MAC review of the Shortage Occupation List

Background

The Government have commissioned the Migration Advisory Committee (MAC) to undertake a review of the Shortage Occupation List (SOL). The SOL identifies skilled roles deemed to be in critically low supply in the UK labour market.

Where employers want to fill roles featured on the SOL, the rules on hiring non-UK and non-EEA employees under Tier 2 (General) visa are relaxed:

- Shortage occupation roles are exempt from the Resident Labour Market Test
- Shortage occupation roles are given priority over non-SOL roles where the cap on Certificates of Sponsorship has been reached in any given month

Given the that the last review of the SOL was 5 years ago, we should expect to see considerable amendments to roles featured to allow for shifts in the economy and labour market trends

About the review

The MAC has indicated that in cases where occupations are currently on the SOL, evidence is still required for them to remain on the list.

The MAC have also confirmed that the review of the SOL will take place in its current context, and not in relation to EU Exit. The Government is due to publish a White Paper on the future immigration system in the autumn. Therefore, please respond with evidence on your experience with the current non-EEA immigration system

What we need from you

The Migration team will be co-ordinating a response on behalf of BEIS. To help inform our advice to SoS on what occupations BEIS should recommend including or retaining in the SOL, please could we ask you to fill out this **Excel table**, using one line for each occupation. The questions are also set out in the table below for reference.

1. Please could you match the job titles you have provided with the closest standardised ONS job title and associated 4-digit occupation (SOC) code using the Office for National Statistics (ONS) Occupation Tool – https://onsdigital.github.io/dp-classification-tools/standard-occupational-classification/ONS_SOC_occupation_coding_tool.html

2. Responses should be evidence-based and where possible should provide data/or examples to support your answers. Examples of evidence that would be useful to include:
   - Impact on the Industrial Strategy, sector deals, infrastructure projects
   - Upcoming job shortages within national infrastructure projects
   - Time taken to train, cost/benefits of training
   - What training/upskilling the sector has been taking to mitigate skills shortages, and why this hasn't been successful
   - Number of vacancies

Please contact Naomi Munro-Lott (Migration Policy Adviser) or Helen Delima (Migration Analytical Lead) for further information.

1. Sector	2. Occupation (to the nearest 4-digit occupation SOC code)	3. Job description	4. RQF qualification level	5. Average salary (£)	6. What do you think are the main reasons for the national shortage of this job	7. If known, how many workers from outside of the UK have been recruited using the Tier 2 points-based visa system in the past 12 months, stating the job titles	8. Please explain what measures have been taken to reduce shortages in the sector as informed by your members and or research	9. Have these measures worked, if not why?	10. How long do you estimate this occupation should stay on the shortage occupation list?