

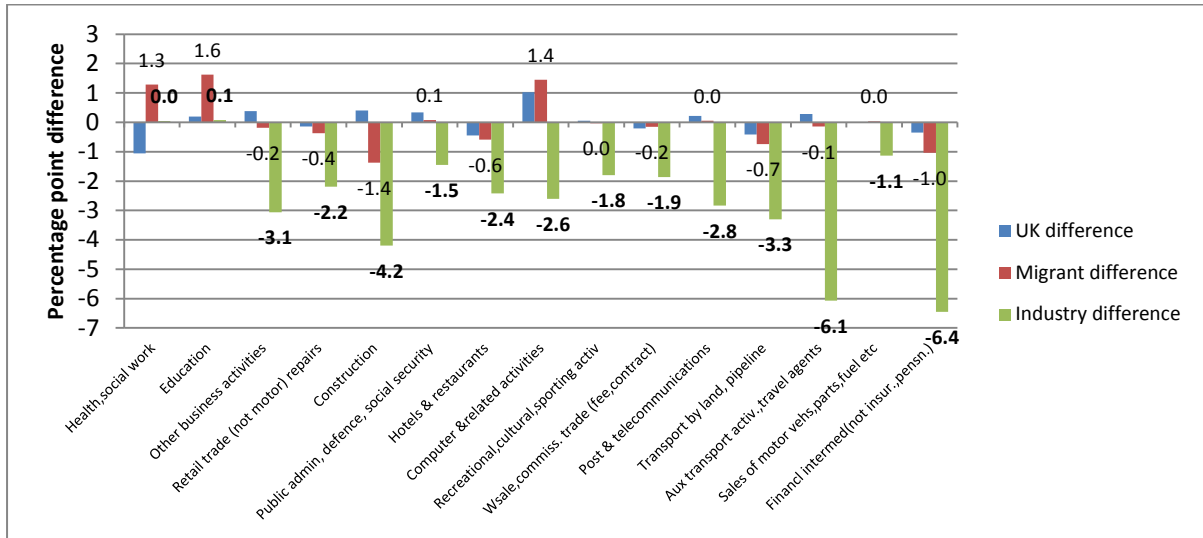
Profile of migrant labour in the South East of England: skills, industry and occupation

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Appendix 1 Sectoral and occupational employment in the South East compared to England

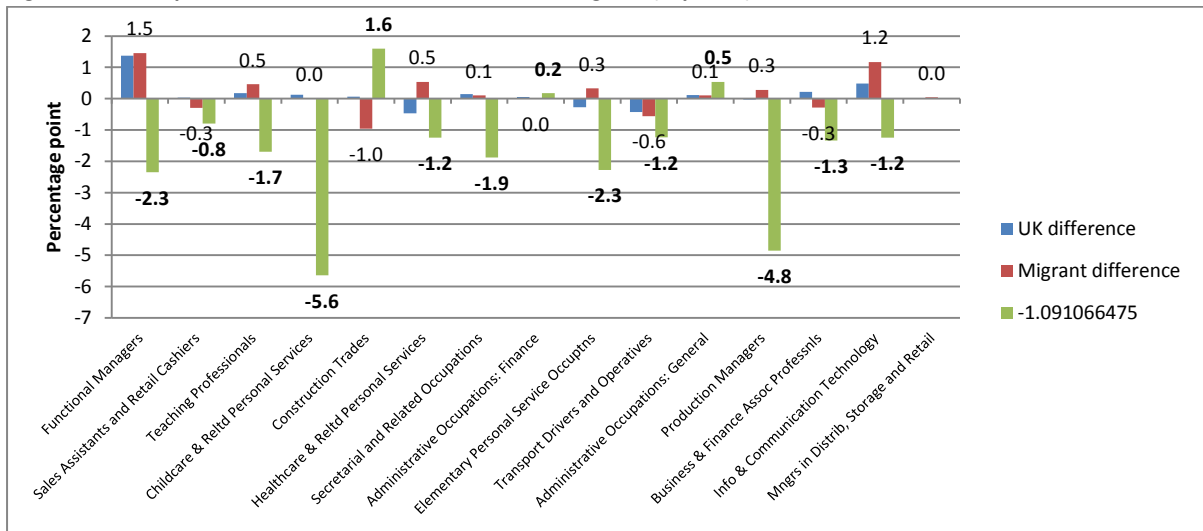
Figure A1.1 Industry of employment – South East and England (% points)



Source: APS, various 2008-2013.

Note: See Figure 8.

Figure A1.2 Occupational classification – South East and England (% points)



Source: APS, various 2008-2013.

Note: See Figure 8.

Appendix 2 Hard to fill vacancies

Table A2.1 Reasons for hard-to-fill vacancies by industry (%).

	Agriculture	Mining and quarrying	Manufacturing	Electricity, Gas and Water	Construction	Wholesale and Retail	Hotels and restaurants	Transport, Storage and Comms	Financial services	Business services	Public admin.	Education	Health and social work	Community, social and other activities
Low number of applicants with the required skills	45	58	60	50	40	39	34	48	46	54	28	47	33	34
Lack of work experience the company demands	18	49	29	31	25	24	24	28	29	31	29	21	20	22
Low number of applicants with the required attitude, motivation or personality	21	15	12	20	25	22	22	18	16	20	12	7	17	24
Not enough people interested in doing this type of job	38	21	12	10	19	22	20	16	19	15	17	18	20	18
Lack of qualifications the company demands	8	42	16	26	17	13	11	19	24	20	10	20	17	20
Low number of applicants generally	11	8	12	13	14	15	12	11	12	14	18	19	15	11
Poor terms and conditions (e.g. pay) offered for post	9	56	7	5	9	14	13	10	8	10	18	16	18	10
Job entails shift work/unsociable hours	16	0	4	11	4	9	20	8	5	5	18	7	13	7
Remote location/poor public transport	12	0	6	3	5	7	15	6	9	7	14	7	11	4
QUALITY OF APPLICANTS	67	100	82	77	71	66	62	72	74	78	51	64	57	68
QUANTITY OF APPLICANTS	46	29	23	21	29	31	30	23	26	26	32	32	31	27
CONTEXTUAL FACTORS	36	56	22	31	30	35	45	29	29	28	50	35	45	31

Source: UKCES (2014)

Table A2.2 Reasons for hard-to-fill vacancies by occupation (%).

	Managers	Professionals	Associate professionals	Administrative/clerical staff	Skilled trades occupations	Caring, leisure and other services staff	Sales and customer services staff	Machine operatives	Elementary staff
Low number of applicants with the required skills	43	54	48	39	49	36	34	35	24
Lack of work experience the company demands	31	26	28	27	27	22	23	18	19
Low number of applicants with the required attitude, motivation or personality	20	10	20	17	19	21	23	11	25
Not enough people interested in doing this type of job	15	12	12	16	20	17	17	19	26
Lack of qualifications the company demands	17	18	19	15	19	19	6	18	7
Low number of applicants generally	14	16	14	11	14	12	12	11	10
Poor terms and conditions (e.g. pay) offered for post	13	10	9	15	8	12	15	12	12
QUALITY OF APPLICANTS	73	75	74	66	74	65	60	59	55
QUANTITY OF APPLICANTS	28	24	23	25	29	27	24	26	34
CONTEXTUAL FACTORS	35	29	26	37	27	37	39	37	43

Source: UKCES (2014).

Appendix 3 Shortage Occupation List

Table A3.1 Tier 2 Shortage Occupation List from 6 April 2014

(Government approved version)
(1123) Production managers and directors in mining and energy
2112 Biological scientists and biochemists
2113 Physical Scientists
2119 Natural and social science professionals not elsewhere classified
2121 Civil engineers
2122 Mechanical engineers
2123 Electrical engineers
2124 Electronics Engineers
2126 Design and development engineers
2127 Production and process engineers
2129 Engineering professionals not elsewhere classified
2135 IT Business analysts, architects and systems
2136 Programmers and software development professionals
2142 Environmental Professionals
2211 Medical practitioners
2217 Medical Radiographers
2231 Nurses
2314 Secondary education teaching professionals
2442 Social workers
2461 Quality control and planning engineers
3113 Engineering technicians
3218 Medical and dental technicians
3411 Artist
3414 Dancers and choreographers
3415 Musicians
3416 Arts officers, producers and directors
3421 Graphic designers
3541 Buyers and purchasing officers
5215 Welding trades
5235 Aircraft maintenance and related trades
5249 Line repairers and cable jointers
5434 Chefs

Source: gov.uk.