Review of the Shortage Occupation List: Annexes

October 2023

Annex A: Commission

24 August 2022 - Commission to the Migration Advisory Committee:

COMMISSION TO REVIEW THE SHORTAGE OCCUPATION LISTS

Dear Brian,

I am writing to commission the MAC to carry out another review of the Shortage Occupation List (SOL).

In framing this commission, we have considered the current nature of the SOL and the benefits it confers. These have changed significantly with the introduction of the new Points Based System, removal of the Resident Labour Market Test and suspension of the cap. The main benefits of the SOL are now a 20% reduction in both the general salary threshold for sponsoring a Skilled Worker (from £25,600 to £20,480) and in the going rate for the occupation.

We have noted the MAC's observations, in both its annual report and its September 2020 SOL review, that the argument for adding roles to the SOL is less strong where it could mean migrant workers being recruited below the going rate. We are concerned this could put downwards pressure on pay and cause shortages the policy is meant to address actually becoming entrenched.

 The MAC's last SOL report, in September 2020, recommended several additions to the SOL at RQF3-5. We did not accept these recommendations then, other than those relating to the Health and Care Sectors, as we felt the time was not right to make such widescale changes while the Skilled Worker visa route was still bedding in and the state of the labour market emerging from Covid-19 restrictions was highly uncertain. Since then, the labour market picture has become clearer. We now consider the time is right to review shortages at these levels against the latest available evidence.

Going further, in February this year, we added care workers to the SOL on the MAC's recommendation. The Government agreed with this recommendation to help ensure short term sustainability as the social care builds back from the pandemic. This is the only occupation classified below RQF3 which is currently eligible for the Skilled Worker route. However, the Government continues to receive representations, from a wide variety of industries, for provision in the visa system for other jobs below RQF3. Some of these have resulted in ad hoc, temporary provisions, such as those for HGV drivers and workers in food supply chains introduced last autumn, several of which did not see a significant number of applicants.

We agree entirely with the MAC's suggestion in its annual report that a more formalised approach to such requests is sensible. The SOL could form the basis of such an approach, ensuring any future provisions were based on consideration of the evidence by the MAC, rather than which sector voices shout the loudest.

I recognise the MAC may follow the precedent of its Annual Report in which it advised Care Workers be added to the SOL so they would become eligible for the Skilled Worker Visa. I recognise you may do this again in your report as a result of this commission. Yet I would make clear the Government is not minded to review the RQF3 threshold more widely or see it effectively undermined via additions to the SOL. Therefore, our agreement to any such recommendations is unlikely bar truly exceptional circumstances, as was seen with the Care Sector due to the pandemic.

The Government recalls the MAC's recommendation for the inclusion of care workers in the route not to expire automatically after 12 months, and recognises the challenges faced by the care sector in terms of increased demand for adult social services, increasing vacancies and issues with staff retention. The MAC has said it will make a further recommendation about the position of care workers on the SOL as part of this commission, which the Government will consider when the MAC reports. We do not intend to make any changes to the provisions for care workers before this point (with the Immigration Rules themselves having no such expiration date in them), however the Government reserves the right to review the position in response to any emerging issues.

Part of the MAC's consideration of whether it is sensible to add a job to the SOL has always been what alternatives there are to migrant labour, and what measures sectors are taking to reduce reliance on migration in future. A recruitment and skills strategy cannot simply be lobbying the Government to be added to, or remain on, the SOL, rather than proactively seizing the opportunities available through the resident labour market or addressing long term issues in a sector such as lack of career progression or training opportunities for domestic workers.

The services provided by the Department for Work and Pensions (DWP) via local jobcentres should always be the first port of call for employers struggling to recruit, rather than the Home Office. Businesses can also use the Government's online Find a Job service to connect with employers. DWP's National Employer and Partnership Team encourages employers to streamline recruitment processes to attract jobseekers, including offering guaranteed job interviews, which can help them create a more diverse workforce.

In addition, the Prime Minister has appointed Sector Delivery Leads in Government Departments who work closely with critical sectors experiencing labour shortages: Construction, Manufacturing, Digital & Tech, Haulage & Logistics, and Health & Social Care. Sectors should also work with their lead Departments to tackle barriers to domestic recruitment and develop realistic strategies for ending their reliance on migration via the SOL.

No occupation should be on the SOL forever if migration is part of a successful plan to address shortage of a particular role in the UK Labour Market. Sectors must therefore present a realistic, time-bound strategy for ending their reliance on migration before such jobs can be added to the SOL to begin with. In a similar vein, occupations on the SOL must produce credible evidence to remain on the SOL when it comes to be reviewed in the future.

On the basis of the above, I am therefore asking the MAC to consider:
1. Should the salary requirement for jobs on the SOL, in future, be whichever is higher of the going rate (rather than 20% less than the going rate) or £20,480, subject to an absolute minimum of £10.10 per hour?
2. Which jobs on the current SOL should continue to be included, and which should be removed?
3. Which jobs, if any, based on evidence provided by stakeholders, should be added to the SOL, at:
    a. RQF 6 or above?
    b. RQF 3-5?

The MAC's conclusion to 1) should inform its recommendations to 2) and 3). The MAC may choose to exclude occupations from its call for evidence if it concludes there would be negligible benefit to including those occupations on the SOL.

On a technical point, the Skilled Worker route currently uses the SOC 2010 classification system for occupations. We believe sufficient data may shortly be available to move to the newer SOC 2020 system. Indeed, the MAC has previously recommended the 2022 SOL review should use SOC 2020. I am therefore asking the MAC to base its recommendations on SOC 2020 occupations if possible. My officials will work

with the MAC Secretariat to identify lists of occupation codes at each RQF level under the new system. These lists should be published alongside the MAC's call for evidence.

I recognise this is a broad-ranging commission. I therefore propose the MAC should only consider additions to the SOL where stakeholders provide evidence. I also welcome any updated thoughts from the MAC regarding the scope and timing of a regular schedule of future SOL reviews as part of its report.

I would be grateful if the MAC could report by the end of March 2023. The Government will then consider the MAC's recommendations, with a view to implementing any changes in Autumn 2023. With my very best wishes.

Yours sincerely,

Kevin Foster MP
Minister for Safe and Legal Migration.

Annex B: List of organisations met

The MAC conducted extensive stakeholder engagement as part of this commission. We met with a range of stakeholders from across the private and public sectors, covering all four constituent nations of the UK. Our initial approach was to conduct sector-specific roundtables for stakeholders. We ran UK-wide roundtable events for the following sectors:

- Construction;
- Consumer goods;
- Engineering;
- Food supply chain;
- Hospitality;
- Manufacturing;
- Marine and fisheries; and
- Personal care.

Other roundtables for stakeholders with a broader focus included:

- British Retail Consortium;
- Confederation of British Industry;
- Creative UK;
- Logistics UK; and
- Vialto Partners.

Several Scotland-based stakeholders followed up our sector roundtables with requests for further sector discussions which focused on their national context. These were:

- Scotland Food & Drink;
- The Scottish Tourism Alliance; and
- Seafood Scotland.

Northern Ireland stakeholders made an additional request for a Northern-Ireland-specific roundtable – a request we were happy to accommodate. The attendees for this event were:

- Anglo-North Irish Fish Producers Organisation;
- Causeway Coast & Glens Borough Council;
- Hospitality Ulster;
- Manufacturing Northern Ireland;
- MJM Marine; NI Pork;
- Northern Ireland Environment Link;
- Northern Ireland Fish Producers' Organisation;
- Northern Ireland Grain Trade Association;
- Northern Ireland Meat Exporters Association;

- Northern Ireland Mushroom Growers Association;
- Sofina Foods; and
- Stratagem Northern Ireland.

In addition, we held several events and meetings focused on public sector stakeholders:

- 8 Government departments attended a Government-wide stakeholder forum and 8 responded to the Call for Evidence (including the Devolved Administrations);
- We offered to meet with Ministers in each of the Devolved Administrations:
  - We met with the Welsh Government's Minister for the Economy and the Minister for Social Justice;
  - Without a sitting government in Northern Ireland, we met with the Permanent Secretaries from Northern Ireland's Department for the Economy and Department of Agriculture, the Environment and Rural Affairs in lieu of meeting Ministers.

Annex C: Firmographics

Introduction

As with previous Shortage Occupation List (SOL) reviews, we used an online questionnaire to gather the responses to our Call for Evidence (CfE). The advantage of such an approach is that it allows us to assess the information in a structured way. The CfE questionnaire was open for just over twelve weeks, from February 27 to May 26 2023.

The online questionnaire gathered 111 responses from: individual organisations (39), representative bodies (63) and people answering in a personal capacity (9). In addition, respondents were able to send email submissions to the MAC inbox, either to provide additional information such as supporting reports or to replace a response to the questionnaire. 44 of these email responses were received in place of a submission through the online questionnaire. As email responses were in various formats, it was only possible to analyse the firmographics of those in the CfE format (7 in total). CfEs responding in a personal capacity did not collect this data. Therefore, this analysis covers 109 responses: 41 individual organisations (including 2 emails) and 68 representative organisations (including 5 emails). The number of respondents is small, particularly for individual organisations, so it has not been possible to carry out more detailed analysis, for example to look at differences between organisations of different sizes or in different geographical/sectoral areas. The small number of responses, and the self-selecting nature of the sample, also means that the results of this CfE cannot be generalised to businesses in the UK as a whole.

Responses to the Call for Evidence

Geography

The most common geographical area in which individual organisations had at least one employee located was Scotland (35%), followed by Northern Ireland (25%), the South West (20%) and the North West (18%). "*All regions/countries*" was selected by 13% of individual organisations (see Table C.1).

When asked which of these geographical areas had the most employees, Scotland was still the most common (27%), followed by Northern Ireland and the North West (15%), and Yorkshire and the Humber, East Midlands, the South East and the South West (10%) (see Table C.1).

Table C.1: Geographical areas of the UK in which at least one employee in an individual organisation was located, and geographical areas the majority of employees are located

Geographical area	Areas where at least one employee is located	Areas where the majority of employees are located
All regions/countries	13%	5%
North East	8%	2%
North West	18%	15%
Yorkshire and the Humber	15%	10%
East Midlands	13%	10%
West Midlands	13%	7%
East of England	5%	7%
London	15%	7%
South East	15%	10%
South West	20%	10%
Scotland	35%	27%
Wales	8%	5%
Northern Ireland	25%	15%
Don't know	13%	2%

Note: Based on individual organisations (41 – small base size), 2.44% is one response. Organisations were able to select multiple answers to these questions. This table shows the % of responses by region, rather than by the multiple regions selected per respondent.

As might be expected, representative organisations most commonly said that they represented organisations with employees across the UK (65%, see Table C.2) which was also the most common answer for where those employees are concentrated (60%, see Table C.3). For employees concentrated in specific geographical areas, as with individual organisations, the most common response was Scotland (17%), followed by Wales and the North West (14%) (see Table C.3).

Table C.2: Geographical area of the UK in which employees in the organisations representative organisations represent are concentrated (UK wide or specific regions)

Region	%
UK-wide	65%
Concentrated in specific regions/nations	35%

Note: Based on representative organisations (68). Percentages for representative organisations reflect the geographical areas in which the businesses/organisations they represent were based, and not the characteristics of the representative organisations themselves. The question consisted of two answer choices and only one could be selected.

Table C.3: Specific geographical areas of the UK in which employees in the organisations representative organisations represent are concentrated

Region	%
All regions/countries	57%
Scotland	18%
North West	15%
Wales	15%
West Midlands	13%
South East	13%
South West	13%
North East	12%
East Midlands	12%
East of England	10%
Northern Ireland	10%
Yorkshire and the Humber	9%
London	6%

Note: Based on representative organisations (68). Percentages for representative organisations reflect the geographical areas in which the businesses/organisations they represent were based, and not the characteristics of the representative organisations themselves. Organisations were able to select multiple answers to these questions. This table shows the % of responses which selected each region.

The geographical area in which respondents said employees were located had some differences compared to the distribution of all units reflected in the Inter-Departmental Business Register (IDBR's) UK figures, most notably in Scotland and Northern Ireland. The two datasets cannot be compared exactly, since the IDBR figures show the distribution of all business units in the UK, and the CfE figures represent the percentage of respondents having one or more employee in that area. A comparatively high number of respondents to the CfE were large multi-site organisations, and the figures may also reflect the MAC's stakeholder engagement work including in the devolved nations (See Table C.4).

Table C.4: Call for Evidence responses compared to the Inter-Departmental Business Register's UK figures for geographical areas in which employees are based

| Geographical area	UK distribution (IDBR)	Individual organisations
All regions/countries	N/A	13%
North East	3%	8%
North West	10%	18%
Yorkshire and the Humber	7%	15%
East Midlands	7%	13%
West Midlands	8%	13%
East of England	10%	5%
London	18%	15%
South East	15%	15%
South West	9%	20%
Scotland	7%	35%
Wales	4%	8%
Northern Ireland	3%	25%

Note: Based on individual organisations (41 – small base size) and the UK statistics are based on the Inter-Departmental Business Register's 2022 data for local units (these are individual sites, e.g. a factory location which can be within an enterprise). Representative organisations only had two choices for this question (see Table 2) so are not comparable. Individual organisations were able to select multiple answers to these questions. This Call for Evidence responses shows the % of responses by region, rather than by the multiple regions selected per respondent.

Sector

Individual and representative organisations responded from a total of 19 sectors. Respondents were able to select as many sectors as applied, and it is therefore unsurprising that representative organisations represented more sectors than individual organisations (see Figure C.5).

"*Manufacturing*" and "*Agriculture, forestry and fishing*" were the two most common responses for both individual and representative organisations (see Figure C.5). "*Manufacturing*" was selected by almost half (45%) of individual organisations and around a quarter (24%) of representative organisations, whilst "*Agriculture, forestry and fishing*" was selected by around a fifth (21%) of individual organisations and around a quarter (26%) of representative organisations.
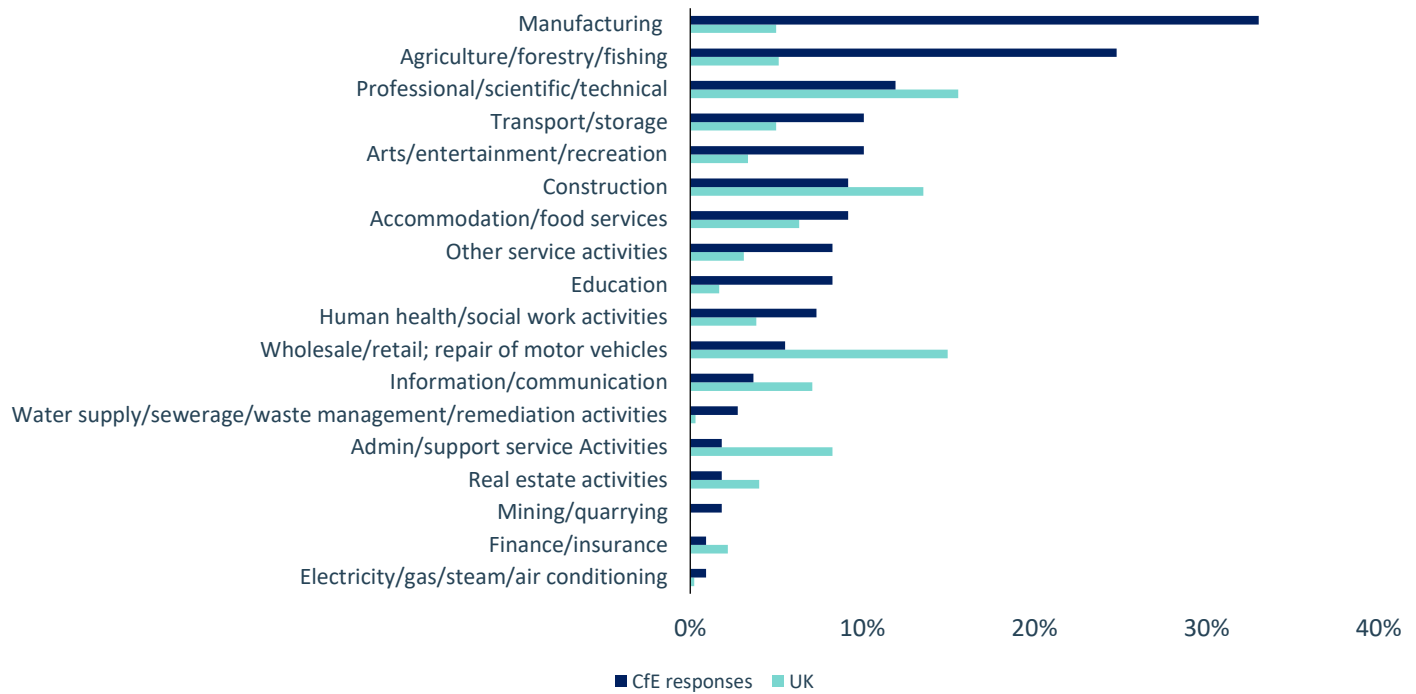
Figure C.5: Sectors selected in Call for Evidence responses, by individual sector
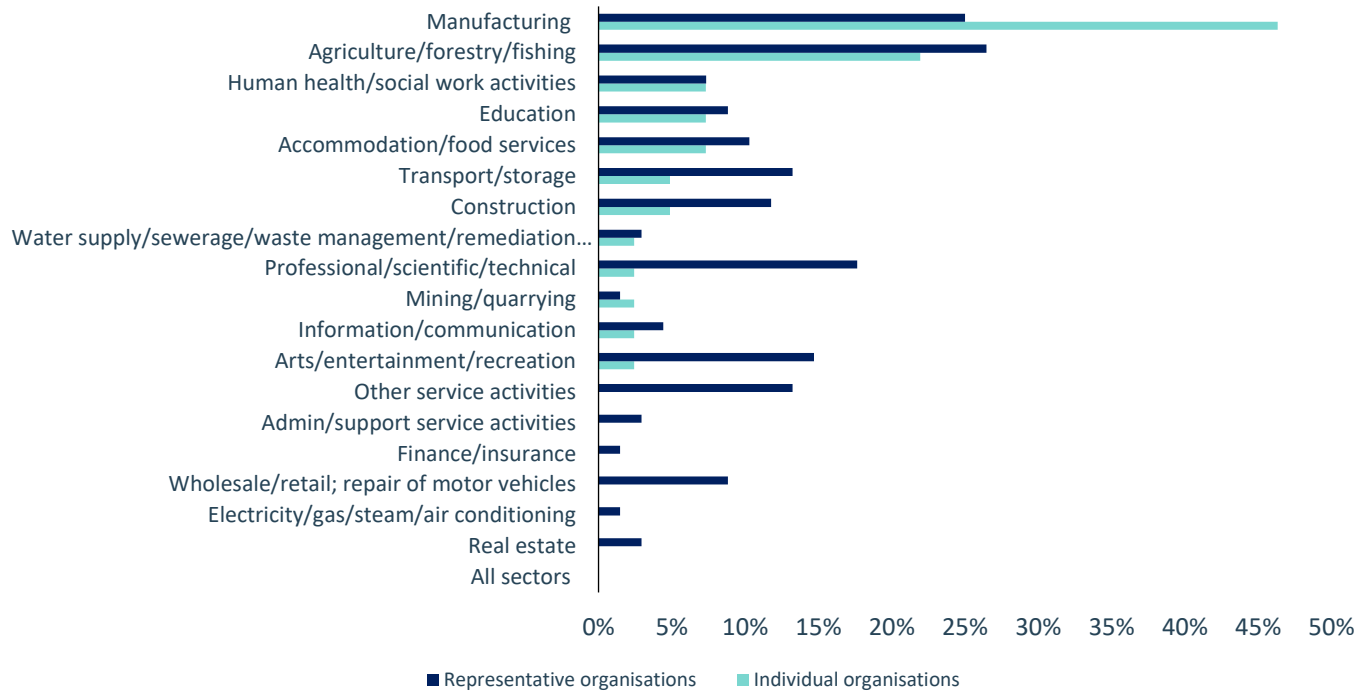
Note: Based on representative organisations (68), and individual organisations (41 – small base size). Percentages for representative organisations reflect the sectors in which the businesses/organisations they represent were based, and not the characteristics of the representative organisations themselves. Organisations were able to select multiple answers to these questions. This graph shows the % of responses by sector, rather than by the multiple sectors regions selected per respondent.

The most common sectors in the IDBR's UK distribution of organisations in the UK were "*Professional, scientific and technical*" (16%) followed by "*Wholesale and retail; repair of motor vehicles*" (15%) and "*Construction*"(14%) (see Figure C.6). These figures are not directly comparable to the CfE responses: the CfE allowed multiple responses, whereas IDBR uses SIC07 to single code businesses, but they are provided for context.

Figure C.6: Call for Evidence responses compared with the Inter-Departmental Business Register's UK figures of sectors organisations work within
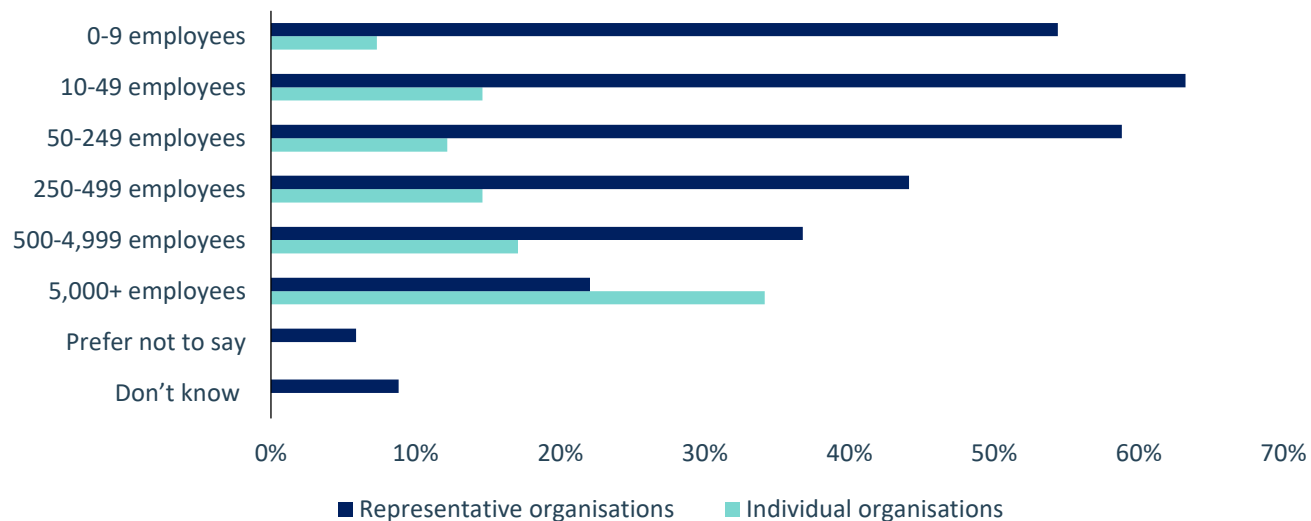

Note: Based on representative organisations (68) and individual organisations (41 – small base size) combined to make CfE responses (109). The UK statistics are based on the Inter-Departmental Business Register's 2022 data on enterprises (enterprises not local units are used as they record the overall businesses/organisations firmographics). The IDBR codes businesses to a single sector (using SIC07), whereas the Call for Evidence allows for multiple responses so figures are not comparable. Percentages for representative organisations reflect the sector in which the businesses/organisations they represent were based. Organisations were able to select multiple answers to these questions. The Call for Evidence response shows the % of responses by sector, rather than by the multiple sectors selected per respondent.

Organisation size

Organisations of various sizes responded to or were represented in the CfE. Respondents selected the most appropriate size band for their organisation, whereas representative organisations selected multiple responses to cover all the organisations they represent.

A third of individual organisations had 5,000+ employees, whereas representative organisations most commonly represented small organisations with 10-49 employees (65% of representative organisations), closely followed by medium organisations with 50-249 employees (63% of representative organisations). Over half of the representative organisations represented organisations in the smallest size band (56%) (See Figure C.7).

Figure C.7: Organisation size, by individual size band

Note: Based on representative organisations (68), and individual organisations (41 – small base size). Percentages for representative organisations reflect the organisation size in which the businesses/organisations they represent were based, and not the characteristics of the representative organisations themselves. Representative organisations were able to select multiple answers to these questions. This graph shows the % of responses by organisation size type, rather than by the multiple organisation size types selected per respondent.

Large organisations were represented in the CfE responses to a greater extent than in the UK as a whole. According to IDBR, 89% of UK enterprises are micro-businesses (0-9 employees), while in comparison only 7% of individual organisations that responded to the CfE were micro businesses (54% of representative organisations who responded also represented this size of business). The most common business size represented among individual organisations responding to the CfE was businesses with 5,000+ employees. This is compared to only 0.4% of businesses with more than 250 employees in the IDBR dataset. Larger businesses may have been more likely to respond to the CfE as they are more likely to have dedicated staff to complete it or may have been more likely to have previously engaged with the immigration system (see Table C.8).

Table C.8: Call for Evidence compared with the Inter-Departmental Business Register's UK figures of organisational size

Band name	Organisation size	UK	Individual organisations	Representative organisations
Micro	0-9 employees	89%	7%	54%
Small	10-49 employees	9%	15%	63%
Medium	50-249 employees	2%	12%	59%
Large	250-499 employees		15%	44%
	500-4,999 employees	0.4%	17%	37%
	5000+ employees		34%	22%

Note: Based on representative organisations (68) and individual organisations (41 – small base size), and the UK statistics are based on the Inter-Departmental Business Register's 2022 data on enterprises (enterprises not local units are used as they record the overall businesses/organisations firmographics). Percentages for representative organisations reflect the sectors areas in which the businesses/organisations they represent were based, and not the characteristics of the representative organisations themselves. Organisations were able to select multiple answers to these questions. The Call for Evidence response shows the % of responses by organisation size type, rather than by the multiple organisation size types selected per respondent.

Single or multiple sites and their location (individual organisations)

Almost three quarters (73%) of individual organisations that responded to the CfE only had sites in the UK (see Table C.9). Most commonly, respondents only had a single site in the UK (39%), second most common was having multiple sites, again, only in the UK (34%). 15% of individual organisations had sites in both EEA and non-EEA countries.

Table C.9: Number of sites and where they are located

Single or multiple sites	%
Single site in the UK only	39%
Multiple sites in the UK only	34%
Multiple sites in the UK with sites in EEA and non-EEA countries	15%
Multiple sites in the UK, with sites in EEA countries	10%
Multiple sites in the UK with sites in non-EEA countries	2%

Note: Based on individual organisations (41 – small base size).

Steps taken to fill vacancies

Respondents were asked about the steps they had taken to fill vacancies. The question asked: "*Which of the following steps have your organisation/the organisations that you represent taken to overcome difficulties in filling vacancies for those hard to fill jobs*?" Responses to this question therefore indicate only strategies that organisations said had been tried and do not indicate the degree to which these steps were successful or unsuccessful.

Individual organisations answered this question by selecting steps they had taken from a list of pre-selected codes, whereas representative organisations answered it using a free-text box, with the same strategies listed as a prompt in the question, with responses being coded at a later date. Representative organisations discussed: steps their members had taken to fill vacancies; strategies at a sector level; and/or how they had supported their members to fill vacancies. In comparison, individual organisations selected whether they had or had not tried each option (options reflecting the prompts given to representative organisations).

The most common step individual organisations said they had taken to fill vacancies was "*using existing networks*" (95%), whilst only around a fifth of representative organisations selected this option (22%). A mutually common step to take was "*increasing salaries*", with nearly all individual organisations (93%) and over half of representative organisations (63%) selecting this response. Equally as popular for individual organisations was "*being prepared to offer training to less well qualified recruits*", while for representative organisations this was 20%. Over half of all individual organisations had tried all the actions listed, other than "*using contractors*" (37%), which was also one of the least common responses with representative organisations (22%). (see Figure C.10).

Just over half (55%) of the representative organisations listed strategies other than those listed in the prompts, due to the free text nature of the question. Strategies they referred to included steps taken by the representative organisations to support members: for example, campaigning; working with job centres; engaging with schools. This also included steps taken by their members to make organisations more attractive, such as wellbeing programmes and relocation packages.

Figure C.10: Steps taken to fill vacancies
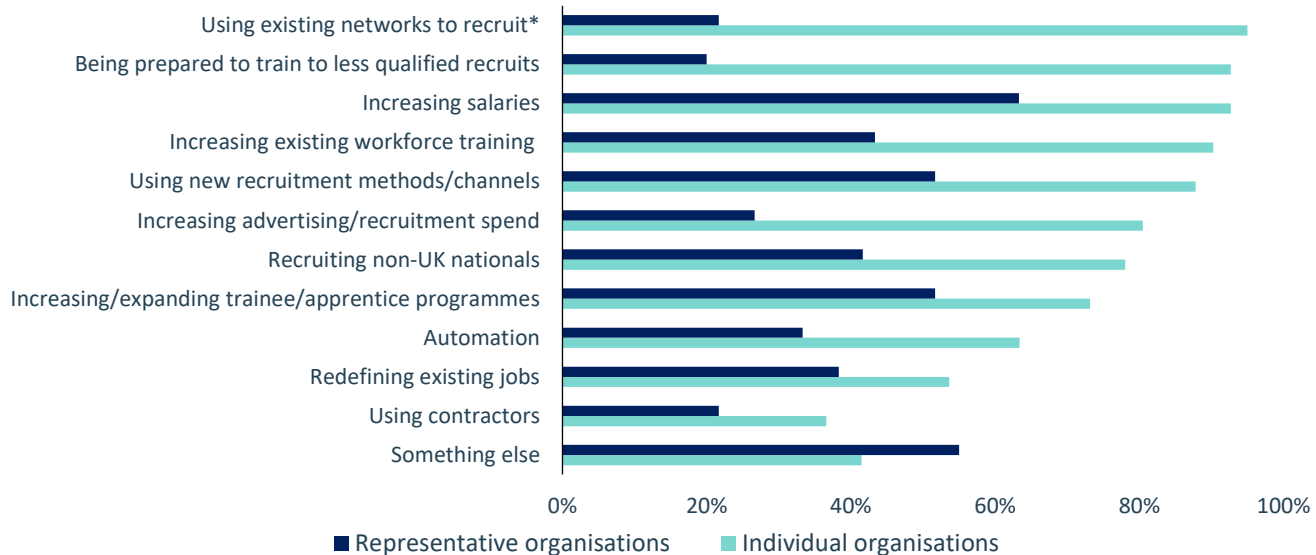
Note: Based on representative organisations (60 – eight respondents did not answer this question) and individual organisations (41 – small base size, other than existing networks which is 40). Percentages for representative organisations reflect the steps taken by businesses/organisations they represent were based as well as steps they had recommended or helped to undertake. "Don't know", "N/A" and non-responses excluded.

Annex D: RQF 1-2 triage

In line with the Government's guidance for this SOL review, RQF 1-2 occupations were eligible for inclusion on the SOL. However, the Government has been clear that recommendations to add RQF 1-2 occupations should be exceptional and rare – and thus a high bar should be applied to evidence.

On this basis, the Committee designed a triage process for these occupations. This process was used to assess the responses in which RQF 1-2 occupations were mentioned against this high bar for evidence.

The questions used to triage occupations are as follows:

- **Is there clear evidence of shortage in an occupation**?
- **Is there reasoning as to why a job cannot be filled by the domestic population**?
- **Are there examples of the efforts made to address these domestic recruitment challenges at either an organisational or sectoral level?**
- **Is there a case for the strategic economic value of this occupation/sector OR a clear public benefit?**
- **Is there an explanation of the difference being on the SOL would make for this occupation?**

If the answer to any of these questions was deemed to be 'no', analysis was stopped at that point and the occupation was triaged out of consideration for inclusion on the SOL. Of 66 occupations, 12 made it through the triage process and were then considered for inclusion on the SOL alongside all other RQF 3+ occupations.

Annex E: MAC call for evidence questions for on behalf of own organisations

Introduction

What is the Shortage Occupation List?

In August 2022, the Government commissioned the Migration Advisory Committee (MAC) to review the UK Shortage Occupation List (SOL). This was subsequently put on hold by the Government, and we were asked to start the commission in February 2023.

The SOL comprises occupations in shortage (i.e. where employers find it problematic to secure adequate numbers of workers with the required skills to fill their vacancies) **and** where migration is considered to be a sensible response to that shortage.

The occupations on the list are given some 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. Having a job on the SOL confers the following benefits:

- A lower salary threshold of either £20,480 or 80% of the going rate for that occupation (whichever is higher). For example, if the going rate for an electrical engineer is £37,000, the salary would be reduced to £29,600 if it was on the SOL. The Government is planning to uprate salary thresholds across the Skilled Worker routes as part of the routine Spring package of immigration rules changes expected to lay on 9th March. Subject to Parliamentary approval, this will see the Skilled Worker general threshold increase to £26,200, and the lower SOL salary threshold to £20,960. You can find the latest values in the immigration rules appendix. The MAC have decided to recommend to Government that this salary threshold discounting will no longer apply to occupations which are on a national pay scale or subject to a binding going-rate threshold above the general threshold. We will be conducting this SOL review on the basis of this recommendation, so many occupations previously eligible for consideration will be excluded.
- Reduced visa fees: Standard visa fees for a Skilled Worker visa application range from £625 (less than 3 years) to £1,423 (over 3 years), for occupations on the SOL the costs are £479 and £943 respectively. A reduction of just under 25% and just over 35% respectively for visas.
- The salary discount that applies to applications for SOL occupations also applies at the time of making an application for settlement (or Indefinite Leave to Remain).
- **CLARIFICATION: In the introductory text which accompanied this Call for Evidence questionnaire, as well as in a separate guidance document, we included a statement (as above) saying that the salary discount that applies to applications for SOL occupations also applies at the time of making an application for settlement. We would like to clarify that, whilst the discount on the Skilled Worker general threshold (i.e. £20,960 rather than £26,200) applies at settlement, the discount on an**

occupation's going rate does not apply at settlement. Therefore, an individual on a Skilled Worker visa who has been paid 80% of the going rate in a SOL occupation would need to earn the full going rate for that given occupation when applying for settlement.

- Although supplementary work is not allowed in most circumstances whilst on a Skilled Worker visa, a Skilled Worker visa holder can engage in supplementary work where that work is in an occupation on the SOL.
- Asylum seekers whose claim has been outstanding for more than 12 months may apply for permission to work. Those who are allowed to work are restricted to occupations which are on the SOL.

About our Commission

We have been asked to consider:

1. Whether the salary requirement for occupations on the SOL should, in future, be whichever is higher of the going rate (rather than 20% less than the going rate) or £20,480, subject to an absolute minimum of £10.10 per hour;
2. Which occupations on the current SOL should continue to be included and which should be removed;
3. Which occupations, if any, based on evidence provided by stakeholders, should be added to the SOL, at:
   a. RQF6 or above;
   b. RQF3-5;
   c. RQF1-2 in exceptional circumstances

The MAC have already decided that we will recommend that the SOL salary threshold discount for those occupations subject to a binding going rate be abolished, and will conduct this SOL review on that basis. This will mean that occupations on national pay scales and occupations where the going rate is above the Skilled Worker general salary threshold are excluded (as these occupations cannot benefit from a salary discount). Salary thresholds are likely, subject to Parliamentary approval, to be uprated as part of the routine Spring package of immigration rules changes expected to lay on 9th March. In practice, this means that the only occupations that will benefit from being on the SOL are those for which the occupation's going rate falls between £20,960 to £26,200.

This is a major review of the SOL and no occupation currently on the SOL will be guaranteed to remain on the list. We will only be considering occupations for inclusion on the SOL where stakeholders provide evidence through this Call for Evidence.

We have been asked to consider occupations skilled at RQF3 and above which are currently eligible for Skilled Worker visas and therefore the SOL. We have also been asked by the Government to consider the evidence for occupations at RQF1-2- these jobs are currently not eligible for a Skilled Worker visa.

Stakeholders will be asked to demonstrate that an occupation (or a specific job within the occupation) requires substantial training/qualifications and prior experience and that the job/occupation should be

recategorized to RQF3 to be made eligible for Skilled Work visas. Alternatively, it may be that the occupation is facing severe and unexpected shortage and that despite the efforts of employers/sectors it is proving impossible to recruit resident workers. We will then consider this evidence as a request for temporary inclusion for eligibility of Skilled Worker visas. Only in exceptional circumstances, with compelling evidence such as the MAC received for the Social Care commission, will occupations at RQF1-2 level be considered for inclusion on the SOL.

Given the recent nature of our recommendation to include care workers on the SOL and the continued failure of the Government to respond to that report, we will not be asking the social care sector to resubmit evidence to this review for their continued inclusion on the SOL. This also applies to senior care workers, which will also continue to be included.

As the SOL is part of a strategy to address shortage for a particular job in the UK market, no jobs will remain on the SOL indefinitely. You should save your submission to this questionnaire for your own records so that you can add to your submission for future SOL reviews.

How can I respond?

This questionnaire will remain open until **26th May 2023.** We really value your input and would find it helpful if you could respond as soon as possible so that we can start considering your views and information.

We have updated our guidance which accompanies our CfE, this is available on our webpage and we strongly recommend that you read this before completing this CfE. It may be helpful to share a version of this questionnaire on our webpage with your organisation, to collate your response before completing the online questionnaire.

All identifying and personal information will remain confidential, however aggregated and anonymised information in the form of summary statistics will be published as part of our final report. We will ask your permission to quote from your response and name you, but this will be on an opt-in basis. You can view a full description of our personal data policy here. At any point you may save your response to continue later before submitting.

We look forward to hearing from you,

Migration Advisory Committee
mac@homeoffice.gov.uk

You can find guidance which accompanies the CfE questionnaire on our webpage.

Section A: About you and your organisation

A1. What is the name of your organisation?

_____

A2. What is your email address?

_____

In this section we ask for some information about the characteristics of your organisation such as the sector(s) in which it operates, size of your organisation and location(s).

A3. Which of the sectors below best describes your organisation/business? Select all sectors that apply.

If you are unsure of the sector that best describes your organisation, please refer to the following link for more detailed descriptions of sectors and which sector group (A-U) they belong to:

https://resources.companieshouse.gov.uk/sic/">sic/

Please select all that apply

- Agriculture, Forestry and Fishing
- Mining and Quarrying
- Manufacturing
- Electricity, Gas, Steam and Air conditioning supply
- Water supply, Sewerage, Waste management and Remediation activities
- Construction
- Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
- Transportation and Storage
- Accommodation and Food Service Activities
- Information and Communication
- Financial and Insurance Activities
- Real Estate Activities
- Professional, Scientific and Technical Activities
- Administrative and Support Service Activities
- Education
- Human Health and Social Work Activities
- Arts, Entertainment and Recreation
- Other Service Activities
- Activities of households as employers; undifferentiated goods
- Activities of extraterritorial organisations and bodies
- We operate across all sectors
- Don't know

A4. Approximately how many people does your organisation employ in the UK?
Please select one option only.

- 0-9 employees
- 10-49 employees
- 50-249 employees
- 250-499 employees
- 500-4,999
- 5,000+

A5. In which region / country of the UK are employees in your organisation located?
Please select all that apply.

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries

A6. In which of these locations does your organisation have the most employees?

Please select all that apply.

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries
- Don't know
- Prefer not to say

A7. Does your organisation have multiple sites in or outside the UK?

EEA countries: the EEA includes all the European Union (EU) countries (except the Republic of Ireland) plus Iceland, Liechtenstein and Norway. We also include Switzerland as part of our definition. Non-EEA countries: countries outside of the EEA.

Please select one option

- Multiple sites in the UK only
- Multiple sites in the UK, with sites in EEA countries
- Multiple sites in the UK with sites in non-EEA countries
- Multiple sites in the UK with sites in EEA and non-EEA countries
- Single site in the UK only
- Single site in the UK with sites in EEA countries
- Single site in the UK with sites in non- EEA countries
- Single site in the UK with sites in EEA and non-EEA countries
- Don't know
- Prefer not to say

Section B: Occupations in shortage

In this section you will be asked to provide the job title(s) and corresponding Standard Occupation Classification (SOC) codes for the jobs which you have found hard to fill in the past 12 months. A SOC code is a common classification of occupational information used in the UK which classifies jobs in terms of their skill level and skill content. Only include jobs which you think will be particularly helpful to have on the SOL; these are jobs which you have had difficulties in recruiting from the resident labour market.

How to find the SOC code for an occupation

In order for us to be able to make valid comparisons it is important that you match as closely as possible the job you have in mind to the correct 4-digit SOC code.

To do this we recommend you make use of the coding tool from the Office for National Statistics (ONS), linked below. We will assume that your response to the rest of this questionnaire will be in reference to the occupations which you have identified here.

Step 1: Follow the ONS 2010 SOC toolkit here and enter the name of the job you want to find an occupation code for in the text box highlighted below.

Step 2: Select the result that best matches your search.

Step 3: Check the match by reviewing the description of the occupation code, the tasks required, and the jobs related with that code. You can find this by scrolling down the page.

5231: VEHICLE TECHNICIANS, MECHANICS AND ELECTRICIANS

Job description:
Vehicle technicians, mechanics and electricians accept calls for help and repair and service the mechanical parts and electrical/electronic circuitry and components of cars, lorries, buses, motorcycles and other motor vehicles, and repair and service auto air-conditioning systems.

Entry requirements of this job:
There are no formal academic entry requirements, although some employers may require GCSEs/S grades or an equivalent qualification. Training is undertaken off- and on-the-job. NVQs/SVQs at Levels 2 and 3 are available. Apprenticeships at NVQ/SVQ Levels 2 and 3 are available and take three to four years to complete.

Tasks required by this job include:
- visually checks, test drives or uses test equipment to diagnose engine and mechanical faults;
- removes, dismantles, repairs and replaces defective parts and prepares new parts using appropriate tools;
- reassembles, tests, adjusts and tunes the appropriate parts, systems or entire engine;
- carries out routine maintenance checks on oil and air filters, brakes and other vehicle parts/systems;
- diagnoses faults in electrical/electronic circuitry, removes faulty components and fits replacements;
- checks condition of electrical/electronic systems and carries out servicing tasks;
- installs additional electrical amenities such as radio/CD players, aerials;
- repairs and services air conditioning, heating and engine-cooling systems.

NS-SEC categorisations:
The simplified NS-SEC analytic class for this code is 5
The simplified NS-SEC operational category for this code is 11.1
To find your exact NS-SEC code, please use the NS-SEC Coding Tool.

Jobs related to this code:
- Auto electrician
- Car mechanic
- HGV mechanic
- Mechanic (garage)
- MOT tester
- Motor mechanic
- Motor vehicle technician
- Technician (motor vehicles)

This unit group is part of:
- Minor Group 523: VEHICLE TRADES
- Sub-Major Group 52: SKILLED METAL, ELECTRICAL AND ELECTRONIC TRADES
- Major Group 5: SKILLED TRADES OCCUPATIONS

Step 4: If you are unhappy with the match suggested by the tool, go back to step 2 and select another suggested match and/or go back to step 1 and alter your search term.

In this example we are happy with the match and can conclude that the job "Car Mechanic" is associated with occupation code 5231.

B1. Using the ONS toolkit below, please tell us about the jobs which you currently have or have had difficulties in recruiting for in the past 12 months. These must be jobs which you think should be on the SOL.

You can provide up to a maximum of 5 occupations

Occupation SOC code
1.
2.
3.
4.
5.

B2. Where are jobs likely to be based and how many staff are required?

Occupation SOC code	What is the job title?	Where is this job likely to be based?	How many staff have you needed to recruit for this role?
1. Occupation 1 carried over from B1			
2. Occupation 2 carried over from B1			
3. Occupation 3 carried over from B1			
4. Occupation 4 carried over from B1			
5. Occupation 5 carried over from B1			

Section B: Shortage Indicators

This section presents the data that the MAC considers on shortage. In this section you will be asked how the data on pay, hours worked, number of people employed, and vacancies compares with your own experience. You will be presented with 4 charts in an Excel dashboard along with instructions (in the excel dashboard) on how to bring up the data for your occupations. Please click on here to download the Excel dashboard. Once you have looked at the charts for your jobs, please answer the questions **below.**

B3. How similar or different is Chart A on pay, compared to your organisation's experience?

- Very similar
- Similar
- About the same
- Different
- Very different
- Don't know

B4. Tell us more about your answer to the previous question

- Why you think the data is similar or different to your organisation's experience;
- If your organisation pays below the general threshold, tell us to what extent your organisation is able to increase pay.
- If there are specific differences which you think might relate to the location of the job(s) or location of your organisation, please explain.

_____

_____

B5. How similar or different is Chart B on hours worked, compared to your organisation's experience?

- Very similar
- Similar
- About the same
- Different
- Very different
- Don't know

B6. Tell us more about your answer to the previous question

Why you think the data is similar or different compared to your organisation's experience? If there are specific differences which you think might relate to the location of the job(s) or location of your organisation, please explain.

_____

_____

B7. How similar or different is Chart C on employment, compared to your organisation's experience?

- Very similar
- Similar
- About the same
- Different
- Very different
- Don't know

B8. Tell us more about your answer to the previous question

Why you think the data is similar or different compared to your organisation's experience? If there are specific differences which you think might relate to the location of the job(s) or location of your organisation, please explain.

_____

_____

B9. How similar or different is Chart D on vacancies, compared to your organisation's experience?

- Very similar
- Similar
- About the same
- Different
- Very different
- Don't know

B10. Tell us more about your answer to the previous question

Why you think the data is similar or different compared to your organisation's experience? If there are specific differences which you think might relate to the location of the job(s) or location of your organisation, please explain.

_____

_____

B11. Please tell us about any other data you think might be relevant in assessing shortage for the jobs which you have mentioned

_____

_____

Section C: Why an occupation should be on the SOL

In this section we will ask you some questions about why you think a job should be on the SOL. This section is the main part of the questionnaire, and it consists of 3 parts. The questions in this section are about understanding why you think migration is a sensible response to shortage. Please let us know of any factors which are specific to the job such as the nature of the job or location. It will be helpful to us if you can provide examples or case studies to illustrate or support your response.

Section C: part 1

In this part, we will ask you to tell us:

- How you recruit for jobs which are hard to fill;
- Why those jobs are hard to fill;
- The types of skills and experience required for those jobs and why;
- Why these skills are hard to fill from the local area;
- How, if at all, any changes to recruitment have been experienced as a result of recent events such as the ending of freedom of movement or COVID-19 to recruitment;
- Your organisation's experience of retention.

C1. How do you (or others on your behalf) recruit for jobs that are hard to fill? These are jobs which you have listed in section B

When responding to the questions in this section (Section C), let us know If there are any factors specific to the job, such as the nature of the job or location. It will be helpful to us if you can provide examples or case studies to illustrate or support your response.

In your response tell us:

- Where you advertise or look for applicants;
- Why you recruit through these methods;
- Approximately how often you recruit for these jobs;
- Who tends to apply to these job vacancies;
- Whether you receive applications from within or outside the UK.

_____

_____

C2. Which skills do you most commonly find hard to fill and why?

Tell us:

- What these skills are;
- Why they may be hard to find in the resident labour market

To help you think about your response we have provided some examples of the skills commonly reported by employers below (this list is not exhaustive).

- Instructing, teaching or training people;
- Reading and understanding instructions, guidelines, manuals or reports;
- Sales or customer handling skills;
- Writing instructions, guidelines, manuals or reports;
- Persuading or influencing others;
- Basic, more complex numerical or statistical skills and understanding;
- Managing or motivating other staff;
- Communicating in a foreign language;
- Setting objectives for others and planning human, financial and other resource;
- Manual dexterity, for example to amend, repair, assemble, construct or adjust things;
- Technical or job specific skills or knowledge needed to perform in the role;
- Adapting to new equipment or materials, knowledge of products/services offered by your organisation and others;
- Computer literacy basic, advanced or specialist IT skills;
- Driving skills/licences.

To help you think about your response, we have provided some examples of why these skills may be hard to recruit (this list is not exhaustive).

- A lack of supply of local courses which train in these skills;
- Skills may be new/emerging;

- Lack of demographics with these skills;
- Require a large volume of these skills.

_____
_____

C3. What level of experience is required for these jobs and why?

To help you think about your response, we have provided some explanations about why jobs may require some experience (this list is not exhaustive).
 • Tasks are required to be done independently or with minimal supervision;
 • It is a leadership role;
 • It requires subject knowledge for the job;
 • Particular technical skills which can only be learned on the job.

_____
_____

C4. In the past 2 years, COVID-19 and other changes, such as the ending of freedom of movement on 31st December 2020, have changed the way some employers recruit. With reference to the past 2 years what changes (if any) have you experienced when recruiting/finding workers?

The ending of the freedom of movement refers to the end of reciprocal non-visa travel and work arrangements between the UK and EU countries which came into effect on the 31st of December 2020 following the UK's exit from the European Union (EU). EU, European Economic Area (EEA), or Swiss citizens living in the UK before the 31st of December 2020 were required to apply for the EU settlement scheme to continue living in the UK after the 30th of June 2021 (this does not include the Republic or Ireland).

In your response tell us:

- How you previously recruited before COVID-19/ending of freedom of movement and whether this has changed;
- Who tended to fill these jobs;
- Whether applicants found within the UK or from abroad;
- How long on average these workers stay in post and whether this has changed;
- Other legislative context which may have changed the situation.

_____
_____

C5. Has your organisation experienced difficulties with retaining staff in the past year?
Tell us:

- What you think the causes might be;
- Where staff are moving to, such as a similar occupation with another organisation, a different occupation or leaving work?

- Whether the organisations you represent have experienced EU workers with settled status leaving and not returning;
- What age group of workers are being lost or employers are struggling to retain;
- If applicable, what your organisations is doing to improve this.

_____

_____

Section C: part 2

In this part, you will be asked:

- What steps your organisation has taken to overcome difficulties in recruiting for those hard to fill jobs;
- How effective these steps have been;
- What your organisation's approach is to developing skills for jobs which are hard to fill.

C6. Which of the following steps has your organisation taken to overcome difficulties in filling vacancies for those hard to fill jobs?

You will be asked to select:

- Yes, have tried
- No, haven't tried
- Don't know

For the following strategies:

- Automating roles to reduce the amount of labour required
- Increasing salaries
- Increasing the training given to existing workforce
- Redefining existing jobs
- Increasing advertising/recruitment spend
- Using new recruitment methods or channels
- Using existing networks to recruit such as through staff referrals
- Recruiting workers who are non-UK nationals
- Increasing/expanding trainee or apprentice programmes
- Bringing in contractors to do the work or contracting it out
- Being prepared to offer training to less well qualified recruits
- Something else

C7. If there are other actions or steps taken that we have not listed in the previous question, tell us about this here and to which job(s) they apply to

_____

_____

C8. How effective have these actions or steps been in managing those hard to fill jobs and why?

_____

_____

C9. What is your organisation's approach to skills development/training for the jobs which are hard to fill?
Let us know if there are any factors specific to the job, such as the nature of the job or location. It will be helpful to us if you can provide examples to illustrate or support your response.

Tell us:

- What training is offered to existing staff as well as new recruits;
- What skills you are looking to develop in relation to the training that you offer;
- Why you are looking to develop those skills.

The list below is to help you think about your response (this list is not exhaustive):

- Job specific training;
- Health and safety/first aid training;
- Basic induction, training new staff when they start the job;
- Training in new technology;
- More extensive induction training for new staff;
- Management training;
- Supervisory training;
- Personal development training;
- GDPR and data privacy training.

_____

_____

C10. To what extent has your organisation been involved in the development of the training described in the previous question?
Let us know if there are any factors specific to the job such as the nature of the job or location. It will be helpful to us if you can provide examples to illustrate or support your response.

Tell us:

- Whether your organisation has developed the training content from scratch;
- Whether your organisation has tailored the content of external training to make it suitable for the needs of your organisation
- Whether your organisation has had no involvement in designing the training content;
- If applicable, tell us what prevented your organisation from designing the content of the training;
- How useful or successful any training in which your organisation was involved in has been.

_____

_____

Section C: part 3

This is the final part of Section C. We will ask you about the impact of having an occupation on the SOL. It will be helpful to us if you can provide examples or case studies to illustrate or support your response.

C11. Thinking about the jobs which you have referenced throughout this questionnaire, what difference (if any) would having an occupation on the SOL make to your recruitment practices?
It will be helpful to us if you can provide examples to illustrate or support your response.

Tell us about:

Salaries:

- Whether this is likely to change, is so why?

Job requirements:

- Whether job role requirements will remain the same or change

Ability to recruit:

- What difference will having an occupation on the SOL make to resolving your shortages

_____

_____

C12. If the occupation(s) that you referenced were not on the SOL, what options would your organisation consider filling those jobs?

Let us know if there are any factors specific to the job, such as the nature of the job or location. It will be helpful to us if you can provide examples to illustrate or support your response.
Tell us about:

- Changes to investment;
- Changes to recruitment practices;
- Changes to job specifications, such as if jobs can be done remotely;
- Changes to production output or strategy;
- Other considerations.

C13. What impact (if any) would there be to your organisation, of not having your occupation(s) on the SOL?
Tell us about the following impacts (if any):

- On service delivery or production;

- Knock on effect to other industries;
- Wellbeing of individuals;
- Anything else.

_____

_____

C14. Do you have any other comments?

_____

_____

C15. If you have supplementary information or data that directly relates to your response to this CfE questionnaire, please attach here. If there are specific pages you want us to view, please list them in the previous question or highlight in the attachment.

_____

Section D: Closing questions

Thank you for completing this questionnaire on the SOL. We have a final few questions about how we use your response to this questionnaire and about contacting you in the future.

D1. Would you be happy for us to quote anonymously from your response to this CfE?

- Yes
- No

D2. Would you be happy for us to name your organisation in the published report?

- Yes
- No

D3. Would you be happy for us or Revealing Reality, who are independent research contractors appointed by the MAC, to recontact you in the next 12 months to invite you to take part in follow-up research regarding similar issues covered in this questionnaire?

- Yes
- No

D4. And would you be willing for us to contact you if we needed to clarify or supplement responses you have given in this questionnaire?

- Yes

- No

D5. Have you attended a MAC stakeholder event for the SOL?

- Yes
- No

D6. If you haven't attended a MAC stakeholder event for the SOL, please tell us how you heard about this Call for Evidence questionnaire?

_____

D7. Would you like to be invited to a future stakeholder event?

- Yes
- No

Annex F: MAC call for evidence questions for representative organisations

Introduction

What is the Shortage Occupation List?

In August 2022, the Government commissioned the Migration Advisory Committee (MAC) to review the UK Shortage Occupation List (SOL). This was subsequently put on hold by the Government, and we were asked to start the commission in February 2023.

The SOL comprises occupations in shortage (i.e. where employers find it problematic to secure adequate numbers of workers with the required skills to fill their vacancies) **and** where migration is considered to be a sensible response to that shortage.

The occupations on the list are given some 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. Having a job on the SOL confers the following benefits:

- A lower salary threshold of either £20,480 or 80% of the going rate for that occupation (whichever is higher). For example, if the going rate for an electrical engineer is £37,000, the salary would be reduced to £29,600 if it was on the SOL. The Government is planning to uprate salary thresholds across the Skilled Worker routes as part of the routine Spring package of immigration rules changes expected to lay on 9th March. Subject to Parliamentary approval, this will see the Skilled Worker general threshold increase to £26,200, and the lower SOL salary threshold to £20,960. You can find the latest values in the immigration rules appendix. The MAC have decided to recommend to Government that this salary threshold discounting will no longer apply to occupations which are on a national pay scale or subject to a binding going-rate threshold above the general threshold. We will be conducting this SOL review on the basis of this recommendation, so many occupations previously eligible for consideration will be excluded.
- Reduced visa fees: Standard visa fees for a Skilled Worker visa application range from £625 (less than 3 years) to £1,423 (over 3 years), for occupations on the SOL the costs are £479 and £943 respectively. A reduction of just under 25% and just over 35% respectively for visas.
- The salary discount that applies to applications for SOL occupations also applies at the time of making an application for settlement (or Indefinite Leave to Remain).
- **CLARIFICATION: In the introductory text which accompanied this Call for Evidence questionnaire, as well as in a separate guidance document, we included a statement (as above) saying that the salary discount that applies to applications for SOL occupations also applies at the time of making an application for settlement. We would like to clarify that, whilst the discount on the Skilled Worker general threshold (i.e. £20,960 rather than £26,200) applies at settlement, the discount on an occupation's going rate does not apply at settlement. Therefore, an individual on a Skilled Worker**

visa who has been paid 80% of the going rate in a SOL occupation would need to earn the full going rate for that given occupation when applying for settlement.

- Although supplementary work is not allowed in most circumstances whilst on a Skilled Worker visa, a Skilled Worker visa holder can engage in supplementary work where that work is in an occupation on the SOL.
- Asylum seekers whose claim has been outstanding for more than 12 months may apply for permission to work. Those who are allowed to work are restricted to occupations which are on the SOL.

About our Commission

We have been asked to consider:

1. Whether the salary requirement for occupations on the SOL should, in future, be whichever is higher of the going rate (rather than 20% less than the going rate) or £20,480, subject to an absolute minimum of £10.10 per hour;
2. Which occupations on the current SOL should continue to be included and which should be removed;
3. Which occupations, if any, based on evidence provided by stakeholders, should be added to the SOL, at:
    a. RQF6 or above;
    b. RQF3-5;
    c. RQF1-2 in exceptional circumstances

The MAC have already decided that we will recommend that the SOL salary threshold discount for those occupations subject to a binding going rate be abolished, and will conduct this SOL review on that basis. This will mean that occupations on national pay scales and occupations where the going rate is above the Skilled Worker general salary threshold are excluded (as these occupations cannot benefit from a salary discount). Salary thresholds are likely, subject to Parliamentary approval, to be uprated as part of the routine Spring package of immigration rules changes expected to lay on 9th March. In practice, this means that the only occupations that will benefit from being on the SOL are those for which the occupation's going rate falls between £20,960 to £26,200.

This is a major review of the SOL and no occupation currently on the SOL will be guaranteed to remain on the list. We will only be considering occupations for inclusion on the SOL where stakeholders provide evidence through this Call for Evidence.

We have been asked to consider occupations skilled at RQF3 and above which are currently eligible for Skilled Worker visas and therefore the SOL. We have also been asked by the Government to consider the evidence for occupations at RQF1-2- these jobs are currently not eligible for a Skilled Worker visa.

Stakeholders will be asked to demonstrate that an occupation (or a specific job within the occupation) requires substantial training/qualifications and prior experience and that the job/occupation should be recategorized to RQF3 to be made eligible for Skilled Work visas. Alternatively, it may be that the occupation is facing severe and unexpected shortage and that despite the efforts of employers/sectors it is proving impossible to recruit resident workers. We will then consider this evidence as a request for temporary inclusion for eligibility of Skilled Worker visas. Only in exceptional circumstances, with compelling evidence

such as the MAC received for the [Social Care commission](#), will occupations at RQF1-2 level be considered for inclusion on the SOL.

Given the recent nature of our recommendation to include care workers on the SOL and the continued failure of the Government to respond to that report, we will not be asking the social care sector to resubmit evidence to this review for their continued inclusion on the SOL. This also applies to senior care workers, which will also continue to be included.

As the SOL is part of a strategy to address shortage for a particular job in the UK market, no jobs will remain on the SOL indefinitely. You should save your submission to this questionnaire for your own records so that you can add to your submission for future SOL reviews.

How can I respond?

This questionnaire will remain open until **26th May 2023.** We really value your input and would find it helpful if you could respond as soon as possible so that we can start considering your views and information.

We have updated our guidance which accompanies our CfE, this is available on our webpage and we strongly recommend that you read this before completing this CfE. It may be helpful to share a version of this questionnaire on our webpage with your organisation, to collate your response before completing the online questionnaire.

All identifying and personal information will remain confidential, however aggregated and anonymised information in the form of summary statistics will be published as part of our final report. We will ask your permission to quote from your response and name you, but this will be on an opt-in basis. You can view a full description of our personal [data policy here.](#) At any point you may save your response to continue later before submitting.

We look forward to hearing from you,

 Migration Advisory Committee
mac@homeoffice.gov.uk

You can find guidance which accompanies the CfE questionnaire on our [webpage](#).

Section A: About you and the organisations you represent

To start with, we'd like to get some details about you and the organisations on behalf of which you are responding.

A1. What is the name of your organisation?

_____

A2. What is your email address?

_____

A3. How many organisations or members do you represent?

(If you represent organisations, this does not include the number of employees in an organisation, but the number of organisations you represent only)

_____

A4. Thinking of the organisations or members you represent, in general are staff concentrated in specific UK countries/regions or are they UK wide?

- Concentrated in specific regions/nations
- UK-wide
- Don't know

A5. And which region(s) or country(ies) are these organisations or staff concentrated?

Please select all that apply

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries
- Don't know
- Prefer not to say

A6. Thinking of the organisations or members you represent, please select all the relevant sectors they cover from the list below:

For more information about the sectors please refer to the link below:

https://resources.companieshouse.gov.uk/sic/">sic/

Please select all that apply

- Agriculture, Forestry and Fishing
- Mining and Quarrying
- Manufacturing
- Electricity, Gas, Steam and Air conditioning supply
- Water supply, Sewerage, Waste management and Remediation activities
- Construction
- Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
- Transportation and Storage
- Accommodation and Food Service Activities
- Information and Communication
- Financial and Insurance Activities
- Real Estate Activities
- Professional, Scientific and Technical Activities
- Administrative and Support Service Activities
- Education
- Human Health and Social Work Activities
- Arts, Entertainment and Recreation
- Other Service Activities
- Activities of households as employers; undifferentiated goods
- Activities of extraterritorial organisations and bodies
- We operate across all sectors
- Don't know

A7. Thinking of the organisations you represent and their number of employees, select the <u>main</u> size bands that they cover.

Please select all that apply

- 0-9 employees
- 10-49 employees
- 50-249 employees
- 250-499 employees
- 500-4,999
- 5,000+
- Don't know
- Prefer not to say

A8. Are the majority of organisations that you represent roughly of a similar size in terms of the number of employees, (e.g. most SME's or most large organisations)?

Please select one option

- Yes
- No
- Don't know

Section B: Occupations in shortage

In this section you will be asked to provide the job title(s) and corresponding Standard Occupation Classification (SOC) codes for the jobs which the organisations you represent have found hard to fill in the past 12 months. Only include jobs which you think will be particularly helpful to have on the SOL; these are jobs which the organisations you represent have had difficulties in recruiting from the resident labour market.

How to find the SOC code for an occupation

In order for us to be able to make valid comparisons it is important that you match as closely as possible the job you have in mind to the correct 4-digit Standard Occupational Classification (SOC) code. A SOC code is a common classification of occupational information used in the UK which classifies jobs in terms of their skill level and skill content.

To do this we recommend you make use of the coding tool from the Office for National Statistics (ONS), linked below. We will assume that your response to the rest of this questionnaire will be in reference to the jobs which you have identified here.

Step 1: Follow the ONS 2010 SOC toolkit here and enter the name of the job you want to find an occupation code for in the text box highlighted below.

Step 2: Select the result that best matches your search

Step 3: Check the match by reviewing the description of the occupation code, the tasks required, and the jobs related with that code. You can find this by scrolling down the page.

5231: VEHICLE TECHNICIANS, MECHANICS AND ELECTRICIANS

Job description:
Vehicle technicians, mechanics and electricians accept calls for help and repair and service the mechanical parts and electrical/electronic circuitry and components of cars, lorries, buses, motorcycles and other motor vehicles, and repair and service auto air-conditioning systems.

Entry requirements of this job:
There are no formal academic entry requirements, although some employers may require GCSEs/S grades or an equivalent qualification. Training is undertaken off- and on-the-job. NVQs/SVQs at Levels 2 and 3 are available. Apprenticeships at NVQ/SVQ Levels 2 and 3 are available and take three to four years to complete.

Tasks required by this job include:
- visually checks, test drives or uses test equipment to diagnose engine and mechanical faults;
- removes, dismantles, repairs and replaces defective parts and prepares new parts using appropriate tools;
- reassembles, tests, adjusts and tunes the appropriate parts, systems or entire engine;
- carries out routine maintenance checks on oil and air filters, brakes and other vehicle parts/systems;
- diagnoses faults in electrical/electronic circuitry, removes faulty components and fits replacements;
- checks condition of electrical/electronic systems and carries out servicing tasks;
- installs additional electrical amenities such as radio/CD players, aerials;
- repairs and services air conditioning, heating and engine-cooling systems.

NS-SEC categorisations:
The simplified NS-SEC analytic class for this code is 5
The simplified NS-SEC operational category for this code is 11.1
To find your exact NS-SEC code, please use the NS-SEC Coding Tool.

Jobs related to this code:
- Auto electrician
- Car mechanic
- HGV mechanic
- Mechanic (garage)
- MOT tester
- Motor mechanic
- Motor vehicle technician
- Technician (motor vehicles)

This unit group is part of:
- Minor Group 523: VEHICLE TRADES
- Sub-Major Group 52: SKILLED METAL, ELECTRICAL AND ELECTRONIC TRADES
- Major Group 5: SKILLED TRADES OCCUPATIONS

Step 4: If you are unhappy with the match suggested by the tool, go back to step 2 and select another suggested match and/or go back to step 1 and alter your search term.

In this example we are happy with the match and can conclude that the job "Car Mechanic" is associated with occupation code 5231

B1. Using the ONS toolkit below, please tell us about the jobs that the organisations you represent said were hard to fill in the past 12 months.

You can provide up to a maximum of 5 occupations

Occupation SOC code
1.
2.
3.
4.
5.

B2. What is the job title, and where are these jobs likely to be based?

Occupation	What is the job title?	Where are these jobs likely to be based?
1. Occupation 1 carried over from B1		
2. Occupation 2 carried over from B1		
3. Occupation 3 carried over from B1		
4. Occupation 4 carried over from B1		
5. Occupation 5 carried over from B1		

B3. If known, approximately how many vacancies are there for the jobs stated?
Tell us:

- How many jobs have remained unfilled
- How many vacancies you think are expected over the next 12 months, tell us why
- Tell us how you know this
- In which region/country of the UK these jobs are likely to be based

_____

_____

Section B: Shortage Indicators

This section presents the data that the MAC considers on shortage. In this section you will be asked how the data on pay, hours worked, number of people employed, and vacancies compares to the experiences of the organisations or members you represent.

You will be presented with 4 charts in an Excel dashboard along with instructions (in the excel dashboard) on how to bring up the relevant data for your jobs.

Please click on here to download the Excel dashboard. Once you have looked at the charts for your jobs, please answer the questions below.

B4. How similar or different is Chart A on pay, compared with the experiences of the organisations you are representing?

- Very similar
- Similar
- About the same
- Different
- Very different
- Don't know

B5. Tell us more about your answer to the previous question

- Why you think the data is similar or different compared with the experiences of the organisations you are representing;
- If the organisations you are representing pay below the general threshold, tell us to what extent they are able to increase pay;
- If there are specific differences which you think might relate to the location of the job(s), please explain.

_____

_____

B6. How similar or different is Chart B on hours worked, compared with the experiences of the organisations you are representing?

- Very similar
- Similar

- About the same
- Different
- Very different
- Don't know

B7. Tell us more about your answer to the previous question

Why you think the data is similar or different compared with the experiences of the organisations you are representing? If there are specific differences which you think might relate to the location of the job(s), please explain.

_____

_____

B8. How similar or different is Chart C on employment, compared with the experiences of the organisations you are representing?

- Very similar
- Similar
- About the same
- Different
- Very different
- Don't know

B9. Tell us more about your answer to the previous question

Why you think the data is similar or different compared with the experience of the organisations you are representing? If there are specific differences which you think might relate to the location of the job(s), please explain.

_____

_____

B10. How similar or different is Chart D on vacancies, compared with the experiences of the organisations you are representing?

- Very similar
- Similar
- About the same
- Different
- Very different
- Don't know

B11. Tell us more about your answer to the previous question

Why you think the data is similar or different compared with the experience of the organisations you are representing? If there are specific differences which you think might relate to the location of the job(s), please explain.

_____

_____

B12. Please tell us about other data which you think might be relevant in assessing shortage for the jobs which you have mentioned.

_____

_____

Section C: Why an occupation should be on the SOL

In this section we will ask you some questions about why you think a job should be on the SOL. This section is the main part of the questionnaire, and it consists of 3 parts. The questions in this section are about understanding why migration is a sensible response to shortage. Please let us know of any factors which are specific to the job such as the nature of the job or location. It will be helpful to us if you can provide examples or case studies to illustrate or support your response.

Section C: part 1
In this part, we will ask you to tell us:

- Why jobs are hard to fill from the current resident labour market, as reported by the organisations or members you represent;
- The types of skills and experience required for those jobs and why;
- How (if at all) any changes to recruitment have been experienced as a result of recent events such as the ending of freedom of movement or COVID-19;
- Retention as experienced by the organisations or members you represent.

C1. Why are jobs which you have referred to throughout this CfE, hard to fill as reported by the organisations or members you represent?
If there are any factors specific to the job such as the nature of the job or location, please let us know. It will be helpful to us if you can provide examples or case studies to illustrate or support your response.

To help you think about your response, we have provided examples of recruitment issues commonly reported by employers below:

- Difficulties in finding applicants with the required skills and or qualifications required for the job;
- Difficulties in finding applicants with the right experience for the job;

- The job is perceived as being unattractive therefore attracts fewer applicants;
- Evolving skill requirements for a job.

_____

_____

C2. Which skills do the organisations or members you represent most commonly find hard to fill and why?

Tell us:

- What these skills are;
- Why they may be hard to fill from the current resident labour market.

If there are any factors specific to the job such as the nature of the job or location, please let us know. It will be helpful to us if you can provide examples to illustrate or support your response.

To help you think about your response we have provided some examples of the skills commonly reported by employers below (this list is not exhaustive).

- Instructing, teaching or training people
- Reading and understanding instructions, guidelines, manuals or reports
- Sales or customer handling skills
- Writing instructions, guidelines, manuals or reports
- Persuading or influencing others
- Basic, more complex numerical or statistical skills and understanding
- Managing or motivating other staff
- Communicating in a foreign language
- Setting objectives for others and planning human, financial and other resource
- Manual dexterity, for example to amend, repair, assemble, construct or adjust things
- Technical or job specific skills or knowledge needed to perform in the role
- Adapting to new equipment or materials, knowledge of products/services offered by your organisation and others
- Computer literacy basic, advanced or specialist IT skills
- Driving skills/licences

To help you think about your response, we have provided some examples of why these skills may be hard to recruit (this list is not exhaustive).

- A lack of supply of local courses which train in these skills
- Skills may be new/emerging
- Lack of demographics with these skills
- Require a large volume of people with these skills

_____

_____

C3. What level of experience is required for these jobs and why?

If there are any factors specific to the job, such as the nature of the job or location, please let us know. It will be helpful to us if you can provide examples to illustrate or support your response.

To help you think about your response, we have provided some explanations about why jobs may require some experience (this list is not exhaustive).

- Tasks are required to be done independently or with minimal supervision
- It is a leadership role
- It requires subject knowledge before the job
- Particular technical skills which can only be learned on the job

_____

_____

C4. In the past 2 years, COVID-19 and other changes such as the ending of freedom of movement on 31st December 2020 have often changed the way employers recruit. With reference to the past 2 years, what changes (if any) have the organisations you represent experienced when recruiting/finding workers?

The ending of the freedom of movement refers to the end of reciprocal non-visa travel and work arrangements between the UK and EU countries which came into effect on the 31st of December 2020 following the UK's exit from the European Union (EU). EU, European Economic Area (EEA), or Swiss citizens living in the UK before the 31st of December 2020 were required to apply for the EU settlement scheme to continue living in the UK after the 30th of June 2021 (this does not include the Republic or Ireland).

If there are any factors specific to the job, such as the nature of the job or location, please let us know. It will be helpful to us if you can provide examples to illustrate or support your response.

In your response tell us:

- How you previously recruited before COVID-19/ ending of freedom of movement and whether this has changed;
- Who tended to fill these jobs;
- Whether applicants found within the UK or from abroad;
- How long on average these workers stay in post and if this has changed;
- Other legislative context which may have changed the situation.

_____

_____

C5. Have the organisations or members you represent experienced difficulties with retaining staff in the past year?

If there are any factors specific to the job, such as the nature of the job or location, please let us know. It will be helpful to us if you can provide examples to illustrate or support your response.

Tell us:

- What you think the causes might be;
- Where staff are moving to, such as a similar occupation with another organisation, a different occupation or leaving work;
- Whether the organisations you represent have experienced EU workers with settled status leaving and not returning, if so please send us any supporting data;
- What age group of workers are being lost or employers are struggling to retain;
- If applicable, what the organisations you represent are doing to improve this.

_____

_____

Section C: part 2

In this part, we will ask you about the steps the organisations you represent have taken to overcome difficulties in recruiting for those hard-to-fill jobs. Please provide as much information as you can with evidence to support your responses.

When responding to the questions be specific about which SOC codes you are referring to.

You will also be asked:

- What steps the organisations you represent have taken to overcome difficulties in recruiting for those hard to fill jobs;
- If you are a trade body or an association which represents businesses within a specific sector, you should also tell us what your organisation has done to help ease recruitment difficulties within your sector;
- The effectiveness of steps taken by your organisation and those you represent to ease recruitment difficulties.

C6. Which of the following steps have the organisations that you represent taken to overcome difficulties in filling vacancies for those hard to fill vacancies?

If you are a trade body or an association which represents businesses within a specific sector, tell us about what your organisation has done to help ease the recruitment difficulties for jobs within your sector. If there are any factors specific to the job, such as the nature of the job or location, please let us know. It will be helpful to us if you can provide examples to illustrate or support your response. To help you think about your response we have provided some examples of the strategies commonly reported by employers below (this list is not exhaustive).

Automating roles to reduce the amount of labour required

- Increasing salaries
- Increasing the training given to existing workforce
- Redefining existing jobs
- Increasing advertising/recruitment spend
- Using new recruitment methods or channels
- Using existing networks to recruit such as through staff referrals
- Recruiting workers who are non-UK nationals
- Increasing/expanding trainee or apprentice programmes
- Bringing in contractors to do the work or contracting it out
- Being prepared to offer training to less well qualified recruits

_____

_____

C7. How effective are each of the strategies mentioned in the previous question in managing hard-to-fill vacancies, and why?

_____

_____

C8. If you are a trade body or an association which represents businesses within a specific sector, to what extent has your organisation been involved in the development of training for the businesses you represent?

Tell us:

- Whether your organisation has developed the training content from scratch;
- Whether your organisation has tailored the content of external training to make it suitable for the needs of the organisations you represent;
- Whether your organisation has had no involvement in designing the training content;
- What training has been developed and why;
- Whether your organisation would have liked to have been involved in designing the content of training but were unable to (please tell us what the reasons were);
- How useful or successful any training in which your organisation was involved has been.

_____

_____

Section C: part 3

This is the final part of Section C. We will ask you about the impact of having an occupation on the SOL. It will

be helpful to us if you can provide examples or case studies to illustrate or support your response.

C9. Why do you think these occupations should be on the SOL?
If there are any factors specific to the job, such as the nature of the job or location, please let us know. It will be helpful to us if you can provide examples to illustrate or support your response.

Tell us:

- What tangible impact (if any) would it have to the organisations you represent in terms of meeting recruitment needs;
- What difference (if any) will there be in terms of salaries offered to workers;
- Wider possible economic and/or social benefits if there is evidence of this;
- Other impacts to the organisation you represent.

_____

_____

C10. What options would the organisations or members that you represent consider to fill those hard to fill jobs, if those jobs were not included on the SOL?
If there are any factors specific to the job such as the nature of the job or location please let us know. It will be helpful to us if you can provide examples to illustrate or support your response.

Tell us about:

- Changes to investment;
- Changes to recruitment practices;
- Changes to job specifications, such as if jobs can be done remotely;
- Changes to production output or strategy;
- Other considerations.

_____

_____

C11. What impact (if any) would <u>not</u> having a job on the SOL have to the organisations or members which you represent?
Tell us about the following impacts (if any):

- On service delivery;
- Economic impacts;
- Knock-on effect to other industries;
- Wellbeing of individuals or other social impacts;

- Anything else.

_____

_____

C12. Do you have any other comments?

_____

_____

C13. If you have supplementary information or data which directly relates to your response to this CfE questionnaire, please attach here. If there are specific pages you want us to view, please list them.

_____

Section D: Closing questions

Thank you for completing this questionnaire on the SOL. We have a final few questions about how we use your response to this questionnaire and about contacting you in the future.

D1. Would you be happy for us to quote from your responses to this CfE?

- Yes
- No

D2. Would you be happy for us to name your organisation in the published report?

- Yes
- No

D3. Would you be happy for us or Revealing Reality, who are independent research contractors appointed by the MAC, to recontact you in the next 12 months to invite you to take part in follow-up research regarding similar issues covered in this questionnaire?

- Yes
- No

D4. And would you be willing for us to contact you if we needed to clarify or supplement responses you have given in this questionnaire?

- Yes
- No

D5. Have you attended a MAC stakeholder event for the SOL?

- Yes
- No

D6. If you haven't attended a MAC stakeholder event for the SOL, please tell us how you heard about this Call for Evidence questionnaire?

_____

D7. Would you like to be invited to a future stakeholder event?

- Yes
- No

Annex G: MAC call for evidence questions for responding in a personal capacity

Introduction

What is the Shortage Occupation List?

In August 2022, the Government commissioned the Migration Advisory Committee (MAC) to review the UK Shortage Occupation List (SOL). This was subsequently put on hold by the Government, and we were asked to start the commission in February 2023.

The SOL comprises occupations in shortage (i.e. where employers find it problematic to secure adequate numbers of workers with the required skills to fill their vacancies) **and** where migration is considered to be a sensible response to that shortage.

The occupations on the list are given some 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. Having a job on the SOL confers the following benefits:

- A lower salary threshold of either £20,480 or 80% of the going rate for that occupation (whichever is higher). For example, if the going rate for an electrical engineer is £37,000, the salary would be reduced to £29,600 if it was on the SOL. The Government is planning to uprate salary thresholds across the Skilled Worker routes as part of the routine Spring package of immigration rules changes expected to lay on 9th March. Subject to Parliamentary approval, this will see the Skilled Worker general threshold increase to £26,200, and the lower SOL salary threshold to £20,960. You can find the latest values in the immigration rules appendix. The MAC have decided to recommend to Government that this salary threshold discounting will no longer apply to occupations which are on a national pay scale or subject to a binding going-rate threshold above the general threshold. We will be conducting this SOL review on the basis of this recommendation, so many occupations previously eligible for consideration will be excluded.
- Reduced visa fees: Standard visa fees for a Skilled Worker visa application range from £625 (less than 3 years) to £1,423 (over 3 years), for occupations on the SOL the costs are £479 and £943 respectively. A reduction of just under 25% and just over 35% respectively for visas.
- The salary discount that applies to applications for SOL occupations also applies at the time of making an application for settlement (or Indefinite Leave to Remain).
- **CLARIFICATION: In the introductory text which accompanied this Call for Evidence questionnaire, as well as in a separate guidance document, we included a statement (as above) saying that the salary discount that applies to applications for SOL occupations also applies at the time of making an application for settlement. We would like to clarify that, whilst the discount on the Skilled Worker general threshold (i.e. £20,960 rather than £26,200) applies at settlement, the discount on an occupation's going rate does not apply at settlement. Therefore, an individual on a Skilled Worker**

visa who has been paid 80% of the going rate in a SOL occupation would need to earn the full going rate for that given occupation when applying for settlement.

- Although supplementary work is not allowed in most circumstances whilst on a Skilled Worker visa, a Skilled Worker visa holder can engage in supplementary work where that work is in an occupation on the SOL.
- Asylum seekers whose claim has been outstanding for more than 12 months may apply for permission to work. Those who are allowed to work are restricted to occupations which are on the SOL.

About our Commission

We have been asked to consider:

1. Whether the salary requirement for occupations on the SOL should, in future, be whichever is higher of the going rate (rather than 20% less than the going rate) or £20,480, subject to an absolute minimum of £10.10 per hour;
2. Which occupations on the current SOL should continue to be included and which should be removed;
3. Which occupations, if any, based on evidence provided by stakeholders, should be added to the SOL, at:
    a. RQF6 or above;
    b. RQF3-5;
    c. RQF1-2 in exceptional circumstances

The MAC have already decided that we will recommend that the SOL salary threshold discount for those occupations subject to a binding going rate be abolished, and will conduct this SOL review on that basis. This will mean that occupations on national pay scales and occupations where the going rate is above the Skilled Worker general salary threshold are excluded (as these occupations cannot benefit from a salary discount). Salary thresholds are likely, subject to Parliamentary approval, to be uprated as part of the routine Spring package of immigration rules changes expected to lay on 9th March. In practice, this means that the only occupations that will benefit from being on the SOL are those for which the occupation's going rate falls between £20,960 to £26,200.

This is a major review of the SOL and no occupation currently on the SOL will be guaranteed to remain on the list. We will only be considering occupations for inclusion on the SOL where stakeholders provide evidence through this Call for Evidence.

We have been asked to consider occupations skilled at RQF3 and above which are currently eligible for Skilled Worker visas and therefore the SOL. We have also been asked by the Government to consider the evidence for occupations at RQF1-2- these jobs are currently not eligible for a Skilled Worker visa.

Stakeholders will be asked to demonstrate that an occupation (or a specific job within the occupation) requires substantial training/qualifications and prior experience and that the job/occupation should be recategorized to RQF3 to be made eligible for Skilled Work visas. Alternatively, it may be that the occupation is facing severe and unexpected shortage and that despite the efforts of employers/sectors it is proving impossible to recruit resident workers. We will then consider this evidence as a request for temporary inclusion for eligibility of Skilled Worker visas. Only in exceptional circumstances, with compelling evidence

such as the MAC received for the Social Care commission, will occupations at RQF1-2 level be considered for inclusion on the SOL.

Given the recent nature of our recommendation to include care workers on the SOL and the continued failure of the Government to respond to that report, we will not be asking the social care sector to resubmit evidence to this review for their continued inclusion on the SOL. This also applies to senior care workers, which will also continue to be included.

As the SOL is part of a strategy to address shortage for a particular job in the UK market, no jobs will remain on the SOL indefinitely. You should save your submission to this questionnaire for your own records so that you can add to your submission for future SOL reviews.

How can I respond?

This questionnaire will remain open until **26th May 2023.** We really value your input and would find it helpful if you could respond as soon as possible so that we can start considering your views and information.

We have updated our guidance which accompanies our CfE, this is available on our webpage and we strongly recommend that you read this before completing this CfE. It may be helpful to share a version of this questionnaire on our webpage with your organisation, to collate your response before completing the online questionnaire.

All identifying and personal information will remain confidential, however aggregated and anonymised information in the form of summary statistics will be published as part of our final report. We will ask your permission to quote from your response and name you, but this will be on an opt-in basis. You can view a full description of our personal data policy here. At any point you may save your response to continue later before submitting.

We look forward to hearing from you,

Migration Advisory Committee
mac@homeoffice.gov.uk

You can find guidance which accompanies the CfE questionnaire on our webpage.

Section A: About You

Thank you for your interest in completing this questionnaire on the Shortage Occupation List. To start with, we would like to get some details about you. This information will allow us to understand more about you and your reason for completing this questionnaire but will not be used in any way to identify you (see our webpage for our privacy information note).

A1. What is your email address?

_____

A2. In which region/country of the UK do you live?
 If you live outside the UK please state

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- Outside the UK

A3. If you have ticked 'Outside the UK' in the previous question, please tell us which country you are located in.

_____

A4. To help us understand the context in which you are responding, please tell us whether you are responding to this CfE for any of the reasons below:

Tell us: (Select one option)

- If you are an employee of an organisation which has or previously has used the SOL
- If you are an employee who has been recruited to work via the SOL in your current or previous job
- If you are an employee and have not been recruited to work via the SOL.
- If you are an employer and would like to provide your personal view which does not represent the views of your organisation
- If you are an employer and would like to provide a view of your previous experience of the SOL
- If you are an employer and would like to provide a view without any experience of using the SOL
- If you are responding for another reason

A5. If responding to this CfE for another reason, please tell us the reasons for your interest in completing this questionnaire

_____

_____

Section B: Occupations in shortage

B1. What are your perspectives on the Shortage Occupation List (SOL)?

- What jobs you think are in shortage and should be added to the SOL, tell us why
- Other comments

_____

_____

Section C: Closing questions

We have a few questions which ask about how we use your response to this questionnaire and about contacting you in the future for follow up research. We also ask a question about your personal characteristics, but this question is optional.

C1. Would you be happy for us to quote from your response to this CfE?

- Yes
- No

C2. Would you be happy for us or Revealing Reality, who are independent research contractors appointed by the MAC to recontact you in the next 12 months to invite you to take part in follow up research regarding similar issues covered in this questionnaire?

- Yes
- No

C3. And would you be willing for us to contact you if we needed to clarify or supplement responses you have given in this questionnaire?

- Yes
- No

C4. Have you attended a stakeholder event for the SOL?

- Yes
- No

C5. If you haven't attended a stakeholder event for the SOL, how did you hear about this Call for Evidence questionnaire?

_____

Annex H: Past MAC Reviews of the SOL

1. February 2008: Identifying skilled occupations: labour market shortages (Methodology)
2. September 2008: Recommended shortage occupation lists for the UK and Scotland (First full review, Regulated Qualifications Framework (RQF) 3+)
3. April 2009: Recommended shortage occupation lists for the UK and Scotland: first review (Partial review, RQF 3+)
4. October 2009: Recommended shortage occupation lists for the UK and Scotland: second review (Partial review, RQF 3+)
5. March 2010: Recommended shortage occupation lists for the UK and Scotland: third review (Partial review, RQF 3+)
6. March 2011: Revised UK shortage occupation list for Tier 2 (Partial review, RQF 4+)
7. September 2011: Recommended shortage occupation lists for the UK and Scotland: full review (Full review, RQF 4+)
8. February 2013: Recommended shortage occupation lists for the UK and Scotland: full review with sunset clause (Full review, RQF 6+)
9. February 2015: Partial review of the shortage occupation lists (Partial review, RQF 6+)
10. March 2016: Partial review of the shortage occupation list: nursing (Partial review, RQF 6+)
11. January 2017: Assessing labour market shortages (Methodology)
12. January 2017: Report: Partial review of teacher shortages (Partial review, RQF 6+)
13. May 2019: Full review of the shortage occupation list (Full review, RQF 6+)
14. September 2020: Full review of the shortage occupation list (Full review, RQF 3+)
15. March 2023: Partial review of the shortage occupation list: construction and hospitality (Partial review, all RQFs)

Migration Advisory Committee report

https://www.gov.uk/government/organisations/migration-advisory-committee