Review of the Occupations Lists for Employment Permits

Public Consultation Submission

January 2020

# Review of the Critical Skills Occupations List and the Ineligible Occupations List, January 2020

The Economic Migration Policy Unit of the Department of Business, Enterprise and Innovation now invite submissions from representative bodies, Government Departments, Agencies, and other interested parties to a public consultation to review the eligibility of occupations appearing on the Critical Skills Occupations List (CSOL) and the Ineligible Occupations List (IOL) for employment permits.

**Submissions will only be accepted on the attached form and must be submitted by email to** empu@dbei.gov.ie **by 5pm, Monday 2nd March 2020.**

You are invited to make a submission with your observations if you feel that there is a skills deficit or surplus of individuals holding such skills, or, a shortage of labour or surplus of individuals available to fill those labour needs, in relation to occupations in your sector and the impact of which is adversely affecting your industry. We are interested in any factors that you consider are appropriate in order to have an occupation considered for adjustment on the lists, for example, information on skills or labour shortages incurred and for how long, recruitment efforts undertaken, retention difficulties, relevant training incentives, impact on business, expansion plans etc., or other evidence or data such as industry surveys or reports and views within your sector.

The submission process is an opportunity for stakeholders to provide information and experiences and potentially different perspectives on the nature and extent of skill and/or labour shortages. Stakeholder submissions are a vital source of information and views, helping inform the Department’s final assessment of the status of occupations.

## 1.1 Observations of other Government Departments

Respondents are advised that copies of submissions received will be forwarded to the relevant lead policy Government Departments for their sector and their observations and input sought in respect of those submissions. This is to promote an integrated approach to addressing skills and labour shortages in the State. Economic Migration Policy Unit will also undertake any necessary follow up with submitters and consultation with Government Departments/State Bodies and industry groups. This review process will involve consultation with an Interdepartmental Group (IDG) on Economic Migration Policy chaired by the Department of Business, Enterprise & Innovation with membership drawn from senior officials of key Government Departments and offices. At the end of the consultation process the Department will make recommendations to the Minister for Business, Enterprise and Innovation. Changes to the lists approved by the Minister will then be given legal effect by way of a statutory instrument.

## 1.2 Publication of Submissions and Freedom of Information

Any personal information which you volunteer to this Department will be treated with the highest standards of security and confidentiality, strictly in accordance with the Data Protection Acts 1988 and 2003. However, please note the following:

* The information provided in the submission form will be shared with relevant Government Departments and State organisations during the review process.
* The Department will publish the outcome of the reviews and the submissions received under this consultation on its website, and
* as information received by the Department is subject to the Freedom of Information Act, such information may be considered for possible release under the FOI Act. The Department will consult with you regarding such information before making a decision should it be required to disclose it.
* If you wish to submit information that you consider commercially sensitive, please identify that information in your submission and give reasons for considering it commercially sensitive.

## 2. Economic Migration Policy

Ireland operates a managed employment permits system maximising the benefits of economic migration and minimising the risk of disrupting Ireland’s labour market. The system is intended to act as a conduit for key skills which are required to develop enterprise in the State for the benefit of our economy, while simultaneously protecting the balance of the labour market.

The employment permits regime is designed to facilitate the entry of appropriately skilled non-EEA migrants to fill skills and/or labour shortages, however, this objective must be balanced by the need to ensure that there are no suitably qualified Irish/EEA nationals available to undertake the work and that the shortage is a genuine one.

Only where specific skills prove difficult to source within the State and wider EEA, may an employment permit be sought by an employer to hire a non-EEA national.  To implement this policy, Ireland currently operates an employment permits regime that:

* focuses on key sectors and skills shortages, especially in economically strategic enterprises with potential for jobs growth;
* adheres to the principle of community preference and avoids disrupting the labour market or reducing the employment opportunities for the resident population;
* ensures that employment permit holders are making a positive net contribution to the Irish economy;
* minimises the potential for abusing the employment rights of migrants, is clear and consistent and therefore attractive to migrants and employers;
* is administratively effective and efficient, has a clear legislative basis, and is sufficiently flexible to react quickly to changes in the labour market.

## 2.1 The Occupational Lists for Employment Permits

The system is, by design, vacancy led and driven by the changing needs of the labour market, expanding and contracting in tandem with its inherent fluctuations. In order to ensure that the employment permits schemes are responsive to changes in economic circumstances and labour market conditions, the system is managed through the operation of the Critical Skills Occupations List and the Ineligible Occupations List for the purpose of granting an employment permit.

* Occupations included on the Critical Skills Occupations List are highly skilled occupations which are experiencing labour or skill shortages in respect of qualifications, experience or skills and which are required for the proper functioning of the Irish economy.
* Occupations not on either List where an employer cannot find a worker, are considered eligible occupations for an employment permit, subject to criteria, but are not eligible for Critical Skills Employment Permits.
* Occupations included on the Ineligible Occupations List are occupations in respect of which there is evidence that there are more than enough Irish/EEA workers available to fill such vacancies, and therefore an employment permit shall not be granted in Ireland.

For your information, a copy of the current Occupations Lists, effective from 12th December 2019 are attached at the Appendix below and can also be found on the following website page link: <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/>

In addition to the current review, the Department invites your opinion on the usefulness of a separate review of the Ineligible Occupations List. It is intended that such a review would lead to a more comprehensive set of amendments than can be achieved through the current biannual review process in order to ensure maximum alignment with the labour demands of enterprise. Submitters are invited to provide their views under Section F Question 20 on the importance or relevance of such an evaluation should it be conducted.

#### 2.1.1 The Standard Occupational Classification system (SOC 2010)

The Lists are *guided b*y the Standard Occupational Classification system (SOC 2010), a system devised to classify roles into occupational categories. SOC2010 is structured in nine major groups and 25 sub-major groups followed by minor groups and unit groups. Within the structure of the classification, occupations fall broadly into four skill levels.

The Occupations Lists operate at Levels 3 and 4 of SOC-2010. When processing employment permits, the Department of Business, Enterprise and Innovation evaluates the occupation based on its own criteria and salary; title, qualifications and specifications, etc., are indicative of those criteria used by the Department in determining the relevant SOC code to be applied.

**Submitters are advised to review the SOC2010 listing and identify the most appropriate SOC code for the occupation referred to in order to provide clarity to the specific role. Link to the SOC system is also available on the following webpage under ‘Classification of employments’** [**https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/**](https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/)**.**

## 2.2 The Review Process

In order to maintain the relevance of these lists of occupations to the needs of the economy and to ensure the employment permits system is aligned with current labour market intelligence, the Lists are subject to twice-yearly evidence based review which involves consideration of the research and labour market intelligence undertaken by the Skills and Labour Market Research Unit (Solas), the Expert Group of Future Skills Needs, the National Skills Council, education outputs, sectoral upskilling and training initiatives and any known contextual factors (e.g., planned expansions in sectors, if known). The observations and input of relevant Government Departments are also incorporated in addition to the public consultation process.  Submissions to the review process are also considered by the Interdepartmental Group on Economic Migration Policy chaired by the Department of Business, Enterprise and Innovation with membership drawn from senior officials of key Government Departments and Solas.

The Report on the Review of Economic Migration Policy, published in September 2018, included the recommendation that in order to make changes to the occupations lists, there would need to be a clear demonstration that recruitment difficulties are solely due to shortages across the EEA and not to other factors such as salary and/or employment conditions.

An occupation may be considered for inclusion on the Critical Skills Occupations List or removal from the Ineligible Occupations List provided that:

* There are no suitable Irish/EEA nationals available to undertake the work;
* Development opportunities for Irish/EEA nationals are not undermined;
* Genuine skills shortage exists and that it is not a recruitment or retention problem;
* The Government’s education, training, employment and economic development policies are supported;
* The skill shortage exists across the occupation, despite attempts by industry to train and attract Irish/EEA nationals to available jobs.

## 2.3 Applications for Employment Permits

Parties considering making submissions to the review process should be aware that a range of criteria in addition to the eligibility of an occupation apply to the grant of employment permits. The criteria vary according to the type of employment permit application which is submitted. An elaboration of the policy underpinnings of the employment permits system is set out at: <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Policy/>

1. Submitter Details

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| 1. Name of firm/organisation and contact details:

(Please ensure you include a contact email address for queries) |

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| 1. Please describe the main activity, sector and characteristics of the organisation making the submission *[not required for Government Department/State Bodies]*
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| 1. Please provide an overview of your sector, including importance to the economy; recent and projected growth of the sector; national or sectoral strategies/actions; employment numbers/types of occupations in the sector
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| 1. If you are not a representative body, please provide the name and contact details of your representative body for your sector, if there is one.
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1. The Occupation

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| 1. Please state the Occupation title
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| 1. The Standard Occupational Classification Code most appropriate to this role (<https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Classification-of-Employments/>) (see 2.1.1 above )
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| **What status do you propose for this occupation?**For inclusion on the Critical Skills List\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_For removal from the Critical Skills List\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_For inclusion on the Ineligible Occupations List\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_For removal from the Ineligible Occupations List\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

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| 1. Please provide details of the occupation to include the following:
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| * 1. Brief overview of the role / job profile and tasks or responsibilities that may be of relevance:
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| 1. Current average remuneration this role attracts (basic salary not including bonuses, allowances etc.)
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| 1. Qualifications and/or level of experience required to fulfil the role
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| 1. The number of employees in your organisation currently working in this role
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| 1. What progression opportunities does the role allow
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1. Reasons for adjustment:

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| The Department must be satisfied that industry is committed to meeting its labour needs from the resident and EEA labour market, and that recourse to the recruitment of foreign nationals is only undertaken where a genuine skills shortage exists, rather than other factors relating to the conditions of the employment which should be addressed through means other than economic migration.  |

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| 1. Please provide an overview of the challenges faced by your business/sector, i.e., extent of labour and/or skills shortages; the impact and consequences for your business/sector if labour demands are not achieved
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| 1. Please provide any general information that you feel is pertinent in relation to your industry, e.g. wage ranges for occupations where shortages occur, whether the perceived shortage is general to the occupation or only occurs at specific levels of experience, or for very specific expertise.
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| 1. Do you have any plans for expansion or development envisaged?
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| 1. Wider economic factors may have an influence on such occupational shortages. For example, are the labour/skills shortage or surplus impacting productivity, innovation or competitiveness? Please provide evidence.
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D.Training, innovation and industry initiatives

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| The Department must be satisfied that the industry is committed to fully utilising the domestic/ EEA labour market before industry considers employing non-EEA nationals.  |

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| 1. Please provide information on any demonstrated industry commitment to training and industry initiatives to enhance domestic/EEA recruitment that you are aware of, specifically:
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| **What steps are being taken by industry and employers in the short term and long term to address this shortage?**  |

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| **Describe global labour-saving innovations in your industry and how your company or sector is planning to adopt these**  |

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| **Are you aware of initiatives by the sector to upskill the resident population or plans by industry representatives to engage with education and training providers in ensuring that the sector's skills needs are met?** |

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| **Are there education and training initiatives and programmes? If yes, why is the graduate output not sufficient to meet your sector’s needs, e.g. quality of graduates? quantity? geographic mobility?** |

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| **Does your business have an agreed skills plan? For example a plan for upskilling the current workforce and or potential workforce?** If yes, describe the expected outcomes of the plan. |

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| **If no, what plans are in place to develop one and within what timeframe?** |

1. Irish/EEA labour market resources

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| The State is committed to supporting Irish and EEA job seekers and the economic migration system is managed to contribute to this support. The Department of Employment Affairs and Social Protection can provide a range of supports to employers seeking to fill vacancies, and applicants for employment permits to fill general labour needs should avail of this support in the first instance. Changes to the eligibility of particular occupations in the context of the employment permits system will only be made where there is clear evidence of extensive engagement of sectoral actors in the Irish and European labour markets and where it is clear that the response to this engagement has proved inadequate to meet the relevant labour or skills requirement. |

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| **Please provide information on the efforts made by your business/sector to recruit qualified Irish/EEA job seekers, i.e. campaign reach, duration, outcomes etc.** |

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| **Please provide information on the actions taken by your business/sector to avail of the Department of Social Protection’s Employer Engagement Team services to source qualified job seekers** |

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| **Also please explain efforts made to recruit qualified EEA job seekers using for example Eures, Jobs Fairs, industry associations abroad, Jobs Ireland, etc.**  |

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| **Have you used other methods other than Jobs Ireland, Jobs Fairs, e.g., industry associations abroad, etc.**  |

F. Consultation

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| 1. If not a representative body, have you consulted with any industry representative body on this issue?
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| If yes, please provide some information on the aims and progress of the consultation? |

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| 1. Has your business/sector had any engagement with the lead policy Government Department for your sector on this issue?
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| If yes, please provide some details of the aim, progress, context of engagement and/or current status of such engagement and contact details for the Department official if possible |

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| 1. Please provide your observations on whether you think the Department should conduct an evaluation of the Ineligible Occupations List with a view to amending a number of occupations to ensure access to employment permits for occupations that are in short supply in the Irish/EEA labour market.
 |

**Thank you for your participation.**

**Please ensure any commercially sensitive information included in this submission has been indicated.**

**Appendix**

*Schedule 3*

*Employments in respect of which there is a shortage in respect of qualifications, experience or skills which are required for the proper functioning of the economy*

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| --- | --- | --- | --- |
| **SOC-3** | **Employment category** | **SOC-4** | **Employments**  |
| 112 | Production Managers and Directors | 1122 | Site Manager |
| 113 | ICT Professionals  | 1136 | Information technology and telecommunications directors |
| 118 | Health and Social Services Managers and Directors | 1181 | Senior health services and public health managers and directors  |
| 211 | Natural and Social Science Professionals | 2111 | Chemical scientists in manufacturing (including food & beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience  |
| 2112 | * Medical laboratory scientists
* Biological scientists and biochemists in manufacturing (including food & beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience
 |
| 2113 | Physical scientists in manufacturing (including food & beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience |
| 212 | Engineering Professionals | 2121 | * Civil Engineers
* Structural Engineers and Site Engineers
 |
| 2122 | Mechanical engineers  |
| 2123 | Electrical engineers  |
| 2124 | Electronics engineers specialising in: * + Chip design, test engineering, or application engineering, or
	+ Process automation engineering, or
	+ Power generation, transmission and distribution, or
	+ Related and relevant specialist skills, qualifications or experience
 |
| 2126 | Design and development engineers specialising in: * + Quality control, or validation and regulation engineering (high tech industry; food and beverages), or
	+ Chip design, test engineering, or application engineering, or
	+ Process automation engineering, or
	+ Power generation, transmission and distribution, or
	+ Related and relevant specialist skills, qualifications or experience
 |
| 2127 | Production and process engineers specialising in:* + Quality control, or validation and regulation engineering (high tech industry; food and beverages), or
	+ Chemical process engineering, or
	+ Process automation engineering, or
	+ Power generation, transmission and distribution, or
	+ Related and relevant specialist skills, qualifications or experience
 |
| 2129 | * Material scientists
* Setting Out Engineer
* Façade Designer
 |
| 213 | Information Technology and Telecommunications Professionals | 2133 | IT specialist managers |
| 2134 | IT project and programme managers |
| 2135 | IT business analysts, architects and systems designers |
| 2136 | Programmers and software development professionals |
| 2137 | Web design and development professionals |
| 2139 | All other ICT professionals not elsewhere classified |
| 221 | Health Professionals | 2211 | Medical practitioners |
| 2213 | Industrial Pharmacists |
| 2217 | * Radiographers
* Radiation therapists
* Vascular technologists/physiologists
* Gastro Intestinal technologists/physiologists
 |
| 2219 | * Audiologists
* Perfusionists
 |
| 222 | Therapy Professionals | 2229 | Orthoptists |
| 223 | Nursing and Midwifery Professionals  | 2231 | * Registered Nurses (RGN, MHN, ID and Children’s nurses)
* Clinical Nurse Specialists
* Clinical Nurse Managers
* Advanced Nursing Practitioners
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| 2232 | * Registered Midwives
* Clinical Midwife Specialists
* Clinical Midwife Managers
* Advanced Midwife Practitioners
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| 231 | Teaching and Educational Professionals | 2311 | Academics who hold a qualification equivalent to Level 10 of the National Framework of Qualification in a given discipline awarded no less than two calendar years prior to the date of application for an employment permit, with a minimum of one academic year of relevant teaching experience, and the employment concerned * is in a third level institution governed by the Irish Universities Act 1997 (No. 24 of 1997), the Institutes of Technology Act 2006 (No. 25 of 2006) and the Technological Universities Act 2018 (No. 3 of 2018); or
* involves delivering a programme largely or wholly concerned with information and communications technology, which leads to a major award at QQI level 8 and/or level 9 as validated by Quality and Qualifications Ireland.
 |
| 242 | Business, Research and Administrative Professionals | 2421 | * Chartered and certified accountants, and taxation experts specialising in tax, compliance, regulation, solvency or financial management or related and relevant specialist skills, qualifications or experience.
* Qualified accountants with at least three years’ auditing experience, who are full members of the American Institute of Certified Public Accountants (AICPA), Philippine Institute of Certified Public Accountants (PICPA) and the Institute of Chartered Accountants of Pakistan (ICAP) and whom have relevant work experience in the areas of US GAAP reporting and Global Audit and Advisory Services and the employment concerned is in MNC Global Audit Services.
* Tax consultant specialising in non-EEA tax consultancy and compliance with a professional tax qualification or legal qualification with tax specialism, and has a minimum of three years’ experience of tax consultancy requirements and regulations in the relevant non-EEA market.
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| 2423 | Management consultants and business analysts specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience |
| 2424 | Business and financial project management professionals specialising in finance & investment analytics, risk analytics, credit, fraud analytics or related and relevant specialist skills, qualifications or experience  |
| 2425 | Actuaries, economists and statisticians specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience |
| 243 | Architects, Town Planners and Surveyors | 2431 | Architect |
| 2433 | Quantity surveyors |
| 2435 | Architectural Technologist |
| 2436 | Construction project managers |
| 246 | Quality and Regulatory Professionals | 2461 | Quality control and planning engineers |
| 2462 | Quality assurance and regulatory professionals |
| 2463 | Environmental health professionals |
| 247 | Media Professionals | 2473 | Art Director in 2D or 3D animation, with at least one year’s experience in the role |
| 321 | Health Associate Professionals | 3213 | * PHECC registered Paramedics
* PHECC registered Advanced Paramedic Practitioners
 |
| 3218 | * Prosthetists
* Orthotists
* Respiratory physiologist
 |
| 341 | Artistic, Literary and Media Occupations | 3411 | Animation Background and Design Artist in 2D or 3D animation, with at least one year’s experience in the role |
| 342 | Design Occupations | 3421 | * Location Designer in 2D or 3D animation, with at least one year’s experience in the role
* Character Designer in 2D or 3D animation, with at least one year’s experience in the role
* Prop Designer in 2D or 3D animation, with at least one year’s experience in the role
* Animation Layout Artist in 2D or 3D animation, with at least one year’s experience in the role
 |
| 344 | Sports and Fitness Occupations | 3442 | High performance coaches and directors employed by* National sports organisations, or
* High profile sports organisations engaging in international competition
 |
| 354 | Sales, Marketing and Related Associate Professionals | 3542 | Business sales executives specialising in International Sales Roles or ITB2B sales roles and with fluency in the official language, apart from English, of a state which is not a Member State of the EEA |
| 3543 | International marketing experts with required domain knowledge specialising in product strategy development and management with technical and product/service knowledge (pharmaceutical, medical devices, Software B2B, SaaS products) |

Note: ‘SOC-3’ and ‘SOC-4’ refer to applicable levels in the Standard Occupational Classification system (SOC 2010).

*Schedule 4*

*Employments in respect of which an employment permit shall not be granted*

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| **SOC-3** | **Categories of employment** | **SOC-4** | **Employment** |
| 122 | Managers in Hospitality and Leisure Services | 1221 | Hotel and accommodation managers  |
| 1223 | Restaurant and catering establishment managers |
| 1224 | Publicans and managers of licensed premises |
| 1225 | Leisure and sports facilities managers |
| 1226 | Travel agency managers  |
| 124 | Managers in Health and Care Services | 1242 | Residential, day and domiciliary care managers |
| 125 | Managers in Other Services | 1251 | Property, housing and estate managers |
| 1252 | Garage managers |
| 1253 | Hairdressing and beauty salon managers  |
| 1254 | Shopkeepers – wholesale and retail |
| 1255 | Waste disposal and environmental services managers |
| 1259 | Other managers in other services not elsewhere classified (includes Betting shop manager, Graphic design manager, Library manager, Plant hire manager, Production manager)(with the exception of Safety Manager) |
| 222 | Therapy Professionals | 2221 | Physiotherapists (with the exception of a physiotherapist affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit) |
| 2222 | Occupational therapists |
| 2223 | Speech and language therapists |
| 2229 | Other therapy professionals not elsewhere classified(with the exception of orthoptists, and chiropractors who are members of the Chiropractic Association of Ireland) |
| 244 | Welfare Professionals | 2442 | Social workers |
| 2443 | Probation officers |
| 2449 | Other welfare professionals not elsewhere classified |
| 312 | Draughtspersons and Related Architectural Technicians | 3121 | Town planning technicians |
| 321 | Health Associate Professionals | 3216 | Dispensing opticians |
| 3217 | Pharmaceutical technicians |
| 3218 | Dental technicians only |
| 3219 | Other health associate professionals not elsewhere classified (includes Acupuncturists, Homeopaths, Hypnotherapists, Massage therapists, Reflexologists, Sports therapists) |
| 323 | Welfare and Housing Associate Professionals | 3231 | Youth and community workers |
| 3233 | Child and early years officers |
| 3234 | Housing officers |
| 3235 | Counsellors |
| 3239 | Other welfare and housing associate professionals not elsewhere classified |
| 331 | Protective Service Occupations | 3311 | NCOs and other ranks |
| 3312 | Police officers (sergeant and below) |
| 3313 | Fire service officers (watch manager and below) |
| 3314 | Prison service officers (below principal officer) |
| 3315 | Police community support officers |
| 3319 | Other protective service associate professionals not elsewhere classified |
| 344 | Sports and Fitness Occupations | 3443 | Fitness instructors |
| 352 | Legal Associate Professionals | 3520 | Legal associate professionals(with the exception of employment of a person fluent in the official language, apart from English, of a State which is not a member of the EEA and who has market knowledge of that non-EEA state) |
| 354 | Sales, Marketing and Related Associate Professionals | 3544 | Estate agents and auctioneers |
| 3546 | Conference and exhibition managers and organisers |
| 356 | Public Services and Other Associate Professionals | 3561 | Public services associate professionals |
| 3563 | Vocational and industrial trainers and instructors(with the exception of mobility instructors for the visually impaired) |
| 3564 | Careers advisers and vocational guidance specialists (with the exception of career guidance teachers in secondary schools) |
| 3565 | Inspectors of standards and regulations |
| 3567 | Health and safety officers(with the exception of Construction Safety Officers) |
| 411 | Administrative Occupations: Government and Related Organisations | 4112 | National government administrative occupations |
| 4113 | Local government administrative occupations |
| 412 | Administrative Occupations: Finance | 4121 | Credit controllers(with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, in a role in credit control where the employment is supported by an enterprise development agency) |
| 4122 | Book-keepers, payroll managers and wages clerks(with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA in a role in accounts payable where the employment is supported by an enterprise development agency) |
| 4123 | Bank and post office clerks |
| 4124 | Finance officers |
| 4129 | Other financial administrative occupations not elsewhere classified |
| 413 | Administrative Occupations: Records | 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 |
| 415 | Other Administrative Occupations | 4151 | Sales administrators |
| 4159 | Other administrative occupations not elsewhere classified |
| 416 | Administrative Occupations: Office Managers and Supervisors | 4161 | Office managers |
| 4162 | Office supervisors |
| 421 | Secretarial and Related Occupations | 4211 | Medical secretaries |
| 4212 | Legal secretaries |
| 4213 | School secretaries |
| 4214 | Company secretaries |
| 4215 | Personal assistants and other secretaries |
| 4216 | Receptionists |
| 4217 | Typists and related keyboard occupations |
| 511 | Agricultural and Related Trades | 5111 | Farmers  |
| 5112 | Horticultural trades |
| 5113 | Gardeners and landscape gardeners |
| 5114 | Groundsmen and greenkeepers |
| 5119 | Other agricultural and fishing trades not elsewhere classified |
| 521 | Metal Forming, Welding and Related Trades | 5211 | Smiths and forge workers |
| 5212 | Moulders, core makers and die casters |
| 5214 | Metal plate workers, and riveters  |
| 523 | Vehicle Trades | 5231 | Vehicle technicians, mechanics and electricians (with the exception of vehicle technicians and mechanics affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit) |
| 5232 | Vehicle body builders and repairers |
| 5234 | Vehicle paint technicians |
| 5236 | Boat and ship builders and repairers |
| 5237 | Rail and rolling stock builders and repairers |
| 524 | Electrical and Electronic Trades | 5241 | Electricians and electrical fitters |
| 5244 | TV, video and audio engineers |
| 5249 | Other electrical and electronic trades not elsewhere classified |
| 525 | Skilled Metal, Electrical and Electronic Trades Supervisors | 5250 | Skilled metal, electrical and electronic trades supervisors |
| 531 | Construction and building trades | 5312 | Masons  |
| 5313 | Roofers, roof tilers and slaters |
| 5314 | Plumbers and heating and ventilating engineers |
| 5315 | Carpenters and joiners(with the exception of shuttering carpenters) |
| 5319 | Other construction and building trades not elsewhere classified |
| 532 | Building Finishing Trades | 5322 | Floorers and wall tilers |
| 5323 | Painters and decorators |
| 533 | Construction and Building Trades Supervisors | 5330 | Construction and building trades supervisors(with the exception of Foreman) |
| 541 | Textiles and Garments Trades | 5411 | Weavers and knitters |
| 5412 | Upholsterers |
| 5413 | Footwear and leather working trades |
| 5414 | Tailors and dressmakers |
| 5419 | Other textiles, garments and related trades not elsewhere classified |
| 542 | Printing Trades | 5421 | Pre-press technicians |
| 5422 | Printers |
| 5423 | Print finishing and binding workers |
| 543 | Food Preparation and Hospitality Trades | 5431 | Butchers (with the exception of boners (meat)) |
| 5432 | Bakers and flour confectioners |
| 5433 | Fishmongers and poultry dressers |
| 5434 | Chefs(with the exception of –* Executive Chef with minimum of 5 years’ experience
* Head Chef with minimum of 5 years’ experience
* Sous Chef with minimum of 5 years’ experience
* Chef de Partie with minimum of 2 years’ experience
* Commis Chef with minimum of 2 years’ experience

who will be employed in establishments other than fast food outlets) |
| 5435 | Cooks |
| 5436 | Catering and bar managers |
| 544 | Other Skilled Trades | 5441 | Glass and ceramics makers, decorators and finishers |
| 5442 | Furniture makers and other craft woodworkers |
| 5443 | Florists |
| 5449 | All other skilled trades not elsewhere classified |
| 612 | Childcare and Related Personal Services | 6121 | Nursery nurses and assistants  |
| 6122 | Childminders and related occupations |
| 6125 | Teaching assistants |
| 6126 | Educational support assistants |
| 613 | Animal Care and Control Services | 6131 | Veterinary nurses |
| 6132 | Pest control officers |
| 6139 | Other animal care services occupations not elsewhere classified (includes work riders) |
| 614 | Caring Personal Services | 6141 | Nursing auxiliaries and assistants |
| 6142 | Ambulance staff (with the exception of paramedics) |
| 6143 | Dental nurses |
| 6144 | Houseparents and residential wardens |
| 6145 | Care workers and home carers(with the exception of a carer in a private home)  |
| 6146 | Senior care workers |
| 6147 | Care escorts |
| 6148 | Undertakers, mortuary and crematorium assistants |
| 621 | Leisure and Travel Services | 6211 | Sports and leisure assistants |
| 6212 | Travel agents |
| 6214 | Air travel assistants |
| 6215 | Rail travel assistants |
| 6219 | Other leisure and travel service occupations not elsewhere classified(with the exception of tourist guides fluent in the official language, apart from English, of a state which is not a Member State of the EEA) |
| 622 | Hairdressers and Related Services | 6221 | Hairdressers, barbers, and related occupations |
| 6222 | Beauticians and related occupations |
| 623 | Housekeeping and Related Services | 6231 | Housekeepers and related occupations |
| 6232 | Caretakers |
| 624 | Cleaning and Housekeeping Managers and Supervisors | 6240 | Cleaning and housekeeping managers and supervisors |
| 711 | Sales Assistants and Retail Cashiers | 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 |
| 712 | Sales Related Occupations | 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 |
| 7125 | Merchandisers and window dressers |
| 7129 | Other sales related occupations not elsewhere classified |
| 713 | Sales Supervisors | 7130 | Sales supervisors |
| 721 | Customer Service Occupations | 7211 | Call and contact centre occupations (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, where the employment is supported by an enterprise development agency and is in— * a customer service and sales role with relevant product knowledge,
* a specialist online digital marketing and sales role, or
* a specialist language support and technical sales support role)
 |
| 7213 | Telephonists |
| 7214 | Communication operators |
| 7215 | Market research interviewers |
| 7219 | Other customer service occupations not elsewhere classified |
| 722 | Customer Service Managers and Supervisors | 7220 | Customer service managers and supervisors |
| 811 | Process Operatives | 8111 | Food, drink and tobacco process operatives(with the exception of Computer Numerical Control Operative andMeat processor operative) |
| 8112 | Glass and ceramics process operatives(with the exception of Computer Numerical Control Operative) |
| 8113 | Textile process operatives(with the exception of Computer Numerical Control Operative) |
| 8114 | Chemical and related process operatives(with the exception of Computer Numerical Control Operative) |
| 8115 | Rubber process operatives(with the exception of Computer Numerical Control Operative) |
| 8116 | Plastics process operatives(with the exception of Computer Numerical Control Operative) |
| 8117 | Metal making and treating process operatives(with the exception of Computer Numerical Control Operative) |
| 8118 | Electroplaters(with the exception of Computer Numerical Control Operative) |
| 8119 | Other process operatives not elsewhere classified(with the exception of Computer Numerical Control Operative) |
| 812 | Plant and Machine Operatives | 8121 | Paper and wood machine operatives(with the exception of Computer Numerical Control Operative) |
| 8122 | Coal mine operatives(with the exception of Computer Numerical Control Operative) |
| 8123 | Quarry workers and related operatives(with the exception of Computer Numerical Control Operative) |
| 8124 | Energy plant operatives(with the exception of Computer Numerical Control Operative) |
| 8125 | Metal working machine operatives(with the exception of Computer Numerical Control Operative) |
| 8126 | Water and sewerage plant operatives(with the exception of Computer Numerical Control Operative) |
| 8127 | Printing machine assistants(with the exception of Computer Numerical Control Operative) |
| 8129 | Other plant and machine operatives not elsewhere classified(with the exception of Computer Numerical Control Operative) |
| 813 | Assemblers and Routine Operatives | 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 | Other assemblers and routine operatives not elsewhere classified |
| 814 | Construction Operatives | 8142 | Road construction operatives |
| 8143 | Rail construction and maintenance operatives |
| 8149 | Other construction operatives not elsewhere classified |
| 821 | Road Transport Drivers | 8211 | Large goods vehicle drivers(with the exception of heavy goods vehicle drivers who have-* a category CE or C1E driving licence, or
* an equivalent category to a category CE or C1E driving licence identified through a mutual recognition agreement between the Road Safety Authority and the appropriate regulatory authority in another jurisdiction).
 |
| 8212 | Van drivers |
| 8213 | Bus and coach drivers |
| 8214 | Taxi and cab drivers and chauffeurs |
| 8215 | Driving instructors |
| 822 | Mobile Machine Drivers and Operatives | 8222 | Fork-lift truck drivers |
| 8223 | Agricultural machinery drivers |
| 8229 | Other mobile machine drivers and operatives not elsewhere classified |
| 823 | Other Drivers and Transport Operatives | 8231 | Train and tram drivers |
| 8232 | Marine and waterways transport operatives |
| 8233 | Air transport operatives |
| 8234 | Rail transport operatives |
| 8239 | Other drivers and transport operatives not elsewhere classified |
| 911 | Elementary Agricultural Occupations | 9111 | Farm workers (with the exception of dairy farm assistants) |
| 9112 | Forestry workers |
| 9119 | Other fishing and other general agriculture occupations not elsewhere classified (with the exception of horticulture worker) |
| 912 | Elementary Construction Occupations | 9120 | Elementary construction occupations |
| 913 | Elementary Process Plant Occupations | 9132 | Industrial cleaning process occupations |
| 9134 | Packers, bottlers, canners and fillers |
| 9139 | Other elementary process plant occupations not elsewhere classified |
| 921 | Elementary Administration Occupations | 9211 | Postal workers, mail sorters, messengers and couriers |
| 9219 | Other elementary administration occupations not elsewhere classified |
| 923 | Elementary Cleaning Occupations | 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 | Other elementary cleaning occupations not elsewhere classified |
| 924 | Elementary Security Occupations | 9241 | Security guards and related occupations |
| 9242 | Parking and civil enforcement occupations |
| 9244 | School midday and crossing patrol occupations |
| 9249 | Other elementary security occupations not elsewhere classified |
| 925 | Elementary Sales Occupations | 9251 | Shelf fillers |
| 9259 | Other elementary sales occupations not elsewhere classified |
| 926 | Elementary Storage Occupations | 9260 | Elementary storage occupations |
| 927 | Other Elementary Services 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 not elsewhere classified |
| All | Work in the private home | All | Domestic operatives |

Note: ‘SOC-3’ and ‘SOC-4’ refer to applicable levels in the Standard Occupational Classification system (SOC 2010).”