

Fresh talent: Working in Scotland scheme:

Six monthly report of participants
Second report: June 2005 to June 2006



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 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.

From the launch of the scheme, until January 2007, over 4,000 people from over 150 countries had 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. This report is a snapshot of the responses received during the first 12 months, we are continuing to issue questionnaires as people are accepted onto the scheme and will publish further information as it is received.



Purpose of this Report

This report covers questionnaire responses received during the first year of the scheme (June 2005 to June 2006).

This report has been prepared to present the data on a cumulative basis, and thus includes data from questionnaires returned in the first six months, and included in the first six monthly report. During the second six months (January to June 2006), 1654 questionnaires were sent out to individuals. A total of 587 were returned, giving a response rate of 35.49%. This means that, in total, this report is based on information received from 705 questionnaire returns.

The information can be divided into 4 themes: Individual Information, Education, Employment and Perceptions of Scotland. While the broad findings are summarised below, it must be borne in mind that these are from a relatively small number of respondents and therefore cannot be said to be representative of all FT:WiSS participants. Nevertheless, we have provided figures to show each result as proportion of the overall numbers answering each question. 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

As Table 1 shows, the majority of the 705 respondents are male (429, 60.9% of respondents).

Three-quarters of the respondents are under the age of 30 (527), with over a third under 25 (246) (Table 2).

In terms of nationality (Table 4), almost two-thirds of respondents come from China, India and Nigeria. This is consistent with the numbers that are accepted onto the scheme.

The majority of respondents currently live in the 4 main Scottish cities, Aberdeen (23.8%), Glasgow (22.1%), Edinburgh (22%) and Dundee (9.6%) (Table 5 refers). However, there was also a wide geographical spread throughout Scotland, albeit in smaller numbers.

Education

In terms of level of qualifications (Table 9), over three-quarters of respondents (79.4%) graduated with a postgraduate degree, 16.3% with an undergraduate degree, and 3.5% with an HND. Respondents had graduated from a wide range of Universities and Colleges in a variety of subjects, with Business studies the most popular course (28.1%), followed by Engineering and Technology (20.7%) (see Table 11).

Employment

Please note that, in this section, some respondents were inconsistent in their responses (e.g. declaring themselves unemployed in one question, but then providing details of employment). Consequently, the data in this section needs to be treated with caution.

As Table 13 shows, the majority of respondents (512) were in work, either as employees (69.8%) or self-employed (2.8%). Over half of those in work (313) were in permanent work, and 397 were in full-time employment (Tables 17 and 18). The majority of those who answered these questions said that their current job was linked to their career choice (276, or 50.2%), although 51.4% reported that their level of job was no appropriate to their level of educational qualification (Tables 21 and 23).

Perceptions of Scotland

Over 90% of respondents said that they considered Scotland to be a very or fairly attractive place to live (92.9%), and study (94.7%). Three quarters of respondents said that Scotland was a very or fairly attractive place to work.

Annex A

Individual Information

Table 1
Gender of respondents

	no. of respondents	%
Female	275	39.0
Male	429	60.9
Decline to answer	1	0.1
Total	705	100

Table 2
Age of respondents

	no. of respondents	%
18-22	35	5.0
23-25	211	29.9
26-30	281	39.9
31-35	109	15.5
36+	69	9.8
Total	705	100

Table 3
Ethnic group of respondents

	no. of respondents	%
White	59	8.4
Asian - Bangladeshi	10	1.4
Asian - Pakistani	32	4.5
Asian - Indian	148	21.0
Asian - Other	35	5.0
Black - African	192	27.2
Black - Caribbean	1	0.1
Black - Other	0	0.0
Chinese	202	28.7
Other	15	2.1
Decline to answer	2	0.3
Not supplied	9	1.3
Total	705	100

Table 4
Nationality of respondents

	no. of respondents	%
China	169	24.0
India	147	20.9
Nigeria	122	17.3
United States	36	5.1
Pakistan	31	4.4
Ghana	26	3.7
Malaysia	20	2.8
Zimbabwe	12	1.7
Taiwan	11	1.6
Bangladesh	10	1.4
Kenya	8	1.1
Cameroon	7	1.0
Canada	7	1.0
Sri Lanka	7	1.0
Hong Kong	6	0.9
Japan	6	0.9
Russia	6	0.9
Malawi	5	0.7
Nepal	5	0.7
Tanzania	5	0.7
Venezuela	*	*
Sierra Leone	*	*
Singapore	*	*
South Korea	*	*
Bulgaria	*	*
Ethiopia	*	*
Georgia	*	*
Indonesia	*	*
Mongolia	*	*
Uganda	*	*

Table 4
Nationality of respondents (cont)

	no. of respondents	%
Uzbekistan	*	*
Albania	*	*
Australia	*	*
Bolivia	*	*
Brazil	*	*
Chile	*	*
Costa Rica	*	*
Croatia	*	*
Egypt	*	*
Gambia	*	*
Hungary	*	*
Iraq	*	*
Jordan	*	*
Kyrgyzstan	*	*
Libya	*	*
Mauritius	*	*
Mexico	*	*
Namibia	*	*
Panama	*	*
Philippines	*	*
Rwanda	*	*
South Africa	*	*
Swaziland	*	*
Trinidad & Tobago	*	*
Turkey	*	*
Ukraine	*	*
Vietnam	*	*
Yemen	*	*
Not supplied	5	0.7
Total	705	100

Annex A continued

Table 5
Place of residence

	no. of respondents	%
Aberdeen City	168	23.8
Glasgow	156	22.1
City of Edinburgh	155	22.0
Dundee City	68	9.6
Midlothian	62	8.8
Stirling	16	2.3
East Lothian	12	1.7
Perth and Kinross	8	1.1
Fife	6	0.9
Renfrewshire	6	0.9
Aberdeenshire	5	0.7
West Lothian	5	0.7
Angus	*	*
South Lanarkshire	*	*
North Lanarkshire	*	*
Scottish Borders	*	*
Argyll and Bute	*	*
East Dunbartonshire	*	*
Falkirk	*	*
South Ayrshire	*	*
Other	*	*
Decline to answer	*	*
Not supplied	*	*
Total	705	100

Table 6
Children and/or partner in Scotland

	no. of respondents	%
Yes children under 18 and a partner	53	7.5
Yes children under 18 only	12	1.7
Yes Partner only	75	10.6
No	551	78.2
Decline to answer	6	0.9
Not supplied	8	1.1
Total	705	100

Table 7
Other family in Scotland

	no. of respondents	%
Yes	79	11.2
No	612	86.8
Decline to Answer	5	0.7
Not supplied	9	1.3
Total	705	100

Table 8
Expected length of stay in Scotland

	no. of respondents	%
Up to 1 year	74	10.5
1-3 years	229	32.5
More than 3 years	351	49.8
Decline to answer	41	5.8
Not supplied	10	1.4
Total	705	100

Education

Table 9
Level of highest educational qualification

	no. of respondents	%
HND	25	3.5
Undergraduate degree	115	16.3
Postgraduate degree	560	79.4
Other	*	*
Not supplied	*	*
Total	705	100

Annex A continued

Table 10

Institution studied at

	no. of respondents	%
Robert Gordon University	116	16.5
University of Edinburgh	75	10.6
University of Strathclyde	66	9.4
Heriot-Watt University	63	8.9
Napier University	57	8.1
University of Aberdeen	53	7.5
University of Abertay	47	6.7
University of Glasgow	39	5.5
University of Dundee	34	4.8
University of Stirling	28	4.0
Queen Margaret University College	26	3.7
Glasgow Caledonian University	22	3.1
University of Paisley	17	2.4
Edinburgh College of Art	8	1.1
University of St Andrews	7	1.0
Glasgow College of Nautical Studies	6	0.9
Perth College	5	0.7
Glasgow School of Art	*	*
Telford College	*	*
Aberdeen college	*	*
Bell College	*	*
Dundee College	*	*
Glasgow Metropolitan College	*	*
Langside College Glasgow	*	*
Royal Scottish Academy of Music and Drama	*	*

Table 10

Institution studied at (cont)

	no. of respondents	%
Stow College, Glasgow	*	*
Cardonald college	*	*
Clackmannan	*	*
Clydebank College	*	*
Duncan of Jordanstone College of Arts & Design	*	*
Falkirk College	*	*
Institute for System Level Integration	*	*
International Christian College, Glasgow	*	*
International College Scotland Edinburgh	*	*
North Glasgow College	*	*
Not supplied	7	1.0
Total	705	100

Table 11

Main subject area of study

	no. of respondents	%
Business and administrative studies	198	28.1
Engineering and technology	146	20.7
Computer science	68	9.6
Biological sciences	38	5.4
Law	23	3.3
Subjects allied to medicine	20	2.8
Other humanities	19	2.7
Social studies	17	2.4
Architecture, building and planning	16	2.3
Creative arts and design	16	2.3
Mathematical sciences	11	1.6
Medicine and dentistry	11	1.6
Education	10	1.4
Historical and philosophical studies	6	0.9
Mass communication and documentation	6	0.9
Physical sciences	*	*
Agriculture and related subjects	*	*
Combined studies	*	*
Languages	*	*
Other	40	5.7
Not supplied	52	7.4
Total	705	100

Annex A continued

Table 12
Work experience
by the end of studies

	no. of respondents	%
Yes	503	71.3
No	192	27.2
Decline to answer	*	*
Not supplied	7	1.0
Total	705	100

Employment

Table 13
Current employment status

	no. of respondents	%
Employee	492	69.8
Self employed	20	2.8
Student	9	1.3
Inactive	14	2.0
Unemployed	135	19.1
Other	19	2.7
Decline to answer	*	*
Not supplied	12	1.7
Total	705	100

Table 14
Place of employment

	no. of respondents	%
City of Edinburgh	127	24.6
Aberdeen City	121	23.4
Glasgow	115	22.2
Dundee City	52	10.1
Midlothian	38	7.4
Stirling	20	3.9
East Lothian	9	1.7
Perth and Kinross	9	1.7
Fife	5	1.0
Scottish Borders	*	*
Angus	*	*
North Lanarkshire	*	*
Renfrewshire	*	*
South Ayrshire	*	*
South Lanarkshire	*	*
Decline to answer	*	*
East Ayrshire	*	*
East Renfrewshire	*	*
Falkirk	*	*
West Dunbartonshire	*	*
Other	*	*
Decline to answer	*	*
Total	517	100

Table 15
Employment sector

	no. of respondents	%
Engineering	67	12.4
Retail and wholesale	61	11.3
Hotels and restaurants	60	11.1
Financial, real estate, renting and other business activities	51	9.5
Health and social work	50	9.3
Information technology	36	6.7
Education	28	5.2
Manufacturing, mining and quarrying, energy and water	24	4.5
Other community, social and personal service	23	4.3
Advertising, public relations and marketing	15	2.8
Construction	13	2.4
Public administration	11	2.0
Creative arts and design	6	1.1
Transport, storage and distribution	5	0.9
Publishing	*	*
Fashion and textiles	*	*
Media	*	*
Legal services	*	*
Private household with employed persons	*	*
Science and research	*	*
Sport and leisure	*	*
Other	76	14.1
Don't know	*	*
Total	539	100

Annex A continued

Table 16

Type of main job

	no. of respondents	%
Professional	142	26.8
Sales and customer service	113	21.3
Technical	71	13.4
Administrative and secretarial	42	7.9
Managers and senior official	23	4.3
Personal services	23	4.3
Skilled trades	14	2.6
Process, plant and machine operative	6	1.1
Other	79	14.9
Don't know	14	2.6
Decline to answer	*	*
Total	530	100

Table 17

Permanent/Temporary work

	no. of respondents	%
Permanent	313	58.1
Temporary fixed term	99	18.4
Temporary ad-hoc	84	15.6
Other	34	6.3
Decline to answer	9	1.7
Total	539	100

Table 18

Full-time/Part-time work

	no. of respondents	%
Full-time	397	74.5
Part-time	134	25.1
Decline to answer	*	*
Total	533	100

Table 19

Number of employees of employer

	no. of respondents	%
1-10	74	14.6
11-49	122	24.0
50 -249	107	21.1
250-499	39	7.7
500+	154	30.3
Decline to answer	12	2.4
Total	508	100

Table 20

More than one job

	no. of respondents	%
Yes	89	16.7
No	439	82.5
Decline to answer	*	*
Total	532	100

Table 21

Current job linked to career choice

	no. of respondents	%
Yes	276	50.2
No	248	45.1
I haven't yet chosen a career	5	0.9
Don't know	10	1.8
Decline to answer	11	2.0
Total	550	100

Table 22

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

	no. of respondents	%
Further training	119	43.8
Career advice	52	19.1
Jobs in your area of residence	32	11.8
Jobs at the right level	27	9.9
Jobs with the right pay	14	5.1
Suitable accommodation in term of price	*	*
English language classes	*	*
Jobs for your partner	*	*
Other – please state	19	7.0
Decline to answer	*	*
Total	272	100

Table 23

Current job appropriate to level of educational qualification

	no. of respondents	%
Yes	247	44.8
No	283	51.4
Don't know	1	0.2
Decline to answer	20	3.6
Total	551	100

Table 24

Work in sector that qualifications prepared for

	no. of respondents	%
Yes	320	59.6
No	197	36.7
Decline to answer	20	3.7
Total	537	100

Annex A continued

Perceptions of Scotland

Table 25
Perceptions of Scotland
as a place to live

	no. of respondents	%
Very attractive	416	59.0
Fairly attractive	239	33.9
Neither attractive or unattractive	37	5.2
Fairly unattractive	7	1.0
Very unattractive	*	*
Don't know	*	*
Decline to answer	*	*
Not supplied	*	*
Total	705	100

Table 26
Perceptions of Scotland
as a place to study

	no. of respondents	%
Very attractive	419	59.4
Fairly attractive	249	35.3
Neither attractive or unattractive	29	4.1
Fairly unattractive	*	*
Very unattractive	*	*
Don't know	*	*
Not supplied	*	*
Total	705	100

Table 27
Perceptions of Scotland
as a place to work

	no. of respondents	%
Very attractive	287	40.7
Fairly attractive	246	34.9
Neither attractive or unattractive	103	14.6
Fairly unattractive	38	5.4
Very unattractive	16	2.3
Don't know	11	1.6
Decline to answer	*	*
Not supplied	*	*
Total	705	100