



MIGRATION ADVISORY COMMITTEE

A guide to the Shortage Occupation List (SOL)

Companion to 2020 SOL Call for Evidence

27th May 2020

What is the Shortage Occupation List?

1. The Shortage Occupation List (SOL) is a feature of the existing Tier 2 work migration route. It lists occupations where employers face a shortage of suitable labour and where it is sensible to fill those shortages with migrant workers.
2. The occupations on the list are given some special dispensations within the immigration rules designed to make it easier for employers to access migrant labour to fill vacancies in those areas of identified shortage.
3. The Government periodically commissions the Migration Advisory Committee (MAC) to recommend which occupations should be placed on the SOL. Ultimately it is for the Government to decide which occupations are selected.

How does the Shortage Occupation List affect me as an employer?

4. The Government has started the legislative process that will result in the end of free movement between the UK and EU member states on the 1st of January 2021¹. From this date onwards the skilled worker route of the proposed points-based system will be an important way employers can access new inflows of migrant workers.
5. The SOL will play an important role within the new system. The Government's immigration policy statement² sets out that an application will have to meet a total of 70 points to be eligible. A total of 20 points are allocated for a job being in a shortage occupation. An occupation on the SOL lowers the salary threshold employers must meet by 20 per cent. For example, this would mean the general salary threshold of £25,600 would be reduced to £20,480³.
6. SOL applications currently also face lower visa fees and migrants sponsored in SOL roles are exempt from having to meet a higher salary threshold before being able to apply for settlement. The nature and extent of these additional benefits under the future points-based system have not been confirmed.

How does the Migration Advisory Committee decide which occupations are placed on the Shortage Occupation List?

7. The MAC has three main considerations when assessing whether an occupation should be placed on the SOL:
 - i. Does the occupation meet the required skill level?
 - ii. Is the occupation in shortage?
 - iii. Is it sensible to fill those shortages with migrant workers?
8. The skill level of occupations has been established through several previous MAC reports; skill classifications for all occupations can be found in Appendix J of the

¹<https://services.parliament.uk/Bills/2019-21/immigrationandsocialsecuritycoordinationeuwithdrawal.html>

²<https://www.gov.uk/government/publications/the-uks-points-based-immigration-system-policy-statement/the-uks-points-based-immigration-system-policy-statement>

³The occupation specific threshold is also reduced by 20 per cent.

immigration rules⁴. The skill level of occupations has historically been assessed through a combination of reviewing statistical indicators alongside stakeholder evidence.

9. To assess whether an occupation is in shortage, nine data driven indicators of labour market conditions are used, derived from national representative datasets. These are again combined with consideration of stakeholder evidence submitted to the Call for Evidence and through meetings with stakeholders.
10. Finally, several questions are posed to help guide an assessment of whether it would be sensible to try and overcome any identified shortage through migration; these are listed below.
 - i. What are the alternatives to employing immigrants in response to perceived staff shortages? Are these alternatives feasible, and have employers explored them fully? If not, what are the actual or perceived obstacles?
 - ii. How would bringing in immigrants relate to skills acquisition of the UK workforce? Are there enough UK resident workers in training/education to fill shortages? Will bringing in immigrants reduce employers' incentives to invest in training and upskilling of UK workers?
 - iii. How will the employment of immigrants affect investment, innovation and productivity growth? Is there a case for employing immigrants to support and maintain the UK's international competitiveness in certain sectors?
 - iv. How will our decision affect the wider UK labour market and economy? How, if at all, will access to immigrant labour affect employment opportunities and conditions for the UK workforce?
 - v. What are the likely impacts of shortage in this occupation?
 - vi. Is this an occupation of high public value?
11. For more detail on the "skilled" or "shortage" indicators please refer to Annex B of the MAC 2019 review of the SOL⁵.

Which occupations are eligible to be placed on the Shortage Occupation List?

12. All occupations eligible for the future skilled-worker route of the points-based system will be eligible to be placed on the SOL. In line with MAC recommendations, the Home Office has indicated that all occupations skilled to RQF level 3 and above will be eligible for sponsorship through the points-based system⁶. Table 1 overleaf lists the occupations and associated job titles that meet this requirement.

⁴<https://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-j-codes-of-practice-for-skilled-work>

⁵https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/806331/28_05_2019_Full_Review_SOL_Final_Report_1159.pdf

⁶<https://www.gov.uk/government/publications/the-uks-points-based-immigration-system-policy-statement/the-uks-points-based-immigration-system-policy-statement>

Table 1: Occupations and associated jobs that meet RQF3 skills threshold for proposed skilled worker route of future points-based system

Occupation	Skill level**	Eligible for skilled worker route?	Jobs that meet the RQF3 skills threshold
2111 Chemical scientists	PhD	Yes	All
2112 Biological scientists and biochemists	PhD	Yes	All
2113 Physical scientists	PhD	Yes	All
2114 Social and humanities scientists	PhD	Yes	All
2119 Natural and social science professionals n.e.c.	PhD	Yes	All
2150 Research and development managers	PhD	Yes	All
2311 Higher education teaching professionals	PhD	Yes	All
1115 Chief executives and senior officials	RQF 6	Yes	All
1121 Production managers and directors in manufacturing	RQF 6	Yes	All
1122 Production managers and directors in construction	RQF 6	Yes	All
1123 Production managers and directors in mining and energy	RQF 6	Yes	All
1131 Financial managers and directors	RQF 6	Yes	All
1132 Marketing and sales directors	RQF 6	Yes	All
1133 Purchasing managers and directors	RQF 6	Yes	All
1134 Advertising and public relations directors	RQF 6	Yes	All
1135 Human resource managers and directors	RQF 6	Yes	All
1136 Information technology and telecommunications directors	RQF 6	Yes	All
1139 Functional managers and directors n.e.c.	RQF 6	Yes	All
1150 Financial institution managers and directors	RQF 6	Yes	All
1161 Managers and directors in transport and distribution	RQF 6	Yes	All
1172 Senior police officers	RQF 6	Yes	All
1173 Senior officers in fire, ambulance, prison and related services	RQF 6	Yes	All
1181 Health services and public health managers and directors	RQF 6	Yes	All
1184 Social services managers and directors	RQF 6	Yes	All
2121 Civil engineers	RQF 6	Yes	All
2122 Mechanical engineers	RQF 6	Yes	All
2123 Electrical engineers	RQF 6	Yes	All
2124 Electronics engineers	RQF 6	Yes	All
2126 Design and development engineers	RQF 6	Yes	All
2127 Production and process engineers	RQF 6	Yes	All
2129 Engineering professionals n.e.c.	RQF 6	Yes	All
2133 IT specialist managers	RQF 6	Yes	All
2134 IT project and programme managers	RQF 6	Yes	All
2135 IT business analysts, architects and systems designers	RQF 6	Yes	All

2136	Programmers and software development professionals	RQF 6	Yes	All
2137	Web design and development professionals	RQF 6	Yes	All
2139	Information technology and telecommunications professionals n.e.c.	RQF 6	Yes	All
2141	Conservation professionals	RQF 6	Yes	All
2142	Environment professionals	RQF 6	Yes	All
2211	Medical practitioners	RQF 6	Yes	All
2212	Psychologists	RQF 6	Yes	All
2213	Pharmacists	RQF 6	Yes	All
2214	Ophthalmic opticians	RQF 6	Yes	All
2215	Dental practitioners	RQF 6	Yes	All
2216	Veterinarians	RQF 6	Yes	All
2217	Medical radiographers	RQF 6	Yes	All
2218	Podiatrists	RQF 6	Yes	All
2219	Health professionals n.e.c.	RQF 6	Yes	All
2221	Physiotherapists	RQF 6	Yes	All
2222	Occupational therapists	RQF 6	Yes	All
2223	Speech and language therapists	RQF 6	Yes	All
2229	Therapy professionals n.e.c.	RQF 6	Yes	All
2231	Nurses	RQF 6	Yes	All
2232	Midwives	RQF 6	Yes	All
2312	Further education teaching professionals	RQF 6	Yes	All
2314	Secondary education teaching professionals	RQF 6	Yes	All
2315	Primary and nursery education teaching professionals	RQF 6	Yes	All
2316	Special needs education teaching professionals	RQF 6	Yes	All
2317	Senior professionals of educational establishments	RQF 6	Yes	All
2318	Education advisers and school inspectors	RQF 6	Yes	All
2319	Teaching and other educational professionals n.e.c.	RQF 6	Yes	All
2412	Barristers and judges	RQF 6	Yes	All
2413	Solicitors	RQF 6	Yes	All
2419	Legal professionals n.e.c.	RQF 6	Yes	All
2421	Chartered and certified accountants	RQF 6	Yes	All
2423	Management consultants and business analysts	RQF 6	Yes	All
2424	Business and financial project management professionals	RQF 6	Yes	All
2425	Actuaries, economists and statisticians	RQF 6	Yes	All
2426	Business and related research professionals	RQF 6	Yes	All
2429	Business, research and administrative professionals n.e.c.	RQF 6	Yes	All
2431	Architects	RQF 6	Yes	All
2432	Town planning officers	RQF 6	Yes	All
2433	Quantity surveyors	RQF 6	Yes	All
2434	Chartered surveyors	RQF 6	Yes	All
2435	Chartered architectural technologists	RQF 6	Yes	All
2436	Construction project managers and related professionals	RQF 6	Yes	All
2442	Social workers	RQF 6	Yes	All

2443	Probation officers	RQF 6	Yes	All
2449	Welfare professionals n.e.c.	RQF 6	Yes	All
2451	Librarians	RQF 6	Yes	All
2452	Archivists and curators	RQF 6	Yes	All
2461	Quality control and planning engineers	RQF 6	Yes	All
2462	Quality assurance and regulatory professionals	RQF 6	Yes	All
2463	Environmental health professionals	RQF 6	Yes	All
2471	Journalists, newspaper and periodical editors	RQF 6	Yes	All
2472	Public relations professionals	RQF 6	Yes	All
2473	Advertising accounts managers and creative directors	RQF 6	Yes	All
3213	Paramedics	RQF 6	Yes	All
3415	Musicians	RQF 6	Yes	All
3416	Arts officers, producers and directors	RQF 6	Yes	All
3512	Aircraft pilots and flight engineers	RQF 6	Yes	All
3532	Brokers	RQF 6	Yes	All
3534	Finance and investment analysts and advisers	RQF 6	Yes	All
3535	Taxation experts	RQF 6	Yes	All
3538	Financial accounts managers	RQF 6	Yes	All
3545	Sales accounts and business development managers	RQF 6	Yes	All
1211	Managers and proprietors in agriculture and horticulture	RQF 4	Yes	All
1213	Managers and proprietors in forestry, fishing and related services	RQF 4	Yes	All
1241	Health care practice managers	RQF 4	Yes	All
1242	Residential, day and domiciliary care managers and proprietors	RQF 4	Yes	All
1251	Property, housing and estate managers	RQF 4	Yes	All
1255	Waste disposal and environmental services managers	RQF 4	Yes	All
1259	Managers and proprietors in other services n.e.c.	RQF 4	Yes	All
3116	Planning, process and production technicians	RQF 4	Yes	All
3121	Architectural and town planning technicians	RQF 4	Yes	All
3131	IT operations technicians	RQF 4	Yes	All
3218	Medical and dental technicians	RQF 4	Yes	All
3219	Health associate professionals n.e.c.	RQF 4	Yes	All
3319	Protective service associate professionals n.e.c.	RQF 4	Yes	All
3411	Artists	RQF 4	Yes	All
3412	Authors, writers and translators	RQF 4	Yes	All
3413	Actors, entertainers and presenters	RQF 4	Yes	All
3414	Dancers and choreographers	RQF 4	Yes	All
3422	Product, clothing and related designers	RQF 4	Yes	All
3513	Ship and hovercraft officers	RQF 4	Yes	All
3531	Estimators, valuers and assessors	RQF 4	Yes	All
3537	Financial and accounting technicians	RQF 4	Yes	All
3539	Business and related associate professionals n.e.c.	RQF 4	Yes	All
3541	Buyers and procurement officers	RQF 4	Yes	All
3543	Marketing associate professionals	RQF 4	Yes	All

3546	Conference and exhibition managers and organisers	RQF 4	Yes	All
3561	Public services associate professionals	RQF 4	Yes	All
3563	Vocational and industrial trainers and instructors	RQF 4	Yes	All
3564	Careers advisers and vocational guidance specialists	RQF 4	Yes	All
3565	Inspectors of standards and regulations	RQF 4	Yes	All
3567	Health and safety officers	RQF 4	Yes	All
4161	Office managers	RQF 4	Yes	All
7220	Customer service managers and supervisors	RQF 4	Yes	All
1162	Managers and directors in storage and warehousing	RQF 3	Yes	All
1190	Managers and directors in retail and wholesale	RQF 3	Yes	All
1221	Hotel and accommodation managers and proprietors	RQF 3	Yes	All
1225	Leisure and sports managers	RQF 3	Yes	All
1226	Travel agency managers and proprietors	RQF 3	Yes	All
1252	Garage managers and proprietors	RQF 3	Yes	All
1253	Hairdressing and beauty salon managers and proprietors	RQF 3	Yes	All
1254	Shopkeepers and proprietors – wholesale and retail	RQF 3	Yes	All
3111	Laboratory technicians	RQF 3	Yes	All
3112	Electrical and electronics technicians	RQF 3	Yes	All
3113	Engineering technicians	RQF 3	Yes	All
3114	Building and civil engineering technicians	RQF 3	Yes	All
3115	Quality assurance technicians	RQF 3	Yes	All
3119	Science, engineering and production technicians n.e.c.	RQF 3	Yes	All
3122	Draughtspersons	RQF 3	Yes	All
3216	Dispensing opticians	RQF 3	Yes	All
3231	Youth and community workers	RQF 3	Yes	All
3234	Housing officers	RQF 3	Yes	All
3235	Counsellors	RQF 3	Yes	All
3239	Welfare and housing associate professionals n.e.c.	RQF 3	Yes	All
3312	Police officers (sergeant and below)	RQF 3	Yes	All
3313	Fire service officers (watch manager and below)	RQF 3	Yes	All
3421	Graphic designers	RQF 3	Yes	All
3443	Fitness instructors	RQF 3	Yes	All
3511	Air traffic controllers	RQF 3	Yes	All
3520	Legal associate professionals	RQF 3	Yes	All
3533	Insurance underwriters	RQF 3	Yes	All
3536	Importers and exporters	RQF 3	Yes	All
3542	Business sales executives	RQF 3	Yes	All
3544	Estate agents and auctioneers	RQF 3	Yes	All
3550	Conservation and environmental associate professionals	RQF 3	Yes	All
3562	Human resources and industrial relations officers	RQF 3	Yes	All
4112	National government administrative occupations	RQF 3	Yes	All

4114	Officers of non-governmental organisations	RQF 3	Yes	All
4134	Transport and distribution clerks and assistants	RQF 3	Yes	All
4151	Sales administrators	RQF 3	Yes	All
4214	Company secretaries	RQF 3	Yes	All
4215	Personal assistants and other secretaries	RQF 3	Yes	All
5211	Smiths and forge workers	RQF 3	Yes	All
5213	Sheet metal workers	RQF 3	Yes	All
5221	Metal machining setters and setter-operators	RQF 3	Yes	All
5222	Tool makers, tool fitters and markers-out	RQF 3	Yes	All
5224	Precision instrument makers and repairers	RQF 3	Yes	All
5231	Vehicle technicians, mechanics and electricians	RQF 3	Yes	All
5232	Vehicle body builders and repairers	RQF 3	Yes	All
5234	Vehicle paint technicians	RQF 3	Yes	All
5242	Telecommunications engineers	RQF 3	Yes	All
5244	TV, video and audio engineers	RQF 3	Yes	All
5245	IT engineers	RQF 3	Yes	All
5311	Steel erectors	RQF 3	Yes	All
5313	Roofers, roof tilers and slaters	RQF 3	Yes	All
5314	Plumbers and heating and ventilating engineers	RQF 3	Yes	All
5319	Construction and building trades n.e.c.	RQF 3	Yes	All
5411	Weavers and knitters	RQF 3	Yes	All
5412	Upholsterers	RQF 3	Yes	All
5413	Footwear and leather working trades	RQF 3	Yes	All
5421	Pre-press technicians	RQF 3	Yes	All
5422	Printers	RQF 3	Yes	All
5423	Print finishing and binding workers	RQF 3	Yes	All
5431	Butchers	RQF 3	Yes	All
5432	Bakers and flour confectioners	RQF 3	Yes	All
5441	Glass and ceramics makers, decorators and finishers	RQF 3	Yes	All
5442	Furniture makers and other craft woodworkers	RQF 3	Yes	All
5449	Other skilled trades n.e.c.	RQF 3	Yes	All
6131	Veterinary nurses	RQF 3	Yes	All
6144	Houseparents and residential wardens	RQF 3	Yes	All
6214	Air travel assistants	RQF 3	Yes	All
6215	Rail travel assistants	RQF 3	Yes	All
7125	Merchandisers and window dressers	RQF 3	Yes	All
7130	Sales supervisors	RQF 3	Yes	All
7215	Market research interviewers	RQF 3	Yes	All
8124	Energy plant operatives	RQF 3	Yes	All
8126	Water and sewerage plant operatives	RQF 3	Yes	All
8215	Driving instructors	RQF 3	Yes	All
1223	Restaurant and catering establishment managers and proprietors	RQF3/ Lower-skilled	In part	Restaurant manager; Fast food restaurant manager; Assistant restaurant manager, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time)

1224	Publicans and managers of licensed premises	RQF3/ Lower-skilled	In part	Publican; Licensee or pub manager
3132	IT user support technicians	RQF3/ Lower-skilled	In part	Senior PC support analyst; Senior PC support; Technical pre- or post-sales support; Senior database administrator or analyst; Database administrator or analyst; Computer engineers, installation and maintenance
3217	Pharmaceutical technicians	RQF3/ Lower-skilled	In part	Jobs at NHS Agenda for Change band 4 or equivalent or above
3417	Photographers, audio-visual and broadcasting equipment operators	RQF3/ Lower-skilled	In part	Audio visual technician; Senior audio visual technician; Photographer; Press photographer (regional); Press photographer (National); Film technician; Sound recordist; Camera operator (film, television production)
5111	Farmers	RQF3/ Lower-skilled	In part	Herd managers; Livestock breeders; Pig breeders; Agricultural contractor jobs that require an RQF level 3 in Agricultural Crop Production, Mixed Farming or Livestock Production, or an NPTC Advanced National Certificate in Agriculture
5112	Horticultural trades	RQF3/ Lower-skilled	In part	Horticultural foreman; Horticultural nursery supervisor; Horticultural technician; Nursery stock production technician or specialist
5113	Gardeners and landscape gardeners	RQF3/ Lower-skilled	In part	Gardening Team Supervisor or Manager; Landscaper jobs, where the job requires a Registration of Land-Based Operatives (ROLO) Gold Card; Garden Designer
5114	Groundsmen and greenkeepers	RQF3/ Lower-skilled	In part	Head Greenkeeper; Ground Manager; Head Groundsperson
5119	Agricultural and fishing trades n.e.c.	RQF3/ Lower-skilled	In part	Fishing vessel skippers in inshore areas, and limited and unlimited offshore areas; Fishing vessel mates in unlimited offshore areas; Forest officers and forest or woodland managers; Supervising tree surgeons and supervising arbori-culturists / arborists; Head gamekeepers, head river keepers and head ghillies; Managers in animal husbandry, forestry and fishing not elsewhere classified

5212	Moulders, core makers and die casters	RQF3/ Lower-skilled	In part	Jobs which require an engineering technician registered with the Engineering Council; Jobs which require an RQF level 3 qualification in Materials Processing and Finishing; Foundry or casting shop foremen
5214	Metal plate workers, and riveters	RQF3/ Lower-skilled	In part	Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC); Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding
5215	Welding trades	RQF3/ Lower-skilled	In part	High integrity pipe welders where the job requires three or more years' related on-the-job experience; Welding foreman; Welding engineer or consultant; Welding fitter; Welding supervisor; Welding technician; Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding
5216	Pipe fitters	RQF3/ Lower-skilled	In part	Pipe fitter / welder jobs that require an Engineering Services Gold SKILLcard in Heating and Ventilation Fitting / Welding
5223	Metal working production and maintenance fitters	RQF3/ Lower-skilled	In part	Fitter, turner or millwright jobs that require a completed Engineering Advanced Apprenticeship with an RQF level 3 qualification in Engineering Maintenance or Engineering Technology and Maintenance
5235	Aircraft maintenance and related trades	RQF3/ Lower-skilled	In part	Licensed and military certifying engineer / inspector technician; Airframe fitter
5236	Boat and ship builders and repairers	RQF3/ Lower-skilled	In part	Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC); Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding

5241	Electricians and electrical fitters	RQF3/ Lower-skilled	In part	Electricians, as defined by the joint industry board (JIB) or the Scottish joint industry board (SJIB) grading definitions; Approved electricians, as defined by the JIB / SJIB grading definitions Technicians, as defined by the JIB / SJIB grading definitions
5249	Electrical and electronic trades n.e.c.	RQF3/ Lower-skilled	In part	LE1-equivalent line workers and cable jointers (Chargehands or Leadhands); Electrical / electronics engineers not elsewhere classified
5312	Bricklayers and masons	RQF3/ Lower-skilled	In part	Architectural Stone Carver; Stonemason; Bricklayer, where the job requires RQF level 3 in Bricklaying or Trowel Trades
5414	Tailors and dressmakers	RQF3/ Lower-skilled	In part	Bespoke or handcraft tailor jobs that require a completed Bespoke Tailoring Apprenticeship leading to an RQF level 3 in Bespoke Cutting and Tailoring; Jobs that require a completed Modern Apprenticeship in Handicraft Tailoring leading to an RQF level 3 in Apparel Manufacturing Technology
5419	Textiles, garments and related trades n.e.c.	RQF3/ Lower-skilled	In part	Jobs that require Licentiatehip (LTI) or Associateship (Ctext ATI) of the Textile Institute; Pattern cutter jobs that require an ABC Level 3 Certificate in Pattern Cutting or an RQF level 3 in Apparel Technology; Head pattern graders; Pattern grader jobs that require a completed Advanced; Apprenticeship in Textiles
5433	Fishmongers and poultry dressers	RQF3/ Lower-skilled	In part	Manual filleters of frozen fish, where the job requires an individual with three or more years' related on-the-job paid experience; Machine-trained operatives in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience; Quality controllers in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience
5434	Chefs	RQF3/ Lower-skilled	In part	Skilled chefs where the job requires three or more years relevant experience

5436	Catering and bar managers	RQF3/ Lower-skilled	In part	Catering manager; Banqueting manager; Hotel food and beverage manager
5443	Florists	RQF3/ Lower-skilled	In part	Florist managers and shop managers who manage purchasing and relationships with suppliers, manage and develop staff, and ensure that the business meets health and safety standards and other legal requirements; Senior florists and floral designers who manage the production and design of formal displays
6121	Nursery nurses and assistants	RQF3/ Lower-skilled	In part	Nursery nurse / practitioner; Nursery supervisor; Nursery room leader; Montessori teacher; Pre-school assistant
6123	Playworkers	RQF3/ Lower-skilled	In part	Playgroup leader; Playgroup supervisor
6139	Animal care services occupations n.e.c.	RQF3/ Lower-skilled	In part	Head lad and travelling head lad for horseracing stables; Head groom for horseracing stables and performance horse stud farms; Competition groom; Stud hand, stallion handler, foaling specialists in performance horse stud farms; Head riding instructor; Work rider
6141	Nursing auxiliaries and assistants	RQF3/ Lower-skilled	In part	Jobs at NHS Agenda for Change band 3 or equivalent or above
6143	Dental nurses	RQF3/ Lower-skilled	In part	Registered dental nursing jobs that require registration with the General Dental Council (GDC) (Dental nurse is a protected title)

6146	Senior care workers	RQF3/ Lower-skilled	In part	<p>Skilled senior care worker jobs in England and Northern Ireland which include responsibility for supervising staff, and require a relevant RQF level 2 or equivalent qualification in care and two or more years relevant experience;</p> <p>Skilled senior care worker jobs in Scotland which include responsibility for supervising staff, and require a relevant Scottish Credit and Qualifications Framework level 6 or equivalent qualification in care and registration with the Scottish Social Services Council as a Supervisor;</p> <p>Skilled senior care worker jobs in Wales which require a relevant RQF level 3 or equivalent qualification in care and registration with the Care Council for Wales as an Assistant Manager, Senior Care Worker, Senior Care Officer or Senior Care Assistant;</p> <p>Senior care worker jobs where the individual has (or previously had) leave as a work permit holder which was granted for them to do the job</p>
8232	Marine and waterways transport operatives	RQF3/ Lower-skilled	In part	Merchant navy master/chief officer/ 2nd officer/3rd officer/chief engineer officer/2nd engineer officer/3rd engineer officer/4th engineer officer; Officer of the watch; Chief mate; Ship master
9119	Fishing and other elementary agriculture occupations n.e.c.	RQF3/ Lower-skilled	MAC recommended occupation be made ineligible*	Sheep Shearers with a recognised qualification equivalent to British Wool Marketing Board (BWMB) Bronze, Silver or Gold Seal; Chick sexers (vent sexers)
9273	Waiters and waitresses	RQF3/ Lower-skilled	MAC recommended occupation be made ineligible*	Head waiter or waitress, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time); Sommelier
5225	Air-conditioning and refrigeration engineers	Lower-skilled	MAC recommended occupation be made eligible*	All
5237	Rail and rolling stock builders and repairers	Lower-skilled	MAC recommended occupation be	All

			made eligible*	
5250	Skilled metal, electrical and electronic trades supervisors	Lower-skilled	MAC recommended occupation be made eligible*	All
5315	Carpenters and joiners	Lower-skilled	MAC recommended occupation be made eligible*	All
5316	Glaziers, window fabricators and fitters	Lower-skilled	MAC recommended occupation be made eligible*	All
5321	Plasterers	Lower-skilled	MAC recommended occupation be made eligible*	All
5322	Floorers and wall tilers	Lower-skilled	MAC recommended occupation be made eligible*	All
5323	Painters and decorators	Lower-skilled	MAC recommended occupation be made eligible*	All
5330	Construction and building trades supervisors	Lower-skilled	MAC recommended occupation be made eligible*	All
6122	Childminders and related occupations	Lower-skilled	MAC recommended occupation be made eligible*	All
6125	Teaching assistants	Lower-skilled	MAC recommended occupation be made eligible*	All
6126	Educational support assistants	Lower-skilled	MAC recommended occupation be made eligible*	All

*The Migration Advisory Committee (MAC) in its report on a points-based system and salary thresholds recommended making 12 occupations eligible for the future system despite currently being classified as "Lower-skilled" and also recommended making two occupations ineligible despite currently being classified as "RQF3/Lower-skilled". It will be for the Home Office to choose whether, and how, to implement these recommendations.

**Skill levels taken from Appendix J of the immigration rules. They are designed to reflect how much training and experience is required for someone to do a job and are not a reflection of the value of the work being done.