

Annex B: Evidence of shortages within sectors

MAC Review of the Shortage Occupation List

This form is for anyone providing evidence of current sector/wider recruitment shortages, evidence provided on behalf of members, or from academic institutions, and think tanks. Please use this form to gather evidence for completion of the online form.

Your evidence

1. Please indicate from which of these industries are you providing evidence? (Please select all that apply).

All sectors

Agriculture, Forestry and Fishing

Mining and Quarrying Activities

Manufacturing

Energy

Water supply, sewerage, waste management

Construction

Wholesale and Retail Trade

Transport

Warehousing

Accommodation and Hospitality

Media and Communications

IT

Financial and Insurance

Professional Services

Administrative and Support Service Activities

Public Administration

Education

Health

Residential and Social Care

Creative Arts and Entertainment

Other (please specify):

Heritage sector (archaeology, conservation, museums, heritage attractions, construction, heritage science etc ...)

2. If you wish, you can provide details of individual jobs titles you/your members have found hard to fill in the boxes below (maximum of 10). Please help us by matching the job titles you have provided with the closest standardised ONS job title and associated 4-digit occupation (SOC) code using the Office for National Statistics (ONS) Occupation Tool –https://onsdigital.github.io/dp-classificationtools/standard-occupational-classification/ONS_SOC_occupation_coding_tool.html. There is also space to list the sector(s) where shortages of candidates to fill these job titles has been most acute. If providing this information, please refer to the list in question 24.

1

Job title	Conservation architect
Closest ONS job title	Conservator
Closest ONS occupation code (4 digit)	2452
Sector(s) most affected	Historic building conservation

2

Job title	Building conservator
Closest ONS job title	Conservator
Closest ONS occupation code (4 digit)	2452
Sector(s) most affected	Historic building conservation

3

Job title	Conservation structural engineer
Closest ONS job title	Structural engineer
Closest ONS occupation code (4 digit)	2121
Sector(s) most affected	Historic building conservation

4

Job title	Millwrighting
Closest ONS job title	Builder
Closest ONS occupation code (4 digit)	5319

Sector(s) most affected Historic building conservation

5

Job title Traditional plasterer

Closest ONS job title Plasterer

Closest ONS occupation code (4 digit) 5321

Sector(s) most affected Historic building conservation

6

Job title Tuck pointing specialists

Closest ONS job title Bricklayer

Closest ONS occupation code (4 digit) 5312

Sector(s) most affected Historic building conservation

Job titles (1 per line)

Archaeologist
Assistant Archaeologist
Supervisor (Archaeology)
Project Officer (Archaeology)
Project Manager (Archaeology)
Archaeological Surveyor
Archaeological Scientist
Archaeological Consultant

Closest ONS job title

Archaeologist (Social and Humanities Scientists)

Closest ONS occupation code (4 digit)

2114 (Social and Humanities Scientists)

Sector(s) most affected:

Archaeology, Construction,

Job title

Conservator (interventive)

Serious or significant shortages reported in following specialisms:

- Clocks, watches, scientific instruments

- Furniture and wood
 - Gilding and decorative surfaces
 - Metals
 - Paintings
 - Photographic materials
 - Stained glass
 - Textiles
- Time-based media

Closest ONS job title

Conservator

Closest ONS occupation code (4 digit)

2452

Sector(s) most affected

Conservation; museums, archives & libraries

10

Job title

Conservator (preventive)

Significant shortages reported in following specialisms:

- Clocks, watches and scientific instruments

Closest ONS job title

Conservator

Closest ONS occupation code (4 digit)

2452

Sector(s) most affected

Conservation; museums

11

Job title

Conservator (scientific/analytical)

Serious or significant shortages reported in following specialisms:

- Digital media
- Furniture and wood
- Gilding and decorative surfaces
- Metals
- Modern materials
- Paintings
- Paper
- Photographic materials
- Stone and wall paintings
- Archaeological materials

Closest ONS job title

Conservator

Closest ONS occupation code (4 digit)

2452

Sector(s) most affected

Conservation; museums, archives & libraries

If there are more than 10 jobs in shortage, please use this space to provide the job titles, closest ONS job title, ONS occupation code and sector most affected as above.

3. What do you think are the main reasons for job shortages (answered in the question above), and or wider shortages in the sector(s)? (Not to exceed 500 words).

In England more than 500,000 historic buildings are estimated to be listed as nationally important many more historic buildings are of traditional construction. They constitute a vital part of the historic environment and shape significantly our local communities' sense of place. However, they require specialists for their proper conservation. Unfortunately, in the historic buildings conservation sector there is currently a shortage in national capacity, as higher wages in the general building sector are drawing conservation craftspeople away from heritage work, where pay is lower.

There has been a recent decline in the number of higher education conservation courses on offer in the UK, which is likely to increase skills shortages and gaps. We believe that economic considerations – weighing student numbers against costs to acquire appropriate facilities and equipment – has contributed to this decline. Closures include the prestigious V&A and RCA conservation postgraduate training programme and the Textile Conservation Centre at the University of Southampton. Most recently, in 2017 Camberwell College of Arts announced the suspension for recruitment for its MA in Conservation. There has been a long term lack of funding to ensure that training is available to support many heritage craft skills.

For archaeology, we highlight the figures submitted by the Chartered Institute for Archaeologists: In 2013, the number of archaeologists working in the UK hit a 15 year low. However, since 2014 the whole sector has increased by over 50%, for those working in the construction section this has been almost 100%, as development rates and infrastructure spending have shot up above pre-financial crisis levels. In addition, a number of flagship national infrastructure projects with significant archaeological implications have driven acute demand. These projects include Crossrail, EA One cable route for North Sea wind farms, the A14 improvements, and High Speed 2. There are now more archaeologists working in the UK commercial archaeology sector than ever before (an estimate of 4,908 in the roles highlighted in this response). This is a growth of 12.8% in the financial year 2017-18. The commercial sector also grew by 13.2% in the year 2016-17. The majority of archaeological businesses report that they are expecting to expand significantly in the next year (2018-19).

4. Please explain what measures have been taken to reduce shortages in the sector as informed by your members and or research. (Not to exceed 500 words).

In the historic building conservation sector, several training and apprenticeship programmes have been set up. Examples include Trailblazer apprenticeships, grants dedicated to apprenticeships (e.g. funded by

ICON, the Institute of Conservation), and specific programmes like the Building Craft Programme set up by the Prince's Foundation and The Institute of Conservation's (Icon) Tru Vue Grants Programme to support continuing professional development in conservation of moveable heritage.

In the archaeological sector, the Chartered Institute for Archaeologists reports that the sector has responded with an extensive expansion in domestic training programmes but has not been able to cope with the increase in three years and will certainly continue to see the rate of growth outpace ability to train new archaeologists to fill the potential 1000+ jobs required in the next year. Limitations on the ability to recruit such high numbers from the UK labour market include the fact that the majority of archaeological contractors are small businesses who have not been realistically able to engage with government training programmes like Trailblazer. Additionally, many UK university archaeology students lack practical skills required to enter the jobs market. This is due to archaeology being perceived and taught as a 'general interest' subject for many students, rather than a vocational career option. The sector is working to increase opportunities to pursue vocational degrees, but this process has lagged behind demand.

There are also significant shortages for the skills needed to restore historic vehicles and a trailblazer scheme has been established there.

Icon works with partners to run internships that are fully-funded and underpinned by professional conservation standards. Since 2006, Icon has successfully managed over 125 full time, one year internships in the full range of conservation specialisms (in moveable heritage) supported by hosts in public, private and charitable establishments across the UK. 96% of Icon interns are still employed or enrolled on training courses in the heritage sector.

Building construction sectors have taken steps and the NFB will be providing evidence.

5. Have these measures worked, if not why? (Not to exceed 500 words).

Training programmes and apprenticeships schemes introduced in the heritage sector have increased the number of specialists, however they are still not enough to cover the national demand.

In the archaeological sector, the Chartered Institute for Archaeologists notes that these measures have contributed to meeting 65% of the unprecedented job demand over the last four years, the other 35% being covered by EAA workers coming to the UK to fill the gaps. This rapid growth is beyond anything ever seen in archaeology. Records going back to 1922 have never shown such rapid growth in the profession.

There are also very large historic building restoration programmes, with the Palace of Westminster, Buckingham Palace, Clondon Park, Glasgow School of Art, Wentworth Woodhouse are planning concurrent major works. This will be on top of normal demand.

6. Are the jobs that you have said are in shortage, open to eligible workers from the Tier 2 points-based visa system?

Yes

No

No, the majority are not eligible as they will mostly fall beneath the proposed salary threshold for current Tier-2 visa eligibility. See our briefing for full details

<https://www.theheritagealliance.org.uk/tha-website/wp-content/uploads/2018/03/THA-Immigration-Briefing.pdf>

7. If known, how many workers from outside of the UK have been recruited using the Tier 2 points-based visa system in the past 12 months, stating the job titles. (Not to exceed 500 words).

In the archaeological sector, no archaeologists are known to have been recruited using the Tier 2 visa system in the last 12 months. Only three archaeologists have been recruited in the last few years. This year that number has dropped to two with one gaining permanent leave to remain. Possibly dropping to one next year as another will be eligible for permanent leave to remain.

8. If you have supporting evidence such as survey results from members please attach here. Please remember to omit sensitive details before attaching.

Aitchison, K., 2013. Conservation Labour Market Intelligence 2012-13. Icon: The Institute of Conservation. Available online at:

https://icon.org.uk/system/files/documents/conservation_labour_market_intelligence_2012-13_0.pdf

Evidence referred to throughout this submission is drawn predominantly from the *Archaeological Market Survey* (Commissioned by ClfA and FAME, with research undertaken by Landward Research). **The 2017/18 report is currently in production.** This research can be accessed here: <https://www.archaeologists.net/profession/profiling>

The 2016 Historic England report *National Infrastructure Development and Capacity 2015-33: An Assessment* can be accessed here: <https://research.historicengland.org.uk/Report.aspx?i=15848>

9. If you have any other information that might be useful for our call for evidence please use the space below to explain (Not to exceed 500 words).

The Heritage sector is highly skilled but low paid. While a key aim is to attract UK workers into roles by driving up wages not all the many charities in the heritage sector will be able to do this and it is likely to lead to fewer jobs and work going undone with a knock on effect of damaging the historic environment. The highly damaging nature of a £30,000 salary threshold is demonstrated by our attached survey results. <https://www.theheritagealliance.org.uk/tha-website/wp-content/uploads/2018/03/THA-Immigration-Briefing.pdf>

The Tier 2 visa system is simply likely to be too expensive costly and complicated for many employers. It is important that the system is simple.

Many tourism-based heritage organisations rely on some form of foreign seasonal staff. A recent provisional Historic Houses survey showed that 25% of their members indicated that they employed 5 or more EU nationals in the businesses on their properties. It is thought that the year long visa system proposed for unskilled workers would not help as it is thought that much seasonal EU labour is based in the EU permanently and comes seasonally and regularly to work over a period of years.

An additional aspect of this issue is that it will not only be important for employers to be able to continue to access non-UK labour in order that, in the short term, demand can be met, but also that employers are able to retain non-UK staff that they already employ.