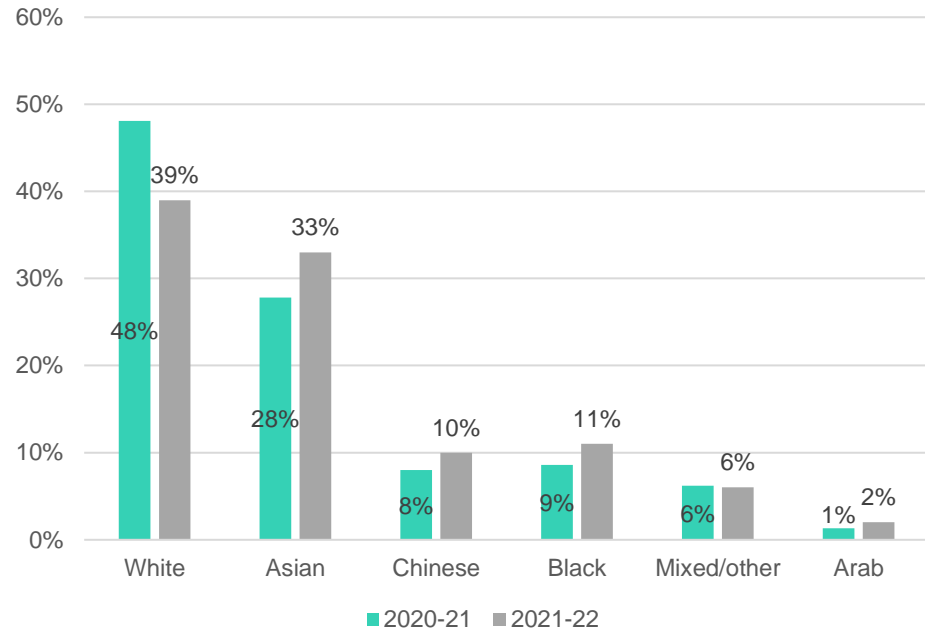
- Applicant gender is largely complete across the signatories (in 2020 2.5% was missing and in 2021 3.3%). Some applicants selected other available options such as; non-binary, transgender etc. and we have conflated this into a “non-binary/other” category to enable reporting (2020-21 n=630, 2021-22 n=319).



	2020-21	2021-22
Female	44%	44%
Male	56%	56%
Non-binary/Other	0.2%	0.2%

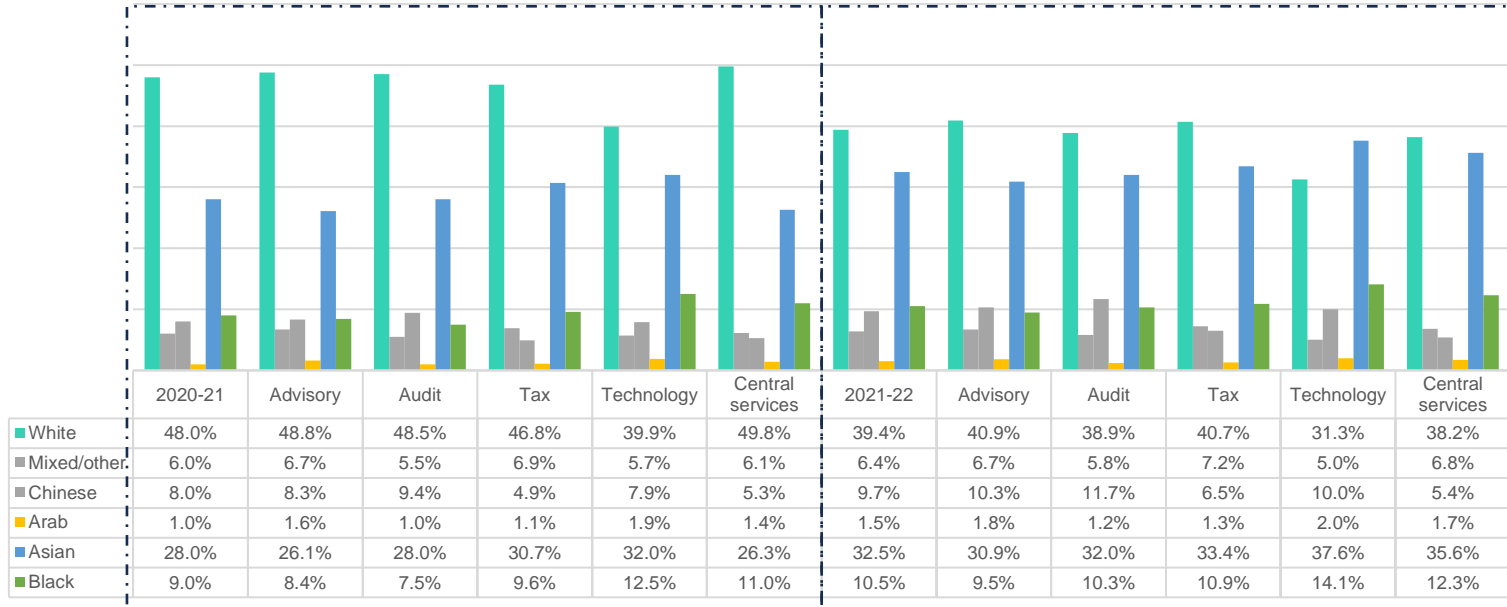
Applicant ethnicity

- The data on applicant ethnicity is also mostly complete and detailed (missing data in 2020-21 was 5.5% and in 2021-22 it was 5%). We have continued to use a wider range of categories rather than binary ones (white/BAME) for more detailed analysis. To compare with data prior to the 2018-19 cycle Chinese and Arab have previously been included in Asian.

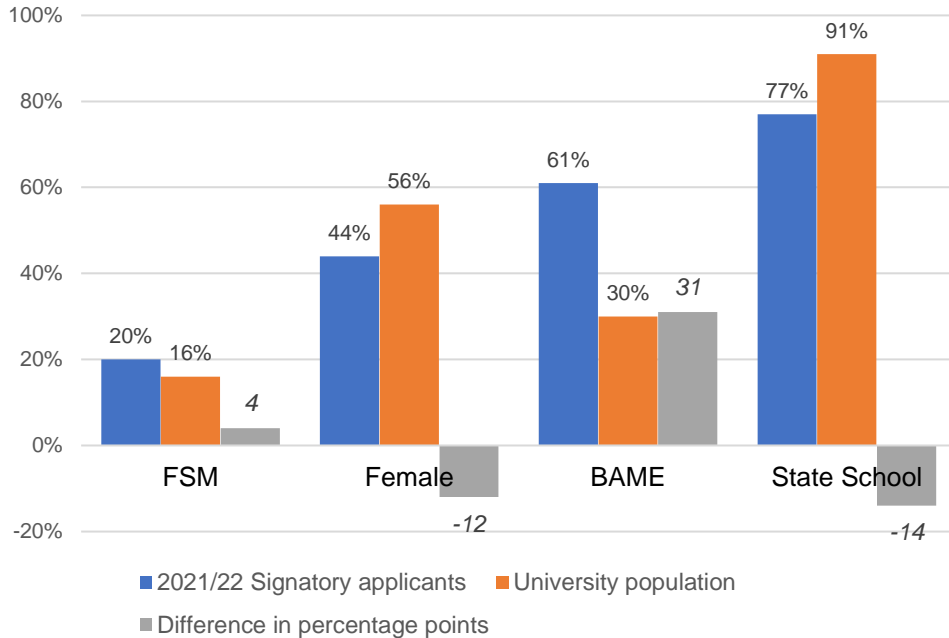


Applicant ethnicity

- The graphs here show the breakdown of the ethnicity of applicants across the different service lines and programmes.



Applicant diversity against university population - benchmarked



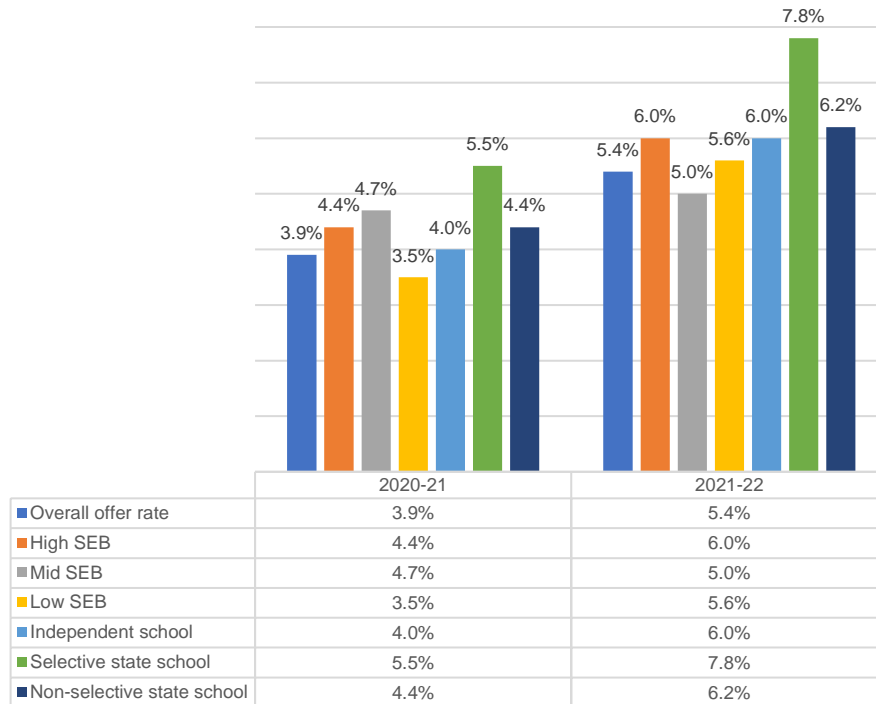
- This chart considers the applicant pool to signatories in the latest year's data against relevant benchmarks, to consider the extent to which applicants are reflective of the talent pool.
- The applicant pool benchmarks reasonably in relation to SEB (the FSM indicator is four percentage points above the benchmark), whereas state school applicants are under-represented. Females and those of White ethnicity are also under-represented in the applicant pool.
- Note that the introduction of the NS-SEC SEB indicator by parental occupation from 2020 will enable even more robust benchmarking (e.g. against labour force indicators and in the university sector).

Benchmarks are taken from HESA data (the government agency with responsibility for higher education statistics and, in the case of FSM since this is not collated by HESA, from members of the Institute of Student Employers).

Selection/ hires

- We explored the proportion of offers by different SEB, gender and ethnicity groups for the current cycle, and include previous years' data data in the opening chapter.
- There had been a drop in the overall offer rate, falling to 3.4% in 2019-20, but we see in this cycle that it has started to steadily increase 3.9% in 2020-21 and then 5.4% in 2021-22.
- This is reflected in the number of applicants for every job position which in 2019-20 we saw reach 30 applicants per job position and now in 2020-21 this dropped to 26 applicants per available position and in 2021-22 it was 19 applicants per position.
- The data for this cycle falls within the Covid-19 pandemic which has had a significant impact on the hiring practices and the number of programmes and hires signatories are able to provide/make.

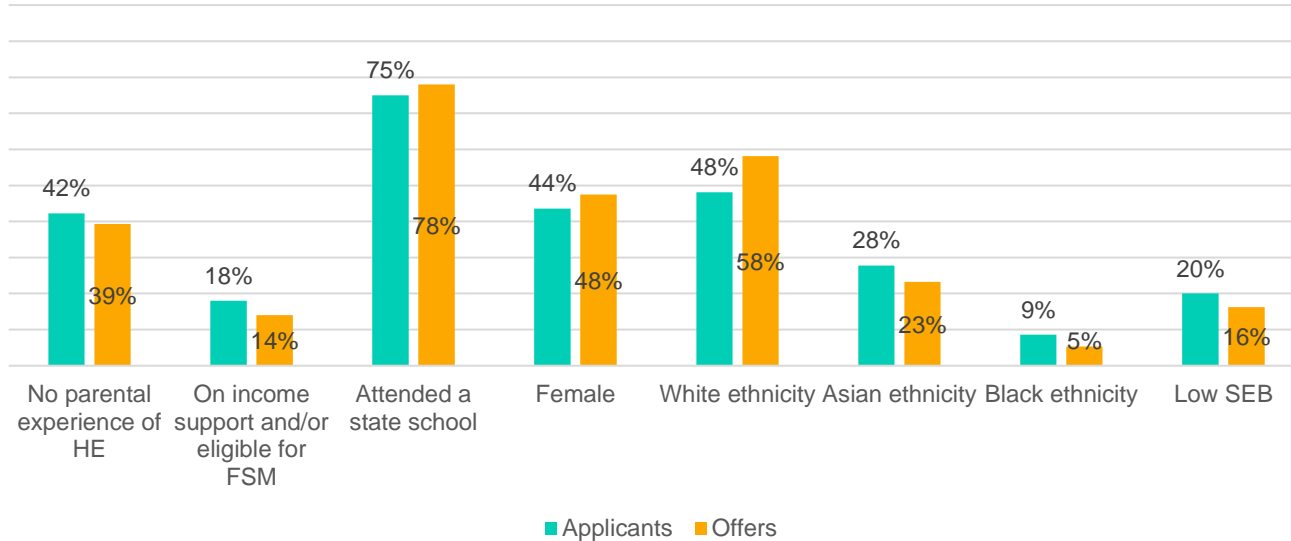
Summary of selection/ hires data – new SEB metrics



- This cycle we have received data relating to parent/carer occupation from 5 of the 9 signatories who submitted data. This was grouped into high (professional and managerial jobs), mid (junior and administrative roles) and low (routine and manual jobs) SEB. Between the two years of data collection we can see those from a low SEB become more likely to be hired and the gap narrow compared to those from a high SEB.
- We have seen an improvement in the detailed data availability relating to school type, with 7 of the 9 signatories distinguishing between selective and non-selective state schools. Therefore, we've been able to disaggregate and find that those from selective state schools are more likely to be hired compared to their non-selective and independent school peers.

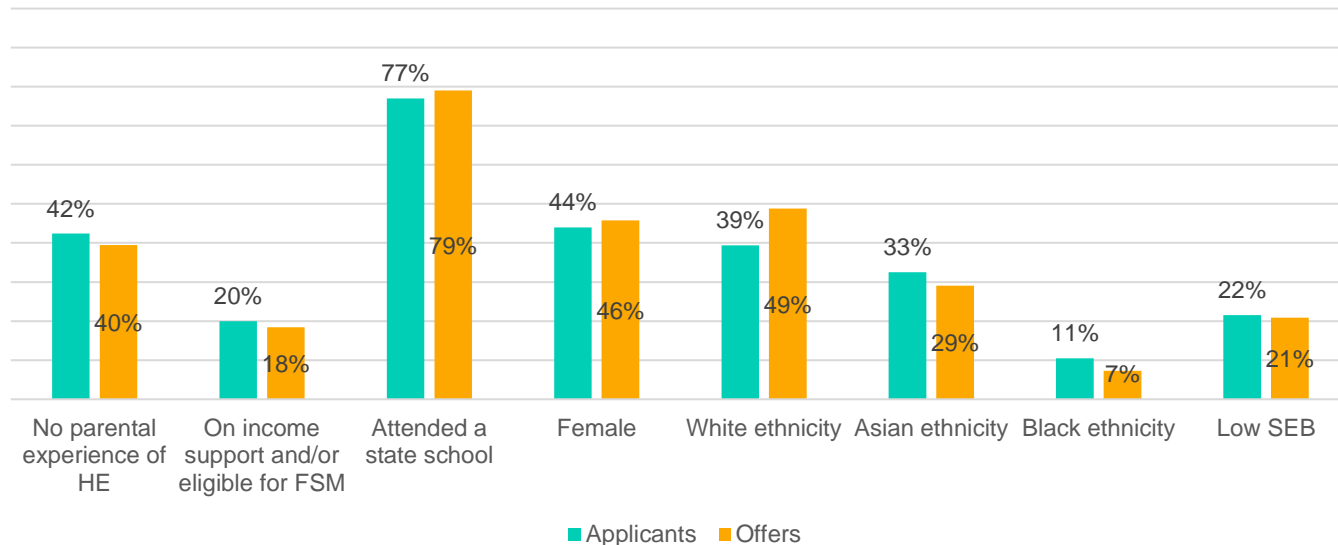
Comparing characteristics of applicants and offers 2020-21

- From the graph below we can see what proportion of applicants had certain characteristics and what these proportions were in just those who were hired/made offers in 2020-21. The most striking difference is that of all applicants 48% identified as white while of those who were made offers 58% of those identified as white. While the proportion of those who attended state school increased from application 75% to offer 78%.



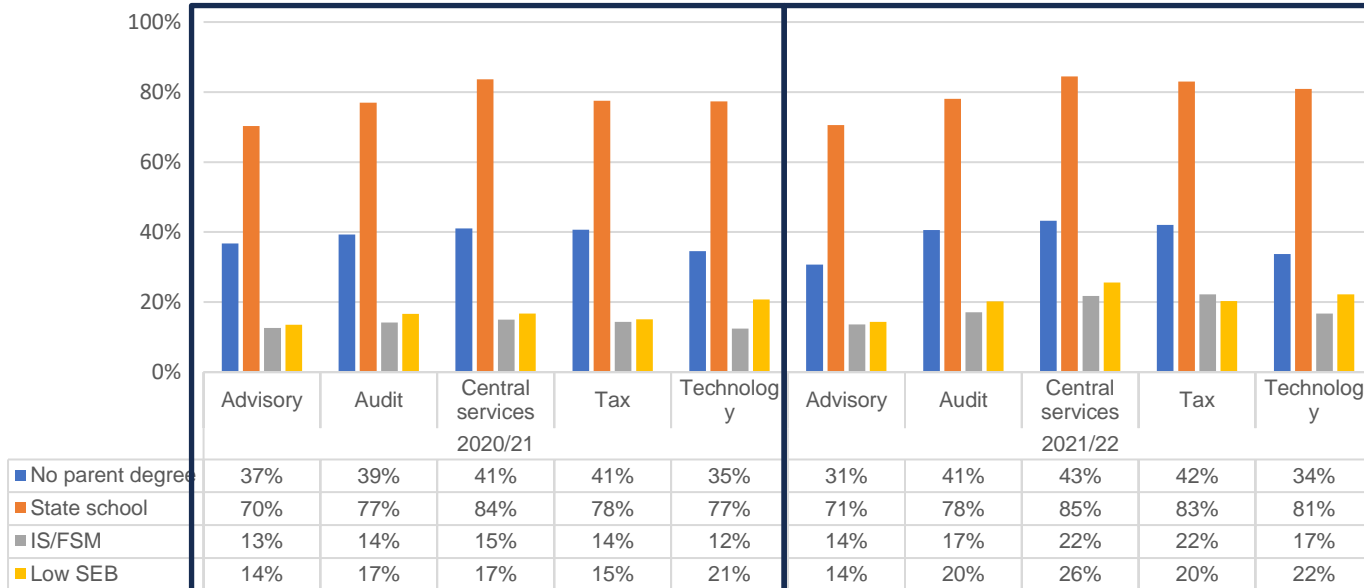
Comparing characteristics of applicants and offers 2021-22

- Similar to 2020-21, in 2021-22 the most striking difference is that of all applicants 39% identified as white while of those who were made offers 49% of those identified as white. With the new variable for this cycle of parent/carer occupation we see that the proportions are similar in 2021-22 between application (22%) and offer (21%).



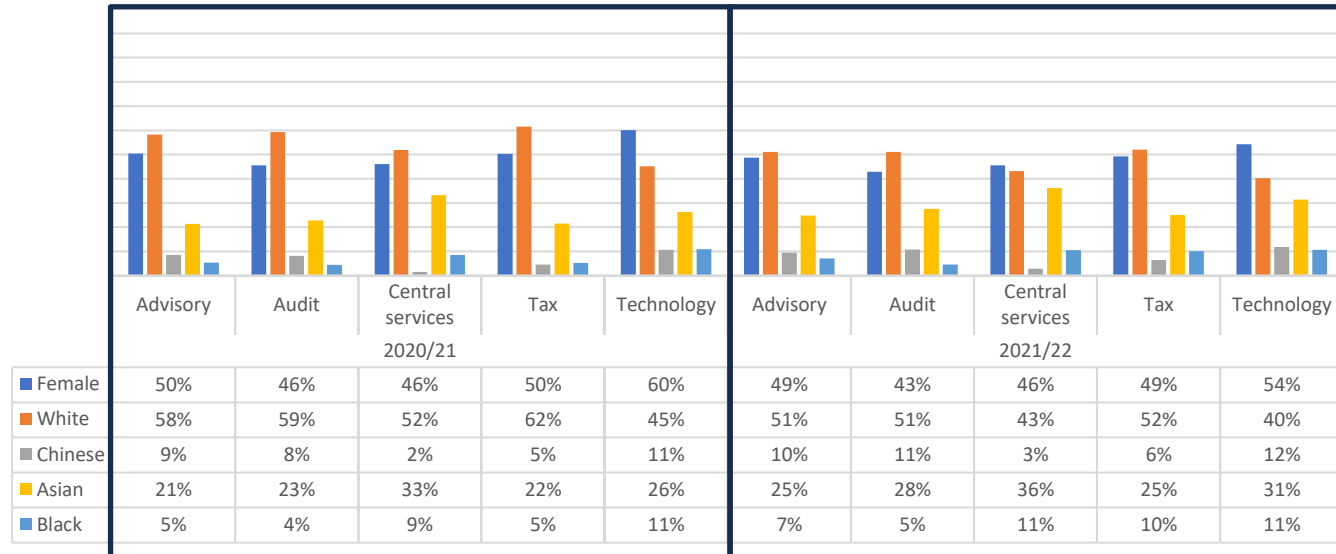
Comparing SEB of hires/offers across service lines

- Looking at the SEB characteristics of those hired by service lines across the two years of this cycle we find overall advisory is the least diverse, particularly compared to technology and central services. Overall compared to the SEB diversity of applicants to each of the service lines the diversity of hires is similar, for example, in 2021-22 17% of applicants to advisory job roles were eligible for IS/FSM and of those hired/made an offer 14% were.



Comparing other characteristics of hires/offers across service lines

- Looking at the other characteristics of gender and ethnicity of those hired by service lines across the two years of this cycle we find an interesting trend for a greater proportion of females to be hired into technology roles. For 2021-22 35% of applicants identified as female, with 54% of those hired/made a job offer being female. By ethnicity we see a greater proportion of those hired in advisory identifying as white, 41% of applicants compared to 51% of those hired.

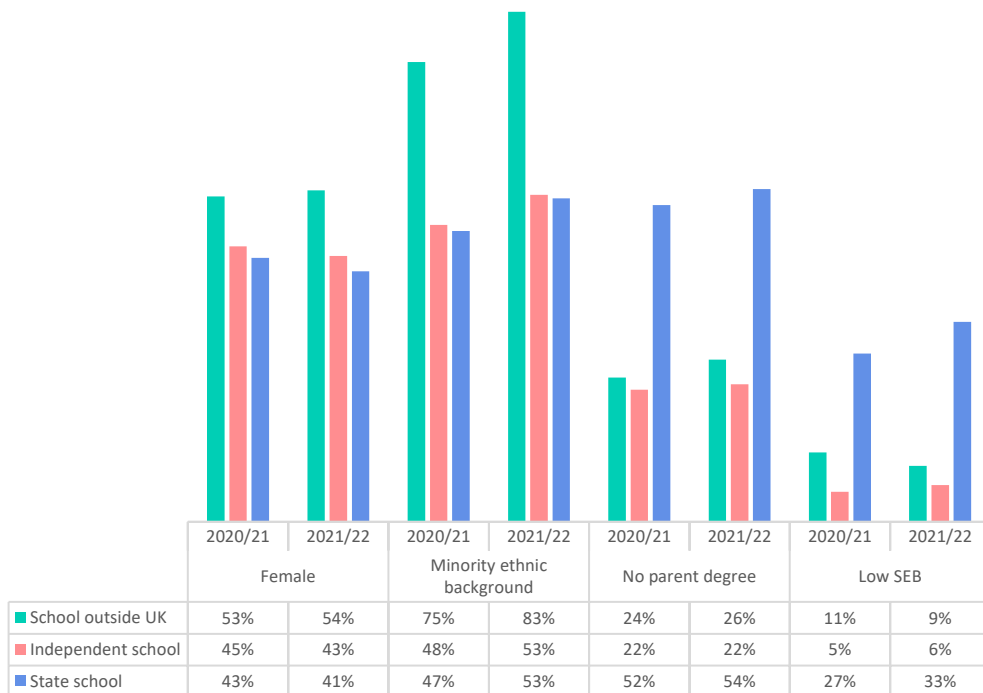


International applicants

- There is a significant increase in International applicants. International applicants are defined here as those who attended school outside the UK, it should be acknowledged that these applicants are most likely now living or have returned to the UK, but for a proportion of their education were outside of the UK.
- **In 2020-21 of applicants who indicated the type of school they had attended 14% (n=24,048) indicated they had gone to school outside of the UK with this increasing to 27% (n=44,203) in 2021-22.**
- In terms of demographics International applicants are more likely to be female and from a minority ethnic background compared to applicants who went to a UK independent or state school. However, looking at the measures of SEB International applicants are more aligned with applicants from UK independent schools. Their parents are more likely to have a degree level education compared to those who attended a UK state school and International applicants are more likely to have parents who held professional and managerial occupations*.

*Not all signatories had collected parent occupation data, so it is important to note that for that measure the sample size is much smaller. We have not included here data relating to eligibility of income support or free school meals as these are UK specific means-tested benefits. Similar financial support may be in place in other countries and applicants received scholarships etc. but these can vary greatly and therefore comparisons would not be robust to make without further data collected.

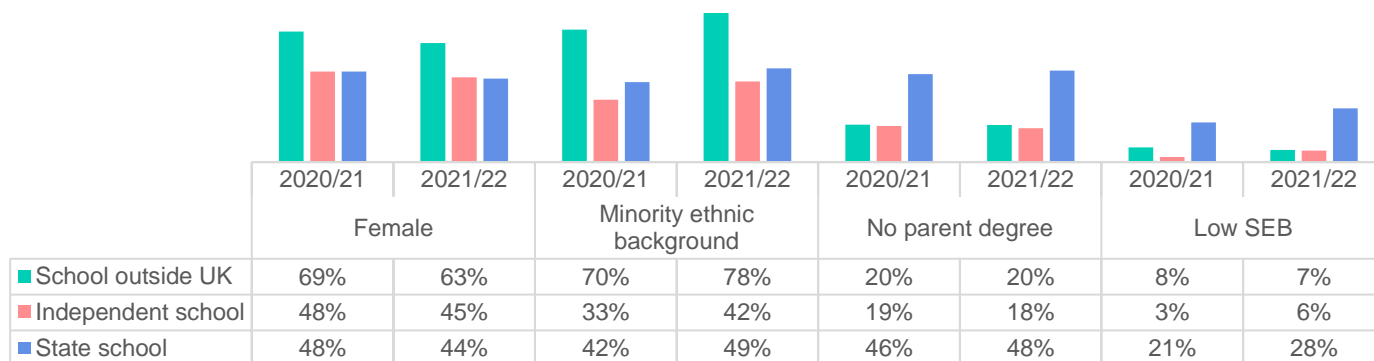
Diversity of International applicants



- Looking at the applicant pool by school type we find that by SEB measures international applicants are more closely aligned with those who went to independent school (lower proportion of parents without a degree and working in routine, manual occupations). International applicants are more likely to be from a minority ethnic background.

Success rate by International applicants

- Overall, we find the success rate of International applicants (those who attended school outside the UK) to be lower than those who attended a UK independent or state school.
- **In 2020-21 of the International applicants who applied 1.7% were offered a job (compared to 3.9% overall) and in 2021-22 while this increased to 3% the overall success rate was 5.4%.**
- Comparing the diversity of applicants and those who are made a job offer we do see some differences, in particular lower proportions of those from ethnic minority backgrounds and parents without a degree level education. However, more broadly those who are made a job offer align with the overall applicant trends, i.e. between 2020-21 and 2021-22 there was an increase in the proportion of applicants from ethnic minority backgrounds and this increase is reflected in those made a job offer.



Appendix: signatories submitting selection/hires and work experience data for this cycle

Work experience and/or demographic data

BDO

Blick Rothenberg

Cafcass

Deloitte

East of England Regional NHS Foundation Trusts

Grant Thornton

ICAEW

KPMG

MHA MacIntyre Hudson

Moore Kingston Smith

National Audit Office

PwC

RSM UK

Signatories where work experience placements postponed/cancelled due to Covid-19

ACCA

AIA

Moore Kingston Smith

Appendix - Selection/ hires, combined ethnicity-gender-SEB

- The variation between certain groups from the 2019-20 and 2020-21 cycles can be quite stark but it's important to remember that these will have been heavily influenced by the pandemic (particularly 2020-21). It's therefore encouraging to see the increase in the proportions being offered positions in 2021-22.

	2018-19 % offered a position	2019-20 % offered a position	2020-21% offered a position	2021-22 % offered a position
Arab female no SEB flag	*	*	*	1.5%
Arab female SEB flag	*	3.0	1.8%	3.6%
Arab male no SEB flag	*	1.8	0.7%	2.1%
Arab male SEB flag	2.1	3.0	1.9%	3.4%
Asian female no SEB flag	4.0	3.1	1.8%	3.9%
Asian female SEB flag	3.9	3.2	2.7%	6.0%
Asian male no SEB flag	3.7	2.8	1.5%	3.2%
Asian male SEB flag	3.6	2.9	2.3%	5.2%
Black female no SEB flag	1.9	1.5	2.1%	2.0%
Black female SEB flag	2.3	1.9	1.8%	5.3%
Black male no SEB flag	1.5	1.0	0.8%	2.1%
Black male SEB flag	2.3	1.7	1.9%	4.6%

SEB flag is whether applicant met any of the criteria; attended a state school, or received IS/FSM, or no parental degree.

* Indicates that 10 or fewer offers were made so data has been suppressed.

Appendix - Selection/ hires, combined ethnicity-gender-SEB

- Applicants who identified as white have consistently remained the group with the highest proportion being offered a position. Previously those who identified as white and had a SEB flag would not be offered a position at the same rate but in 2021-22 this has changed and a higher proportion of those with a SEB flag are being hired.

	2018-19 % offered a position	2019-20 % offered a position	2020-21 % offered a position	2021-22 % offered a position
Chinese female no SEB flag	3.9	3.1	2.8%	4.6%
Chinese female SEB flag	2.7	2.4	2.7%	5.3%
Chinese male no SEB flag	2.5	2.2	1.9%	3.7%
Chinese male SEB flag	2.3	2.4	2.3%	4.7%
Mixed/other female no SEB flag	4.1	3.0	2.0%	3.0%
Mixed/other female SEB flag	4.3	3.3	2.4%	6.3%
Mixed/other male no SEB flag	4.1	3.5	1.6%	4.3%
Mixed/other male SEB flag	3.7	2.8	2.5%	5.5%
White female no SEB flag	6.6	4.5	3.6%	6.5%
White female SEB flag	5.8	4.6	3.4%	7.5%
White male no SEB flag	6.2	4.6	3.2%	6.2%
White male SEB flag	4.9	4.1	2.9%	6.4%

SEB flag is whether applicant met any of the criteria; attended a state school, or received IS/FSM, or no parental degree.

* Indicates that 10 or fewer offers were made so data has been suppressed.