

Project on Architectural Student Employment Outcomes (PASEO)

What do we really know about the employment of Part 3 students?

Survey on University of Westminster Part 3 students conducted in May 2022

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Co-course Leader RIBA Part 3 programme

RIBA INTERFACE: Education Practice 18th January 2023

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School of Architecture and Cities, UoW

RIBA / ARB validated / prescribed courses

Level	Course	No. Students enrolled
Part 1	BA Architecture	390
	BSc Architecture and Environmental Design	90
Part 2	Master of Architecture	171
Part 3	PG Dip. Professional Practice in Architecture	572
		1,214

Research Excellence Framework (REF2021):

Unit of assessment 13: Architecture, Built Environment and Planning

School of Architecture and Cities: **Research Power 7th overall**

Other subject areas in the School: Interior architecture; technology
Planning, urban design, tourism, transport and logistics

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Course Team



Alastair
Blyth
Co-Course
Leader



Wilfred
Achille
Co-Course
Leader



Susanne
Bauer
Senior Lecturer



Stephen
Brockhouse
Professor



Amanda
Pawliszyn
Course
Administrator

40 Professional TUTORS (visiting teaching fellows also act as PSA)

60 Professional CHAMPIONS (recent Part 3 graduates act as Part 3 Friend)

We hear a lot from our Part 3 students about the concerns about working in practice but:
There is little empirical evidence! So

Aim of the PASEO survey

To better understand the employment conditions of our Part 3 professional practice students

1.	About You	Male/Female/Other Age (range) Ethnicity
2.	About your main employer	Type of organisation (architectural practice; surveyor etc) Location(s) Size of practice (staff numbers) Specialism of practice Legal status of organisation (LLP; Ltd; Partnership etc)
3.	Salary and conditions of service	Respondents annual salary (given in a range) Type of employment contract (Fixed term; temporary; rolling etc) Benefits Support for work if at home
4.	Hours of work	No of hours contract Estimated number of hours worked Was overtime paid? Weekend work? Government job retention scheme

5.	Professional development	Place of studying RIBA Part 1 or equivalent RIBA Part 2 or equivalent Redundancy Performance reviews? Does organisation pay Part 3 fees? Workplace mentoring Case Study project for Part 3
6.	Study leave	Number of days study leave
7.	Career	Length of time with current organisation Changing job recently Discrimination in the workplace
8.	Harassment, intimidation and bullying	Safety from bullying Extent of intimidation, bullying and discrimination Ability to report it
9.	Other comments	Free text

Measuring a supportive work/learning environment

Domain	Concept	Indicator	Measure
Practice support	Experience	Range of experience	Logged professional experience
		Project type	Access to project for case study
		Responsibility	Level of responsibility
	Mentoring	Mentor	Engagement of mentor
	Time	Time given to study	Amount of study leave

Domain	Concept	Indicator	Measure
Equity, diversity	Earnings	Salary	Unit: £s
	Discrimination	Harassment/bullying	Extent/Amount

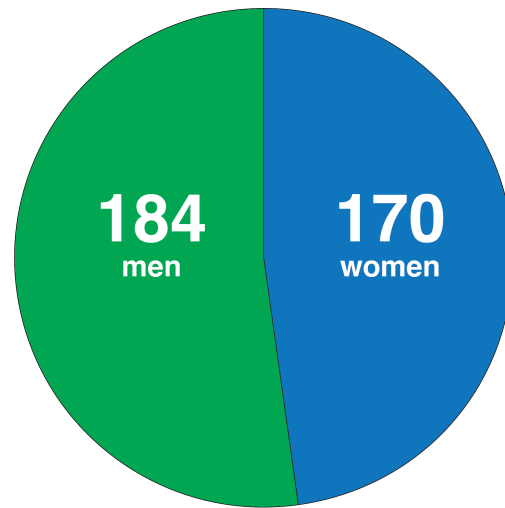
Measuring a supportive work/learning environment

Domain	Concept	Indicator	Measure
Job demands	Time pressure	Hours of work	Comparison with 48 hrs
		Overtime	Extent/Amount
	Psychological risk	Harassment/bullying	Perceived extent
Job resources	Support from employer	Mentor support	Extent of engagement
	Latitude on decision-making	Responsibility	Level of responsibility

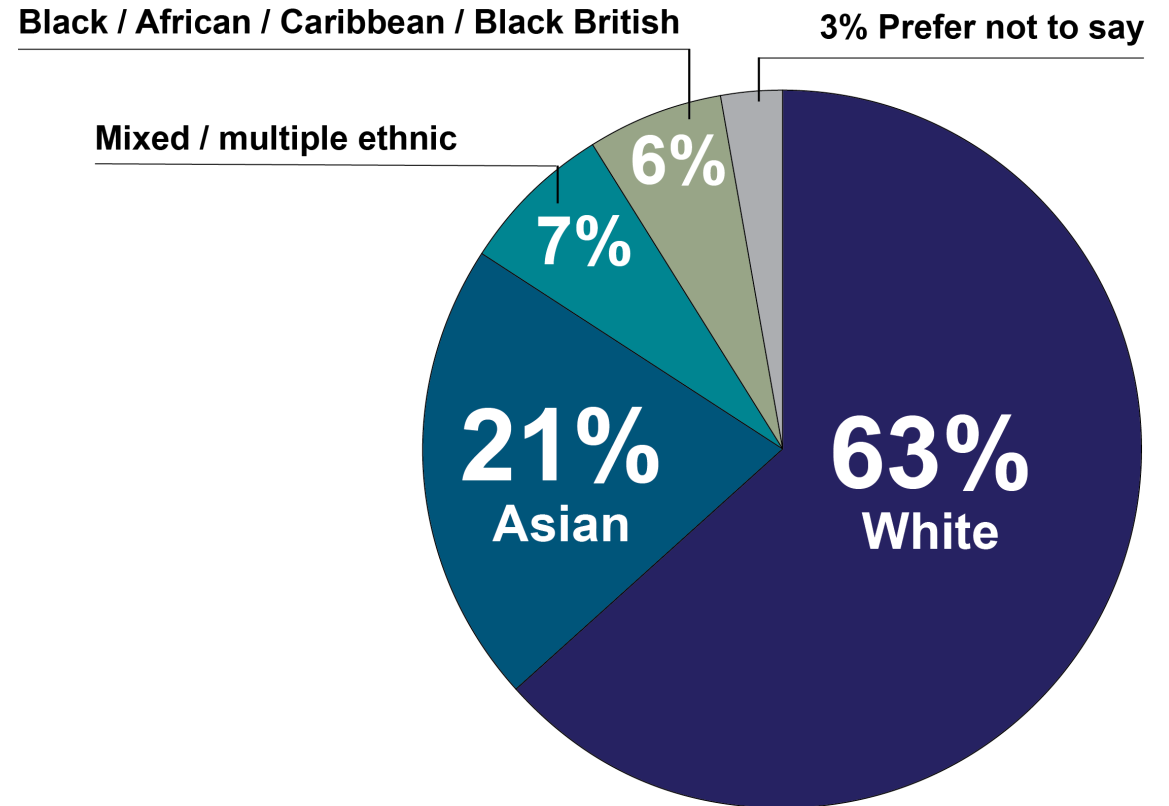
Domain	Concept	Indicator	Measure
Well-being	Earnings	Average gross salary	Unit: £s
	Work-life balance	Employees working long hours	Percentage of employees working more than 48 hrs / wk

Survey breakdown by ethnicity

The 2021 cohort employment survey was of 354 students with responses from 216 students. This gives a 90% confidence level with a 5% margin of error



2021 cohort

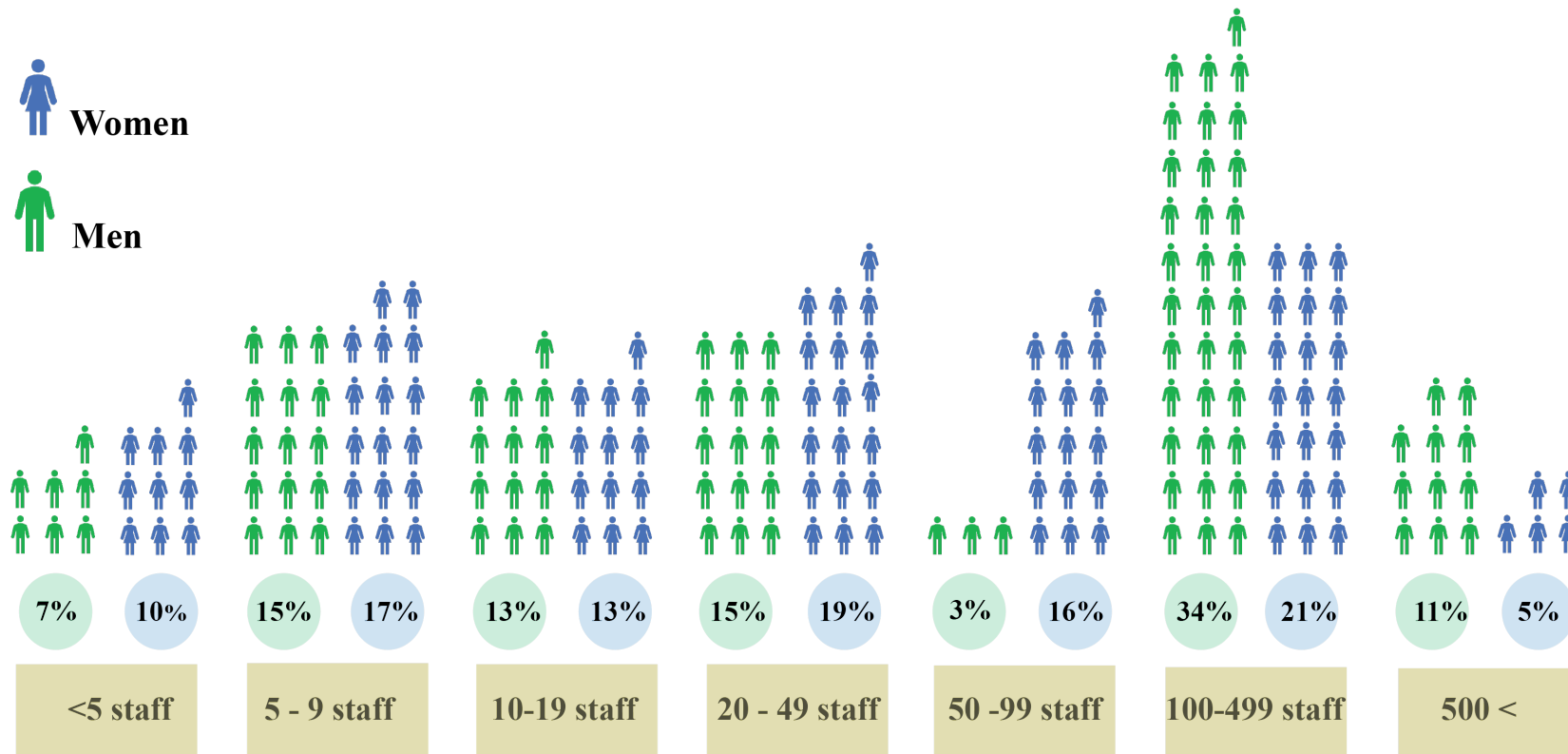


**Part 3 Employment survey: $n=216$
breakdown of respondents by ethnicity**

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Where do our Part 3 students work?

Percentage of Part 3 women and men by practice size



Practice size

What do our Part 3 students earn in salaries?



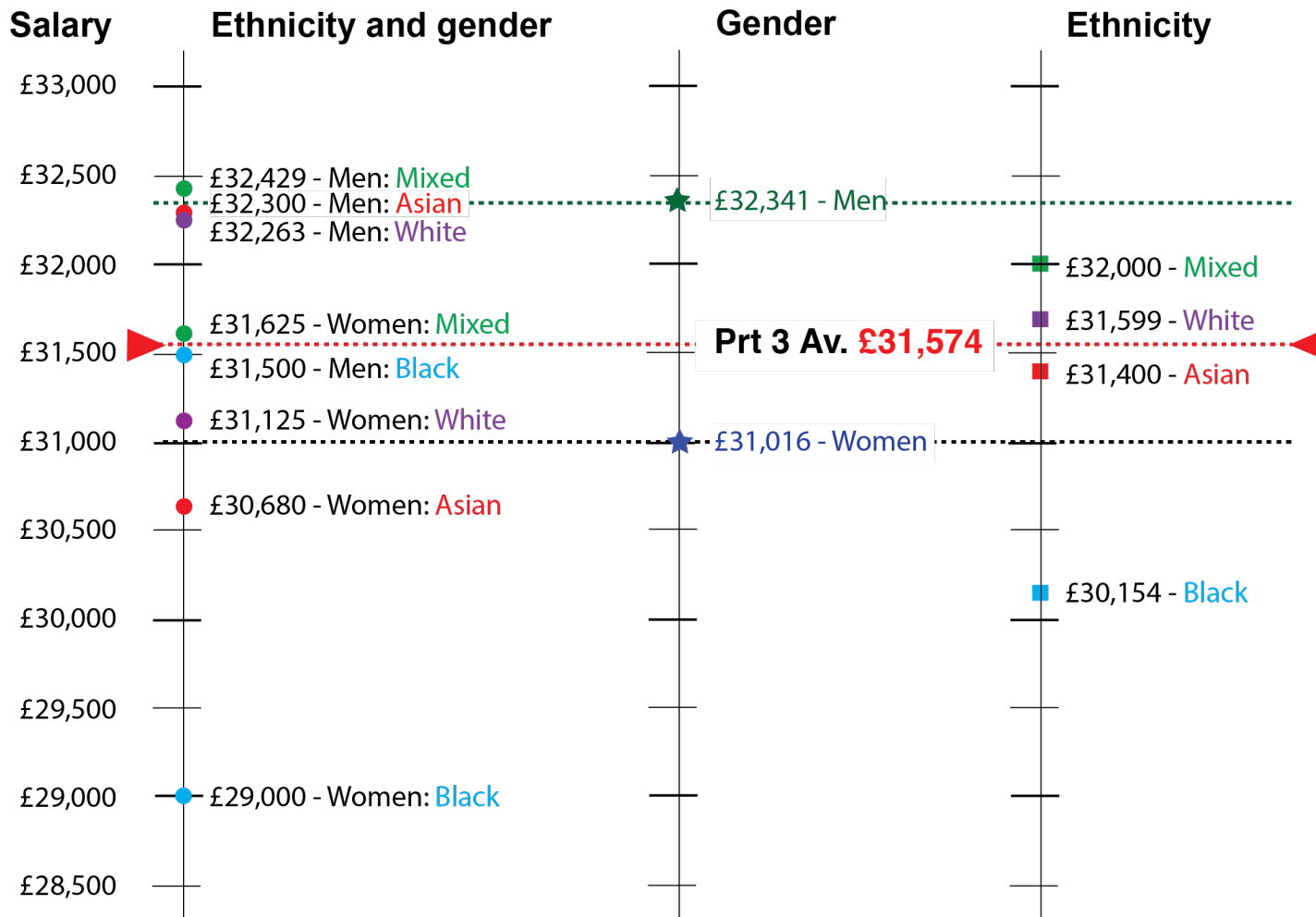
Percentage of Part 3 women and men in each salary range

The most common salary band is £30k to £32k. There is a correlation between practice size and salary although it is not particularly strong across our Part 3 students. Some students also receive bonuses or are part of share ownership schemes. Taking these into account it does seem that women in our sample are not being paid as much as men.

Total Salary Earnings
 356 students: £11.4m
 475 students: £15m

How do the salaries of Part 3 students compare?

Average salary broken down by ethnicity and gender



The average Part 3 annual salary is £31,574.

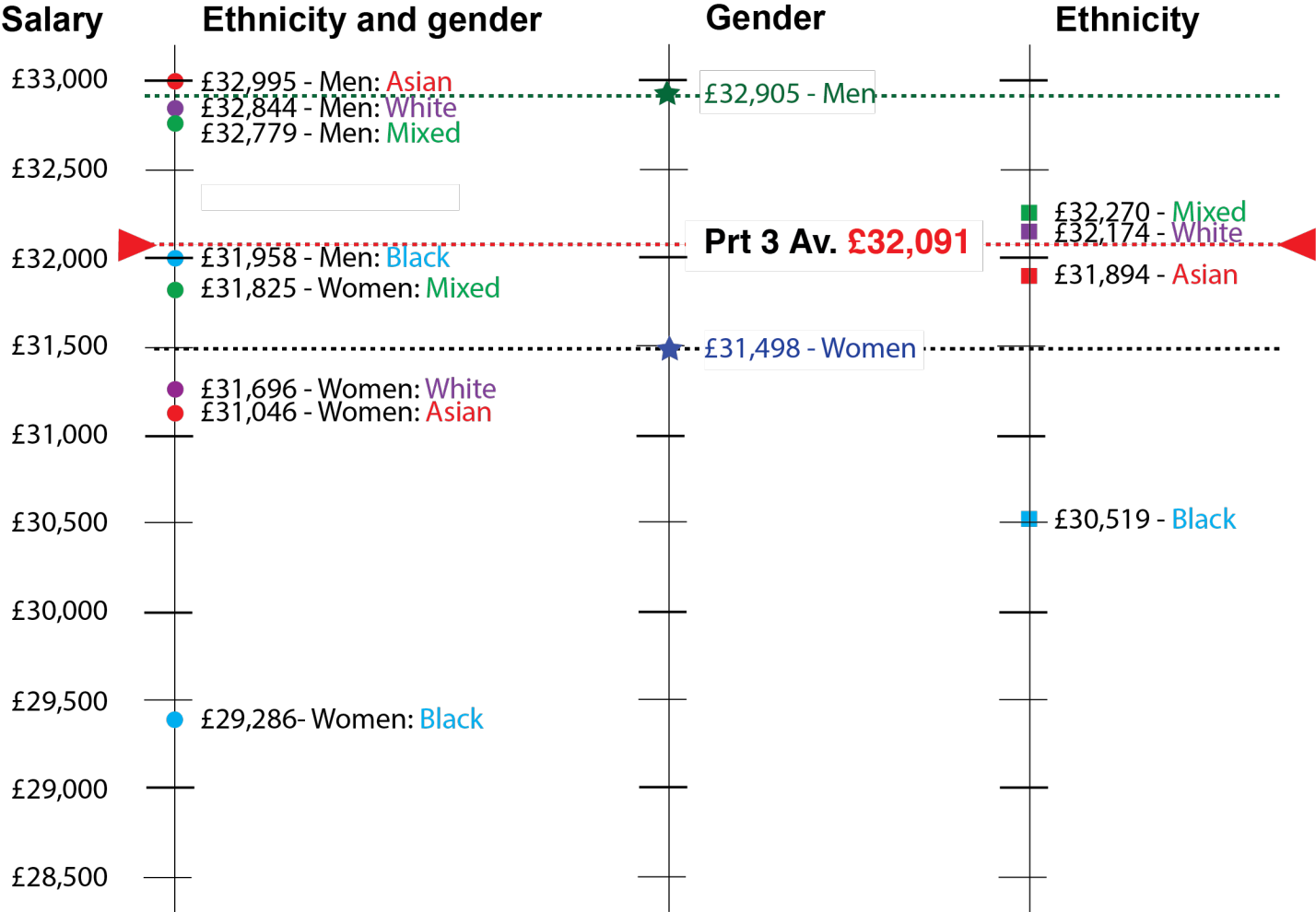
By ethnicity only, the average salary of Mixed / Multiple ethnic students is highest (1.3% above the part 3 average), and Black/African/ Caribbean/Black British is lowest (4.5% below the Part 3 average).

By gender, the average salary of men is 2.4% above the UoW Part 3 average, and for women, it is 1.8% below average suggesting an overall spread of 4.2% between men and women.

For ethnicity broken down by gender, the spread between the top and bottom salary average is greatest. The average salary of Multiple ethnic male students is 2.7% higher than the Part 3 average, whereas for Black/African/ Caribbean/Black British female students it is 8.2% below the average, suggesting a spread of 10.9%.

How do overall earnings compare?

Average earnings broken down by ethnicity and gender



The average earnings of Part 3 students is £32,091.

Earnings include salary, bonuses and additional earnings from share ownership schemes.

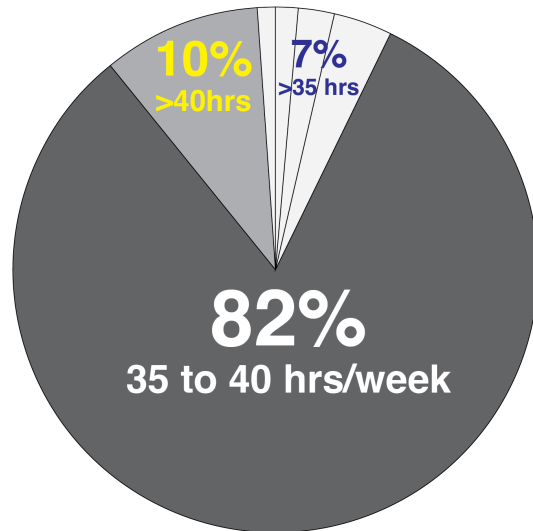
By ethnicity, the average earnings of Mixed, Multiple ethnic and White students is just above the Part 3 average, whereas for Asian students, it is just below. However, the average earnings of Black/African/ Caribbean/Black British students are 5% lower.

By gender, the average earnings of men are 2.5% more than the part 3 average, while women earn 1.8% less. The spread is 4.3%.

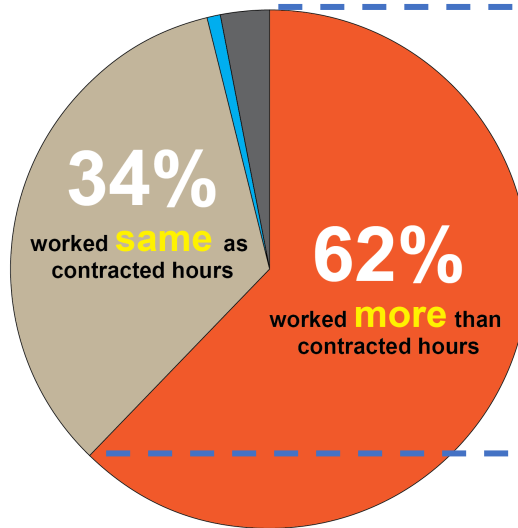
By ethnicity and gender together, the earnings of Asian, White and Mixed multiple ethnic men are close to the average earnings for men, whereas the earnings of Black/African/ Caribbean/Black British male students are 3% below the average for all men but almost on the Part 3 average. The earnings of Black/African/ Caribbean/Black British female students are 7% below the average for women and 8.7% below the Part 3 average.

Workload pressure on our Part 3 students - 1

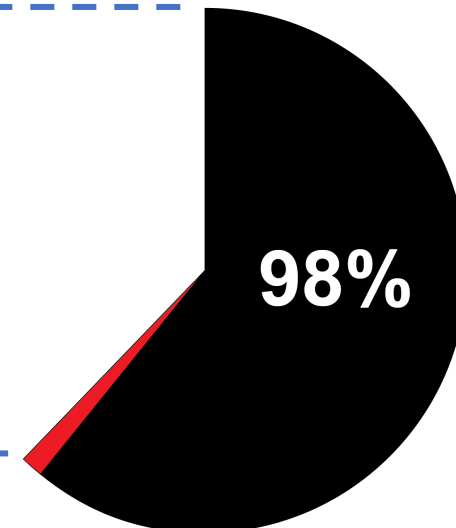
Contracted hours



Actual vs contracted

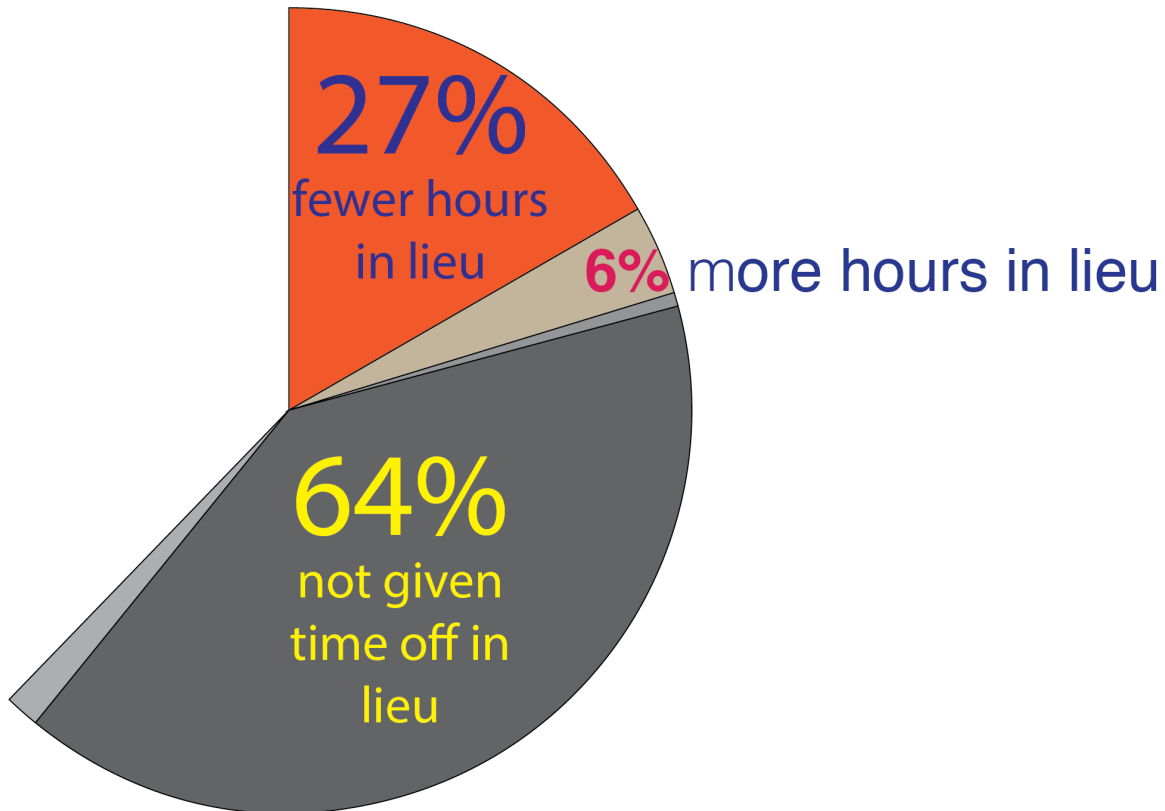


Unpaid overtime



Workload pressure on our students - 2

Of those 98% not paid overtime



When combined with high workload and long working hours, where students are not given much study leave it puts pressure on their ability to take part 3 within twelve months

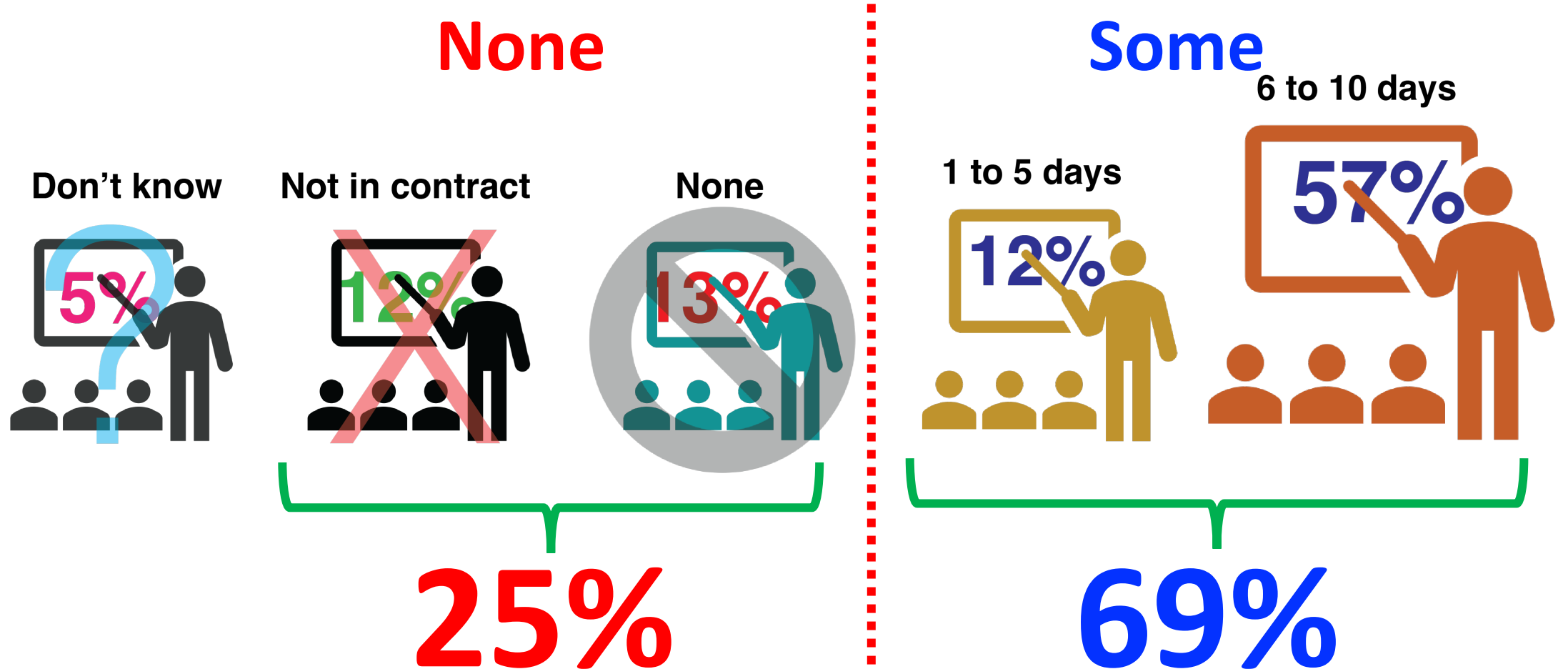
What is the value in £ of the unpaid overtime?

	Per month	Per year
Per student	£540	£7,070
Cohort of 356:	£193,000	£2,518,000
Cohort 475:	£257,040	£3,084,480

NB: These figures are approximate but give an idea of the monetary value of the overtime

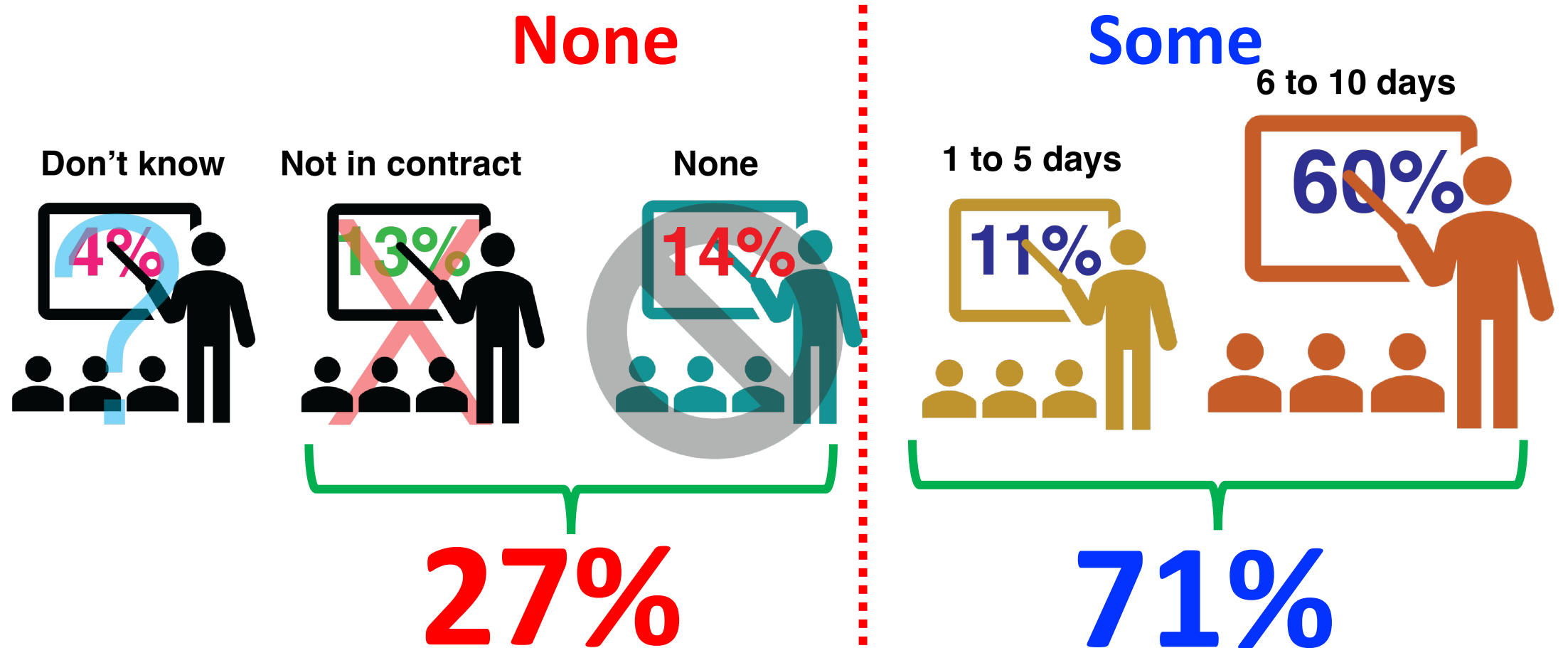
What access to study leave do Part 3ers have?

All practices

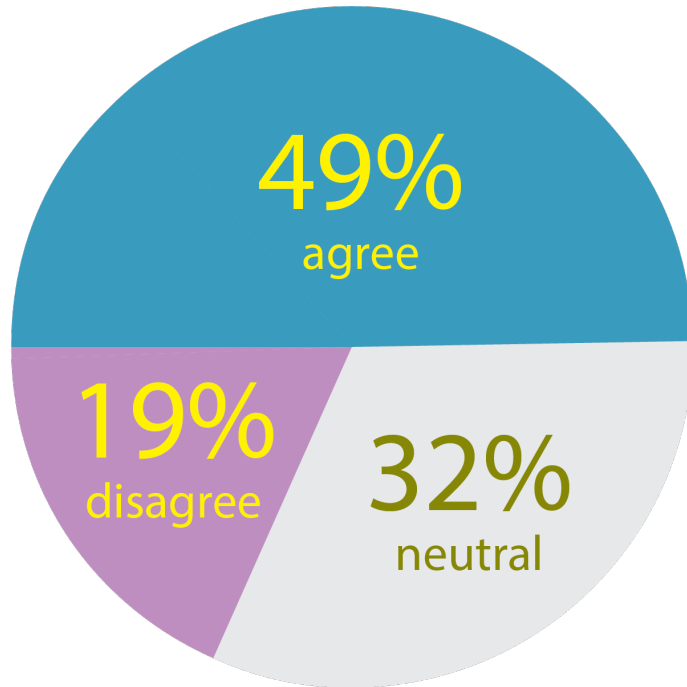


What access to study leave do Part 3ers have?

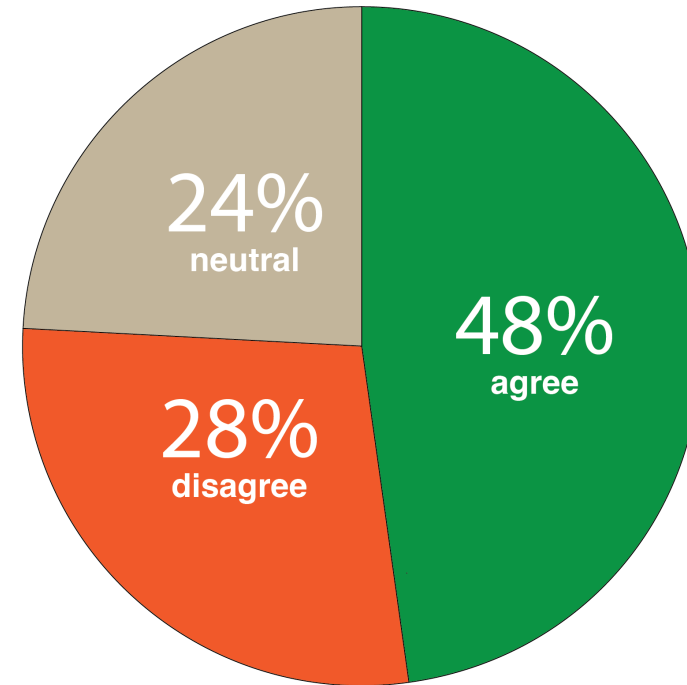
Chartered Practices



What is the impact of workload pressure on students?

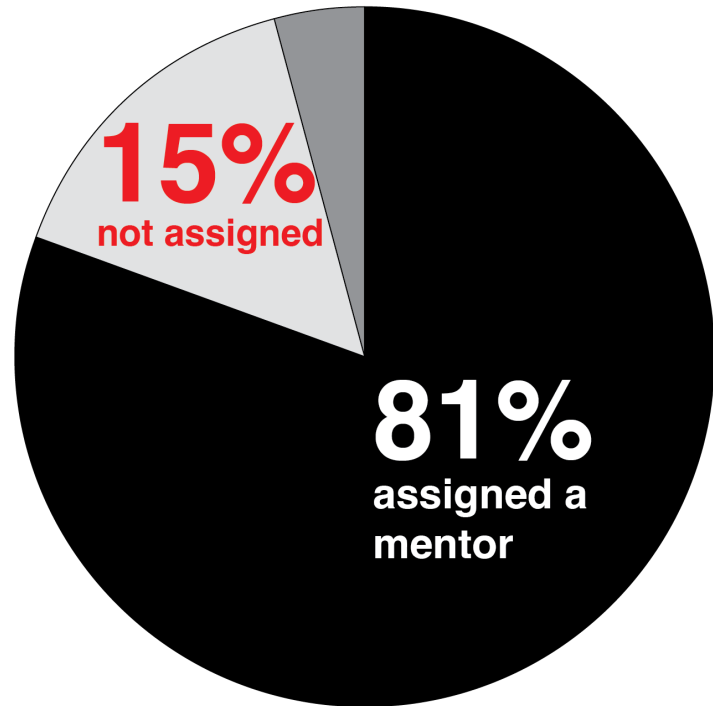


Feel overwhelmed

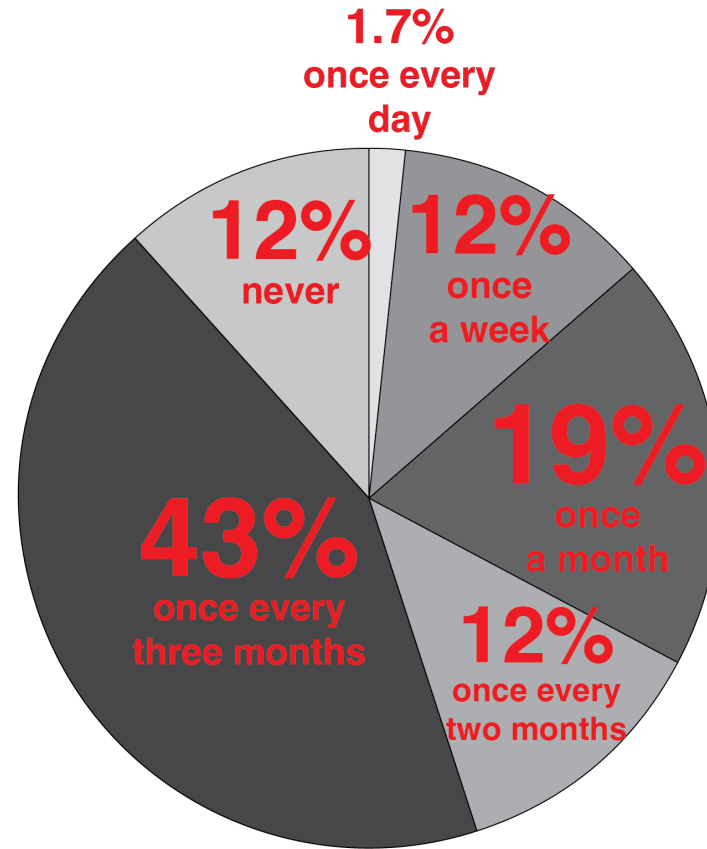


Difficult to keep a healthy work / life balance

Are students assigned a practice mentor?

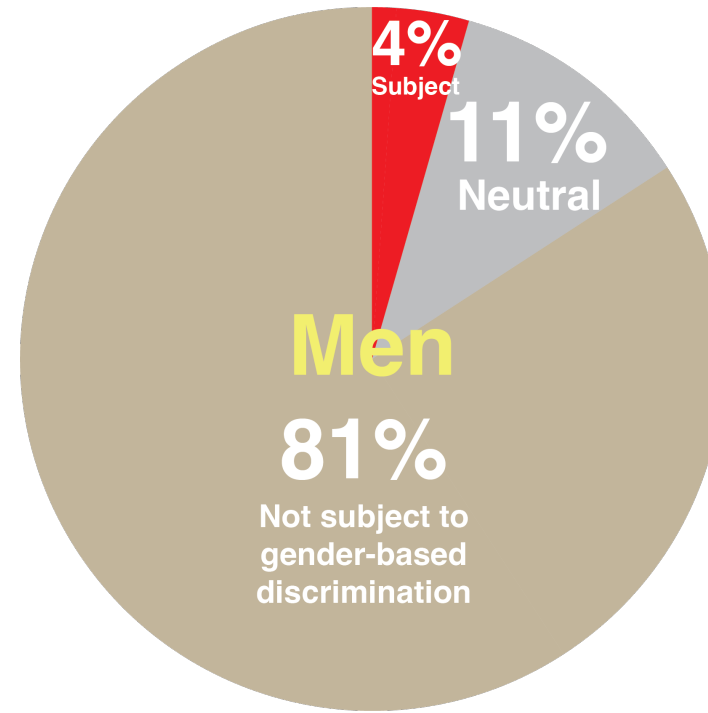
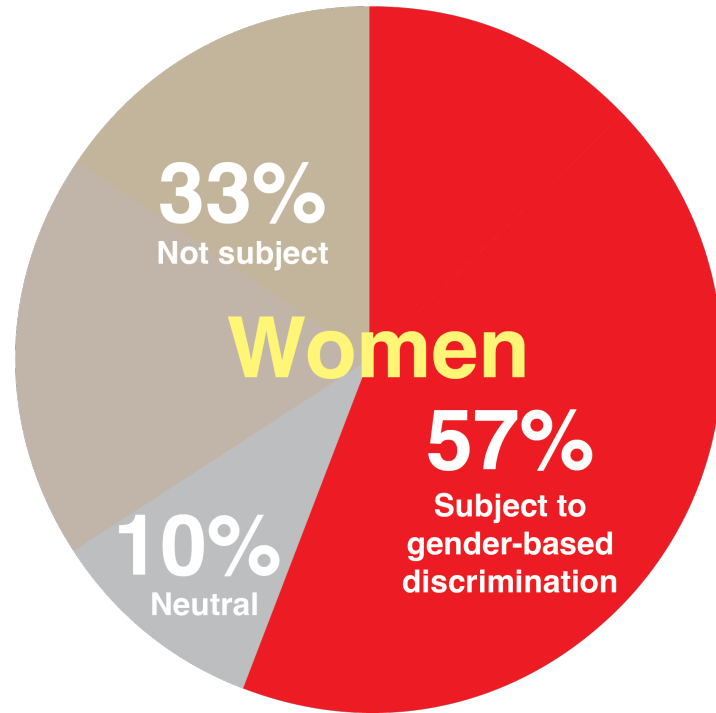


Percentage of students assigned a mentor by their practice



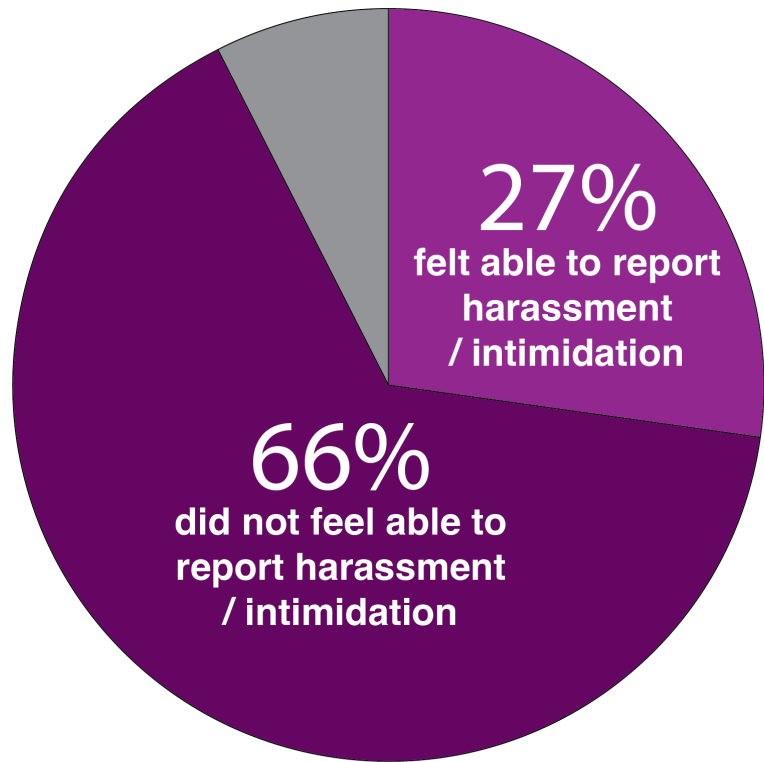
Regularity of meeting practice mentor

Is there gender-based discrimination at work?



Discrimination in the workplace remains a pressing issue and women report a significant amount of discrimination in the workplace.

Do our students feel able to report bullying?

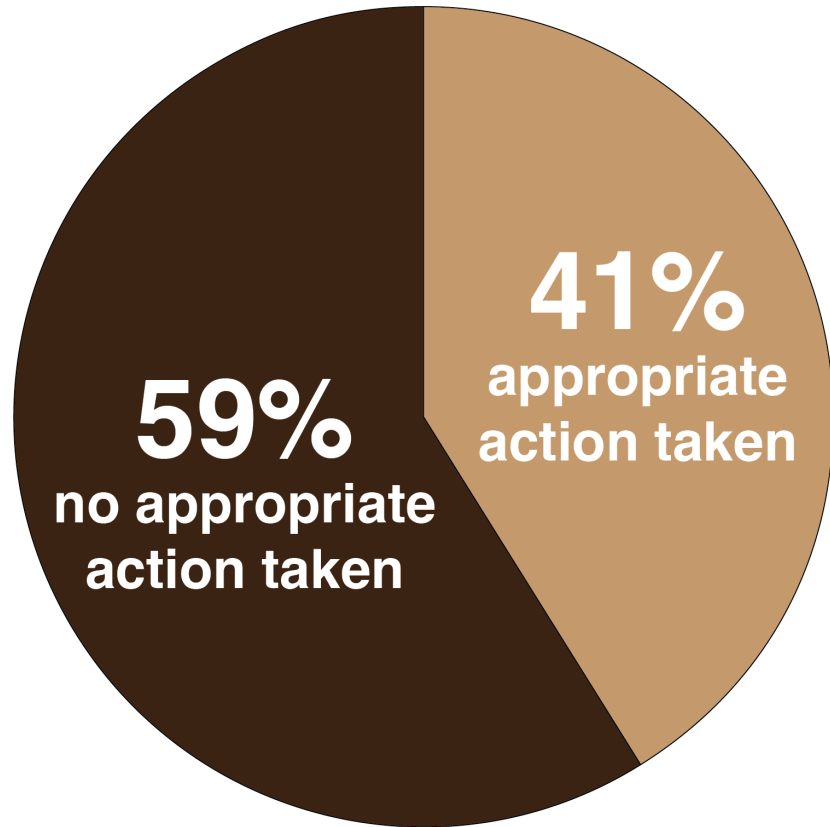


Percentage who felt able to report harassment / bullying / bullying to manager / director

Why not?

- ❖ Director was the one responsible
- ❖ HR not interested (married to director)
- ❖ Nothing would be done
- ❖ Would be picked on in future
- ❖ No-one else to talk to about this
- ❖

Was appropriate action taken when bullying in the workplace was reported?



Action taken on bullying

What next?

- Run the survey with 2022-23 cohort in March
- Focused workshops
- Inviting other schools to take part
- What is the role of practice as a learning environment?
- How does 'job stress' impact on students' learning?

Thank You!

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