



Rialtas na hÉireann  
Government of Ireland

# **Review of the Occupations Lists for Employment Permits**

## **Public Consultation Submission**

### **January 2020**

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# Review of the Critical Skills Occupations List and the Ineligible Occupations List, January 2020

The Economic Migration Policy Unit of the Department of Business, Enterprise and Innovation now invite submissions from representative bodies, Government Departments, Agencies, and other interested parties to a public consultation to review the eligibility of occupations appearing on the Critical Skills Occupations List (CSOL) and the Ineligible Occupations List (IOL) for employment permits.

Submissions will only be accepted on the attached form and must be submitted by email to [empu@dbei.gov.ie](mailto:empu@dbei.gov.ie) by **5pm, Monday 2<sup>nd</sup> March 2020**.

You are invited to make a submission with your observations if you feel that there is a skills deficit or surplus of individuals holding such skills, or, a shortage of labour or surplus of individuals available to fill those labour needs, in relation to occupations in your sector and the impact of which is adversely affecting your industry. We are interested in any factors that you consider are appropriate in order to have an occupation considered for adjustment on the lists, for example, information on skills or labour shortages incurred and for how long, recruitment efforts undertaken, retention difficulties, relevant training incentives, impact on business, expansion plans etc., or other evidence or data such as industry surveys or reports and views within your sector.

The submission process is an opportunity for stakeholders to provide information and experiences and potentially different perspectives on the nature and extent of skill and/or labour shortages. Stakeholder submissions are a vital source of information and views, helping inform the Department's final assessment of the status of occupations.

## 1.1 Observations of other Government Departments

Respondents are advised that copies of submissions received will be forwarded to the relevant lead policy Government Departments for their sector and their observations and input sought in respect of those submissions. This is to promote an integrated approach to addressing skills and labour shortages in the State. Economic Migration Policy Unit will also undertake any necessary follow up with submitters and consultation with Government Departments/State Bodies and industry groups. This review process will involve consultation with an Interdepartmental Group (IDG) on Economic Migration Policy chaired by the Department of Business, Enterprise & Innovation with membership drawn from senior officials of key Government Departments and offices. At the end of the consultation process the Department will make recommendations to the Minister for Business, Enterprise and Innovation. Changes to the lists approved by the Minister will then be given legal effect by way of a statutory instrument.

## 1.2 Publication of Submissions and Freedom of Information

Any personal information which you volunteer to this Department will be treated with the highest standards of security and confidentiality, strictly in accordance with the Data Protection Acts 1988 and 2003. However, please note the following:

- The information provided in the submission form will be shared with relevant Government Departments and State organisations during the review process.
- The Department will publish the outcome of the reviews and the submissions received under this consultation on its website, and
- as information received by the Department is subject to the Freedom of Information Act, such information may be considered for possible release under the FOI Act. The Department will consult with you regarding such information before making a decision should it be required to disclose it.
- If you wish to submit information that you consider commercially sensitive, please identify that information in your submission and give reasons for considering it commercially sensitive.

## 2. Economic Migration Policy

Ireland operates a managed employment permits system maximising the benefits of economic migration and minimising the risk of disrupting Ireland's labour market. The system is intended to act as a conduit for key skills which are required to develop enterprise in the State for the benefit of our economy, while simultaneously protecting the balance of the labour market.

The employment permits regime is designed to facilitate the entry of appropriately skilled non-EEA migrants to fill skills and/or labour shortages, however, this objective must be balanced by the need to ensure that there are no suitably qualified Irish/EEA nationals available to undertake the work and that the shortage is a genuine one.

Only where specific skills prove difficult to source within the State and wider EEA, may an employment permit be sought by an employer to hire a non-EEA national. To implement this policy, Ireland currently operates an employment permits regime that:

- focuses on key sectors and skills shortages, especially in economically strategic enterprises with potential for jobs growth;
- adheres to the principle of community preference and avoids disrupting the labour market or reducing the employment opportunities for the resident population;
- ensures that employment permit holders are making a positive net contribution to the Irish economy;
- minimises the potential for abusing the employment rights of migrants, is clear and consistent and therefore attractive to migrants and employers;
- is administratively effective and efficient, has a clear legislative basis, and is sufficiently flexible to react quickly to changes in the labour market.

## 2.1 The Occupational Lists for Employment Permits

The system is, by design, vacancy led and driven by the changing needs of the labour market, expanding and contracting in tandem with its inherent fluctuations. In order to ensure that the employment permits schemes are responsive to changes in economic circumstances and labour market conditions, the system is managed through the operation of the Critical Skills Occupations List and the Ineligible Occupations List for the purpose of granting an employment permit.

- Occupations included on the Critical Skills Occupations List are highly skilled occupations which are experiencing labour or skill shortages in respect of qualifications, experience or skills and which are required for the proper functioning of the Irish economy.
- Occupations not on either List where an employer cannot find a worker, are considered eligible occupations for an employment permit, subject to criteria, but are not eligible for Critical Skills Employment Permits.
- Occupations included on the Ineligible Occupations List are occupations in respect of which there is evidence that there are more than enough Irish/EEA workers available to fill such vacancies, and therefore an employment permit shall not be granted in Ireland.

For your information, a copy of the current Occupations Lists, effective from 12<sup>th</sup> December 2019 are attached at the Appendix below and can also be found on the following website page link: <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/>

In addition to the current review, the Department invites your opinion on the usefulness of a separate review of the Ineligible Occupations List. It is intended that such a review would lead to a more comprehensive set of amendments than can be achieved through the current biannual review process in order to ensure maximum alignment with the labour demands of enterprise. Submitters are invited to provide their views under Section F Question 20 on the importance or relevance of such an evaluation should it be conducted.

### 2.1.1 *The Standard Occupational Classification system (SOC 2010)*

The Lists are guided by the Standard Occupational Classification system (SOC 2010), a system devised to classify roles into occupational categories. SOC2010 is structured in nine major groups and 25 sub-major groups followed by minor groups and unit groups. Within the structure of the classification, occupations fall broadly into four skill levels.

The Occupations Lists operate at Levels 3 and 4 of SOC-2010. When processing employment permits, the Department of Business, Enterprise and Innovation evaluates the occupation based on its own criteria and salary; title, qualifications and specifications, etc., are indicative of those criteria used by the Department in determining the relevant SOC code to be applied.

**Submitters are advised to review the SOC2010 listing and identify the most appropriate SOC code for the occupation referred to in order to provide clarity to the specific role. Link to the SOC system is also available on the following webpage under 'Classification of employments' <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/>.**

## 2.2 The Review Process

In order to maintain the relevance of these lists of occupations to the needs of the economy and to ensure the employment permits system is aligned with current labour market intelligence, the Lists are subject to twice-yearly evidence based review which involves consideration of the research and labour market intelligence undertaken by the Skills and Labour Market Research Unit (Solas), the Expert Group of Future Skills Needs, the National Skills Council, education outputs, sectoral upskilling and training initiatives and any known contextual factors (e.g., planned expansions in sectors, if known). The observations and input of relevant Government Departments are also incorporated in addition to the public consultation process. Submissions to the review process are also considered by the Interdepartmental Group on Economic Migration Policy chaired by the Department of Business, Enterprise and Innovation with membership drawn from senior officials of key Government Departments and Solas.

The Report on the Review of Economic Migration Policy, published in September 2018, included the recommendation that in order to make changes to the occupations lists, there would need to be a clear demonstration that recruitment difficulties are solely due to shortages across the EEA and not to other factors such as salary and/or employment conditions.

An occupation may be considered for inclusion on the Critical Skills Occupations List or removal from the Ineligible Occupations List provided that:

- There are no suitable Irish/EEA nationals available to undertake the work;
- Development opportunities for Irish/EEA nationals are not undermined;
- Genuine skills shortage exists and that it is not a recruitment or retention problem;
- The Government's education, training, employment and economic development policies are supported;
- The skill shortage exists across the occupation, despite attempts by industry to train and attract Irish/EEA nationals to available jobs.

## 2.3 Applications for Employment Permits

Parties considering making submissions to the review process should be aware that a range of criteria in addition to the eligibility of an occupation apply to the grant of employment permits. The criteria vary according to the type of employment permit application which is submitted. An elaboration of the policy underpinnings of the employment permits system is set out at:

<https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Policy/>

## A. Submitter Details

### 1. Name of firm/organisation and contact details:

(Please ensure you include a contact email address for queries)

Migrant Rights Centre Ireland  
Aoife Smith  
Email: aoife@mrci.ie

### 2. Please describe the main activity, sector and characteristics of the organisation making the submission *[not required for Government Department/State Bodies]*

The Migrant Rights Centre Ireland (MRCI) is a national organisation working to promote the rights of migrant workers and their families living in situations of vulnerability throughout Ireland. Since 2001, we have been working with migrant workers in the employment permit system. In 2018 MRCI provided information and support on 1949 cases to people from 111 different countries. Of this, 34% were undocumented, 1 in 12 worked care and domestic work and 1 in 12 in restaurants. Other sectors included retail, hospitality, services and fisheries.

### 3. Please provide an overview of your sector, including importance to the economy; recent and projected growth of the sector; national or sectoral strategies/actions; employment numbers/types of occupations in the sector

#### SEE INFOGRAPHIC ATTACHED

ESRI projections show demand for health and social care to increase across all sectors, with the greatest increases in services for older people<sup>1</sup>. It projects demand for home help hours is to increase by between 38 to 54 per cent by 2030 from a base demand of 14.3 million in 2015. It further projects an increased demand of 66 per cent in home care packages. This will require an estimated additional 20,000 home care workers to meet demands<sup>2</sup>. According to the ESRI, this demand will drive additional expenditure in capital investment and expanded staffing and will have major implications for capacity planning, workforce planning and training.

In addition to staff for home care providers, there is growing demand for carers directly employed in the private home by families themselves. In MRCI's experience, families are hiring home carers directly which has resulted in a growth of informal employment of irregular migrant care workers across Ireland.

Research carried out by MRCI in 2016 with over 1,000 undocumented migrants, found that the overwhelming majority (89%) are in employment, typically (though not always) in sectors where low-paid work is prevalent. The top five sectors of employment are Restaurant & Catering (32%),

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<sup>1</sup> ESRI PROJECTIONS OF DEMAND FOR HEALTHCARE IN IRELAND, 2015-2030  
<https://www.esri.ie/pubs/RS67.pdf>

<sup>2</sup> Home and Community Care estimates <http://hcci.ie/home-and-community-care-ireland-calls-for-regulation-in-the-home-care-industry/>

Domestic Work (29%), and Cleaning and Maintenance (13%). Other sectors include retail, hotel, medical, healthcare and agriculture.

A high proportion of these (66%) have been in their current job for over 2 years and of this 31% have been in the same job for over 5 years. 69% indicated that they are working over 30 hours, with more than half earning over €300 a week. This clearly demonstrates serious anomalies with the identification of labour and skills shortages.

Currently, an undocumented person employed in Ireland, with qualifications and multiple years' experience working, for example as a carer, and cannot currently apply for a work permit. Current economic migration policy does not consider this significant pool of resident worker and means a wealth of skills in the state are not being fully utilised.

MRCI advocate for a sensible pragmatic approach to address labour market shortages by supporting workers to transition from irregular employment in to formal employment, thus tackling the growing informal market, creating revenue, and upholding workers employment rights. This could be done through making a provision for in-country applications for employment permits, by relaxing employment permits rules to allow undocumented workers apply for an employment permit. Any undocumented worker who has a proven job offer and who meets a set of predefined criteria can apply.

We believe this is a humane approach that would allow undocumented migrants who are living and working in Ireland long term come forward in a safe way and apply for an employment permit. We also believe this makes sound economic sense due to the prevalence of undocumented workers in areas of labour market shortage such as care, agriculture, restaurants and construction. It is sensible in terms of current housing issues also as workers are already in situ, and accustomed to Ireland

**4. If you are not a representative body, please provide the name and contact details of your representative body for your sector, if there is one.**

## B. The Occupation

**5. Please state the Occupation title**

Care Worker, Senior Carer, Domestic Workers including Childminders and Elder care givers,

**6. The Standard Occupational Classification Code most appropriate to this role (<https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Classification-of-Employments/>) (see 2.1.1 above )**

6145 Care workers and home carers

6146 Senior care workers

All Domestic Workers (carers and childminders)

**7. What status do you propose for this occupation?**

For inclusion on the Critical Skills List\_\_\_\_\_

For removal from the Critical Skills List\_\_\_\_\_

For inclusion on the Ineligible Occupations List\_\_\_\_\_

For removal from the Ineligible Occupations List\_\_\_\_\_ **YES**

**8. Please provide details of the occupation to include the following:**

**a. Brief overview of the role / job profile and tasks or responsibilities that may be of relevance:**

Health care assistants and care workers caring for older people, sick people and people with disabilities. They provide caring, personal and household services.

**b. Current average remuneration this role attracts (basic salary not including bonuses, allowances etc.)**

Between 11 Euro and 15 Euro per hour

**c. Qualifications and/or level of experience required to fulfil the role**

This varies and depends on the employer and/or company.  
HSE approved providers basic requirement is 2 modules of QQI level 5 in Care Skills

**d. The number of employees in your organisation currently working in this role**

MRCI's My Fair Home is a network of over 500 migrant carers.

**e. What progression opportunities does the role allow**

NA



## C.Reasons for adjustment:

The Department must be satisfied that industry is committed to meeting its labour needs from the resident and EEA labour market, and that recourse to the recruitment of foreign nationals is only undertaken where a genuine skills shortage exists, rather than other factors relating to the conditions of the employment which should be addressed through means other than economic migration.

### **9. Please provide an overview of the challenges faced by your business/sector, i.e., extent of labour and/or skills shortages; the impact and consequences for your business/sector if labour demands are not achieved**

The exclusion of care occupations including homecare and domestic work from the occupations list means that there is no correlation between demand for homecare and the critical lack of supply of workers. The shortage of available homecare workers to work in the private home has given rise to practices of families employing migrants, including undocumented migrants, as undeclared carers for ageing relatives.

MRCI data shows a high concentration of undocumented migrants employed in this sector<sup>3</sup>. This is an inevitable consequence of the absence of employment permits for the sector. This is not a long term solution to care, as workers are unprotected and vulnerable to exploitation, while families who rely on undocumented carers cannot avail of the tax relief measures available to employ a caregiver, it also increases activity in the informal market.

While it is not expected that labour migration policy will respond to the full needs of the care and homecare sectors, a cross departmental approach to alleviate the current crisis and address a future crisis is imperative. Therefore, the removal of certain occupations from the ICEL is a necessary piece a complex jigsaw.

### **10. Please provide any general information that you feel is pertinent in relation to your industry, e.g. wage ranges for occupations where shortages occur, whether the perceived shortage is general to the occupation or only occurs at specific levels of experience, or for very specific expertise.**

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<sup>3</sup> Ireland is Home <https://www.mrci.ie/resources/publications/ireland-is-home-survey-policy-paper-on-the-lives-of-undocumented-migrants-in-ireland/>

There has been a chronic lack of investment in health, care and social care services in Ireland for decades. Currently, the homecare sector operates a two-tier system of care delivery. Homecare workers employed by the public service and (i.e. HSE) have much better terms and conditions than non-HSE Homecare workers.

HSE-employed staff have annualised hour contracts, which affords a worker a guaranteed number of hours per week with limited unsocial hours. In contrast, care workers employed by non-HSE agencies have If-and-When contracts, work unsociable hours and are often not reimbursed for travel costs. Average wages range from €11-15 per hour.

Labour shortages are experienced by public, private and not for profit home care providers and it is more challenging to find staff in rural areas. There is a continued demand for live in/out care in the private home and for carers with specialised training and qualifications in dementia, Alzheimer's and Parkinson's and in palliative care.

MRCI is in favour of opening up the occupations identified, and in tandem are concerned with protecting workers rights and tackling exploitation, particularly in vulnerable and isolated sectors of the labour market. We make reference to the recent Review of Economic Migration Policy Report of the Inter Departmental Group, which states that "*Employment Permits Unit, Workplace Relations Commission (WRC), DEASP and INIS should develop and deliver a coherent and unified information campaign to employers, particularly when low skilled employments are removed from the ineligible occupations list*".

We welcome this approach and believe it is very relevant in relation to concerns with the removal of the above occupations in care and homecare. We believe that early regular inspections should be carried out in workplaces and be accompanied by the above stated campaigns to deal with any emerging employment related issues and to address issues and concerns of the past.

In addition, HSE waiting lists for home care supports are in excess of 6250<sup>4</sup> people with average waiting list of up to 3 months. Recruitment is the number one issue for home care providers nationwide. We also see continued demand for carers in the private home sector, in the absence of employment permits this demand is met by the informal market.

#### **11. Do you have any plans for expansion or development envisaged?**

#### **12. Wider economic factors may have an influence on such occupational shortages. For example, are the labour/skills shortage or surplus impacting productivity, innovation or competitiveness? Please provide evidence.**

The Economic and Social Research Institute (ESRI) has forecast GDP growth of 8.9 per cent for 2018, followed by growth of 4.5 per cent for 2019<sup>5</sup>. In September 2018 unemployment stood at 5.4 % close to what is generally regarded a 'full employment'<sup>6</sup>. These factors will exacerbate labour shortages experienced in care and across the homecare sector.

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<sup>4</sup> [http://www.carealliance.ie/userfiles/file/Briefing%20Paper%202%20Web\(1\).pdf](http://www.carealliance.ie/userfiles/file/Briefing%20Paper%202%20Web(1).pdf)

<sup>5</sup> <https://www.esri.ie/news/economic-growth-revised-upward-in-2018-and-2019/>

<sup>6</sup> <https://www.cso.ie/en/releasesandpublications/er/mue/monthlyunemploymentseptember2018/>

Projections from Eurostat indicate that the workforce across the EU will shrink by 50 million over the next 50 years<sup>7</sup>. A decline in the number of workers that are potentially available will have a knock-on effect on tax receipts, social welfare and pensions. Without responsive and far-reaching labour migration policies, it will be increasingly difficult to address labour shortages and demographic change. This challenge will be felt across all sectors but particularly in the provision of care for our aging populations.

EU preference for workers presumes to link EU unemployment and migration. Eurostat estimates that in the EU28 unemployment is at 6.7% (September 2018), the lowest since the start of the EU monthly unemployment series in January 2000<sup>8</sup>.

The Eurobarometer covering labour mobility in the European Union shows that 17% of the EU population indicated a willingness to work in a different country in the future, but the majority 60% indicated a non-European country as their intended destination<sup>9</sup>.

It is therefore short-sighted to assert that unemployed EEA nationals will necessarily want to come and work in Ireland or another EU country. We cannot assume that all labour market needs will be met by EEA workers. Furthermore, the latest available data (2016) shows that proportion of women (traditionally family carers) in the paid work was 59.5% and is beginning to reach its pre-crisis level. This coupled with a reduction in family size means that less family carers will be available into the future. In addition, government initiatives to attract workers from the live register have not been sufficient to meet sectoral shortages. Labour migration policy and this review must address these concerns and crisis level of labour shortages in care.

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<sup>7</sup> ECB Economic Bulletin, Issue 2 / 2018 – Articles; The economic impact of population ageing and pension reforms Carolin Nerlich and Joachim Schroth (ECB 2018)

[http://www.ecb.europa.eu/pub/pdf/other/ebart201802\\_02.en.pdf?f3b30b505d07b44d89eac15561e678d](http://www.ecb.europa.eu/pub/pdf/other/ebart201802_02.en.pdf?f3b30b505d07b44d89eac15561e678d)

<sup>8</sup> [https://ec.europa.eu/eurostat/statistics-explained/index.php/Unemployment\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php/Unemployment_statistics)

<sup>9</sup> Geographical and labour market mobility Summary Pub (June 2010)

[http://ec.europa.eu/commfrontoffice/publicopinion/archives/ebs/ebs\\_337\\_sum\\_en.pdf](http://ec.europa.eu/commfrontoffice/publicopinion/archives/ebs/ebs_337_sum_en.pdf)

## D.Training, innovation and industry initiatives

The Department must be satisfied that the industry is committed to fully utilising the domestic/ EEA labour market before industry considers employing non-EEA nationals.

**13. Please provide information on any demonstrated industry commitment to training and industry initiatives to enhance domestic/EEA recruitment that you are aware of, specifically:**

**a. What steps are being taken by industry and employers in the short term and long term to address this shortage?**

**b. Describe global labour-saving innovations in your industry and how your company or sector is planning to adopt these**

**c. Are you aware of initiatives by the sector to upskill the resident population or plans by industry representatives to engage with education and training providers in ensuring that the sector's skills needs are met?**

**d. Are there education and training initiatives and programmes? If yes, why is the graduate output not sufficient to meet your sector's needs, e.g. quality of graduates? quantity? geographic mobility?**

- e. Does your business have an agreed skills plan? For example a plan for upskilling the current workforce and or potential workforce?  
If yes, describe the expected outcomes of the plan.**

**If no, what plans are in place to develop one and within what timeframe?**

## E.Irish/EEA labour market resources

The State is committed to supporting Irish and EEA job seekers and the economic migration system is managed to contribute to this support. The Department of Employment Affairs and Social Protection can provide a range of supports to employers seeking to fill vacancies, and applicants for employment permits to fill general labour needs should avail of this support in the first instance. Changes to the eligibility of particular occupations in the context of the employment permits system will only be made where there is clear evidence of extensive engagement of sectoral actors in the Irish and European labour markets and where it is clear that the response to this engagement has proved inadequate to meet the relevant labour or skills requirement.

**14. Please provide information on the efforts made by your business/sector to recruit qualified Irish/EEA job seekers, i.e. campaign reach, duration, outcomes etc.**

**15. Please provide information on the actions taken by your business/sector to avail of the Department of Social Protection's Employer Engagement Team services to source qualified job seekers**

**16. Also please explain efforts made to recruit qualified EEA job seekers using for example Eures, Jobs Fairs, industry associations abroad, Jobs Ireland, etc.**

**17. Have you used other methods other than Jobs Ireland, Jobs Fairs, e.g., industry associations abroad, etc.**

## F. Consultation

### **18. If not a representative body, have you consulted with any industry representative body on this issue?**

MRCI has met with Home Care and Community Ireland (HCCI) to discuss labour shortages (private umbrella groups of 80 home care providers),

MRCI has discussed the issue with representatives of the National Not For Profit Network (umbrella group of 30 plus not for profit home care providers)

### **If yes, please provide some information on the aims and progress of the consultation?**

Aim is to provide data and evidence on shortages in their enterprise.

### **19. Has your business/sector had any engagement with the lead policy Government Department for your sector on this issue?**

MRCI has sent a letter to Minister Jim Daly outlining the issues and sought a meeting with the minister which was unsuccessful.

The Migrant Rights Centre Ireland as part of Ireland's Home Care Coalition and has made representations to Minister Daly on the broader issue of home care. The issue of labour shortages were included.

### **If yes, please provide some details of the aim, progress, context of engagement and/or current status of such engagement and contact details for the Department official if possible**

At present the Home Care Coalition is engaged in a process with the Department of Health's Older Persons Unit with responsibility for developing the Statutory Home Care Scheme, proposed for 2021. Workforce planning and alignment with labour migration policy is a key area in this work

### **20. Please provide your observations on whether you think the Department should conduct an evaluation of the Ineligible Occupations List with a view to amending a number of occupations to ensure access to employment permits for occupations that are in short supply in the Irish/EEA labour market.**

**Thank you for your participation. Please ensure any commercially sensitive information included in this submission has been indicated.**

## Appendix

### Schedule 3

*Employments in respect of which there is a shortage in respect of qualifications, experience or skills which are required for the proper functioning of the economy*

SOC-3	Employment category	SOC-4	Employments
112	Production Managers and Directors	1122	Site Manager
113	ICT Professionals	1136	Information technology and telecommunications directors
118	Health and Social Services Managers and Directors	1181	Senior health services and public health managers and directors
211	Natural and Social Science Professionals	2111	Chemical scientists in manufacturing (including food & beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience
		2112	<ul style="list-style-type: none"> <li>Medical laboratory scientists</li> <li>Biological scientists and biochemists in manufacturing (including food &amp; beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience</li> </ul>
		2113	Physical scientists in manufacturing (including food & beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience
212	Engineering Professionals	2121	<ul style="list-style-type: none"> <li>Civil Engineers</li> <li>Structural Engineers and Site Engineers</li> </ul>
		2122	Mechanical engineers
		2123	Electrical engineers
		2124	Electronics engineers specialising in: <ul style="list-style-type: none"> <li>Chip design, test engineering, or application engineering, or</li> <li>Process automation engineering, or</li> <li>Power generation, transmission and distribution, or</li> <li>Related and relevant specialist skills, qualifications or experience</li> </ul>
		2126	Design and development engineers specialising in: <ul style="list-style-type: none"> <li>Quality control, or validation and regulation engineering (high tech industry; food and beverages), or</li> <li>Chip design, test engineering, or application engineering, or</li> <li>Process automation engineering, or</li> <li>Power generation, transmission and distribution, or</li> <li>Related and relevant specialist skills, qualifications or experience</li> </ul>
		2127	Production and process engineers specialising in: <ul style="list-style-type: none"> <li>Quality control, or validation and regulation engineering (high tech industry; food and beverages), or</li> <li>Chemical process engineering, or</li> </ul>



			<ul style="list-style-type: none"> <li>○ Process automation engineering, or</li> <li>○ Power generation, transmission and distribution, or</li> <li>○ Related and relevant specialist skills, qualifications or experience</li> </ul>
		2129	<ul style="list-style-type: none"> <li>● Material scientists</li> <li>● Setting Out Engineer</li> <li>● Façade Designer</li> </ul>
213	Information Technology and Telecommunications Professionals	2133	IT specialist managers
		2134	IT project and programme managers
		2135	IT business analysts, architects and systems designers
		2136	Programmers and software development professionals
		2137	Web design and development professionals
		2139	All other ICT professionals not elsewhere classified
221	Health Professionals	2211	Medical practitioners
		2213	Industrial Pharmacists
		2217	<ul style="list-style-type: none"> <li>● Radiographers</li> <li>● Radiation therapists</li> <li>● Vascular technologists/physiologists</li> <li>● Gastro Intestinal technologists/physiologists</li> </ul>
		2219	<ul style="list-style-type: none"> <li>● Audiologists</li> <li>● Perfusionists</li> </ul>
222	Therapy Professionals	2229	Orthoptists
223	Nursing and Midwifery Professionals	2231	<ul style="list-style-type: none"> <li>● Registered Nurses (RGN, MHN, ID and Children's nurses)</li> <li>● Clinical Nurse Specialists</li> <li>● Clinical Nurse Managers</li> <li>● Advanced Nursing Practitioners</li> </ul>
		2232	<ul style="list-style-type: none"> <li>● Registered Midwives</li> <li>● Clinical Midwife Specialists</li> <li>● Clinical Midwife Managers</li> <li>● Advanced Midwife Practitioners</li> </ul>
231	Teaching and Educational Professionals	2311	<p>Academics who hold a qualification equivalent to Level 10 of the National Framework of Qualification in a given discipline awarded no less than two calendar years prior to the date of application for an employment permit, with a minimum of one academic year of relevant teaching experience, and the employment concerned</p> <ul style="list-style-type: none"> <li>○ is in a third level institution governed by the Irish Universities Act 1997 (No. 24 of 1997), the Institutes of Technology Act 2006 (No. 25 of 2006) and the Technological Universities Act 2018 (No. 3 of 2018); or</li> <li>○ involves delivering a programme largely or wholly concerned with information and communications technology, which leads to a major award at QQI level 8 and/or level 9 as validated by Quality and Qualifications Ireland.</li> </ul>
242	Business, Research and Administrative Professionals	2421	<ul style="list-style-type: none"> <li>● Chartered and certified accountants, and taxation experts specialising in tax, compliance, regulation, solvency or financial management or related and relevant specialist skills, qualifications or experience.</li> <li>● Qualified accountants with at least three years' auditing experience, who are full members of the American Institute of Certified Public Accountants (AICPA), Philippine Institute of Certified Public Accountants (PICPA) and the Institute of Chartered Accountants of Pakistan (ICAP) and whom have relevant work experience in the areas of US GAAP reporting and Global Audit and Advisory Services and the employment</li> </ul>

			<p>concerned is in MNC Global Audit Services.</p> <ul style="list-style-type: none"> <li>Tax consultant specialising in non-EEA tax consultancy and compliance with a professional tax qualification or legal qualification with tax specialism, and has a minimum of three years' experience of tax consultancy requirements and regulations in the relevant non-EEA market.</li> </ul>
		2423	Management consultants and business analysts specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience
		2424	Business and financial project management professionals specialising in finance & investment analytics, risk analytics, credit, fraud analytics or related and relevant specialist skills, qualifications or experience
		2425	Actuaries, economists and statisticians specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience
243	Architects, Town Planners and Surveyors	2431	Architect
		2433	Quantity surveyors
		2435	Architectural Technologist
		2436	Construction project managers
246	Quality and Regulatory Professionals	2461	Quality control and planning engineers
		2462	Quality assurance and regulatory professionals
		2463	Environmental health professionals
247	Media Professionals	2473	Art Director in 2D or 3D animation, with at least one year's experience in the role
321	Health Associate Professionals	3213	<ul style="list-style-type: none"> <li>PHECC registered Paramedics</li> <li>PHECC registered Advanced Paramedic Practitioners</li> </ul>
		3218	<ul style="list-style-type: none"> <li>Prosthetists</li> <li>Orthotists</li> <li>Respiratory physiologist</li> </ul>
341	Artistic, Literary and Media Occupations	3411	Animation Background and Design Artist in 2D or 3D animation, with at least one year's experience in the role
342	Design Occupations	3421	<ul style="list-style-type: none"> <li>Location Designer in 2D or 3D animation, with at least one year's experience in the role</li> <li>Character Designer in 2D or 3D animation, with at least one year's experience in the role</li> <li>Prop Designer in 2D or 3D animation, with at least one year's experience in the role</li> <li>Animation Layout Artist in 2D or 3D animation, with at least one year's experience in the role</li> </ul>
344	Sports and Fitness Occupations	3442	High performance coaches and directors employed by <ul style="list-style-type: none"> <li>National sports organisations, or</li> <li>High profile sports organisations engaging in international competition</li> </ul>
354	Sales, Marketing and Related Associate Professionals	3542	Business sales executives specialising in International Sales Roles or ITB2B sales roles and with fluency in the official language, apart from English, of a state which is not a Member State of the EEA
		3543	International marketing experts with required domain knowledge specialising in product strategy development and management with technical and product/service knowledge (pharmaceutical, medical devices, Software B2B, SaaS products)

Note: 'SOC-3' and 'SOC-4' refer to applicable levels in the Standard Occupational Classification system (SOC 2010).

*Schedule 4*

*Employments in respect of which an employment permit shall not be granted*

SOC-3	Categories of employment	SOC-4	Employment
122	Managers in Hospitality and Leisure Services	1221	Hotel and accommodation managers
		1223	Restaurant and catering establishment managers
		1224	Publicans and managers of licensed premises
		1225	Leisure and sports facilities managers
		1226	Travel agency managers
124	Managers in Health and Care Services	1242	Residential, day and domiciliary care managers
125	Managers in Other Services	1251	Property, housing and estate managers
		1252	Garage managers
		1253	Hairdressing and beauty salon managers
		1254	Shopkeepers – wholesale and retail
		1255	Waste disposal and environmental services managers
		1259	Other managers in other services not elsewhere classified (includes Betting shop manager, Graphic design manager, Library manager, Plant hire manager, Production manager) (with the exception of Safety Manager)
222	Therapy Professionals	2221	Physiotherapists (with the exception of a physiotherapist affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit)
		2222	Occupational therapists
		2223	Speech and language therapists
		2229	Other therapy professionals not elsewhere classified (with the exception of orthoptists, and chiropractors who are members of the Chiropractic Association of Ireland)
244	Welfare Professionals	2442	Social workers
		2443	Probation officers
		2449	Other welfare professionals not elsewhere classified
312	Draughtspersons and Related Architectural Technicians	3121	Town planning technicians
321	Health Associate Professionals	3216	Dispensing opticians
		3217	Pharmaceutical technicians
		3218	Dental technicians only
		3219	Other health associate professionals not elsewhere classified (includes Acupuncturists, Homeopaths, Hypnotherapists, Massage therapists, Reflexologists, Sports therapists)
323	Welfare and Housing Associate Professionals	3231	Youth and community workers
		3233	Child and early years officers
		3234	Housing officers
		3235	Counsellors

		3239	Other welfare and housing associate professionals not elsewhere classified
331	Protective Service Occupations	3311	NCOs and other ranks
		3312	Police officers (sergeant and below)
		3313	Fire service officers (watch manager and below)
		3314	Prison service officers (below principal officer)
		3315	Police community support officers
		3319	Other protective service associate professionals not elsewhere classified
344	Sports and Fitness Occupations	3443	Fitness instructors
352	Legal Associate Professionals	3520	Legal associate professionals (with the exception of employment of a person fluent in the official language, apart from English, of a State which is not a member of the EEA and who has market knowledge of that non-EEA state)
354	Sales, Marketing and Related Associate Professionals	3544	Estate agents and auctioneers
		3546	Conference and exhibition managers and organisers
356	Public Services and Other Associate Professionals	3561	Public services associate professionals
		3563	Vocational and industrial trainers and instructors (with the exception of mobility instructors for the visually impaired)
		3564	Careers advisers and vocational guidance specialists (with the exception of career guidance teachers in secondary schools)
		3565	Inspectors of standards and regulations
		3567	Health and safety officers (with the exception of Construction Safety Officers)
411	Administrative Occupations: Government and Related Organisations	4112	National government administrative occupations
		4113	Local government administrative occupations
412	Administrative Occupations: Finance	4121	Credit controllers (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, in a role in credit control where the employment is supported by an enterprise development agency)
		4122	Book-keepers, payroll managers and wages clerks (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA in a role in accounts payable where the employment is supported by an enterprise development agency)
		4123	Bank and post office clerks
		4124	Finance officers
		4129	Other financial administrative occupations not elsewhere classified
413	Administrative Occupations: Records	4131	Records clerks and assistants
		4132	Pensions and insurance clerks and assistants
		4133	Stock control clerks and assistants
		4135	Library clerks and assistants
		4138	Human resources administrative occupations

415	Other Administrative Occupations	4151	Sales administrators
		4159	Other administrative occupations not elsewhere classified
416	Administrative Occupations: Office Managers and Supervisors	4161	Office managers
		4162	Office supervisors
421	Secretarial and Related Occupations	4211	Medical secretaries
		4212	Legal secretaries
		4213	School secretaries
		4214	Company secretaries
		4215	Personal assistants and other secretaries
		4216	Receptionists
		4217	Typists and related keyboard occupations
511	Agricultural and Related Trades	5111	Farmers
		5112	Horticultural trades
		5113	Gardeners and landscape gardeners
		5114	Groundsmen and greenkeepers
		5119	Other agricultural and fishing trades not elsewhere classified
521	Metal Forming, Welding and Related Trades	5211	Smiths and forge workers
		5212	Moulders, core makers and die casters
		5214	Metal plate workers, and riveters
523	Vehicle Trades	5231	Vehicle technicians, mechanics and electricians (with the exception of vehicle technicians and mechanics affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit)
		5232	Vehicle body builders and repairers
		5234	Vehicle paint technicians
		5236	Boat and ship builders and repairers
		5237	Rail and rolling stock builders and repairers
524	Electrical and Electronic Trades	5241	Electricians and electrical fitters
		5244	TV, video and audio engineers
		5249	Other electrical and electronic trades not elsewhere classified
525	Skilled Metal, Electrical and Electronic Trades Supervisors	5250	Skilled metal, electrical and electronic trades supervisors
531	Construction and building trades	5312	Masons
		5313	Roofers, roof tilers and slaters
		5314	Plumbers and heating and ventilating engineers
		5315	Carpenters and joiners (with the exception of shuttering carpenters)
		5319	Other construction and building trades not elsewhere classified
532	Building Finishing Trades	5322	Floorers and wall tilers
		5323	Painters and decorators
533	Construction and Building Trades Supervisors	5330	Construction and building trades supervisors (with the exception of Foreman)

541	Textiles and Garments Trades	5411	Weavers and knitters
		5412	Upholsterers
		5413	Footwear and leather working trades
		5414	Tailors and dressmakers
		5419	Other textiles, garments and related trades not elsewhere classified
542	Printing Trades	5421	Pre-press technicians
		5422	Printers
		5423	Print finishing and binding workers
543	Food Preparation and Hospitality Trades	5431	Butchers (with the exception of boners (meat))
		5432	Bakers and flour confectioners
		5433	Fishmongers and poultry dressers
		5434	Chefs (with the exception of – <ul style="list-style-type: none"> <li>o Executive Chef with minimum of 5 years' experience</li> <li>o Head Chef with minimum of 5 years' experience</li> <li>o Sous Chef with minimum of 5 years' experience</li> <li>o Chef de Partie with minimum of 2 years' experience</li> <li>o Commis Chef with minimum of 2 years' experience</li> </ul> who will be employed in establishments other than fast food outlets)
		5435	Cooks
		5436	Catering and bar managers
544	Other Skilled Trades	5441	Glass and ceramics makers, decorators and finishers
		5442	Furniture makers and other craft woodworkers
		5443	Florists
		5449	All other skilled trades not elsewhere classified
612	Childcare and Related Personal Services	6121	Nursery nurses and assistants
		6122	Childminders and related occupations
		6125	Teaching assistants
		6126	Educational support assistants
613	Animal Care and Control Services	6131	Veterinary nurses
		6132	Pest control officers
		6139	Other animal care services occupations not elsewhere classified (includes work riders)
614	Caring Personal Services	6141	Nursing auxiliaries and assistants
		6142	Ambulance staff (with the exception of paramedics)
		6143	Dental nurses
		6144	Houseparents and residential wardens
		6145	Care workers and home carers (with the exception of a carer in a private home)
		6146	Senior care workers
		6147	Care escorts
		6148	Undertakers, mortuary and crematorium assistants
621	Leisure and Travel Services	6211	Sports and leisure assistants
		6212	Travel agents

		6214	Air travel assistants
		6215	Rail travel assistants
		6219	Other leisure and travel service occupations not elsewhere classified (with the exception of tourist guides fluent in the official language, apart from English, of a state which is not a Member State of the EEA)
622	Hairdressers and Related Services	6221	Hairdressers, barbers, and related occupations
		6222	Beauticians and related occupations
623	Housekeeping and Related Services	6231	Housekeepers and related occupations
		6232	Caretakers
624	Cleaning and Housekeeping Managers and Supervisors	6240	Cleaning and housekeeping managers and supervisors
711	Sales Assistants and Retail Cashiers	7111	Sales and retail assistants
		7112	Retail cashiers and check-out operators
		7113	Telephone salespersons
		7114	Pharmacy and other dispensing assistants
		7115	Vehicle and parts salespersons and advisers
712	Sales Related Occupations	7121	Collector salespersons and credit agents
		7122	Debt, rent and other cash collectors
		7123	Roundspersons and van salespersons
		7124	Market and street traders and assistants
		7125	Merchandisers and window dressers
		7129	Other sales related occupations not elsewhere classified
713	Sales Supervisors	7130	Sales supervisors
721	Customer Service Occupations	7211	Call and contact centre occupations (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, where the employment is supported by an enterprise development agency and is in— <ul style="list-style-type: none"> <li>o a customer service and sales role with relevant product knowledge,</li> <li>o a specialist online digital marketing and sales role, or</li> <li>o a specialist language support and technical sales support role)</li> </ul>
		7213	Telephonists
		7214	Communication operators
		7215	Market research interviewers
		7219	Other customer service occupations not elsewhere classified
722	Customer Service Managers and Supervisors	7220	Customer service managers and supervisors
811	Process Operatives	8111	Food, drink and tobacco process operatives (with the exception of Computer Numerical Control Operative and Meat processor operative)
		8112	Glass and ceramics process operatives (with the exception of Computer Numerical Control Operative)
		8113	Textile process operatives (with the exception of Computer Numerical Control Operative)



		8114	Chemical and related process operatives (with the exception of Computer Numerical Control Operative)
		8115	Rubber process operatives (with the exception of Computer Numerical Control Operative)
		8116	Plastics process operatives (with the exception of Computer Numerical Control Operative)
		8117	Metal making and treating process operatives (with the exception of Computer Numerical Control Operative)
		8118	Electroplaters (with the exception of Computer Numerical Control Operative)
		8119	Other process operatives not elsewhere classified (with the exception of Computer Numerical Control Operative)
812	Plant and Machine Operatives	8121	Paper and wood machine operatives (with the exception of Computer Numerical Control Operative)
		8122	Coal mine operatives (with the exception of Computer Numerical Control Operative)
		8123	Quarry workers and related operatives (with the exception of Computer Numerical Control Operative)
		8124	Energy plant operatives (with the exception of Computer Numerical Control Operative)
		8125	Metal working machine operatives (with the exception of Computer Numerical Control Operative)
		8126	Water and sewerage plant operatives (with the exception of Computer Numerical Control Operative)
		8127	Printing machine assistants (with the exception of Computer Numerical Control Operative)
		8129	Other plant and machine operatives not elsewhere classified (with the exception of Computer Numerical Control Operative)
813	Assemblers and Routine Operatives	8131	Assemblers (electrical and electronic products)
		8132	Assemblers (vehicles and metal goods)
		8133	Routine inspectors and testers
		8134	Weighers, graders and sorters
		8135	Tyre, exhaust and windscreen fitters
		8137	Sewing machinists
		8139	Other assemblers and routine operatives not elsewhere classified
814	Construction Operatives	8142	Road construction operatives
		8143	Rail construction and maintenance operatives
		8149	Other construction operatives not elsewhere classified
821	Road Transport Drivers	8211	Large goods vehicle drivers (with the exception of heavy goods vehicle drivers who have- <ul style="list-style-type: none"> <li>o a category CE or C1E driving licence, or</li> <li>o an equivalent category to a category CE or C1E driving licence identified through a mutual recognition agreement between the Road Safety Authority and the appropriate regulatory authority in another jurisdiction).</li> </ul>
		8212	Van drivers
		8213	Bus and coach drivers
		8214	Taxi and cab drivers and chauffeurs
		8215	Driving instructors
822	Mobile Machine Drivers and Operatives	8222	Fork-lift truck drivers
		8223	Agricultural machinery drivers

		8229	Other mobile machine drivers and operatives not elsewhere classified
823	Other Drivers and Transport Operatives	8231	Train and tram drivers
		8232	Marine and waterways transport operatives
		8233	Air transport operatives
		8234	Rail transport operatives
		8239	Other drivers and transport operatives not elsewhere classified
911	Elementary Agricultural Occupations	9111	Farm workers (with the exception of dairy farm assistants)
		9112	Forestry workers
		9119	Other fishing and other general agriculture occupations not elsewhere classified (with the exception of horticulture worker)
912	Elementary Construction Occupations	9120	Elementary construction occupations
913	Elementary Process Plant Occupations	9132	Industrial cleaning process occupations
		9134	Packers, bottlers, canners and fillers
		9139	Other elementary process plant occupations not elsewhere classified
921	Elementary Administration Occupations	9211	Postal workers, mail sorters, messengers and couriers
		9219	Other elementary administration occupations not elsewhere classified
923	Elementary Cleaning Occupations	9231	Window cleaners
		9232	Street cleaners
		9233	Cleaners and domestics
		9234	Launderers, dry cleaners and pressers
		9235	Refuse and salvage occupations
		9236	Vehicle valeters and cleaners
		9239	Other elementary cleaning occupations not elsewhere classified
924	Elementary Security Occupations	9241	Security guards and related occupations
		9242	Parking and civil enforcement occupations
		9244	School midday and crossing patrol occupations
		9249	Other elementary security occupations not elsewhere classified
925	Elementary Sales Occupations	9251	Shelf fillers
		9259	Other elementary sales occupations not elsewhere classified
926	Elementary Storage Occupations	9260	Elementary storage occupations
927	Other Elementary Services Occupations	9271	Hospital porters
		9272	Kitchen and catering assistants
		9273	Waiters and waitresses
		9274	Bar staff
		9275	Leisure and theme park attendants
		9279	Other elementary services occupations not elsewhere classified
All	Work in the private home	All	Domestic operatives

Note: 'SOC-3' and 'SOC-4' refer to applicable levels in the Standard Occupational Classification system (SOC 2010)."