



Llywodraeth Cymru  
Welsh Government

# Shortage Occupation List (SOL) call for evidence 2023

Migration Advisory Committee (MAC)

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# What is the Shortage Occupation List (SOL)?

The SOL is a list of occupations where there is an identified shortage of suitable labour in the UK, and where it is sensible to fill those shortages with migrant workers. 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.

The UK Government periodically commissions the Migration Advisory Committee (MAC) to recommend which jobs should be placed on the SOL. The current list of occupations on the SOL can be found at: [Skilled Worker visa: shortage occupations – GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/collections/skilled-worker-visa-shortage-occupations)

The previous review of the SOL took place in 2020 and the Welsh Government's response to that review can be found at: [Written Statement: The Welsh Government's response to the Migration Advisory Committee's Call for Evidence – Shortage Occupation List \(25 June 2020\) | GOV.WALES](https://gov.wales/government/written-statement-the-welsh-government-s-response-to-the-migration-advisory-committee-s-call-for-evidence-shortage-occupation-list-25-june-2020)

## Immigration Dispensations related to the SOL

The main benefit to being on the SOL is a lower salary threshold (compared to the current Skilled Worker salary threshold). For this review (given the main benefit of inclusion on the SOL is a reduced salary threshold) all occupations on a national pay scale, and those where the going rate is above the general threshold will be ineligible for the SOL\*. If you are unsure whether an occupation is now eligible for the SOL, please refer to the MAC's Charts Dashboard.

\*This decision does not mean that the MAC believes these occupations are not in shortage in the UK, but rather that their inclusion on the SOL would not help that occupation use the immigration system any more effectively to address shortages.

Other benefits include:

- Reduced visa fees.
- Supplementary work is not allowed in most circumstances whilst on a Skilled Worker visa, it is allowed where an occupation is on the SOL.
- 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).
- Asylum seekers whose claim has been outstanding for more than 12 months may apply for permission to work if the occupation is on the SOL.

# What will the MAC be considering as part of this call to evidence?

**As part of this current review the MAC will consider occupations skilled at Regulated Qualifications Framework (RQF) level 3 (A-levels or equivalent training or qualification) and above that are currently eligible for a Skilled Worker visa.**

They will consider evidence for occupations below RQF3 (these jobs are currently not eligible for a Skilled Worker visa) but evidence needs to suggest 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.

Evidence can also be provided that supports a call that the occupation is facing severe and unexpected shortages and that despite the efforts of employers/sectors it is proving impossible to recruit resident workers. The MAC will then consider this evidence as a request for temporary inclusion for eligibility of Skilled Worker visas.

Only in exceptional circumstances, with compelling evidence 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 the recommendation to include care workers on the SOL the social care sector is not being asked to resubmit evidence to this review and those occupations recently added will remain. However, the MAC is asking that evidence for the construction and hospitality sector is still submitted despite the recent 'mini' review of those industries.

The MAC will be assessing occupations in the UK as a whole, but also assessing occupations in each nation where applicable (previous calls for a Wales only SOL).

# How does the MAC then decide which occupations are placed on the SOL?

**1. Is the occupation in shortage? To assess whether an occupation is in shortage, the MAC uses data-driven indicators of labour market conditions which are derived from national representative datasets. These are based on real median hourly pay, total hours worked by all employees in the occupation named, current employment numbers against previous numbers and vacancies posted online per 100 employees (all combined with qualitative evidence from stakeholders).**

Below are extracts from the MAC Shortage Occupation List Review response template that can be found on the MAC website [www.gov.uk/government/publications/shortage-occupation-list-call-for-evidence-2023](http://www.gov.uk/government/publications/shortage-occupation-list-call-for-evidence-2023)

## **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.

## **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.

**2. Is it sensible to fill those shortages with migrant workers? The MAC will consider whether it is effective and appropriate to recruit workers from overseas to resolve shortages. This is largely assessed via the online Call for Evidence (CfE) questionnaires.**

## **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.

# Key Messages to be taken from the Call for Evidence Guidance

- Occupations that will not materially benefit from being on the SOL (occupations that have a salary threshold above the general threshold) will not be considered.
- There will only be consideration of occupations for inclusion on the SOL where evidence is provided. All evidence should be backed up by independent research, statistics or reference to external sources (and all sources should be cited and verified).
- No jobs will remain on the SOL indefinitely. **If there are specific jobs that we want on the SOL we must evidence the need for inclusion and it must meet the MAC's indicators of labour market conditions/ appropriateness for using migrant workers.**
- Given the recent nature of the MAC's recommendation to include care workers on the SOL there will not be a requirement for 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.
- Construction and Hospitality – Despite the recent review these sectors are still encouraged to submit evidence to this CfE.
- The CfE questionnaire will remain open until **26th May 2023!**

## Useful resources

- [Guidance for the SOL call for evidence 2023 \(accessible\) – GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/sol-call-for-evidence-2023)
- [Title of Report \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)
- [Methodology for the MAC shortage occupation list – GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/methodology-for-the-mac-shortage-occupation-list)
- [Skilled Worker visa: going rates for eligible occupation codes – GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/skilled-worker-visa-going-rates-for-eligible-occupation-codes)
- [ONS Occupation Coding Tool \(onsdigital.github.io\)](https://onsdigital.github.io)
- [Skilled Worker visa: shortage occupations – GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/skilled-worker-visa-shortage-occupations)
- [Written Statement: The Welsh Government's response to the Migration Advisory Committee's Call for Evidence – Shortage Occupation List \(25 June 2020\) | GOV.WALES](https://www.gov.uk/government/consultations/written-statement-the-welsh-governments-response-to-the-migration-advisory-committees-call-for-evidence-shortage-occupation-list-25-june-2020)
- [Skilled Worker visa: shortage occupations – GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/skilled-worker-visa-shortage-occupations)

# Q&A

## Q: What does RQF6/RQF3 mean?

RQF refers to the [Regulated Qualifications Framework](#). When we refer to RQF6/RQF3, we are referring to this framework and its equivalents in the Devolved Nations. RQF6 refers to roles requiring a degree or equivalent training/qualification; RQF3 refers to A-level, NVQ3 and equivalent training/qualification.

## Q: How do I know what the “going rate” is for my occupation?

The going rate is the 25th percentile of full-time annual wages, as used in the UK’s immigration system regulations. The Government publishes the going rates, available: [www.gov.uk/government/publications/skilled-worker-visa-going-rates-for-eligible-occupations/skilled-worker-visa-going-rates-for-eligible-occupation-codes](http://www.gov.uk/government/publications/skilled-worker-visa-going-rates-for-eligible-occupations/skilled-worker-visa-going-rates-for-eligible-occupation-codes). They are derived from the Annual Survey of Hours and Earnings (ASHE) data. The Government is planning to update going rates as part of the routine Spring package of Immigration Rules that were laid on 9th March, following which (subject to Parliamentary approval), this will update going rates to ASHE 2021 figures. We have therefore used the updated figures in our dashboard.

## Q: What are the benefits of being a shortage occupation on the SOL?

Being on the SOL currently confers the following benefits:

- A lower salary threshold (either £20,960 or 80% of the going rate for that occupation, whichever is higher).
- 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 saving of just under 25% and just over 35% respectively for the 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). Most applicants need to be paid the highest of £26,200 per year, £10.75 per hour, or the ‘going rate’ for their current role. However, if they are in a SOL occupation, they must meet the lower threshold of £20,960, though £10.75 per hour remains the minimum pay. This remains the case where you applied for your Skilled Worker (or Tier 2) visa whilst the occupation was on the SOL, but the occupation has been removed in the intervening period. So as long as the Skilled Worker visa was granted at a time the occupation was recognised as being in shortage, then the settlement application will have the lower general threshold at the time of that application regardless of whether the occupation remains on the SOL (the 20% discount to the going rate does not apply).
- 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. Under this policy, those who are allowed to work are restricted to jobs on the SOL.

## **Q: My occupation is RQF1-2, but we would like to be added to the SOL like care workers, what evidence do we need to provide?**

It is not possible to provide a proscriptive list of evidence that would be persuasive to the MAC. Things we will consider evidence of include:

- evidence of shortage
- why it is not possible to obtain suitable UK based workers
- how long this shortage has persisted
- what actions has the employer/sector already been undertaking in an attempt to fill gaps
- what prevents workers being trained in a timely manner
- what impacts this shortage has on other industries
- if the occupation in question has a high public value.

## **Q: My occupation is on a national pay scale, why are you not considering my occupation for inclusion on the SOL when we are in shortage?**

The main advantage of being on the SOL for employers at the moment is the ability to apply a reduced salary threshold when recruiting a migrant. This does not apply to occupations which use an agreed national pay scale. The MAC has therefore taken the decision that, whilst we do not in any way suggest that the removal of these occupations from the SOL means that they are not in shortage, their inclusion on the SOL does not provide significant benefit.

## **Q: My occupation is showing as ineligible for consideration for the SOL, why is this?**

Occupations on national pay scales and those with higher salaries, that may have been on previous SOLs, are now excluded from the SOL. We want to be clear to representatives in those occupations that this decision does not mean that the MAC believes these occupations are not in shortage in the UK, but rather that their inclusion on the SOL would not help that occupation use the immigration system any more effectively to address shortages. We therefore intend to advise these occupations to refrain from providing any information, as it will not be considered by the MAC and would not lead to their inclusion. Should the benefits of the SOL be amended by the Government at any future date, then this exclusion would need to be revisited, which we will make clear in our response to Government.

## **Q: Why are you only considering occupations who provide a response to your CfE for inclusion on the SOL?**

Stakeholder evidence is essential in helping the MAC review occupations to assess whether they meet the requirements for inclusion on the SOL. It will not be possible for the MAC to make an informed recommendation for inclusion without this evidence, which is why we have opened the Call for Evidence for 12 weeks (until 26 May 2023) and will be speaking with stakeholders to help them provide the information needed.



## **Q: Why does the salary threshold for my occupation mean you are not considering it for inclusion on the SOL?**

Occupations on national pay scales and those with higher salaries, that may have been on previous SOLs, are now excluded from the SOL. We want to be clear to representatives in those occupations that this decision does not mean that the MAC believes these occupations are not in shortage in the UK, but rather that their inclusion on the SOL would not help that occupation use the immigration system any more effectively to address any shortages. We therefore intend to advise these occupations to refrain from providing any information, as it will not be considered by the MAC and would not lead to their inclusion. Should the benefits of the SOL be amended by the Government at any future date, then this exclusion would need to be revisited, which we will make clear in our response to Government.

## **Q: What does this mean for Scotland/NI/Wales?**

The MAC has previously recommended that each of the nations of the UK have a SOL. We will be assessing occupations in the UK as a whole but also assessing occupations in each nation. The MAC have previously recommended occupations for each of the Devolved Nation's individual list, though some of these recommendations were applied UK wide instead of to specific nations by the Home Office.

## **Q: Why doesn't Wales/NI have its own SOL?**

The MAC recommended the creation of a Wales and Northern Ireland shortage occupation lists in our [2019 SOL review](#). However, there are currently no specific occupations on these lists, therefore you will not see them in the Immigration Rules at the moment.

## **Q: If the Government didn't listen to the MAC for the previous SOL recommendations, why do you think they will listen now?**

Historically Government has accepted the vast majority of the MAC's recommendations. Last time the Government provided [exceptional reasons](#), related to the uncertainty as a result of COVID to delay a decision on some of the MAC recommendations. It is open to the Government to choose which recommendations to accept providing public responses to the recommendations, and the Government will also likely take into account wider issues including political ones.

## **Q: What recommendations were not accepted by Government from the previous SOL review, and why?**

The MAC publishes all responses to our reports. You can find the two responses we received from Government below:

[www.gov.uk/government/publications/letter-to-the-mac-on-the-shortage-occupation-lists-report](http://www.gov.uk/government/publications/letter-to-the-mac-on-the-shortage-occupation-lists-report)

[www.gov.uk/government/publications/letter-to-the-migration-advisory-committee-on-changes-to-the-shortage-occupation-list](http://www.gov.uk/government/publications/letter-to-the-migration-advisory-committee-on-changes-to-the-shortage-occupation-list)

# Annex A – Existing SOL

## Eligible previously – remaining on the SOL

SOC Code	Description	Reason
6145	Care workers and home carers	Occupation recommended to remain on the SOL without the need to submit further evidence to this review
6146	Senior care workers	Occupation recommended to remain on the SOL without the need to submit further evidence to this review

## Eligible previously – now ineligible

SOC Code	Description	Reason for change
1115	Chief executives and senior officials	Going rate above salary threshold
1121	Production managers and directors in manufacturing	Going rate above salary threshold
1122	Production managers and directors in construction	Going rate above salary threshold
1123	Production managers and directors in mining and energy	Going rate above salary threshold
1131	Financial managers and directors	Going rate above salary threshold
1132	Marketing and sales directors	Going rate above salary threshold
1133	Purchasing managers and directors	Going rate above salary threshold
1134	Advertising and public relations directors	Going rate above salary threshold
1135	Human resource managers and directors	Going rate above salary threshold
1136	Information technology and telecommunications directors	Going rate above salary threshold
1139	Functional managers and directors n.e.c.	Going rate above salary threshold
1150	Financial institution managers and directors	Going rate above salary threshold
1161	Managers and directors in transport and distribution	Going rate above salary threshold
1172	Senior police officers	Going rate above salary threshold

SOC Code	Description	Reason for change
1173	Senior officers in fire, ambulance, prison and related services	Going rate above salary threshold
1181	Health services and public health managers and directors	Going rate above salary threshold
1184	Social services managers and directors	Going rate above salary threshold
1211	Manager and proprietors in agriculture and horticulture	Going rate above salary threshold
1241	Health care practice managers	Going rate above salary threshold
1242	Residential, day and domiciliary care managers and proprietors	Going rate above salary threshold
1251	Property, housing and estate managers	Going rate above salary threshold
1252	Garage manager and proprietors	Going rate above salary threshold
1255	Waste disposal and environmental services managers	Going rate above salary threshold
2111	Chemical scientists	Going rate above salary threshold
2112	Biological scientists and biochemists	Going rate above salary threshold
2113	Physical scientists	Going rate above salary threshold
2119	Natural and social science professionals n.e.c.	Going rate above salary threshold
2121	Civil engineers	Going rate above salary threshold
2122	Mechanical engineers	Going rate above salary threshold
2123	Electrical engineers	Going rate above salary threshold
2124	Electronics engineers	Going rate above salary threshold
2126	Design and development engineers	Going rate above salary threshold
2127	Production and process engineers	Going rate above salary threshold
2129	Engineering professionals n.e.c.	Going rate above salary threshold
2133	IT specialist managers	Going rate above salary threshold
2134	IT project and programme managers	Going rate above salary threshold
2135	IT business analysts, architects and systems designers	Going rate above salary threshold
2136	Programmers and software development professionals	Going rate above salary threshold
2137	Web design and development professionals	Going rate above salary threshold

SOC Code	Description	Reason for change
2139	Information technology and telecommunications professionals n.e.c.	Going rate above salary threshold
2142	Environment professionals	Going rate above salary threshold
2150	Research and development managers	Going rate above salary threshold
2211	Medical practitioners	Payscale occupation
2212	Psychologists	Payscale occupation
2213	Pharmacists	Payscale occupation
2214	Ophthalmic opticians	Payscale occupation
2215	Dental practitioners	Payscale occupation
2216	Veterinarians	Going rate above salary threshold
2217	Medical radiographers	Payscale occupation
2218	Podiatrists	Payscale occupation
2219	Health professionals n.e.c.	Payscale occupation
2221	Physiotherapists	Payscale occupation
2222	Occupational therapists	Payscale occupation
2223	Speech and language therapists	Payscale occupation
2229	Therapy professionals n.e.c.	Payscale occupation
2231	Nurses	Payscale occupation
2232	Midwives	Payscale occupation
2311	Higher education teaching professionals	Going rate above salary threshold
2312	Further education teaching professionals	Payscale occupation
2314	Secondary education teaching professionals	Payscale occupation
2315	Primary and nursery education teaching professionals	Payscale occupation
2316	Special needs education teaching professionals	Payscale occupation
2317	Senior professionals of educational establishments	Going rate above salary threshold
2318	Education advisers and school inspectors	Going rate above salary threshold
2412	Barristers and judges	Going rate above salary threshold

SOC Code	Description	Reason for change
2413	Solicitors	Going rate above salary threshold
2419	Legal professionals n.e.c.	Going rate above salary threshold
2421	Chartered and certified accountants	Going rate above salary threshold
2423	Management consultants and business analysts	Going rate above salary threshold
2424	Business and financial project management professionals	Going rate above salary threshold
2425	Actuaries, economists and statisticians	Going rate above salary threshold
2426	Business and related research professionals	Going rate above salary threshold
2429	Business, research and administrative professionals n.e.c.	Going rate above salary threshold
2431	Architects	Going rate above salary threshold
2432	Town planning officers	Going rate above salary threshold
2433	Quantity surveyors	Going rate above salary threshold
2434	Chartered surveyors	Going rate above salary threshold
2435	Chartered architectural technologists	Going rate above salary threshold
2436	Construction project managers and related professionals	Going rate above salary threshold
2442	Social workers	Payscale occupation
2443	Probation officers	Going rate above salary threshold
2449	Welfare professionals n.e.c.	Going rate above salary threshold
2461	Quality control and planning engineers	Going rate above salary threshold
2462	Quality assurance and regulatory professionals	Going rate above salary threshold
2463	Environmental health professionals	Going rate above salary threshold
2471	Journalists, newspaper and periodical editors	Going rate above salary threshold
2472	Public relations professionals	Going rate above salary threshold
2473	Advertising accounts managers and creative directors	Going rate above salary threshold
3112	Electrical and electronics technicians	Going rate above salary threshold

SOC Code	Description	Reason for change
3113	Engineering technicians	Going rate above salary threshold
3122	Draughtspersons	Going rate above salary threshold
3213	Paramedics	Payscale occupation
3218	Medical and dental technicians	Payscale occupation
3219	Health associate professionals n.e.c.	Payscale occupation
3312	Police officers (sergeant and below)	Going rate above salary threshold
3313	Fire service officers (watch manager and below)	Going rate above salary threshold
3319	Protective service associate professionals n.e.c.	Going rate above salary threshold
3413	Actors, entertainers and presenters	Going rate above salary threshold
3415	Musicians	Going rate above salary threshold
3416	Arts officers, producers and directors	Going rate above salary threshold
3422	Product, clothing and related designers	Going rate above salary threshold
3511	Air traffic controllers	Going rate above salary threshold
3512	Aircraft pilots and flight engineers	Going rate above salary threshold
3513	Ship and hovercraft officers	Going rate above salary threshold
3531	Estimators, valuers and assessors	Going rate above salary threshold
3532	Brokers	Going rate above salary threshold
3533	Insurance underwriters	Going rate above salary threshold
3534	Finance and investment analysts and advisers	Going rate above salary threshold
3535	Taxation experts	Going rate above salary threshold
3537	Financial and accounting technicians	Going rate above salary threshold
3538	Financial accounts managers	Going rate above salary threshold
3541	Buyers and procurement officers	Going rate above salary threshold
3542	Business sales executives	Going rate above salary threshold
3545	Sales accounts and business development managers	Going rate above salary threshold
3561	Public services associate professionals	Going rate above salary threshold
3565	Inspectors of standards and regulations	Going rate above salary threshold
3567	Health and safety officers	Going rate above salary threshold

SOC Code	Description	Reason for change
5214	Metal plate workers, and riveters	Going rate above salary threshold
5216	Pipe fitters	Going rate above salary threshold
5222	Tool makers, tool fitters and markers-out	Going rate above salary threshold
5225	Air-conditioning and refrigeration engineers	Going rate above salary threshold
5235	Aircraft maintenance and related trades	Going rate above salary threshold
5237	Rail and rolling stock builders and repairers	Going rate above salary threshold
5241	Electricians and electrical fitters	Going rate above salary threshold
5242	Telecommunications engineers	Going rate above salary threshold
5249	Electrical and electronic trades n.e.c.	Going rate above salary threshold
5250	Skilled metal, electrical and electronic trades supervisors	Going rate above salary threshold
5314	Plumbers and heating and ventilating engineers	Going rate above salary threshold
5330	Construction and building trades supervisors	Going rate above salary threshold
6141	Nursing auxiliaries and assistants	Payscale occupation
6143	Dental nurses	Payscale occupation
6215	Rail travel assistants	Going rate above salary threshold
8124	Energy plant operatives	Going rate above salary threshold

## Eligible previously – Still eligible

SOC Code	Description
1162	Managers and directors in storage and warehousing
1190	Managers and directors in retail and wholesale
1213	Managers and proprietors in forestry, fishing and related services
1221	Hotel and accommodation managers and proprietors
1223	Restaurant and catering establishment managers and proprietors
1224	Publicans and managers of licensed premises
1225	Leisure and sports managers
1226	Travel agency managers and proprietors
1253	Hairdressing and beauty salon managers and proprietors
1254	Shopkeepers and proprietors – wholesale and retail
1259	Managers and proprietors in other services n.e.c.
2114	Social and humanities scientists
2141	Conservation professionals
2319	Teaching and other educational professionals n.e.c.
2451	Librarians
2452	Archivists and curators
3111	Laboratory technicians
3114	Building and civil engineering technicians
3115	Quality assurance technicians
3116	Planning, process and production technicians
3119	Science, engineering and production technicians n.e.c.
3121	Architectural and town planning technicians
3131	IT operations technicians
3132	IT user support technicians
3216	Dispensing opticians
3217	Pharmaceutical technicians
3231	Youth and community workers
3234	Housing officers



SOC Code	Description
3235	Counsellors
3239	Welfare and housing associate professionals n.e.c.
3411	Artists
3412	Authors, writers and translators
3414	Dancers and choreographers
3417	Photographers, audio-visual and broadcasting equipment operators
3421	Graphic designers
3443	Fitness instructors
3520	Legal associate professionals
3536	Importers and exporters
3539	Business and related associate professionals n.e.c.
3543	Marketing associate professionals
3544	Estate agents and auctioneers
3546	Conference and exhibition managers and organisers
3550	Conservation and environmental associate professionals
3562	Human resources and industrial relations officers
3563	Vocational and industrial trainers and instructors
3564	Careers advisers and vocational guidance specialists
4112	National government administrative occupations
4114	Officers of non-governmental organisations
4134	Transport and distribution clerks and assistants
4151	Sales administrators
4161	Office managers
4214	Company secretaries
4215	Personal assistants and other secretaries
5111	Farmers
5112	Horticultural trades
5113	Gardeners and landscape gardeners
5114	Groundsmen and greenkeepers

SOC Code	Description
5119	Agricultural and fishing trades n.e.c.
5211	Smiths and forge workers
5212	Moulders, core makers and die casters
5213	Sheet metal workers
5215	Welding trades
5221	Metal machining setters and setter-operators
5223	Metal working production and maintenance fitters
5224	Precision instrument makers and repairers
5231	Vehicle technicians, mechanics and electricians
5232	Vehicle body builders and repairers
5234	Vehicle paint technicians
5236	Boat and ship builders and repairers
5244	TV, video and audio engineers
5245	IT engineers
5311	Steel erectors
5312	Bricklayers and masons
5313	Roofers, roof tilers and slaters
5315	Carpenters and joiners
5316	Glaziers, window fabricators and fitters
5319	Construction and building trades n.e.c.
5321	Plasterers
5322	Floorers and wall tilers
5323	Painters and decorators
5411	Weavers and knitters
5412	Upholsterers
5413	Footwear and leather working trades
5414	Tailors and dressmakers
5419	Textiles, garments and related trades n.e.c.
5421	Pre-press technicians

SOC Code	Description
5422	Printers
5423	Print finishing and binding workers
5431	Butchers
5432	Bakers and flour confectioners
5433	Fishmongers and poultry dressers
5434	Chefs
5436	Catering and bar managers
5441	Glass and ceramics makers, decorators and finishers
5442	Furniture makers and other craft woodworkers
5443	Florists
5449	Other skilled trades n.e.c.
6121	Nursery nurses and assistants
6122	Childminders and related occupations
6123	Playworkers
6125	Teaching assistants
6126	Educational support assistants
6131	Veterinary nurses
6139	Animal care services occupations n.e.c.
6144	Houseparents and residential wardens
6214	Air travel assistants
7125	Merchandisers and window dressers
7130	Sales supervisors
7215	Market research interviewers
7220	Customer service managers and supervisors
8126	Water and sewerage plant operatives
8215	Driving instructors
8232	Marine and waterways transport operatives
9119	Fishing and other elementary agricultural occupations n.e.c. Only the following jobs in this occupation code: Deckhands on large fishing vessels (9 metres and above) and vent chick sexers

## Previously ineligible due to RQF level – now eligible for consideration but only if a very high threshold of evidence is met

SOC code	Description
3233	Child and early years officers
3315	Police community support officers
4113	Local government administrative occupations
4121	Credit controllers
4122	Book-keepers, payroll managers and wages clerks
4123	Bank and post office clerks
4124	Finance officers
4129	Financial administrative occupations n.e.c.
4131	Records clerks and assistants
4132	Pensions and insurance clerks and assistants
4133	Stock control clerks and assistants
4135	Library clerks and assistants
4138	Human resources administrative occupations
4159	Other administrative occupations n.e.c.
4162	Office supervisors
4211	Medical secretaries
4212	Legal secretaries
4213	School secretaries
4216	Receptionists
4217	Typists and related keyboard occupations
5435	Cooks
6132	Pest control officers
6142	Ambulance staff (excluding paramedics)
6147	Care escorts
6148	Undertakers, mortuary and crematorium assistants
6211	Sports and leisure assistants
6212	Travel agents
6219	Leisure and travel service occupations n.e.c.

SOC code	Description
6221	Hairdressers and barbers
6222	Beauticians and related occupations
6231	Housekeepers and related occupations
6232	Caretakers
6240	Cleaning and housekeeping managers and supervisors
7111	Sales and retail assistants
7112	Retail cashiers and check-out operators
7113	Telephone salespersons
7114	Pharmacy and other dispensing assistants
7115	Vehicle and parts salespersons and advisers
7121	Collector salespersons and credit agents
7122	Debt, rent and other cash collectors
7123	Roundspersons and van salespersons
7124	Market and street traders and assistants
7129	Sales related occupations n.e.c.
7211	Call and contact centre occupations
7213	Telephonists
7214	Communication operators
7219	Customer service occupations n.e.c.
8111	Food, drink and tobacco process operatives
8112	Glass and ceramics process operatives
8113	Textile process operatives
8114	Chemical and related process operatives
8115	Rubber process operatives
8116	Plastics process operatives
8117	Metal making and treating process operatives
8118	Electroplaters
8119	Process operatives n.e.c.
8121	Paper and wood machine operatives
8122	Coal mine operatives

SOC code	Description
8123	Quarry workers and related operatives
8125	Metal working machine operatives
8127	Printing machine assistants
8129	Plant and machine operatives n.e.c.
8131	Assemblers (electrical and electronic products)
8132	Assemblers (vehicles and metal goods)
8133	Routine inspectors and testers
8134	Weighers, graders and sorters
8135	Tyre, exhaust and windscreen fitters
8137	Sewing machinists
8139	Assemblers and routine operatives n.e.c.
8141	Scaffolders, staggers and riggers
8142	Road construction operatives
8143	Rail construction and maintenance operatives
8149	Construction operatives n.e.c.
8211	Large goods vehicle drivers
8212	Van drivers
8213	Bus and coach drivers
8214	Taxi and cab drivers and chauffeurs
8221	Crane drivers
8222	Fork-lift truck drivers
8223	Agricultural machinery drivers
8229	Mobile machine drivers and operatives n.e.c.
8231	Train and tram drivers
8233	Air transport operatives
8234	Rail transport operatives
8239	Other drivers and transport operatives n.e.c.
9111	Farm workers
9112	Forestry workers

SOC code	Description
9119	Fishing and other elementary agriculture occupations n.e.c. All occupations excluding Deckhands on large fishing vessels (9 metres and above) and vent chick sexers
9120	Elementary construction occupations
9132	Industrial cleaning process occupations
9134	Packers, bottlers, canners and fillers
9139	Elementary process plant occupations n.e.c.
9211	Postal workers, mail sorters, messengers and couriers
9219	Elementary administration occupations n.e.c.
9231	Window cleaners
9232	Street cleaners
9233	Cleaners and domestics
9234	Launderers, dry cleaners and pressers
9235	Refuse and salvage occupations
9236	Vehicle valeters and cleaners
9239	Elementary cleaning occupations n.e.c.
9241	Security guards and related occupations
9242	Parking and civil enforcement occupations
9244	School midday and crossing patrol occupations
9249	Elementary security occupations n.e.c.
9251	Shelf fillers
9259	Elementary sales occupations n.e.c.
9260	Elementary storage occupations
9271	Hospital porters
9272	Kitchen and catering assistants
9273	Waiters and waitresses
9274	Bar staff
9275	Leisure and theme park attendants
9279	Other elementary services occupations n.e.c.

## Previously ineligible – still ineligible

SOC code	Description	Reason
1116	Elected officers and representatives	Ineligible for reason other than skill
1171	Officers in armed forces	Ineligible for reason other than skill
2444	Clergy	Ineligible for reason other than skill
3311	NCOs and other ranks	Ineligible for reason other than skill
3314	Prison service officers (below principal officer)	Ineligible for reason other than skill
3441	Sports players	Ineligible for reason other than skill
3442	Sports coaches, instructors and officials	Ineligible for reason other than skill