

MAC Call for Evidence – Representative bodies

Introduction

In July 2025 the Home Secretary commissioned us to review the Temporary Shortage List (TSL). We have approached this in two stages.

In Stage 1, published in October 2025 here, we identified the occupations eligible for inclusion on the TSL because they are potentially crucial to the delivery of the Industrial Strategy or building critical infrastructure.

Stage 2 runs from the launch of this Call for Evidence until July 2026. We are seeking further evidence on the occupations that passed Stage 1 to identify which of these occupations we recommend adding to the TSL. You should only provide information in the Call for Evidence on the occupations which passed Stage 1, see Table 2.2 in our report here. Evidence provided on occupations which are not in scope of Stage 2 will not be considered.

Our CfE process is split across two questionnaires. One for the government organisations submitting Jobs Plans, and one for other representative bodies.

We recognise that government departments alone cannot deliver these plans and the support of employers and sector organisations will be key to their development. If you have not yet been involved in the development of Jobs Plans but feel you should be, please contact the relevant representative as listed on our website.

We would encourage anybody wishing to engage to support Jobs Plans to do so as early as possible to give sector teams time to absorb the information into the plans.

This strand of the Call for Evidence is for representative bodies and will remain open until Monday 2nd February 2026.

For further information on the commission, guidance on how to complete your submission and information on how we will process your data please refer back to the MAC website.

REFERENCE ONLY - PLEASE COMPLETE VIA WEB LINK

About your organisation

A1. What is the name of your organisation?

<free text response>

A2. What is your email address?

<free text response>

A3. What is your role within the organisation?

<free text response>

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
- ☐ Not a representative body (Please state capacity in which you are responding below)

<free text response>

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. What is your coverage of the sector you represent? For example, the number and proportion of employers and employees you represent (or employ, for employers) and your sub-sector coverage

<free text response>

Jobs Plans

A7. Does your organisation represent one of the Industrial Strategy sectors or Critical Infrastructure?

These sectors are: Advanced Manufacturing, Clean Energy Industries, Creative Industries, Defence, Digital and Technologies, Financial Services, Life Sciences, Professional and Business Services.

Our definition of Critical Infrastructure is available in our Stage 1 report [here](#).

- ☐ Yes – I wish to submit evidence supplementary to the Jobs Plans
- ☐ No – The organisations we represent are outside of this, but employ occupations that are under consideration for the TSL

Please note we are not able to accept evidence for occupations other than the ones listed in our Stage 1 report [here](#).

A8. <If 'Yes' for A7> Have you been participating in the process for developing a Jobs Plan with government?

- ☐ Yes
- ☐ No

A9. <If 'Yes' for A7> Which one of the Industrial Strategy sectors or Critical Infrastructure does your organisation represent?

- ☐ Advanced Manufacturing
- ☐ Clean Energy Industries
- ☐ Creative Industries
- ☐ Defence
- ☐ Digital and Technologies
- ☐ Financial Services
- ☐ Life Sciences
- ☐ Professional and Business Services
- ☐ Critical infrastructure

A10. <If 'No' for A7> What sector does your organisation represent?

For more information about the sectors please refer to the following link: [Nature of business: Standard Industrial Classification \(SIC\) codes](#)

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
- ☐ Public administration and defence; compulsory social security
- ☐ Education
- ☐ Human health and social work activities
- ☐ Arts, entertainment and recreation
- ☐ Other service activities
- ☐ Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
- ☐ Activities of extraterritorial organisations and bodies
- ☐ We operate across all sectors
- ☐ Don't know

Section A – Occupation summary

In this section we ask you about the occupations you think should be included on the TSL.

SOC code: Select SOC code here

(For “not elsewhere classified”¹ occupations only) **What are the relevant job title(s) for this occupation?:** <free text>

Section B - Shortage and drivers

Please provide an overview of the occupation, current and recent shortage, and the drivers of any shortage. This could include what role this occupation plays within the sector, the barriers to training, recruitment and retention.

For further suggestions on useful content see Section B of the accompanying guidance.

¹ “Not Elsewhere Classified” (n.e.c.) occupations are broad occupations within the SOC coding system. These codes are often a “catch-all” code to include job titles that do not readily fit into any other SOC codes. For these occupations, it is therefore important to understand the specific job titles within the SOC code that you feel should be added to the TSL.

Please note that this response field has a limit of approximately 750 words, based on a character count.

Section C – The future

Please provide an overview of recent employment trends and what future employment might look like for this occupation over the next 5-10 years.

Your response could include demand, supply and shortage estimates, the drivers of these changes, regional or Devolved Nation impacts, and any additional data considerations.

See Section C of the guidance for more information.

Please note that this response field has a limit of approximately 750 words, based on a character count.

Section D – Actions

Please provide an overview of the actions that have been, or are being taken, by industry and the government to address any shortfall.

For new actions that can be linked to the specific SOC code, we would suggest separating these out into a bullet point list, highlighting what the action is, what the anticipated impact will be and the relevant timeframe.

This response should also include the impact of not being on the Temporary Shortage List, why migration should be the response to any shortage, and any explanation of how the risk of exploitation of both domestic and migrant workers in the sector will be managed.

Evidence provided should be supplementary to actions outlined in the Jobs Plans.

See Section D of the guidance for further prompts.

Please note that this response field has a limit of approximately 1,000 words, based on a character count.

Closing questions

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

E1. Would you be happy for us to quote from your response to this CfE?

- ☐ Yes
- ☐ No

E2. Would you be happy for us to name your organisation in the published report?

- ☐ Yes
- ☐ No

E3. 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

E4. If yes, who is the best contact? Please provide their name and email address.

<free text response>

E5. Would you like to be considered for a future stakeholder event, if/when they are scheduled?

- ☐ Yes
- ☐ No