Migrant Labour in the South East Midlands Local Enterprise Partnership Area

Section 1 – Purpose and Uses

Commissioned by the East of England Strategic Migration Partnership in February 2012, this report aims to assist colleges, universities, the local enterprise partnership (LEP) and others to:

- Understand the scale and types of both EU and Non-European Economic Area (EEA) migrants securing employment in the locality;
- Identify industries and occupations likely to be most affected by forthcoming changes in immigration policy;
- Assess the adequacy of existing local learning provision and shape the future curriculum offers in order to meet the needs of an economy with less access to foreign workers from outside the EEA in the future.

The data on economic migrants used in this report is primarily drawn from two sources:

- Data on Non-EEA migrants entering the UK under Certificates of Sponsorship during a 40 month period between November 2008 and February 2012 has been provided by the United Kingdom Border Agency. This data provides details of Certificates of Sponsorship used by companies when recruiting Non-EEA migrant workers. The data provides an insight into both the industries and occupations using migrant labour.
- Data on migrants from the so-called A8 Accession States of the European Union which joined the EU in 2004. This data provides details of A8 nationals granted permits to work in the UK under the Worker Registration Scheme operated by the United Kingdom Border Agency. The data also provides details of industries and occupations in which migrant workers have been employed[1].

It should be noted that the majority of the occupation and industry/sector estimates provided in this report relate to a one year period and therefore reflect the flow of new migrant workers into the area. The stock of migrant workers in the area will be significantly larger than these estimates as they will reflect an accumulation of migrants over time.

Section 2 – Policy Context

The Coalition Agreement committed the government to introducing an annual limit on the number of Non-EU economic migrants admitted into the UK. The immigration cap for Non-EEA workers for the year from April 2011 is 21,700 - about 6,300 lower than in 2009. Of those, 20,700 are tier two skilled migrants entering graduate occupations with a job offer and sponsorship. The other 1,000 are people allowed in under a new "exceptional talent" route – such as scientists, academics and artists. The former tier one general route - open to highly skilled migrants without a job offer will be closed. However, these limits do not apply to a category of workers who come to the UK in an "intra-company transfer" with their multinational employer.

The Coalition also asked the Migration Advisory Committee to undertake a full review of jobs and occupations skilled to Level 4 (degree level) and above to inform the Tier 2 shortage occupational list, where there would be a justification to fill roles using labour from outside the European Economic Area. This work was completed in February 2012.

Together these changes in policy will, unless appropriate action is taken, have a significant impact upon areas and industries which have become reliant on Non-EEA migrant labour to bridge key labour and skills shortages.

Section 3 – Economic Summary of the South East Midlands LEP Area

The area is home to a population of 1,697,400 people of which approximately 1,108,400 are of working age. Of those that are working age, there is a 79.9% economic activity rate across the area, 3.8% higher than is seen country-wide. Also, the unemployment rate is 6.4%, below the national average of 7.1%.

Just over two-thirds (68%) of the population of the South East Midlands LEP area are qualified at NVQ2 and above, 50.8% are qualified at NVQ3 and above, and 29.6% qualified at NVQ4 and

[1]The Worker Registration Scheme was a temporary measure used between 2004 and April 2011 to monitor incoming workers from eight new member states of the European Union (the so called "A8 countries"). The A8 countries that joined the European Union in 2004 were: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

above. The proportion of the population possessing qualifications at NVQ3 and above is on a par with the national average.

The South East Midlands LEP area has a business base of approximately 75,660 companies and accounts for 3.7% of the national economy. Strengths of the area include its strong transport connections, growing housing market and strong business sectors, for example, tourism, leisure and hospitality. Areas in need of support include advanced technology and precision engineering, food production, and health and well-being.

Section 4 – Migrant Worker Volumes

Between November 2008 and February 2012, approximately 11,975 Non-EEA migrant workers were employed in the South East Midlands LEP area. This represents an annual average of 3,593 migrants and equates to approximately 0.4% of the economically active population in the area.

Between April 2010 and March 2011, approximately 6,535 A8 EU migrant workers were employed in the South East Midlands LEP area. As a percentage of the workforce, these A8 EU migrant workers represent approximately 0.72% of the economically active population in the area.

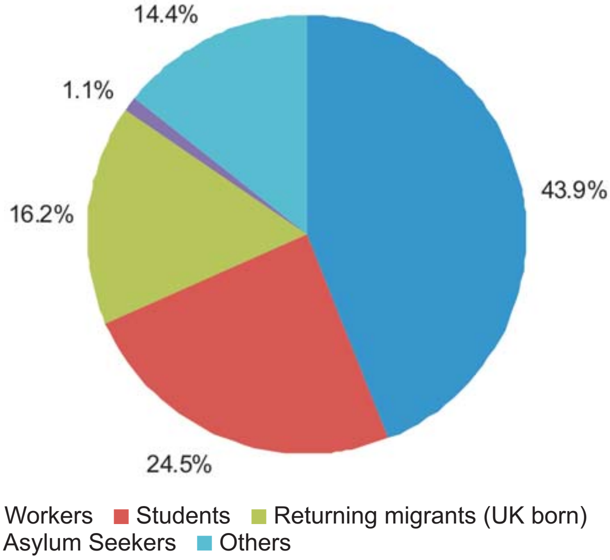
Therefore, Non-EEA and A8 EU migrant workers represent 1.12% of the economically active population. In comparison with other LEPs in the greater East region[2], South East Midlands has the second highest economic activity rate of Non-EEA and A8 EU migrants. Across the East of England region as a whole, Non-EEA and A8 EU migrant workers represent 0.66% of the economically active population.

Whilst the two data sources used to estimate Non-EEA and A8 EU migrant volumes provide a useful picture of inward migration into the area, they can only provide a partial insight as they do not capture data on all migrants entering the area from other EU nations not covered by the Worker Registration Scheme requirement or those arriving as asylum seekers who are then given leave to remain or UK nationals returning home after a period overseas.

Data constructed by the Office of National Statistics using administrative sources, such as registrations for National Insurance Numbers, higher education student enrolments and registrations at GP surgeries provides perhaps the most comprehensive estimate of the total inward migration to the area. Using this source an estimated 90,653 migrants of all ages entered the South East Midlands LEP area between mid-2006 and mid-2010. This equates to an annual average of 22,663 migrants of all ages entering the area every year.

As can be seen by Chart 1, only 43.9% of the 22,663 estimated annual migrants come to work in the area, with large proportions also studying or returning to the UK from periods abroad.

Chart 1: Estimated Composition of Migrants Entering the South East Midlands LEP Area (% of all migrants)



Source: Immigration Estimates to Local Authority 2006 - 2010, Office of National Statistics.

However, some Local Authorities within the South East Midlands LEP area have significant differences in their migrant composition than is show in Chart 1. The districts that have a much higher than average proportion of migrant workers are Milton Keynes (58.3% workers), Corby (58.1% workers), Northampton (56.8% workers), Cherwell (53.4% workers) and Bedford (50.0% workers). This means that these districts have a much lower proportion of students, retuning migrants and asylum seekers in comparison to the LEP area as a whole.

[2]Greater East region refers to those local authorities included in LEP areas with some presence in the East of England statistical region.

The 24.5% student migrant composition of the South East Midlands LEP is not representative of many districts in the LEP area. The Local Authorities with the highest proportions of students are Central Bedfordshire (53.0% students), Aylesbury Vale (51.9% students), and Luton (41.0% students). The remaining 9 Districts in the LEP area have a below average proportion of migrant students in their migrant composition.

Section 5 – Occupational Patterns

Across the South East Midlands LEP area, Non-EEA migrant workers have been employed in almost 140 different SOC[3] code areas since November 2008. A8 EU migrant workers have, in comparison been employed in just over 80 different SOC code areas.

While migrants have been employed in a wide range of occupations, a much smaller number of occupations account for the vast majority of all migrant roles (circa 87% for Non-EEA and 87% for A8 EU migrants). Table 1 provides details of the top 15 occupations filled by both Non-EEA and A8 migrant workers.

Table 1

Most popular occupations currently filled by Non-EEA and A8 EU migrants

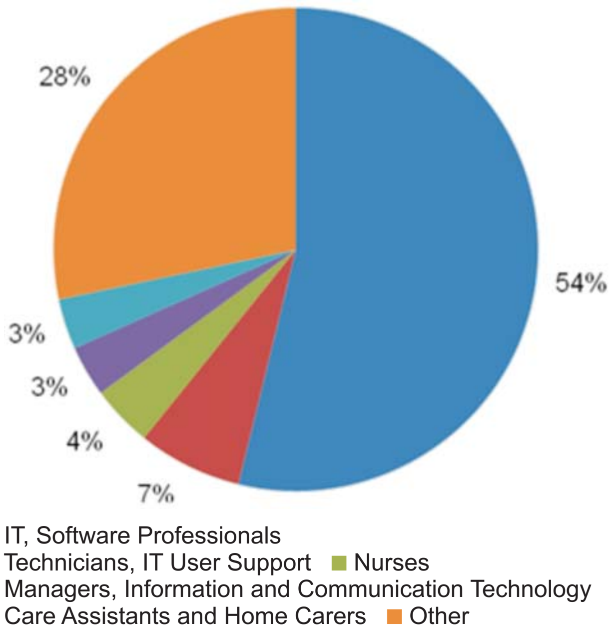
Rank	Non-EEA Occupations	No. of Migrants	Rank	A8 EU Occupations	No. of Migrants
1	IT, software professionals	6447	1	Process Operative (Other Factory Worker)	2354
2	Technicians, IT user support	835	2	Warehouse Operative	2230
3	Nurses	493	3	Packer	383
4	Managers, information & communication technology	409	4	Cleaner/Domestic Staff	118
5	Care assistants & home carers	404	5	Kitchen & Catering Assistants	116
6	IT strategy & planning professionals	393	6	Sales & Retail Assistants	111
7	Technicians, IT operations	254	7	Food Processing Operative (Fruit/Veg)	88
8	Consultants, actuaries, economists, statisticians	215	8	Food Processing Operative (Meat)	49
9	Medical practitioners e.g. doctors & surgeons	165	9	Waiter/Waitress	49
10	Actors, entertainers	160	10	Fruit Picker (Farming)	47
11	Managers, marketing & sales	155	11	Maid / Room Attendant (Hotel)	41
12	Chefs, cooks	139	12	Carpenter/Joiner	30
13	Teacher, secondary education	112	13	Doctor (Hospital)	30
14	Managers, customer care	94	14	Care Assistants/Home Carers	28
15	Housekeepers & related occupations	94	15	Chef, Other	24

Sources: Worker Registration Scheme, DWP and Certificates of Sponsorship, UKBA

[3] Standard Occupational Classification

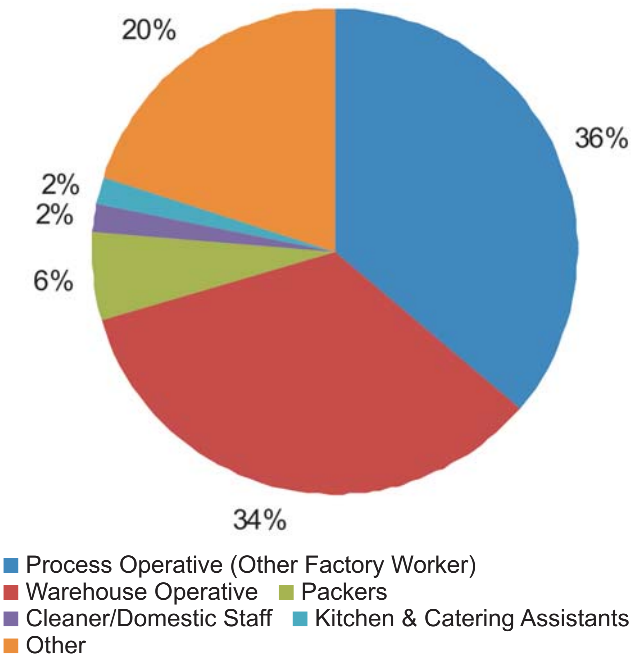
IT, Software Professionals is the largest single occupational group of Non-EEA migrant workers recruited in the area, employing 54% of all Non-EEA migrant workers in the South East Midlands LEP area. A further 7% of all Non-EEA migrant workers are employed as Technicians, IT User Support, 4% as Nurses, 3% as Managers, Information And Communication Technology and 3% as Care assistants/home carers. Chart 2 below demonstrates the proportion of Non-EEA migrants in the top 5 most popular occupations.

Chart 2: Top 5 Occupations Currently Filled by Non-EEA Migrant Workers



Process Operative (Other Factory Worker) is the occupation most commonly filled by A8 EU migrants with just over a third (36%) of migrant workers undertaking these roles between April 2010 to March 2011. A considerable number of migrants also took roles as Warehouse Operatives (34%), Packers (6%), Cleaners/Domestic Staff (2%) and Kitchen and Catering Assistants (2%). Only 20% of A8 EU migrant workers were employed in other roles, as shown in Chart 3 to the right.

Chart 3: Top 5 Occupations Currently Filled by A8 EU Migrant Workers



The data presented in Table 1 clearly shows the significant difference in the occupational make-up of migrants from Non-EEA nations and those from A8 EU countries. Non-EEA tend to be employed in higher order occupations requiring high levels of skills and qualifications. A8 EU nationals are concentrated in occupations towards the lower half of the occupational spectrum requiring only low or intermediate level skills.

Section 6 – Sectoral Patterns

Migrant workers have been employed by companies working in a very wide range of industries operating in the area, from Residential Care to Creative Arts, and from Agriculture to Leisure Services. However, as with occupations, a much smaller list of industries account for the vast majority of both Non-EEA and A8 EU migrant workers.

The 10 most common Non-EEA migrant worker industries account for 93% (circa 11,174 employees) of all Non-EEA migrants employed in the South East Midlands LEP area between November 2008 and February 2012. The 10 most common industries employing A8 EU nationals accounted for 94% (circa 6,125 employees) of all A8 workers employed in the LEP area during the one year period under analysis (April 2010 - March 2011).

Table 2

The top 10 industries using Non-EEA and A8 EU migrants

Rank	Non-EEA Industries	% of Migrants	Rank	A8 EU Industries	% of Migrants
1	Computer programming, consultancy & related activities	46%	1	Administration, Business & Managerial Services	81%
2	Activities of head offices; management consultancy activities	27%	2	Hospitality & Catering	4%
3	Residential care activities	6%	3	Manufacturing	3%
4	Human health activities	4%	4	Retail & Related Services	3%
5	Education	3%	5	Health & Medical Services	1%
6	Sports activities, amusement & recreation activities	2%	6	SBS Sectors	1%
7	Creative, arts & entertainment activities	2%	7	Transport	1%
8	Food & beverage service activities	2%	8	Education & Cultural Activities	<1%
9	Civil engineering	1%	9	Entertainment & Leisure Services	<1%
10	Other professional, scientific & technical activities	1%	10	Agriculture Activities	<1%

Sources: Worker Registration Scheme, DWP and Certificates of Sponsorship, UKBA

The data suggests that the largest employing industry of Non-EEA migrant workers is the Computer Programming, Consultancy and Related Activities sector. This refers to a range of work including computer game production, computer consultancy activities and computer facilities management activities.

The Activities of Head Offices; Management Consultancy Activities sector accounts for 27% of all Non-EEA migrant workers (circa 3,000 workers), followed by Residential Care Activities with 6% (circa 700 workers). 'Activities of Head Offices' refers to financial management, public relations, communications and business occupations. 'Residential Care Activities' refers to nursing care for a wide range of patients, including those who are disabled, mentally ill, substance abusers, and elderly.

The data suggests that the largest employing industry of A8 EU migrant workers in the South East Midlands LEP area is Administrations, Business and Managerial Services. However, it should be noted that high volumes of migrant workers choose to use the services of recruitment agencies when finding work and it is likely that, in a number of cases, these recruitment companies have wrongly been identified as the direct employers of migrant workers using them rather than the actual industry in which the migrant worker is working.

The Hospitality and Catering sector accounted for a significant number of migrant workers with 4.1% of all A8 EU workers operating in that sector. Manufacturing was also an important sector with around 2.8% of workers employed within it.

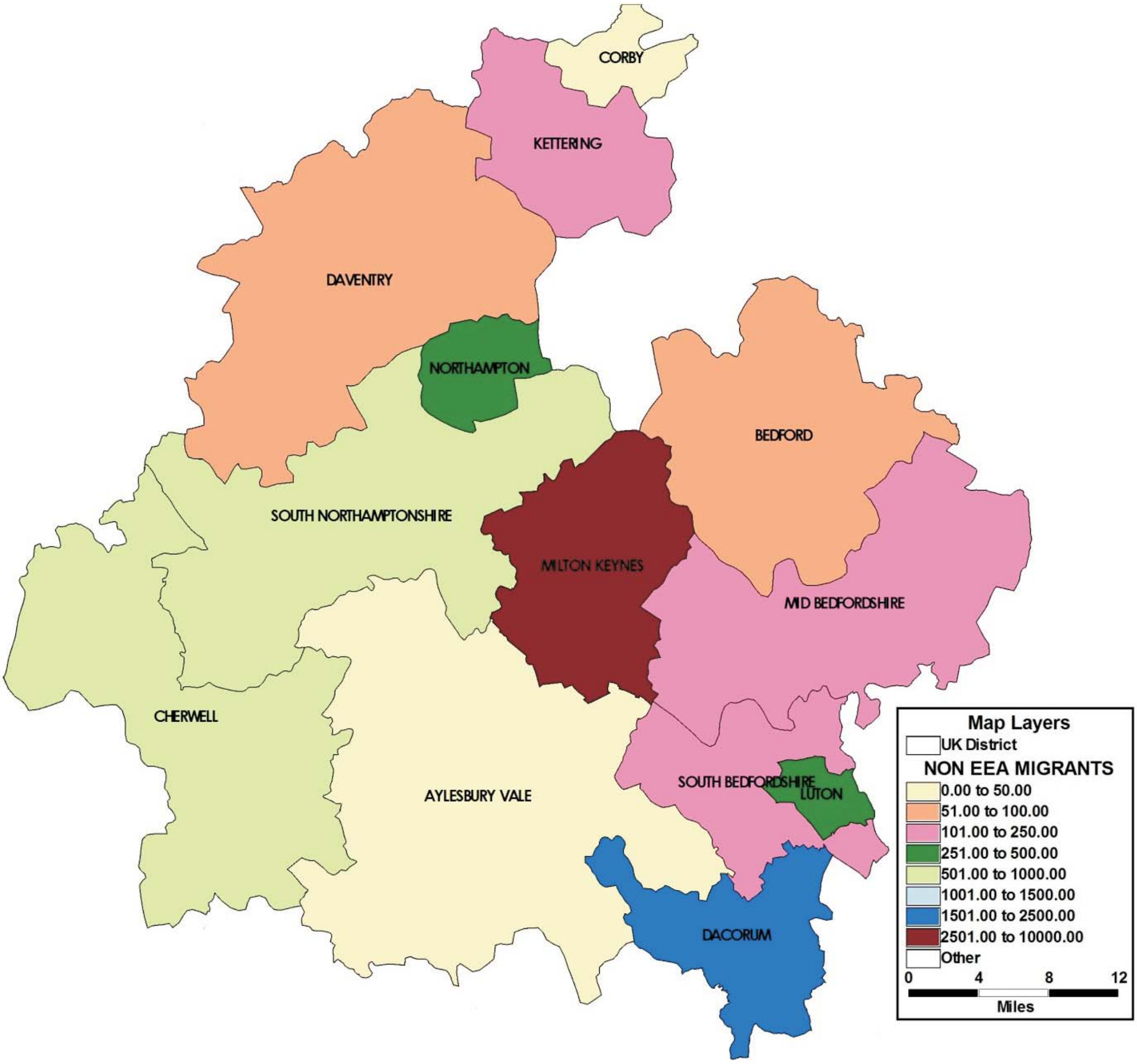
Section 7 – Geographic Patterns

Using the postcodes from all companies

employing Non-EEA migrant workers and the resident Local Authority of A8 EU migrant workers, it has been possible to map the distribution of both groups across the South East Midlands LEP area.

As can be seen from Map 1, all Local Authorities have witnessed some degree of inward Non-EEA migration. Those with the greatest number of Non-EEA migrant workers were identified as: Milton Keynes (8,033), Dacorum (1678), Cherwell (997), South Northamptonshire (559), and Luton (495). Aylesbury Vale and Corby had witnessed the lowest levels of Non-EEA migration with both authorities gaining just 4 migrant Non-EEA workers during the period November 2008 – March 2012.

Map 1: Number of Non-EEA migrant workers by Local Authority in the South East Midlands LEP area

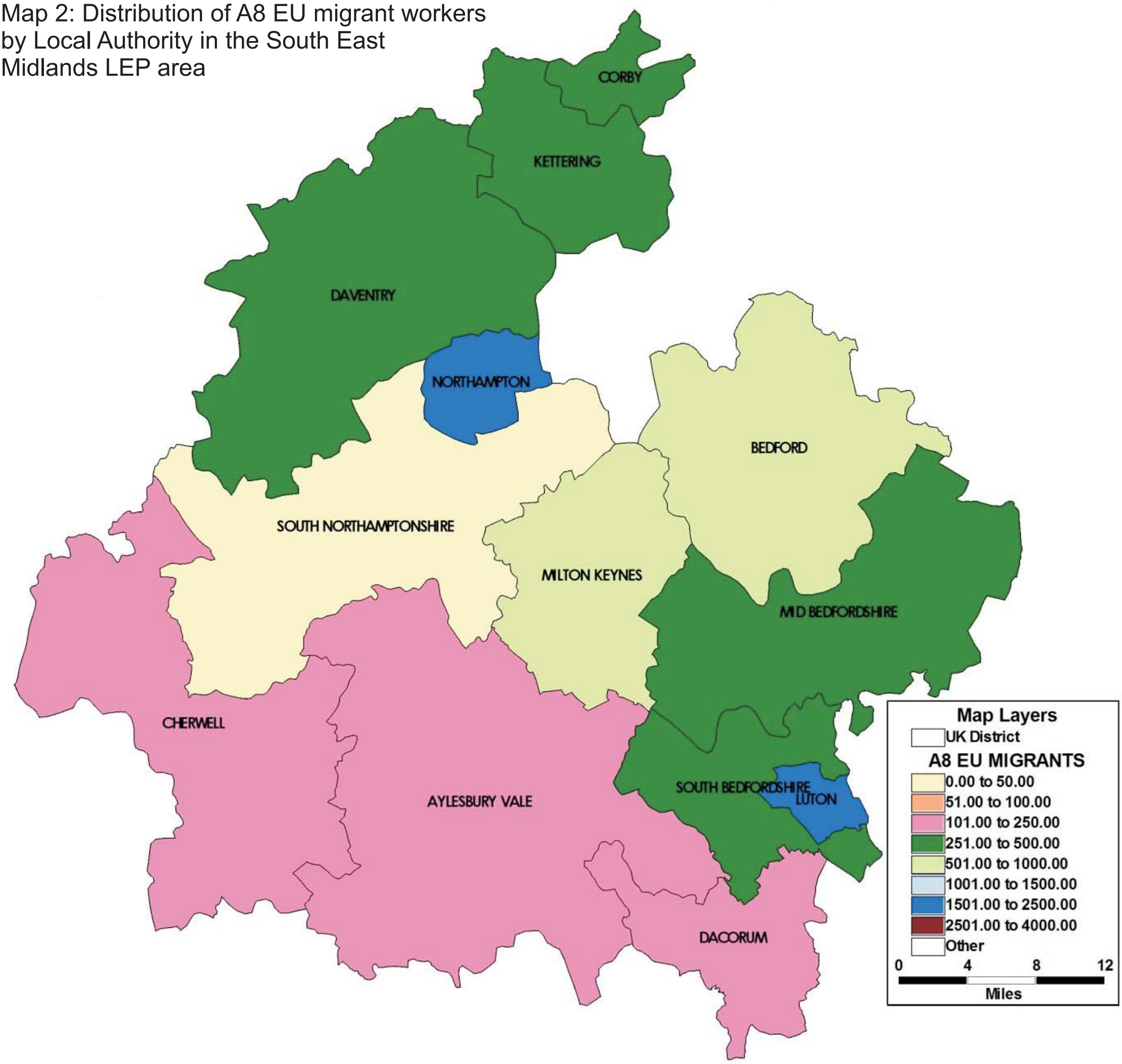


Source: Certificates of Sponsorship, United Kingdom Border Agency

Map 2 presents the distribution of A8 EU migrant workers and reveals that all Local Authorities in the area have witnessed some degree on inward migration. Those with the greatest number of A8 EU migrant workers were identified as: Northampton (1,897), Luton (1,687), Milton Keynes (753), Bedford (509) and Corby (387). The districts with the fewest numbers of A8 EU migrant workers were South Northamptonshire (45), Central Bedfordshire (49), Dacorum (139), Alyesbury Vale (178) and Cherwell (215).

Map 2: Distribution of A8 EU migrant workers by Local Authority in the South East Midlands LEP area

Data presented in this section demonstrates a significant divergence in the geographic distribution between the two groups of migrant workers. For example, Milton Keynes employs a large 8,033 Non-EEA migrant workers, yet only 753 A8 EU migrants. The reason for this is the majority of Non-EEA migrants in the Milton Keynes Local Authority are employed in the Computer Programming, Consultancy and Related Activities sector and related occupations (see table 2). This sector also heavily employs Non-EEA migrants in Dacorum.



Source: Worker Registration Scheme, United Kingdom Border Agency

In contrast, Northampton and Luton employ larger numbers of A8 EU migrant workers than Non-EEA migrant workers.

Section 8 – Overall Local Reliance

Using DWP data on the number of unemployment claimants looking for work in different occupations, it is possible to asses the capacity of the local economy to absorb the impact of reduced number of migrant workers in the future. Table 3 compares the number of migrant workers in each occupation to the number of unemployed people in the South East Midlands LEP area looking for work in that occupation.

Table 3 reveals that none of the occupations currently employing large numbers of Non-EEA migrants have high numbers of indigenous workers looking to move into the roles. The data, therefore, suggests that companies looking to recruit individuals in these occupations may find it difficult to fill any void generated by a reduced supply on Non-EEA migrants in the future.

The high numbers of Non-EEA migrants in Milton Keynes and in the Computer Programming Industries have resulted in the wide-spread under supply of local labour in the South East Midlands LEP area. This makes the South East Midlands LEP unique when compared to other Local Enterprise Partnerships in the greater East region of England.

Table 3 also demonstrates that 7 occupations currently employing high volumes of A8 EU

Table 3

Comparison of migrant roles and occupations sought by UK nationals

Non-EEA Top 10 Occupations	Ratio of unemployed to migrants	A8 EU Top 10 Occupations	Ratio of unemployed to migrants
IT, software professionals	0.3%	Process Operative (Other Factory Worker)	4.0%
Technicians, IT user support	5.4%	Warehouse Operative	239.3%
Nurses	1.0%	Packer	283.7%
Managers, information & communication technology	4.9%	Cleaner/Domestic Staff	889.4%
Care assistants & home carers	38.4%	Kitchen & Catering Assistants	627.7%
IT strategy & planning professionals	3.8%	Sales & Retail Assistants	7009.0%
Technicians, IT operations	9.8%	Food Processing Operative (Fruit/Veg)	74.3%
Consultants, actuaries, economists, statisticians	2.3%	Food Processing Operative (Meat)	132.7%
Medical practitioners e.g. doctors & surgeons	0.0%	Waiter/Waitress	412.4%
Actors, entertainers	18.8%	Fruit Picker (Farming)	21.5%

■ Under supply of local labour compared to migrant labour supply
■ Balance of local labour supply and migrant labour supply
■ Over supply of local labour compared to migrant labour supply

Sources: Worker Registration Scheme, UKBA, & JSA Claimants, Sought Occupations. DWP February 2012.

migrants have high numbers of indigenous workers looking to move into these roles, for example, Warehouse Operative; Packer; and Cleaner/Domestic Staff. This indicates that the local economy could adjust relatively easily to a reduced supply of future A8 EU migrant workers. However, there is no guarantee that the unemployed looking to move into these roles have either the skills or work experience to be a success in these roles, and many may require support to achieve them.

In the following three roles, the number the number of unemployed indigenous workers looking to move into roles falls substantially below the number of migrant workers currently recruited. This data, therefore, suggests the area may find it difficult to fill any void generated by any reduced labour supply in the A8 EU migrant labour:

- Process Operative (Other Factory Worker)
- Food Processing Operative (Fruit and Veg)
- Fruit Picker (Farming)

As can be seen, this apparent under-supply of indigenous workers looks likely to particularly affect the Agriculture and Manufacturing sectors, a trend that was also seen across most LEP areas within the East of England region.

Section 9 – Causes of Hard-to-Fill Vacancies

Using data from the National Employer Skills Survey, it is possible to identify the causes of hard-to-fill vacancies amongst occupations what have historically been filled by migrant workers. By understanding the causes of hard-to-fill vacancies amongst indigenous workers, it may be possible for local partners to better direct resources and effort towards resolving these issues going forward.

Table 4

Ranked causes of hard-to-fill vacancies by occupations of Non-EEA migrants

Rank	Occupation	Causes of Hard-to-Fill Vacancies
1	IT, software professionals	Low number of applicants with the required **skills** **Lack of work experience** the company demands
2	Technicians, IT user support	Low number of applicants with the required **skills** **Lack of work experience** the company demands
3	Nurses	Low number of applicants with the required **skills** Not enough people interested in doing this type of job
4	Managers, information & communication technology	Low number of applicants with the required **skills** **Lack of work experience** the company demands
5	Care assistants & home carers	Low number of applicants with the required **skills** Job entails shift work/unsocial hours
6	IT strategy & planning professionals	Low number of applicants with the required **skills** **Lack of work experience** the company demands
7	Technicians, IT operations	Low number of applicants with the required **skills** **Lack of work experience** the company demands
8	Consultants, actuaries, economists, statisticians	Low number of applicants with the required **skills** **Lack of work experience** the company demands
9	Medical practitioners e.g. doctors & surgeons	Not enough people interested in doing this type of job Low number of applicants with the required **skills**
10	Actors, entertainers	Not enough people interested in doing this type of job Low number of applicants with the required **skills**

Sources: National Employer Skills Survey 2007, Learning and Skills Council

The data provides a useful insight into what employers believe to be the main causes of recruitment difficulties amongst occupations which have benefitted from significant numbers of Non-EEA migrant workers. It is clear that skills and experience deficiencies amongst the indigenous workforce are present in many cases. Tackling these skills gaps would, therefore, be essential if the area had to cope with fewer Non-EEA migrants in the future.

Table 5 below provides data from the National Employer Skills Survey regarding the causes of hard-to-fill vacancies in relation to the top 10 occupations filled by A8 EU migrants.

Table 5 demonstrates that reasons other than skills, qualifications and work experience account for the majority of hard-to-fill vacancies filled by A8 EU nationals. A lack of interest in available roles is often cited as a common reason for hard-to-fill vacancies.

Tackling these non-skills related causes will clearly be important if UK nationals are going to be persuaded to move into these roles if A8 migrant numbers fall in the future.

Table 5

Ranked causes of hard-to-fill vacancies by occupations of A8 EU migrants

Rank	Occupation	Causes of Hard-to-Fill Vacancies
1	Process Operative (Other Factory Worker)	Not enough people interested in doing this type of work/job **Lack of qualifications** the company demands
2	Warehouse Operative	Low number of applicants with the required attitude/motivation Not enough people interested in doing this type of work/job
3	Packer	Low number of applicants generally
4	Cleaner/Domestic Staff	Low number of applicants with the required **skills** Low number of applicants generally
5	Kitchen & Catering Assistants	Job entails shift work/unsocial hours Low number of applicants with the required attitude/motivation
6	Sales & Retail Assistants	Low number of applicants with the required **skills** **Lack of work experience** the company demands
7	Food Processing Operative (Fruit / Veg)	Not enough people interested in doing this type of job **Lack of qualifications** the company demands
8	Food Processing Operative (Meat)	Not enough people interested in doing this type of job **Lack of qualifications** the company demands
9	Waiter/Waitress	Job entails shift work/unsocial hours Low number of applicants with the required attitude/motivation
10	Fruit Picker (Farming)	Low number of applicants with the required **skills** **Lack of work experience** the company demands

Sources: National Employer Skills Survey 2007, Learning and Skills Council

Section 10 – Local Training Infrastructure

This section provides a top-level overview of the range of learning provision available in the South East Midlands LEP area relevant to the key occupations filled by both Non-EEA and A8 EU migrant workers. FE data related to FE college provision in the academic year 2010/11 and is based on approximation between Sector Subject Areas and those occupations identified as having the most migrant workers currently employed. Data on the HE provision relates to HE providers operating within the South East Midlands LEP area and is based on an approximation between occupations and JACs[4] codes.

Table 6 shows that in relation to the top 10 roles currently filled by Non-EEA migrants, there appears to be adequate HE provision in 8 of the 10 areas. While there is some limited provision in relation to Consultants, Actuaries, Economists, Statisticians and Medical Practitioner trades at HE level.

At FE level there appears to be only limited provision for those interested in working as actors, entertainers and Medical Practitioners.

Table 6 also provides data on the volume of provision relevant to the 10 roles most commonly filled by A8 EU nationals. The table shows that in almost all areas there is some local FE provision although it is limited in volume. At level 2, only 4 out of 10 roles appear to have adequate levels of local provision.

Table 6

Local FE & HE provision[5] by broad occupation

Top 10 Non-EEA Migrant Occupations	Level 2	Level 3	HE	Top 10 A8 EU Migrant Occupations	Level 2	Level 3
IT, software professionals	Y	Y	Y	Process Operative (Other Factory Worker)	L	L
Technicians, IT user support	Y	Y	Y	Warehouse Operative	L	L
Nurses	Y	Y	Y	Packer	L	L
Managers, information & communication technology	Y	Y	Y	Cleaner/Domestic Staff	Y	L
Care assistants & home carers	Y	Y	Y	Kitchen & Catering Assistants	Y	L
IT strategy & planning professionals	Y	Y	Y	Sales & Retail Assistants	L	L
Technicians, IT operations	Y	Y	Y	Food Processing Operative (Fruit / Veg)	L	L
Consultants, actuaries, economists, statisticians	Y	Y	L	Food Processing Operative (Meat)	L	L
Medical practitioners e.g. doctors & surgeons	N	L	L	Waiter/Waitress	Y	L
Actors, entertainers	L	Y	Y	Fruit Picker (Farming)	Y	Y

Y = Adequate provision N= No provision L = Limited provision

Sources: 2010/11 F05, Individualised Learner Record, Learning & Skills Council & 2010/11 HE Enrolments, Higher Education Statistics Agency

[4] Joint Academic Coding System

[5] Level 2 = GCSE equivalent, Level 3 = A-level equivalent, HE = Any degree level programme

Section 11 – Issues for Consideration

While small as a percentage of the total labour force, this report has demonstrated that migrant workers appear to be supporting the labour market at both ends of the skills spectrum, filling vacancies where there are genuine skills gaps amongst indigenous workers, as well as semi-skilled and unskilled vacancies which UK workers appear to have little interest in applying for.

Both Non-EEA and A8 EU migrant workers have played important parts in a number of sectors in the local economy, including: Computing, Consultancy, Residential Care, Manufacturing, Distribution and Health Activities.

Some important local companies have become used to being able to draw in international workers to bolster the domestic workforce and they may well face particular challenges if this source of labour is reduced or eliminated.

While all local authority areas have seen some inward migration over recent years this has not been evenly distributed and some local areas, such as Milton Keynes and Dacorum, may face particular shortages as the number of Non-EEA migrant workers reduces. Any future reduction in A8 EU migrants would appear to affect Northampton, Luton and Milton Keynes worst of all.

The government's decision to only consider highly skilled migrant workers with degree level qualifications in the future is likely to cause particular issues for those employers which have historically recruited Non-EEA migrant workers as Chefs/cooks and Care Assistants. While there appears to be significant numbers of indigenous workers looking to work in these roles, there is evidence of both skills and non-skills barriers which have prevented these occupations being filled in the past.

Non-skills related reasons such as “a lack of interest” and “shift working” appear to explain why many employers which now use significant numbers of A8 EU migrants have historically been unable to fill roles from the indigenous population. Tackling these non-skills barriers would seem a clear priority for the future. This is particularly important for those employing Process Operatives who currently employ over 2,350 A8 EU migrants in these roles.

It appears from the top-line analysis of learning provision that there may be a need to increase the number of training places in certain key areas such as: intermediate provision relevant to process manufacturing, agricultural trades and hospitality and catering roles.

Many of the issues faced by the South East Midlands LEP area in terms of key occupations and industries affected by the likely reduction in Non-EEA migrant workers are either the same or similar to those faced by neighbouring areas. It may therefore make sense for partners to discuss these issues with neighbours to see whether there are opportunities for collaborative action.

Appendix 1:

Indicative Migration Estimates (mid 2006 to mid 2010)

	Local Authority estimates in England and Wales by broad stream					
LA Name	**Workers**	**Students**	**Returning migrants (UK born)**	**Asylum Seekers**	**Others**	**Total**
Central Bedfordshire*	1,660	4,228	1,345	20	724	7,979
Aylesbury Vale	1,967	4,179	1,119	51	741	8,058
Luton UA	9,903	9,778	631	597	2,931	23,840
Northampton	8,742	3,549	978	258	1,853	15,381
Bedford	3,980	1,793	831	100	1,255	7,961
Kettering	1,074	501	317	4	350	2,246
Corby	1,624	522	116	50	483	2,794
Dacorum	1,518	627	663	46	611	3,465
Daventry	684	257	462	0	225	1,627
Cherwell	3,000	733	1,022	12	851	5,619
South Northamptonshire	356	101	563	2	174	1,196
Milton Keynes UA	6,117	615	1,328	292	2,135	10,487
South Bedfordshire	763	203	564	18	271	1,819
Mid Bedfordshire	897	4,025	781	2	453	6,160

Source: Office of National Statistics
*Central Bedfordshire is South Bedfordshire and Mid Bedfordshire data combined

Appendix 2:

Indicative Migration Estimates (mid 2006 to mid 2010) percentages

	Percentage composition of Local Authority estimates by broad stream (and relative importance with other local authorities)				
LA Name	**Workers**	**Students**	**Returning migrants (UK born)**	**Asylum Seekers**	**Others**
Central Bedfordshire*	21%	53%	17%	0%	9%
Aylesbury Vale	24%	52%	14%	1%	9%
Luton UA	42%	41%	3%	3%	12%
Northampton	57%	23%	6%	2%	12%
Bedford	50%	23%	10%	1%	16%
Kettering	48%	22%	14%	0%	16%
Corby	58%	19%	4%	2%	17%
Dacorum	44%	18%	19%	1%	18%
Daventry	42%	16%	28%	0%	14%
Cherwell	53%	13%	18%	0%	15%
South Northamptonshire	30%	8%	47%	0%	15%
Milton Keynes UA	58%	6%	13%	3%	20%
South Bedfordshire	42%	11%	31%	1%	15%
Mid Bedfordshire	15%	65%	13%	0%	7%

Source: Office of National Statistics
*Central Bedfordshire is South Bedfordshire and Mid Bedfordshire data combined