MAC Question	Intel draft response and/or Fragomen Guidance on response
1) Please provide evidence on the characteristics of EEA migrants in your sector? How do they differ from UK workers	Our EEA population works in a broad range of positions. The depth and breadth of the technical roles in the UK include datacenter engineers, software engineers, open source development, quality assurance, technical and communications system architecture, performance optimization etc. Intel also employs EEA nationals in non-technical support function roles across Sales & Marketing, Finance, Corporate Services and Human Resources. Our EEA population bring a diverse range of talent and skill to Intel UK. This highly sought after STEM skillset is not available in the volumes required by the UK technology industry. This has led to a competitive employment sector in the tech industry.
2) To what extent are EEA migrant's seasonal, part-time, agency-workers, temporary, short-term assignees, intra-company transfers, self-employed? What information do you have on their skill levels? To what extent do these differ from UK workers and non-EEA workers?	All of Intel's UK EEA nationals are full time permanent employees.
3) Are there any relevant sources of evidence, beyond the usual range of official statistics that would allow the MAC to get a more detailed view of the current patterns of EEA migration, especially over the last year?	No additional sources of data.
4) Have the patterns of EEA migration changed over time? What evidence do you have showing your employment of EEA migrants since 2000? And after the Brexit referendum? Are these trends different for UK workers and non-EEA workers?	The access to a greater pool of talented workers in Europe has helped Intel UK to grow especially in relation to technical skills for growth areas i.e our Innovative Data Centre and Internet of Things businesses. Since 2000, Intel UK has hired over 50 EEA nationals in a variety of technical and non-technical roles. The availability of EEA talent has grown in recent years with the extension of EU borders allowing Intel to hire from a broader pool of available talent. In general, we understand that there is an increase in the numbers of people leaving the UK to return to their home EU

	country. This is particularly relevant in countries where the economy is now booming and there are roles to fill. With the strength of the Euro and weak pound sterling, it is attractive for employees to leave the UK and return home. Intel is monitoring this trend and how it relates to our business into 2018 and beyond.
5) Have you conducted any analysis on the future trends of EEA migration, in the absence of immigration controls?	Intel has not conducted such an analysis due to the uncertainty surrounding the current proposals.
6) Have you made any assessment of the impact of a possible reduction in the availability of EEA migrants (whether occurring naturally or through policy) as part of your workforce? **What impact would a reduction in EEA migration have on your sector/local area/region?** **How will your business/sector/area/region cope? Would the impacts be different if reductions in migration took place amongst non-EEA migrants? Have you made any contingency plans?**	If the immigration requirements for non-EEA nationals will be directly transposed onto EEA nationals (e.g. no access to workers below degree level, £30,000 minimum salary for new hires and £41,500 minimum salary for assignees), it will mean Intel UK will have access to a much smaller talent pool. It will also add increased time and cost in the event that Intel UK will still need to hire candidates from outside the UK, particularly given the tight talent pool for STEM related skills available locally. We consider that this in turn would have an effect on our competitiveness. It is an ongoing concern that a diversion of future investment from UK could occur if it is deemed more difficult to do business and recruit talent in the UK. Rigid requirements for EEA workers would affect our ability to be agile to respond to market needs if strict and high minimum salaries would apply.
7) Please provide evidence on the methods of recruitment used to employ EEA migrants. Do these methods differ from those used to employ UK and non-EEA workers? What impact does this have on UK workers? Have these methods changed following the Brexit referendum?	Intel UK applies one standard recruitment process regardless of nationality (that is not changed since the Brexit referendum). An open recruitment process applies where all eligible candidates based on skill level and experience may apply for a relevant role. Right to work checks are assessed as part of the standard hiring process. We hire the best talent and we want them to work for Intel UK to support the expansion of our business which in turn benefits all employees, including UK workers and the wider economy.
8) Do recruitment practices differ by skill-type and occupation?	No – one standard recruitment process applies to all staff; although for some technical roles, a technical based assessment is likely.
9) What are the advantages and disadvantages of employing EEA workers? Have these	Key advantages include having a multi-cultural workforce with more diverse talent which leads to more effective and successful business results. At Intel, we believe that in order to shape the future of technology, we must be representative of

changed following the Brexit referendum result?	that future. By bringing together people with a wide range of perspectives, backgrounds and experiences – plus encouraging a community of openness and inclusion – we can continue to innovate and solve the world's toughest challenges. With access to a bigger EEA talent pool, we can reach the highly sought after STEM skills to drive the next generation of our cutting edge technology. In summary, by having a diverse and talented workforce in the UK ensures that Intel UK is a Great Place To Work.
10) To what extent has EEA and non-EEA migration affected the skills and training of the UK workers?	The talent that comes from EEA workers has a positive effect on the UK workforce. By hiring strong diverse talent, the local economy, and all UK employees benefit. It is widely acknowledged that more diverse teams are stronger teams that drive better business results. All Intel UK employees work side by side sharing talent, capability and transferring professional knowledge and skill to each other.
11) How involved are universities and training providers in ensuring that the UK workforce has the skills needed to fill key roles/roles in high demand in your sector? Do you have plans to increase this involvement in the future?	We have a close alignment with the UK Universities who provide relevant training and education for our desired skills set. Our business works in close partnership with regional education programs and is actively engaged with academic leaders to stay connected on education and training standards and changing business need. Intel UK Ltd constantly reviews UK Universities against our hiring needs, for example, by partnering with Edinburgh University. In addition, our established Intern Program provides a solid talent pipeline for hiring UK recognising the talent from UK Universities for the long term. Intel UK are involved in partnering with universities in research topics as well as delivering technology content at Universities. Whilst Intel invests in close relationships with UK Universities, the reality is that many foreign national students are educated *in* UK Universities and enter the UK workforce post-graduation. Those graduating with Masters and PhD's in STEM subjects are more commonly foreign nationals. It's important to acknowledge the citizenship of graduates remains broad.
12) How aware are you of current UK migration policies for non-EEA migrants? If new immigration policies restrict the numbers of low-skilled migrants who can come to work	We hold a good understanding of the current UK immigration policies applicable to non-EEA nationals through our partnership with Fragomen LLP. Fragomen LLP provides legal guidance to us on the application of these policies to our non EEA national staff. If new immigration policy was to restrict the numbers of low-skilled migrants available to work in the UK,

in the UK, which forms of migration into low-skilled work should be prioritised? For example, the current shortage occupation list applies to high skilled occupations; do you think this should be expanded to cover lower skill levels?	this would have a significant detrimental impact upon Intel's business operations in the UK. We currently recruit EEA nationals to fulfil important roles in Sales & Marketing, Corporate Services, Finance and Human Resources and we would struggle to secure these skills from the British national labour market if the supply of EEA talent in these areas were restricted. Neither would we be able to access such talent via the PBS system as these roles would not be deemed RQF Level 6 roles. *As a result, our business would need to consider outsourcing these functions to overseas companies or move the relevant department/roles to overseas locations, redirecting growth and business away from the UK; at enormous cost and disruption to UK operations and a loss of business opportunity to the United Kingdom. Clarity and a relaxed system for lower skilled workers would therefore be imperative.