

Fresh Talent

Working in Scotland Scheme:
Six monthly report of participants
June-December 2005

Introduction

The First Minister of Scotland has set a challenge to attract Fresh Talent to Scotland. The Fresh Talent initiative is driven by the demographic projections for Scotland (the only country within the UK whose population is projected to decline and age) and concern that an ageing population may affect the economic future of Scotland, together with a recognition of the benefits of a more skilled and diverse workforce.

The aims of Fresh Talent are:

- ▶ To address the projected falling population and increasing age demographic in Scotland by encouraging and enabling people to relocate to Scotland, allowing ongoing stays by international students, and other measures aimed at workers and the Scottish diaspora;
- ▶ To bolster the dynamism and cosmopolitanism of Scottish life and Scotland's economy;
- ▶ To promote Scotland as a good place to visit, study, live, work, do business and invest.

We need bright talented hard working people who can make a positive contribution to the Scottish economy. We also want to benefit from diversity – new ideas, new blood, new ways of thinking. Our target groups are:

- ▶ students
- ▶ those looking for employment
- ▶ entrepreneurs intending to start up businesses in Scotland
- ▶ businesses seeking to recruit migrants and
- ▶ Scots looking to return to Scotland to live and work.

Fresh Talent: Working in Scotland Scheme

The Scottish Executive and Home Office have agreed a new scheme called the Fresh Talent: Working in Scotland Scheme (FT:WiSS). The Scheme was launched on 22 June 2005, and enables international graduates from a Scottish Higher or Further Education Institution to stay and work in Scotland for two years after the end of their course without the need for a work permit.

Since the scheme was launched over 2,600 people from over 150 countries have successfully applied to live and work in Scotland.

Those eligible to apply for permission to stay are non-EEA students who have graduated with a Higher National Diploma from a Scottish Further Education College or an undergraduate degree, Masters degree or PhD from a Scottish Higher Education Institution.

Applicants must intend to work in Scotland during the time they are allowed to stay, and either leave the country at the end of the two year period or switch to one of the UK wide managed migration schemes. If they wish to transfer into work permit employment, then their work permit must be for employment in Scotland.

Applications are administered by the Home Office (for in-country applications) and by UK Visas (for overseas applications). The Home Office passes onto the Scottish Executive's Relocation Advisory Service (RAS) the contact details of everyone who is awarded leave to remain under the scheme. The information for each applicant received from the Home Office is:

- ▶ Name
- ▶ Postal address
- ▶ Nationality

RAS contacts these individuals to monitor what they are doing during the 2 years and whether they stay in Scotland beyond that period. Questionnaires are issued to all successful applicants at the start of their two year period on the scheme, with follow up questionnaires issued every six months. It is not compulsory that applicants reply to the questionnaires or answer all the questions.

Purpose of this Report

This report covers questionnaire responses received during the first six months of the scheme (June – December 2005).

During this period questionnaires were sent out to 488 individuals. A total of 118 were returned, giving a response rate of 24%.

The information can be divided into 3 themes: Individual Information, Education and Employment. While the broad findings are summarised below, it must be borne in mind that these are from a relatively small number of respondents and may not necessarily extrapolate to all FT:WiSS participants. The full responses are detailed in Annex A. Please note, to preserve anonymity, and in line with Data Protection requirements, numbers less than 5 have not been detailed (these are marked *).

Summary of Responses

Individual details

The majority of the 118 respondents are male (71). Most of the respondents are under the age of 30 (94), with almost a third under 25 (35).

In terms of nationality, most respondents are from Africa (40), South Asia (32) or South East Asia (29), with smaller numbers coming from North or South America or (non-EU) Europe.

The majority of respondents currently live in the 4 main Scottish cities, Aberdeen (31), Edinburgh (30), Glasgow (24) and Dundee (13). However, there was also a wide geographical spread throughout Scotland, albeit in smaller numbers.

Education

Respondents had graduated from a wide range of Universities and Colleges in a variety of subjects, with Business studies the most popular course (36), followed by Engineering and Technology (26). In terms of level of qualifications, just under two thirds of respondents (74) graduated with a postgraduate degree, 31 with an undergraduate degree, and 12 with an HND.

Employment

The majority of respondents (89) were employed, 52 in a job linked to their career choice. Equal numbers said their job either was or was not appropriate to their level of education.

Similarly, just over half the respondents (47) said that their work was in a sector which their qualifications had prepared them for. A number of respondents declined to answer this question.

Annex A

Individual Information

Table 1. Gender of respondents

	No. of respondents
Female	47
Male	71
Total	118

Table 2. Age of respondents

	No. of respondents
18-22	7
23-25	28
26-30	59
31-35	12
36+	12
Total	118

Table 3. Ethnic group of respondents

	No. of respondents
White	13
Asian - Bangladeshi	*
Asian - Pakistani	9
Asian - Indian	16
Asian - Other	9
Black - African	38
Black - Caribbean	*
Black - Other	*
Chinese	24
Other	6
Decline to answer	*
Total	118

Annex A

Table 4. Nationality of respondents

	No. of respondents
Nigeria	19
India	17
China	16
Pakistan	9
United States	8
Ghana	7
Malaysia	7
Cameroon	*
Kenya	*
Libya	*
Malawi	*
Sierra Leone	*
South Africa	*
Tanzania	*
Uganda	*
Zimbabwe	*
Bangladesh	*
Nepal	*
Sri Lanka	*
Japan	*
Philippines	*
Taiwan	*
Vietnam	*
Canada	*
Bulgaria	*
Croatia	*
Turkey	*
Brazil	*
Venezuela	*
Total	118

Annex A

Table 5. Place of residence

Local Authority	No. of respondents
Aberdeen City	31
City of Edinburgh	30
Glasgow	24
Dundee City	13
Midlothian	8
Aberdeenshire	*
Angus	*
Argyll and Bute	*
East Lothian	*
Falkirk	*
Perth and Kinross	*
Scottish Borders	*
Stirling	*
Decline to answer	*
Total	118

Table 6. Children and/or partner in Scotland

	No. of respondents
Yes, children under 18 and partner	14
Yes, children under 18 only	*
Yes, partner only	13
No	88
Decline to answer	*
Total	118

Table 7. Other family in Scotland

	No. of respondents
Yes	18
No	98
Decline to answer	*
Total	118

Table 8. Expected length of stay in Scotland

	No. of respondents
Up to 1 year	15
1-3 years	28
More than 3 years	66
Decline to answer	9
Total	118

Annex A

Education

Table 9. Level of highest educational qualification

	No. of respondents
HND	12
Undergraduate degree	31
Postgraduate degree	74
Other	*
Total	118

Table 10. Institution studied at

Robert Gordon University	19
University of Edinburgh	13
University of Strathclyde	12
University of Aberdeen	11
Napier University	10
University of Abertay	10
Heriot-Watt University	8
Aberdeen College	*
Clackmannan College	*
Dundee College	*
Edinburgh College of Art	*
Telford College	*
Falkirk College	*
Glasgow Caledonian University	*
Glasgow Metropolitan College	*
Glasgow School of Art	*
International Christian College, Glasgow	*
Langside College Glasgow	*
Perth College	*
Stow College, Glasgow	*
University of Dundee	*
University of Glasgow	*
University of Paisley	*
University of St Andrews	*
University of Stirling	*
Not Supplied	*
Total	118

Annex A

Table 11. Main subject area of study

	No. of respondents
Business and administrative studies	36
Engineering and technology	26
Other humanities	9
Computer science	6
Architecture, building and planning	5
Biological sciences	5
Creative arts and design	*
Law	*
Medicine and dentistry	*
Physical Sciences	*
Social studies	*
Subjects allied to medicine	*
Not Supplied	17
Total	118

Table 12. Work experience by the end of studies

	No. of respondents
Yes	85
No	32
Decline to answer	*
Total	118

Table 13. Current employment status

	No. of respondents
employee	89
inactive	*
student	*
unemployed	21
other	*
Total	118

Annex A

Table 14. Place of employment¹

Local Authority	No. of respondents
City of Edinburgh	23
Aberdeen City	19
Glasgow	15
Dundee City	11
Aberdeenshire	7
Midlothian	6
Angus	*
East Lothian	*
East Renfrewshire	*
Falkirk	*
Fife	*
Perth and Kinross	*
Scottish Borders	*
South Ayrshire	*
Stirling	*
Not supplied	*
Total	118

1. Tables 14 to 24 are based on responses by the 93 persons out of 118 who were working.

Table 15. Employment Sector

	No. of respondents
Public administration	14
Financial, real estate, renting and other business activities	13
Information technology	11
Health and social work	8
Hotels and restaurants	7
Engineering	5
Retail and wholesale	5
Advertising, public relations and marketing	*
Construction	*
Creative arts and design	*
Education	*
Manufacturing, mining and quarrying, energy and water	*
Other community, social and personal service	*
Transport, storage and distribution	*
Other	*
Don't know	*
Total	93

Annex A

Table 16. Type of main job

	No. of respondents
Professional	26
Sales and customer service	22
Technical	11
Administrative and secretarial	8
Managers and senior official	*
Personal services	*
Process, plant and machine operative	*
Skilled trades	*
Other	14
Not Supplied	*
Total	93

Table 17. Permanent/temporary work

	No. of respondents
Permanent	39
Temporary fixed term	12
Temporary ad-hoc	12
Other	8
Not supplied	22
Total	93

Table 18. Permanent/temporary work

	No. of respondents
Full-time	54
Part-time	15
Not supplied	24
Total	93

Table 19. Number of employees of employer

	No. of respondents
1-10	9
11-49	16
50-249	13
250-449	9
500+	22
Not supplied	24
Total	93

Annex A

Table 20. More than one job

	No. of respondents
Yes	14
No	58
Not supplied	21
Total	93

Table 21. Current job linked to career choice

	No. of respondents
Yes	52
No	34
Not supplied	7
Total	93

Table 22. If job not linked to career choice, what would help obtain a job that was?

	No. of respondents
Further training	15
Career advice	8
Jobs at the right level or pay	6
Jobs in your area of residence	5
Total	34

Table 23. Current job appropriate to level of educational qualification

	No. of respondents
Yes	46
No	46
Decline to answer	*
Total	93

Table 24. Work in a sector that qualifications prepared for

	No. of respondents
Yes	47
No	22
Not supplied	24
Total	93