Supplementary evidence to the **Migration Advisory Committee**
Evidence Submission for residual and cross-cutting occupations
(those not clearly aligned with a single sector / lead)
Submitted by Universities UK International (UUK) and the Universities and Colleges Employers Association (UCEA)

Overview

UCEA surveyed member higher education institutions (HEIs) based on the MAC's stage 2 call for evidence questionnaire. UCEA's survey was structured around the occupations at RQF levels 3- 5 previously identified by HEIs for possible inclusion on the Temporary Shortage List (TSL).

This short submission provides **supplementary evidence** from higher education (HE) employers on a small number of occupations that were frequently identified by respondents to UCEA's survey as critical to workforce sustainability, but which **do not map clearly to a single IS8 sector lead**.

This submission is intended to **complement**, not replace, sector-led Jobs Plans. We have limited this submission to occupations where demand is demonstrably **cross-cutting**, and where evidence would otherwise risk being overlooked due to sector categorisation rather than lack of employer need.

SOC 3131 – IT Operations Technicians

Responding HEIs selected **SOC 3131** as critical to the operation of HEIs, reflecting the essential role these staff play in maintaining core digital infrastructure supporting teaching, research and administrative systems.

Where commentary was provided, responding HEIs highlighted increasing technical complexity linked to cyber security, cloud services, system resilience and compliance requirements. Recruitment challenges were attributed to strong competition from the private sector and constrained pay flexibility within HE. Repeated selection of this SOC indicates that employers view IT operations capability as a persistent and cross-cutting pressure point. Removal from the TSL would further limit institutional capacity to maintain secure and reliable digital environments.

SOC 3417 – Photographers, Audio-Visual and Broadcasting Equipment Operators

Responding HEIs selected **SOC 3417** as essential to delivering teaching, research dissemination and external engagement activity within higher education.

Where commentary was provided, responding HEIs indicated that these roles support increasingly complex audio-visual infrastructure, digital learning content and hybrid delivery environments. HEIs reported that roles have evolved significantly,

requiring advanced technical capability across digital production and specialist equipment.

Responding HEIs reported recruitment challenges were linked to competition from creative and commercial sectors and limited domestic pipelines for roles combining technical expertise with familiarity with educational settings. Removal from the TSL would reduce institutional capacity to deliver high-quality teaching content and public-facing activity.

SOC 3573 – Information Technology Trainers

SOC 3573 was selected by responding HEIs as a role requiring retention on the TSL due to its importance in enabling digital capability across institutions.

Where commentary was provided, responding HEIs highlighted growing demand for IT trainers to support staff and students in the effective use of complex digital systems, research tools and evolving technologies. These roles require a hybrid skillset combining technical expertise, pedagogy and institutional knowledge.

Exclusion from the TSL would reduce institutional capacity to upskill workforces and adapt to technological change, undermining productivity and service delivery.

SOC 4122 – Book-keepers, Payroll Managers and Wages Clerks

Responding HEIs selected **SOC 4122** as important to institutional functioning, particularly in relation to payroll delivery, compliance and financial administration.

While detailed commentary was limited, responding HEIs noted that delays or instability in these roles have disproportionate operational impacts, affecting staff pay, compliance and institutional credibility.

Recruitment challenges reflect increasing regulatory demands and competition from other sectors. Removal from the TSL would further constrain recruitment options for roles that are essential but often undervalued in labour market assessments.

SOC 4159 – Other Administrative Occupations n.e.c.

Responding HEIs selected **SOC 4159** to capture a range of specialist administrative roles supporting research delivery, project management, compliance and operational coordination.

Although roles vary in title and function, responding HEIs indicated that these positions increasingly require specialist knowledge and regulatory understanding. Domestic recruitment pipelines have not kept pace with rising demand.

Selection of this SOC reflects HE employer concern that exclusion from the TSL would reduce flexibility to fill specialist administrative roles that underpin teaching, research and external engagement.

Conclusion

The occupations outlined above were consistently identified by HE employers as critical to workforce sustainability. We encourage the MAC to consider this supplementary evidence alongside sector-led Jobs Plans to ensure that cross-cutting and hard-to-categorise roles are not inadvertently excluded due to classification rather than labour market reality.