

SKILLS SURVEY SKILLS ASSESSMENT COUNCIL

January 2018

Policy Unit, Falkland Islands Government



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1. Introduction

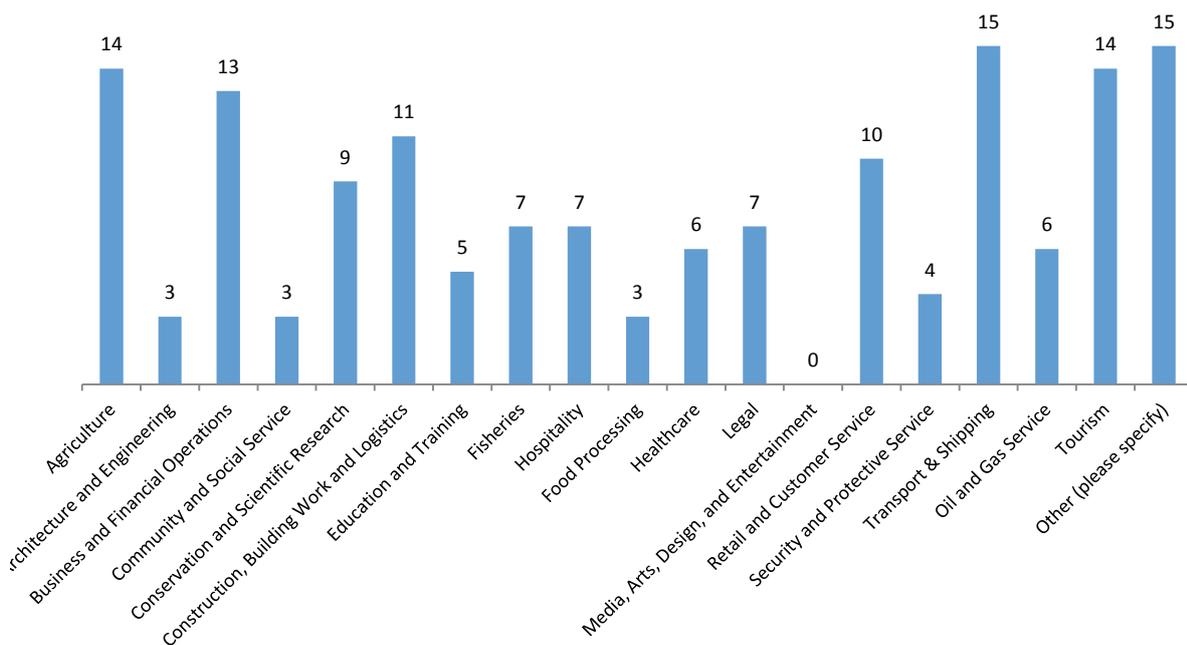
In September 2016 the Skills Assessment Council held its inaugural meeting and was tasked with overseeing the development and delivery of a skills survey. The intention of the survey was to identify current and anticipated future shortages in skills needed by the private sector and government departments/public sector. The findings of the survey will inform the future skills shortage list used as part of the points system for Permanent Resident Permit (PRP) and Falkland Islands Status (FIS) applications, as well as inform the Community Development Scheme (CDS) priority areas for funding list.

The skills survey was issued during February 2017 and in total 88 responses were received. More than half of responses (47 in total) came from the private sector whilst 41 responses were received from the public sector (FIG, not for profit etc.).

2. Sector & Business Base

Respondents were asked in which sector they operate and were able to respond to more than one sector.

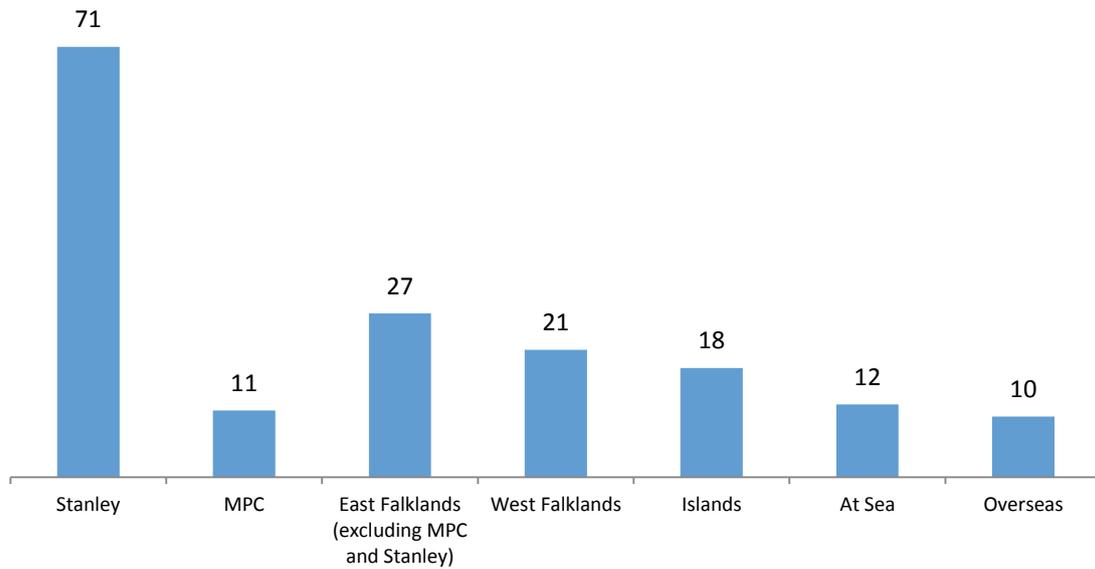
Figure 1: Which sector does your business or department operate in? (Number of responses)



The majority that considered themselves 'other' were on the whole public sector departments that did not fit into the list of sectors provided.

As expected, the majority of those responding to the survey (71 of 88 respondents) operated in Stanley. There was also a spread operating across the Falkland Islands, at sea and overseas. Respondents were able to respond to more than one option.

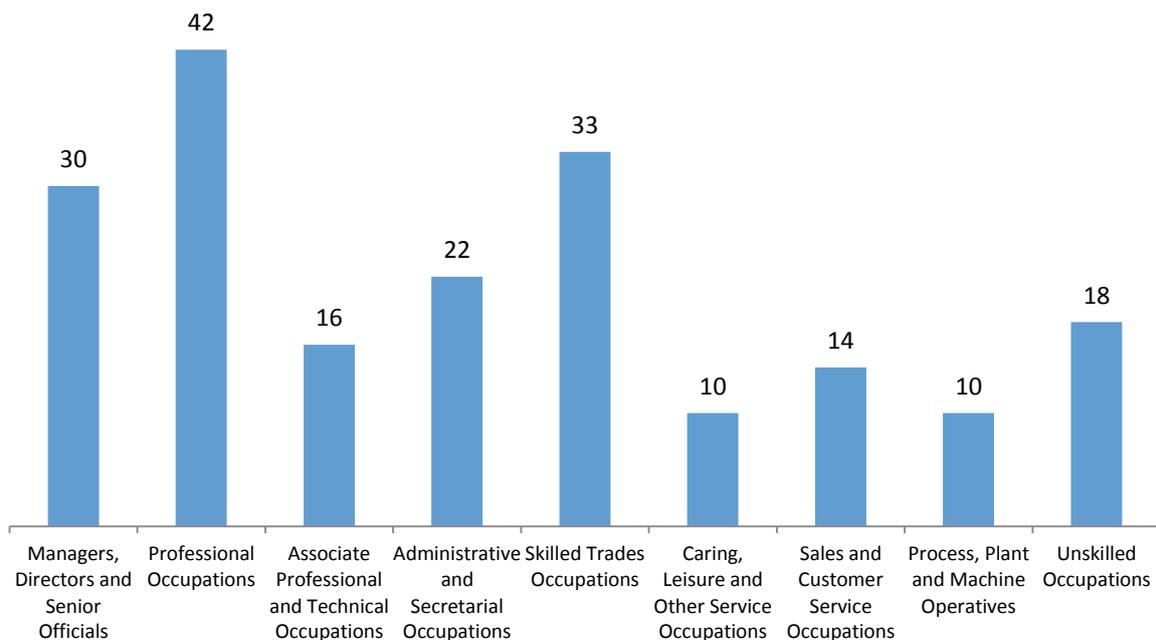
Figure 2: Where does your business/department currently operate? (Number of responses)



3. Recruitment and Retention

Respondents were asked to specify from a list the occupation groups they have difficulty filling. 'Professional Occupations', 'Skilled Trades Occupations' and 'Managers, Directors and Senior Officials' were most frequently mentioned. Respondents were able to respond to more than one option.

Figure 3: Please select from the list below the occupation groups you struggle to fill (Number of responses)



With regards to ‘professional occupations’ this was mentioned by 27 public sector respondents and 15 private sector respondents. The top three sectors that reported this were:

- Business and financial operations (8)
- Legal (7)
- Fisheries (6)
- Healthcare (6)
- Transport and shipping (6)

‘Skilled trades occupations’ was mentioned by 11 public sector and 22 private sector respondents. The top three sectors that reported this were:

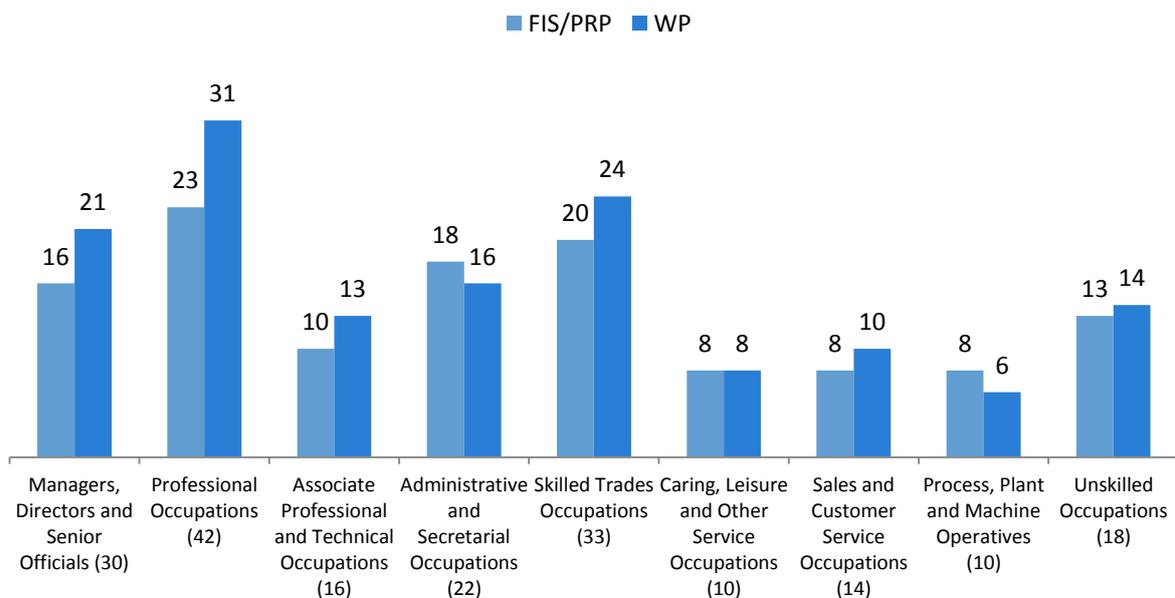
- Tourism (9)
- Construction (8)
- Transport and shipping (8)
- Retail (6)

Of the ‘managers, directors and senior officials’ category, this was mentioned by 19 public sector respondents and 11 private sector respondents. The top three sectors that reported this were:

- Transport and shipping (8)
- Business and financial operations (7)
- Conservation and scientific research (5)
- Tourism (5)

Respondents were asked which category of worker (Falkland Island Status holder (FIS) or Permanent Residence Permit (PRP) or Work Permit (WP)) they employ to fill those shortage positions. Respondents were able to select more than one category.

Figure 4: Category of worker by occupation group (Number of responses)



Businesses and departments who responded use a mix of FIS/PRP and WP holders to fill their posts and those seeking ‘skilled trades’, ‘managers, directors and senior officials’, and ‘professional occupations’ were more likely to be filled by WP holders.

Respondents were asked to select the top three reasons they felt the roles were difficult to fill. Whilst the top three reasons varied according to occupation group, 'shortage of suitable skilled individuals locally' was top reason given across all occupation groups.

Table 1: Please select the top three reasons you believe these roles are difficult to fill by occupation group (Number of responses)

	Managers, Directors and Senior Officials (30)	Professional Occupations (42)	Associate Professional and Technical Occupations (16)	Administrative and Secretarial Occupations (22)	Skilled Trades Occupations (33)
Highly specialist skills required	12	16	8	7	12
Remuneration packages are not attractive	11	18	7	7	9
Shortage of suitable skilled individuals locally	21	25	12	14	25
Geographic location of the Islands	8	12	4	6	13
The roles can require long unsociable hours	6	8	2	4	7
Global shortage in these skills	5	6	2	4	3
The decrease in the number of local applicants applying for the posts	11	15	6	13	15
Global competition	9	13	5	6	6
Other	6	9	3	7	6
	Caring, Leisure and Other Service Occupations (10)	Sales and Customer Service Occupations (14)	Process, Plant and Machine Operatives (10)	Unskilled Occupations (18)	
Highly specialist skills required	2	2	4	6	
Remuneration packages are not attractive	3	5	6	8	
Shortage of suitable skilled individuals locally	7	11	8	14	
Geographic location of the Islands	1	5	4	7	
The roles can require long unsociable hours	4	6	2	5	
Global shortage in these skills	2	1	1	3	
The decrease in the number of local applicants applying for the posts	4	1	5	10	
Global competition	2	11	3	4	
Other	4	3	2	7	

Respondents were asked why they felt it was difficult to retain staff and could select more than one response. Table 2 shows these findings by occupation group. Anecdotally it would appear that in those occupation groups where shortages had been filled by work permit holders 'managers, directors and senior officials' and 'professional occupations', difficulties retaining workers appeared to be linked to low progression prospects, lack of development opportunities and distance to family. Similarly, in those roles where shortages had been filled by FIS/PRP holders such as 'administrative and secretarial occupations', similar jobs available in the local market appeared to be an issue in terms of retaining employees.

Table 2: Reasons for difficulty in retaining staff by occupation group (Number of responses)

	Managers, Directors and Senior Officials (30)	Professional Occupations (42)	Associate Professional and Technical Occupations (16)	Administrative and Secretarial Occupations (22)	Skilled Trades Occupations (33)
Long unsociable working hours	3	5	0	1	7
Work permit issues	2	7	2	4	7
Similar jobs available in the local market	4	8	3	9	7
Low in job benefits	7	8	5	6	7
Low progression prospects	6	10	2	7	6
Individuals are being headhunted	6	7	2	4	13
Working conditions	4	6	2	3	1
Other	14	20	8	13	13
Other:	Professional isolation; pay/package; distance to family	Local staff move on & no development for WP holders; distance to family	Short term projects; distance to family; no WP development	Pay/package; no development; partners of contractors leave in line with contract	difficult to recruit reliable people; MPA pays more & FIG forces them to take local labour when FI shortage already; CPD expensive to maintain to UK standards
	Caring, Leisure and Other Service Occupations (10)	Sales and Customer Service Occupations (14)	Process, Plant and Machine Operatives (10)	Unskilled Occupations (18)	
Long unsociable working hours	3	3	3	5	
Work permit issues	1	3	0	5	
Similar jobs available in the local market	0	6	2	6	
Low in job benefits	3	1	4	6	
Low progression prospects	2	4	3	6	
Individuals are being headhunted	0	4	3	8	
Working conditions	1	0	1	2	
Other	5	3	4	4	
Other:	Different conditions for local & contract staff; partners of contractors leave in line with contract	Easier jobs available elsewhere for more pay	Pay/package	Pay/package; partners of contractors leave in line with contracts	

With regards to measures taken to overcome recruitment and retention difficulties, across all occupational groups the most frequently mentioned actions were either ‘offered more attractive salaries’ or ‘recruited from overseas’ as can be seen in table 3. It is positive to note that employers had utilised the Government’s CDS funding to train local staff. Some respondents in government departments referred to the FIG system being restrictive in the package that they were able to offer potential employees.

Table 3: What measures have you taken to overcome recruitment and retention difficulties (Number of responses)

	Managers, Directors and Senior Officials (30)	Professional Occupations (42)	Associate Professional and Technical Occupations (16)	Administrative and Secretarial Occupations (22)	Skilled Trades Occupations (33)
Have not taken any measures	2	0	1	0	3
Offered more attractive salaries	10	20	7	14	17
Offered more incentives (accommodation, flights, etc)	4	6	3	2	10
Offered more training and development opportunities	10	14	2	11	8
Provided improved career progression paths	3	6	1	6	4
Introduced flexible working hours	6	12	3	8	4
Provided assistance with travel and/or childcare	1	1	0	1	1
Recruited from overseas	13	22	10	11	17
Better working conditions	2	3	2	2	8
Other	9	9	3	6	4
Other:	Used CDS for local staff; more attractive international advertising; FIG system restrictive in terms of offering a better package	Made overall package more attractive; No flexibility in FIG system; used CDS for local staff	Tried to make overall package more attractive	FIG practices make it difficult to offer better package; tried most things	Annual bonus scheme; used CDS for local staff
	Caring, Leisure and Other Service Occupations (10)	Sales and Customer Service Occupations (14)	Process, Plant and Machine Operatives (10)	Unskilled Occupations (18)	
Have not taken any measures	0	0	1	2	
Offered more attractive salaries	6	11	4	9	
Offered more incentives (accommodation, flights, etc)	0	3	3	4	
Offered more training and development opportunities	4	8	1	3	
Provided improved career progression paths	0	4	1	2	
Introduced flexible working hours	2	6	1	5	
Provided assistance with travel and/or childcare	1	2	0	0	
Recruited from overseas	4	7	3	8	
Better working conditions	1	5	1	2	
Other	4	1	2	4	
Other:	FIG practices make it difficult to offer better package	Annual bonus scheme	Improved all round package	Improved overall package; apply for shorter WP as easier to get	

4. Specific Occupations

Respondents were asked to give details of specific occupations that they struggle to fill and there were similarities across the public and private sector in some areas. The current full critical skills occupation list used for PRP applications is at Appendix A (including specific points given for each post) and the current CDS priority areas for funding for FIS/PRP applicants is at Appendix B. Table 4 attempts to make a comparison between these lists and those occupations listed by respondents where there they feel there are skills shortages.

Skilled trade occupations appear to have the largest discrepancies and are a potential area for further investigation. Whilst FIS and PRP holders are able to obtain CDS funding for construction

related trades, points on the critical skills occupation list for the purposes of obtaining PRP are restricted to 'building and construction surveyors and inspectors' only and not the skilled trades positions themselves.

Table 4: Specific occupations that are difficult to fill

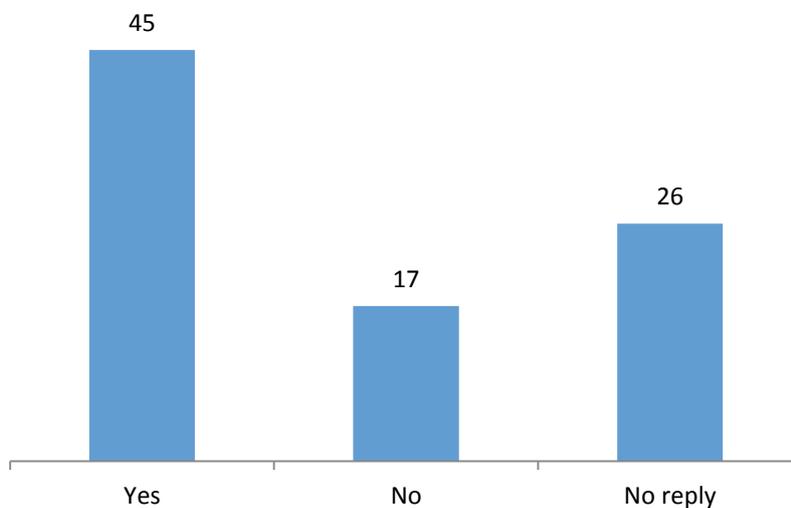
* indicates reference made to occupation by multiple respondents	
Highlighted text indicates occupation currently on critical skills occupation list (points vary 5-1). For full list see Appendix A	
+ indicates a priority area for funding on CDS skills shortage list (see Appendix B)	
Managers, Directors & Senior Officials	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Directors* • Heads of Departments* (professional services e.g. legal, finance, social work manager, agriculture) + 	<ul style="list-style-type: none"> • Retail Managers • Hotel Manager + • Restaurant Manager + • Bank Manager
Professional Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Dentist + • Doctors + • Allied health care professionals + • Nurses + • Social workers + • Teachers + • Lawyer/solicitor (general & specific) + • Legislative drafters + • Accountants (general & chief accountant) + • Auditors + • Police officers • Scientists (fisheries, conservation) + • Agricultural advisors + • Veterinary Surgeons + 	<ul style="list-style-type: none"> • Accountants* + • Qualified banking staff • Marine engineers + • Lawyers/solicitors (general & specific)* + • IT technicians +
Associate Professional & Technical Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Scientists + • Tax managers + • Laboratory technicians + • Radiographers + • Legal secretaries + • Legal executives + • Paralegals + 	<ul style="list-style-type: none"> • IT technicians + • Web designers
Administrative & Secretarial Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Medical secretaries + • Finance assistants + • Clerks* + • Secretaries* + • Legal secretaries + • Accounts assistants + • PAs + 	<ul style="list-style-type: none"> • Book keepers* + • Clerks (including insurance & banking) + • Legal secretaries + • Administrators + • Travel consultant +
Skilled Trades Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Engineers + • Plumbers* + • Carpenters* + 	<ul style="list-style-type: none"> • Electricians* + • Plumbers* + • Heating engineers +

<ul style="list-style-type: none"> • Electricians* + • Chefs + • Aircraft engineers + 	<ul style="list-style-type: none"> • Builders* + • Chefs* + • Mechanics* + • HGV mechanics* + • Carpenters/Joiners* + • Fencers + • Horticultural workers + • Seafarer staff
Caring, Leisure & Other Service Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Carers* • Social workers + • Health care assistants 	<ul style="list-style-type: none"> • Housekeeper • Qualified childcare workers* +
Sales & Customer Service Occupations	
Public Sector	Private Sector
	<ul style="list-style-type: none"> • Customer service staff • Retail assistants/cashiers*
Process, Plant & Machine Operatives	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Vehicle fitters + • Plant drivers + 	<ul style="list-style-type: none"> • HGV drivers* + • Plant operatives* + • Butchers/boners/slaughter staff
Unskilled Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Handyman • Domestic staff • Cleaners 	<ul style="list-style-type: none"> • Farm workers* • Housekeepers • Waiting staff* • General labourers*

5. Future Recruitment

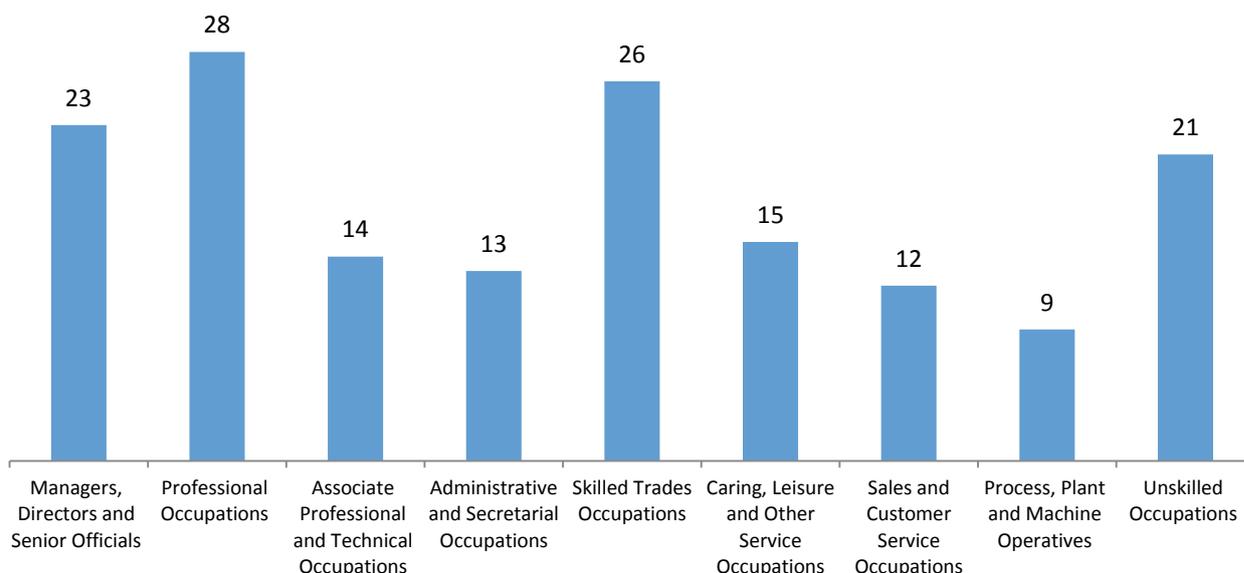
Respondents were asked whether they felt some roles would be difficult to recruit to in the next five years. Just over half (45 respondents) felt this would be the case. 26 respondents did not reply to this question which could indicate they were not sure.

Figure 5: Do you believe some other roles will become more difficult to recruit to in the next 5 years (Number of responses)



Of those who felt there would be future recruitment difficulties, ‘professional occupations’, ‘skilled trades’ and ‘managers, directors and senior officials’ were the most frequently mentioned occupation groups.

Figure 6: Which occupation groups do you believe will be more difficult to recruit to in the next 5 years (Number of responses)



In terms of the specific occupations that respondents felt would be difficult to recruit in the next five years, these were similar to those identified as in short supply now.

Table 5: Specific occupations that will be difficult to recruit in the next 5 years

* indicates reference made to occupation by multiple respondents
 Highlighted text indicates occupation currently on critical skills occupation list (points vary 5-1). For full list see Appendix A
 + indicates a priority area for funding on CDS skills shortage list (see Appendix B)

Managers, Directors & Senior Officials	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Directors* • Heads of Departments* (professional services e.g. legal, finance, social work manager, agriculture) + 	<ul style="list-style-type: none"> • Retail Managers • Hotel Manager + • Restaurant Manager + • Bank Manager
Professional Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Dentist + • Allied health care professionals + • Social workers + • Teachers + • GPs + • Lawyer/solicitor (general & specific) + • Agricultural advisors + 	<ul style="list-style-type: none"> • Accountants* + • Marine engineers + • Lawyers/solicitors (general & specific)* +

<ul style="list-style-type: none"> • Fisheries technical advisors + • Probation officers 	
Associate Professional & Technical Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Health professionals + • Economist/Policy Advisors • Legal executives + • Paralegals + • Graphic designers • IT technicians + 	<ul style="list-style-type: none"> • IT technicians + • Paralegals +
Administrative & Secretarial Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Data Clerk + • Legal secretaries + • Law clerk + • PAs + 	<ul style="list-style-type: none"> • Book keepers* + • Clerical staff + • Clerks + • Office managers +
Skilled Trades Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Building/construction trades + 	<ul style="list-style-type: none"> • Electricians* + • Plumbers* + • Builders/construction staff* + • Chefs* + • Carpenters/Joiners* + • Horticultural/Agriculture workers* + • Welders* + • Refrigeration engineers* +
Caring, Leisure & Other Service Occupations	
Public Sector	Private Sector
<ul style="list-style-type: none"> • Carers* • Care home staff (for new facility) 	<ul style="list-style-type: none"> • Leisure centre/fitness centre staff • Qualified childcare workers* +
Sales & Customer Service Occupations	
Public Sector	Private Sector
	<ul style="list-style-type: none"> • Retail assistants/cashiers*
Process, Plant & Machine Operatives	
Public Sector	Private Sector
	<ul style="list-style-type: none"> • HGV drivers + • Fork lift/plant operatives +
Unskilled Occupations	
Public Sector	Private Sector
	<ul style="list-style-type: none"> • Farm workers* • Waiting staff* • Cleaners*

Respondents were asked why they felt these positions would be harder to fill over the next five years and were given a pre-defined list as well as an option to add their own responses. Respondents could select more than one option. Across all occupation groups, the most frequent responses were 'currently these roles are filled by contractors and these were difficult to fill in the previous recruitment processes' and 'the number of locals applying for the roles has decreased over the years'.

Table 6: Why do you believe that these positions will be harder to fill (Number of responses)

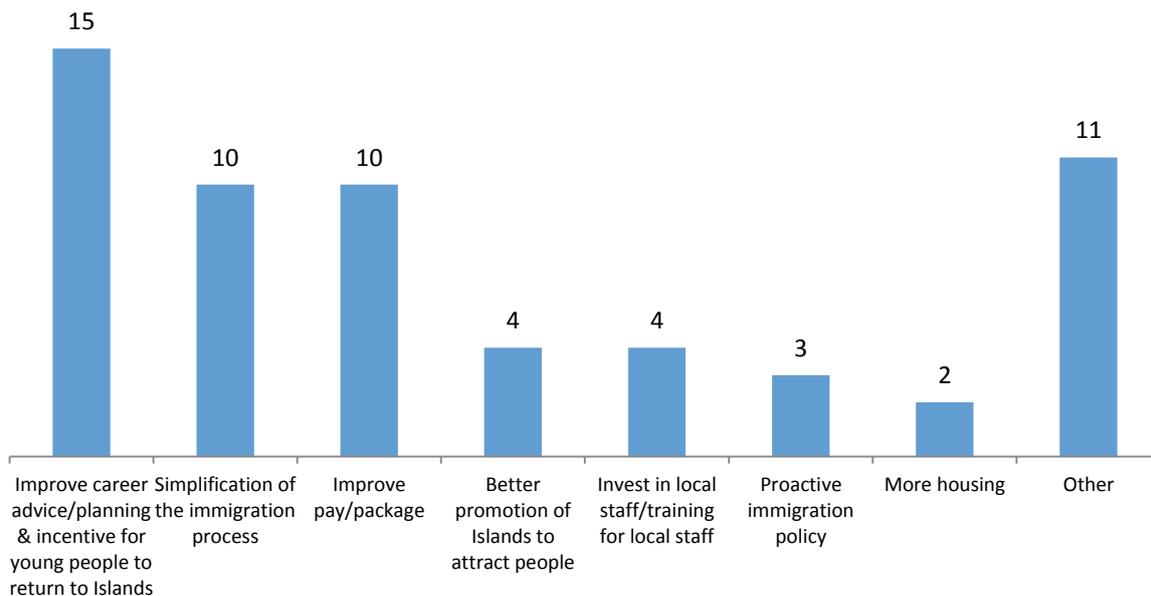
	Managers, Directors and Senior Officials (23)	Professional Occupations (28)	Associate Professional and Technical Occupations (14)	Administrative and Secretarial Occupations (13)	Skilled Trades Occupations (26)
Current staff in these positions will reach retirement and there is nobody with these highly specialised skills on the Islands	8	11	5	5	10
Currently these roles are filled by contractors and these were difficult to fill in previous recruitment processes	15	18	11	7	12
The number of locals applying for the roles has decreased over the years	12	14	4	7	17
The roles are highly specialised	9	9	6	3	9
Currently unaware of anyone capable of filling the role in the Islands	12	13	6	6	10
Remuneration packages are not attractive	5	8	2	4	8
The roles are perceived as boring	1	2	2	3	6
High turnover in staff	3	4	2	1	4
Lack of interest	5	6	3	5	9
Camp	0	0	0	0	5
Political pressures	3	3	1	1	1
External presumptions	4	4	1	0	1
Lack of promotion prospects	4	5	3	2	2
Other	8	8	4	5	7
Other:	No proactive immigration policy; not keeping pace with UK package/CPD; general shortage of labour	No proactive immigration policy; not keeping pace with UK package/CPD; general shortage of labour	Permanent residents being left behind; general shortage of labour	Immigration requirements/policy; no proactive immigration policy; general shortage of labour	Immigration policy/requirement s; no proactive immigration policy; employees being poached by MPA companies; general shortage of labour
	Caring, Leisure and Other Service Occupations (15)	Sales and Customer Service Occupations (12)	Process, Plant and Machine Operatives (9)	Unskilled Occupations (21)	
Current staff in these positions will reach retirement and there is nobody with these highly specialised skills on the Islands	5	5	3	7	
Currently these roles are filled by contractors and these were difficult to fill in previous recruitment processes	9	5	2	8	
The number of locals applying for the roles has decreased over the years	8	11	7	13	
The roles are highly specialised	4	4	4	7	
Currently unaware of anyone capable of filling the role in the Islands	5	6	6	9	
Remuneration packages are not attractive	5	3	3	7	
The roles are perceived as boring	3	2	0	4	
High turnover in staff	4	2	1	5	
Lack of interest	4	6	3	9	
Camp	0	2	1	5	
Political pressures	0	1	1	1	
External presumptions	0	2	1	1	
Lack of promotion prospects	3	0	0	2	
Other	4	5	4	5	
Other:	No incentives for contractors to settle; maintaining CPD difficult; general shortage of labour	Immigration requirements/policy; no proactive immigration policy; general shortage of labour	Immigration requirements/policy; employees get poached; general shortage of labour	General shortage of labour; immigration requirements/policy; people don't want to work hard anymore	

Across most occupation groups where it was felt there would be a shortage, reference was made in the 'other' option to the immigration system either in terms of the requirements of the system being difficult, or there not being a proactive immigration policy to attract the required labour.

6. Reducing the Skills Shortage

Respondents were asked what they thought would help reduce the skills shortage in the Falkland Islands and were asked to respond using free text. Common themes emerged from the comments and are grouped into categories below:

Figure 7: What would help reduce the skills shortage in the Falkland Islands (coded responses)



Many comments related to Government providing better structured careers information and providing opportunities for work experience, with more careers options discussed in schools. In December 2016 just prior to this survey, a Careers and Development Officer was appointed at the Training Centre which may address some of these issues in the coming months.

An Immigration (Amendment) Bill, outlining measures to simplify immigration permits and requirements, was published on 27th October 2017 and is in the process of being implemented.

7. Conclusions & Recommendations

The skills survey identified skill shortages not dissimilar to those already identified in the current lists. However there are some exceptions, most notably in the skilled trades' occupation group. In the last six months, some potential actions suggested by respondents to address the skills/labour shortage have progressed, including those highlighted above. It will be crucial to monitor progress of these interventions over the next few months. In the coming months, FIG will be developing a Vision 2035 strategy which will incorporate potential population growth and a potential need for more proactive immigration, if this fits with the overall vision.

It is recommended that the Skills Assessment Council considers this report and puts forward a recommendation to Executive Council that skilled trade occupations, that is; carpenters, plumbers,

construction workers, electricians etc. are added to the critical skills occupation list to assess PRP applications and potentially with a maximum points award (5 points). Appendix C reflects these proposed changes to the Critical Skills Occupation list.

In addition it is recommended that the critical skills occupation list should include occupations that will allow the Falkland Islands to plan for anticipated future employment and population growth requirements, rather than purely addressing current shortages. The critical skills occupation list should also be used to inform targeted recruitment and retention efforts and that collaboration was required between the public and private sector.

It is also recommended that the points award on the critical skills for some of the occupations listed are amended to reflect the shortage areas identified in this survey. The following are of particular note:

Critical skills occupation list	Current points award	Proposed points award
Other agricultural specialists and advisors, agricultural and animal husbandry workers	1	5
Social services consultants and support workers	1	5
Accountants and auditors	2	5
Financial services manager, financial controllers and finance officers	1	5
Cooks, chefs, incl. pastry chefs and sous chefs and bakers	2	5

The critical skills occupation list can be reviewed by the Skills Assessment Council when it meets and be informed by future skills surveys. Making recommendations regarding changing points of specific occupations can be reviewed in the future and amended accordingly should these skills no longer be identified in short supply.

The current priority areas for funding for the CDS scheme appear to cover most of those shortage occupations that have been highlighted by this survey. It is not recommended to make additions to this at this time, however, it should be kept under review alongside the critical skills occupation list.

8. Appendix A: Critical Skills Occupation List

Created by the Immigration Officer, this list allocates points for critical skills under current PRP process.

Critical skills occupation list	Points awarded
Physical scientists and related technicians, incl. ecologists, environmental and conservation officers	5
Fisheries scientists, observers and inspectors incl. fisheries protection officers	5
Agronomists, veterinarians and veterinary officers	4
Shearers	3
Other agricultural specialists and advisors, agricultural and animal husbandry workers	1
Architects, design and civil engineers, draughtsmen, building and construction surveyors and inspectors	5
Aviation pilots and aviation engineering technicians	5
Aircraft flight engineers and loadmasters	3
Ship's deck and engineering officers, and other merchant and fishing vessel crew members	5
Vessel operations managers, shipping agents, merchant and fishing company managers	2
Oil industry consultants and specialist technicians incl. drilling superintendents and engineers	4
Lawyers, solicitors, legal practitioners, legal secretaries and legal assistants	5
Medical practitioners and other medical sciences specialists and consultants	5
Medical nurses, occupational health advisors and pharmacists	5
Medical systems engineers/operators, radiographers, laboratory technicians, physiotherapists and chiropodists	2
Dentists, dental technicians, dental surgeons and dental nurses	1
Social services consultants and support workers	1
Primary and secondary education and technical teaching professionals	5
Special educational needs teachers, learning support assistants and speech and language therapists	5
Book keepers and cashiers	5
Accountants and auditors	2
Financial services manager, financial controllers and finance officers	1
Economists, financial advisors and economic data analysts	1
Office clerks and computer systems operators	5
Legislative administrators and government directors	4
Company directors, chief executive officers and company managers	4
Government heads of department, heads of service and other public service managers	2
Police officers below the rank of chief police officer	2
Office administrators, business managers, project/programme and public relations/events managers	2
Deputy heads of department, deputy heads of service, heads of section and deputy section supervisors	1
Administrative officers, office managers, supervisory clerical officers and personal assistants	1
Tour operators and tour guides	3
Professional translators and interpreters	2
Transport and communications managers	2
Cooks, chefs, incl. pastry chefs and sous chefs and bakers	2
Office equipment service engineers	1
Ministers of religion and other religious professionals	1
Editors, journalists, photographers, artists and graphic designers	1
Specialist professional consultants not elsewhere specified	1

9. Appendix B: Priority Areas for Funding for CDS Scheme

Current Skills Shortages

- Teachers (inc' camp and travelling – all phases and subjects)
- Health professionals/specialists i.e. Drs/Nurses/Pharmacists/Midwives etc.
- Engineers (Civil, mechanical and Electrical in particular) and technicians
- Vets and Agricultural Advisers/Specialists
- Lawyers/Legal Practitioners
- Finance professionals including Accountants, Auditors and Tax Specialists
- Fisheries Scientists/Researchers
- Business Managers
- Social Workers
- Aviation Engineering Specialists
- Commercial and Business skills
- Hospitality and Tourism skills
- Catering Services including cooks and related food hygiene expertise
- All key trades skills i.e. Plumbers/Joiners/Electricians/Painter-decorators/Mechanics etc.
- Administrative Skills (Receptionist/Admin/Secretary/Clerk/Personal Assistants etc.)
- Childcare workers/carers (nursery assistants/nannies etc.)
- Hairdressing (NVQ Level 3 and above)
- Project Managers
- Warehouse/Stock Control expertise

Anticipated Skills Needs (Oil Industry Related)

- Security Services
- Stevedores
- Welders
- Civil Engineers
- IT Hardware and Software Support
- Accreditation for offshore working (particularly BOSIET (Basic Offshore Safety Induction and Emergency Training))
- Environmental management (including oil spill management)
- Logistics
- Personnel logistics
- Forklift driving
- Tool servicing
- Mechanical and electrical technicians
- Construction trades

10. Appendix C: Amended Critical Skills Occupation List

Created by the Immigration Officer, this list allocates points for critical skills under the recommended amendments to PRP process.

Critical Skills Occupation list	Points awarded
Physical scientists and related technicians, incl. ecologists, environmental and conservation officers	5
Fisheries scientists, observers and inspectors incl. fisheries protection officers	5
Veterinarians and veterinary officers	4
Shearers	3
Agronomists, Other agricultural specialists and advisors, agricultural and animal husbandry workers	1
Architects, design and civil engineers, draughtsmen, building and construction surveyors and inspectors	5
Aviation pilots and aviation engineering technicians	5
Aircraft flight engineers and loadmasters	3
Ship's deck and engineering officers, and other merchant and fishing vessel crew members	5
Vessel operations managers, shipping agents, merchant and fishing company managers	2
Oil industry consultants and specialist technicians incl. drilling superintendents and engineers	4
Lawyers, solicitors, legal practitioners, legal secretaries and legal assistants	5
Medical practitioners and other medical sciences specialists and consultants	5
Medical nurses, occupational health advisors and pharmacists	5
Medical systems engineers/operators, radiographers, laboratory technicians, physiotherapists and chiropodists	2
Dentists, dental technicians, dental surgeons and dental nurses	1
Social services consultants and support workers	5
Primary and secondary education and technical teaching professionals	5
Special educational needs teachers, learning support assistants and speech and language therapists	5
Book keepers and cashiers	5
Accountants and auditors	2
Financial services manager, financial controllers and finance officers	1
Economists, financial advisors and economic data analysts	1
Office clerks and computer systems operators	5
Legislative administrators and government directors	4
Company directors, chief executive officers and company managers	4
Government heads of department, heads of service and other public service managers	2
Police officers below the rank of chief police officer	2
Office administrators, business managers, project/programme and public relations/events managers	2
Deputy heads of department, deputy heads of service, heads of section and deputy section supervisors	1
Administrative officers, office managers, supervisory clerical officers and personal assistants	1
Tour operators and tour guides	3
Professional translators and interpreters	2
Transport and communications managers	2
Cooks, chefs, incl. pastry chefs and sous chefs and bakers	2
Office equipment service engineers	1
Ministers of religion and other religious professionals	1
Editors, journalists, photographers, artists and graphic designers	1
Specialist professional consultants not elsewhere specified	1
Electricians	5
Plumbers / Heating Engineers	5
Carpenters	5
Builders	5