

Migration in UK Creative Occupations and Industries

State of the Nations Report

Online supplementary material

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Visa data (appendix tables and figures)

Table A1: Visa costs and further details for selected visas

Visa Name	Visa Type	Initial visa duration	Sponsor licence cost	Visa costs for the worker	Healthcare surcharge	Additional requirements
<p>Skilled Worker</p> <p>The worker must do a job on the list of eligible occupations for this visa... The UK employer must be approved by the Home Office with a sponsor licence. The worker must be paid at least the minimum salary rate for their occupation.</p>	Worker visa	It can last for up to 5 years. After that it can be extended as many times as needed, as long as the eligibility requirements are still met.	<p>A Certificate of Sponsorship (CoS) is needed.</p> <p>To obtain the sponsor licence, small businesses and charities pay £574, medium and large organisations pay £1,579.</p> <p>It usually takes around 8 weeks to process a licence application.</p> <p>Employers also need to pay £525 for each Certificate of Sponsorship (CoS) issued.</p> <p>In addition, for each CoS issued the employer has to pay the <u>Immigration Skills Charge</u>: for the first 12 months the cost is £364 for small or charitable sponsors and £1,000 for medium and large sponsors; for each additional 6 months the cost is £182 for small and charitable sponsors or £500 for medium and large sponsors.</p>	<p>The visa fee for workers varies based on the duration of the visa and whether the worker is applying from outside the UK (for up to 3 years is £769 per person, for more than 3 years is £1,519 per person) or the worker is applying from inside the UK to extend, switch or update the visa (for up to 3 years is £885 per person; for more than 3 years is £1,751 per person).</p> <p>If the job is on the immigration salary list, then there is no different fee in applying from inside or outside the UK and the fee is lower: if staying up to 3 years the visa costs £590 per person, whereas if staying for more than 3 years the cost is £1,160 per person.</p> <p>Additional cost is the time: it takes 3 weeks if applied from outside the UK, and 8 weeks if applied from inside the UK..</p>	<p>The <u>immigration healthcare surcharge (IHS)</u> is £1,035 per year per person, including dependents), but applicants under 18 years old at the time of application pay £776 per year. Most people must pay the IHS as part of their online immigration application. So, in the case of a worker applying for a 2-year Skilled Worker visa, they will need to pay £2,070 at the application stage. If applying for a visa also for their dependents, the same healthcare surcharge is due per person.</p>	<p>There is an English language requirement in place, although applicants who have studied in the UK can rely, in most cases, on their UK qualification to meet the standard. An additional cost of £140 or £147.50 may be due to have the appropriate level of English language recognised.</p> <p>Immigrant workers must demonstrate they have at least £1,270 available to support themselves when they arrive in the UK (unless exempt), and it must be proved that this amount of money is available for at least 28 days in a row, where day 28 must be within 31 days of applying for the visa.</p>

<p>Global Talent</p> <p>Visa introduced in February 2020 and available for talented and promising individuals who can demonstrate that they are leader or potential leader in the fields of science and research, digital technology and the arts. It is an entry route to the following creative industries: combined arts, dance, literature, music, theatre or visual arts; architecture; fashion design; film and television, including animation, post-production and visual effects; digital technology: gaming</p>	<p>Worker visa</p>	<p>The applicant chooses the duration of their visa, with a maximum of 5 years</p>	<p>A sponsor is not required. Instead, the applicant needs an endorsement by a Home Office-approved endorsing body to prove the applicant's leadership or potential leadership in their field. An endorsement can be waived if the visa applicant has won an eligible award.</p>	<p>The application for the visa costs £766 per person, including dependents. Obtaining the Global Talent visa takes 3 weeks if the applicant is outside the UK or 8 weeks if they are inside the UK, but it is possible to pay for a faster decision made within 5 working days.</p>	<p>The IHS due is the same as for the Skilled Worker visa.</p>	<p>A worker under this visa can work as an employee, self-employed or a director of a company. They can change or stop doing their job without telling the Home Office.</p> <p>There are no language or minimum salary eligibility requirements</p>
<p>Creative Worker</p> <p>It replaced the Temporary Worker - Creative and Sporting visa (T5) on 11th October 2021.</p> <p>The worker must make a unique contribution to the UK labour market, for example, because the worker is internationally renowned or required for continuity..</p>	<p>Temporary Worker visa</p>	<p>Maximum of 12 months, or the time written on the certificate of sponsorship plus up to 28 days, whichever is shorter.</p> <p>The visa can be extended for up to 12 months.</p>	<p>A CoS is needed.</p> <p>Employers pay £574 for the sponsorship licence of Temporary Workers and £55 for each Certificate of Sponsorship.</p>	<p>It costs £319 for each person applying, including dependents.</p> <p>Obtaining the Creative Worker visa takes 3 weeks if the applicant is outside the UK or 8 weeks if they are inside the UK, but it is possible to pay for a faster decision made within 5 working days.</p>	<p>The IHS due is the same as for the Skilled Worker visa. However, if the visa (applied for from outside the UK) is for less than six months, then no IHS fee is due. If the visa is for six months to one year, a full year must be paid.</p>	<p>The Creative Worker must be paid the minimum salary as set by Equity (the performing arts and entertainment trade union), PACT (the UK screen sector trade body for independent production and distribution companies) or BECTU (the union for contract and freelance workers in the media and entertainment industry), with the exception for models, musicians or circuses.</p> <p>Like the Skilled Worker, the Creative Worker needs to have enough money to support themselves in the UK - typically at least £1,270.</p>
<p>Global Business Mobility - UK Expansion Worker</p> <p>The worker must do a job on the list of eligible occupations for this visa and have worked for their employer outside the UK.</p>	<p>Temporary Worker visa</p>	<p>Maximum of 12 months, or the time written on the certificate of sponsorship plus up to 14 days, whichever is shorter. The visa can be renewed for up to 12 months</p>	<p>A CoS is needed.</p> <p>Employers pay £574 for the sponsorship licence of Temporary Workers and £55 for each Certificate of Sponsorship.</p>	<p>The visa application fee is £319 per applicant, including dependents.</p>	<p>The IHS due is the same as for the Skilled Worker visa. However, if the visa (applied for from outside the UK) is for less than six months, then no IHS fee is due. If the visa is for six months to one year, a full year must be paid.</p>	<p>The worker must be earning at least £48,500 per year or the 'going rate' for their job - whichever is higher (the going rates in Table 1 apply).</p> <p>The same proof of enough personal savings as applied for the Skilled Worker applies here.</p>

<p>Global Business Mobility - Senior or Specialist Worker</p> <p>It replaced the Intra-company Transfer visa, previously the Tier 2 (Intra-company Transfer) Long-term Staff visa.</p>	<p>Worker visa</p>	<p>Maximum total stay of 5 years in any 6 year period if the worker is paid less than £73,900 a year (but at least £48,500) or 9 years in any 10 year period if the worker is paid £73,900 a year or more.</p>	<p>A Certificate of Sponsorship (CoS) is needed.</p> <p>To obtain the sponsor licence, small businesses and charities pay £574, medium and large organisations pay £1,579.</p> <p>An Immigration Skills Charge like for the Skilled Worker visa is also payable by the sponsor.</p>	<p>The application fee for this visa ranges from £769 to £1,751, depending on personal circumstances and duration</p>	<p>The IHS due is the same as for the Skilled Worker visa.</p>	<p>The same proof of enough personal savings as applied for the Skilled Worker applies here.</p>
<p>Global Business Mobility - Graduate Trainee</p> <p>It has replaced the Intra-company Graduate Trainee visa, previously Tier 2 (Intra-company Transfer) Graduate Trainee visa.</p>	<p>Temporary Worker visa</p>	<p>The maximum period of stay is up to 12 months, and the visa cannot be extended, but its holder can apply for another Graduate Trainee visa from outside the UK.</p>	<p>A CoS is needed.</p> <p>Employers pay £574 for the sponsorship licence of Temporary Workers and £55 for each Certificate of Sponsorship.</p>	<p>The visa application fee is £319 per applicant, including dependents.</p>	<p>The IHS due is the same as for the Skilled Worker visa. However, if the visa (applied for from outside the UK) is for less than six months, then no IHS fee is due. If the visa is for six months to one year, a full year must be paid.</p>	<p>The graduate trainee must have worked for their sponsor outside the UK for at least 3 months immediately before they apply, hold a CoS and be paid at least £25,410 per year.</p>

Source: Authors' elaboration based on information from GOV.UK webpages.

Table A2: Count of visa granted for Worker or Temporary Worker types by DCMS-defined creative occupations by world region of nationality (2021Q1-2024Q1)

Occupation (by SOC2010)	Africa	Latin America and the Caribbean	North America	Asia	EU	Non-EU Europe	Middle East	Oceania	Other
1132 - Marketing and sales directors	117	100	632	831	688	193	69	154	0
1134 - Advertising and public relations directors	22	8	84	38	50	22	4	15	0
2135 - IT business analysts, architects and systems designers	837	220	671	17,412	1,040	600	116	106	0
2136 - Programmers and software development professionals	1,502	769	939	19,509	2,915	2,579	488	166	8
2137 - Web design and development professionals	145	50	94	1,814	121	75	38	11	0
2139 - Information technology and telecommunications professionals n.e.c.	191	65	154	5,706	309	163	51	29	0
2431 - Architects	27	45	44	162	187	75	37	8	0
2432 - Town planning officers	3	0	4	7	5	0	1	6	0
2435 - Chartered architectural technologists	0	0	0	8	2	0	1	0	0
2451 - Librarians	2	0	9	2	17	1	0	1	0
2452 - Archivists and curators	9	4	55	16	51	4	3	4	0
2471 - Journalists, newspaper and periodical editors	38	16	130	153	72	26	26	11	2
2472 - Public relations professionals	41	20	165	156	123	40	22	26	0
2473 - Advertising accounts managers and creative directors	35	37	157	141	123	41	11	39	0
3121 - Architectural and town planning technicians	6	8	15	53	52	18	9	2	0
3411 - Artists	205	92	45	486	187	420	27	9	2
3412 - Authors, writers and translators	15	8	59	116	75	27	8	7	0
3413 - Actors, entertainers and presenters	1,798	813	297	2,598	206	901	62	58	28
3414 - Dancers and choreographers	183	139	73	319	50	174	1	13	1
3415 - Musicians	2,163	383	35	1,692	35	569	101	5	9
3416 - Arts officers, producers and directors	420	73	696	1,818	299	119	32	52	1
3417 - Photographers, audio-visual and broadcasting equipment operators	102	32	118	623	49	45	1	13	2
3421 - Graphic designers	83	73	72	979	571	158	33	24	0
3422 - Product, clothing and related designers	24	11	71	306	186	47	11	15	0
3543 - Marketing associate professionals	218	111	544	1,675	1,176	275	125	61	0
5441 - Glass and ceramics makers, decorators and finishers	1	0	2	1	3	0	0	0	0
Grand total (2021Q1-2024Q1)	8,187	3,077	5,165	56,621	8,592	6,572	1,277	835	53

Source: Authors' calculation based on [Home Office Immigration System Statistics](#) with occupations under SOC2010 framework.

Notes: n.e.c.: not elsewhere classified.

Table A3: Visa granted for DCMS-defined creative occupations, by routes and world region of nationality 2021Q1-2024Q1

Visa type subgroup	Africa	Latin America and the Caribbean	North America	Asia	EU	Non-EU Europe	Middle East	Oceania	Other
Charity Worker (previously Tier 5)	21	3	14	40	11	0	3	1	0
Creative and Sporting (previously Tier 5)	462	181	355	1,165	135	390	13	31	7
Creative Worker	4,328	1,286	688	6,347	395	1,765	188	85	35
Government Authorised Exchange (previously Tier 5)	294	114	586	507	1,419	347	126	18	2
Graduate Trainee (Global Business Mobility)	4	4	4	33	32	4	1	0	0
International Agreement (previously Tier 5)	5	1	0	4	2	0	9	2	0
Religious Worker (previously Tier 5)	12	3	4	35	2	0	0	1	0
Secondment Worker (Global Business Mobility)	0	0	0	6	0	0	0	0	0
Service Supplier (Global Business Mobility)	0	0	0	0	0	1	0	0	0
UK Expansion Worker (Global Business Mobility)	2	1	6	47	3	7	9	1	0
International Sportsperson	1	0	0	0	0	0	0	0	0
Intra-company Transfer	24	25	195	9,519	195	60	28	13	0
Minister of Religion (previously Tier 2)	1	0	0	0	0	0	0	0	0
Scale-up Worker	0	2	0	5	0	8	0	0	0
Senior or Specialist Worker (Global Business Mobility)	52	28	231	12,571	476	111	40	41	0
Skilled Worker	2,978	1,429	3,081	26,339	5,920	3,879	858	642	9
Skilled Worker - Health & Care	3	0	1	3	2	0	2	0	0
Grand total (2021Q1-2024Q1)	8,187	3,077	5,165	56,621	8,592	6,572	1,277	835	53

Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510ece939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework

Table A4: Visa granted for DCMS-defined creative occupations of top 20 nationality, 2021Q1-2024Q1

2023 rank	Nationality	2021	2022	2023	2024 (only Q1)	Total
1	India	11,926	20,505	12,737	2,497	47,665
2	Pakistan	251	704	1,479	479	2,913
3	Nigeria	388	966	1,238	264	2,856
4	United States	1,389	1,631	1,215	278	4,513
5	China	352	528	680	148	1,708
6	Russia	771	1,114	618	82	2,585
7	South Africa	319	621	522	80	1,542
8	France	465	710	486	95	1,756
9	Ukraine	327	620	469	55	1,471
10	Turkey	264	582	408	83	1,337
11	Italy	314	493	320	70	1,197
12	Germany	256	431	312	70	1,069
13	Ghana	112	175	254	81	622
14	Bangladesh	49	117	245	85	496
15	Spain	233	390	242	73	938
16	Brazil	272	410	223	62	967
17	Zimbabwe	45	128	210	38	421
18	Australia	148	255	206	40	649
19	Canada	198	216	188	50	652
20	Jamaica	61	190	179	59	489
	Rest of the world	3,611	5,814	4,101	1,007	14,533
	Total	21,751	36,600	26,332	5,696	90,379

Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510ece939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework

Table A5: Count of visa granted for Worker or Temporary Worker types for DCMS-defined creative occupations by region of nationality (2021Q1-2024Q1)

Visa type subgroup	Region	2021	2022	2023	2024 (only Q1)
Creative Worker or Creative and Sporting	Africa North	21	108	68	33
	Africa Sub-Saharan	567	1,493	2,064	436
	America Central and South	270	566	441	190
	America North	428	273	272	70
	Asia Central	31	62	53	10
	Asia East	101	185	292	103
	Asia South	1,398	2,085	2,473	452
	Asia South East	44	81	94	48
	EU 14	169	138	130	35
	EU 2	4	3	4	0
	EU 8	9	22	9	4
	EU Other	1	1	1	0
	Europe Other	518	820	728	89
	Middle East	36	72	54	39
	Oceania	42	28	40	6
	Other	10	17	13	2
Other types	Africa North	31	80	42	6
	Africa Sub-Saharan	50	97	88	25
	America Central and South	59	69	42	11
	America North	239	456	295	51
	Asia Central	22	48	19	1
	Asia East	200	298	266	60
	Asia South	5,857	9,603	5,084	1,146
	Asia South East	39	62	56	9
	EU 14	289	682	485	124
	EU 2	22	66	35	0
	EU 8	240	106	55	9
	EU Other	12	11	6	0
	Europe Other	133	274	110	21
	Middle East	32	87	76	23
	Oceania	11	29	31	6
	Other	0	1	0	1
Skilled Worker	Africa North	231	363	197	34
	Africa Sub-Saharan	458	895	666	134
	America Central and South	401	633	324	71
	America North	920	1,118	836	207
	Asia Central	55	114	41	18
	Asia East	456	533	488	129
	Asia South	5,032	9,904	7,161	1,511
	Asia South East	269	346	240	42
	EU 14	1,309	1,979	1,287	257
	EU 2	96	153	84	14
	EU 8	169	268	167	21
	EU Other	35	55	21	5
	Europe Other	1,065	1,698	961	155
	Middle East	229	349	236	44
	Oceania	141	262	196	43
	Other	0	7	1	1
Grand total (2021Q1-2024Q1)		4984	21,751	36,600	26,332

Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510ece939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework

Table A6: Count of visa granted for Worker or Temporary Worker types by DCMS-defined creative occupations by year (2021Q1-2024Q1)

Occupation (by SOC2010)	2021	2022	2023	2024 (only Q1)
1132 - Marketing and sales directors	712	957	892	223
1134 - Advertising and public relations directors	65	91	71	16
2135 - IT business analysts, architects and systems designers	5,616	9,053	5,221	1,112
2136 - Programmers and software development professionals	7,651	13,116	6,788	1,320
2137 - Web design and development professionals	302	621	1,135	290
2139 - Information technology and telecommunications professionals n.e.c.	1,574	3,033	1,717	344
2431 - Architects	140	236	179	30
2432 - Town planning officers	4	13	8	1
2435 - Chartered architectural technologists	6	4	1	0
2451 - Librarians	5	18	9	0
2452 - Archivists and curators	27	60	53	6
2471 - Journalists, newspaper and periodical editors	113	196	132	33
2472 - Public relations professionals	115	234	194	50
2473 - Advertising accounts managers and creative directors	162	241	152	29
3121 - Architectural and town planning technicians	32	67	54	10
3411 - Artists	271	620	531	51
3412 - Authors, writers and translators	65	133	103	14
3413 - Actors, entertainers and presenters	1,390	2,282	2,424	665
3414 - Dancers and choreographers	263	295	314	81
3415 - Musicians	611	1,649	2,230	502
3416 - Arts officers, producers and directors	1,014	1,145	1,145	206
3417 - Photographers, audio-visual and broadcasting equipment operators	282	309	330	64
3421 - Graphic designers	361	606	856	170
3422 - Product, clothing and related designers	150	239	235	47
3543 - Marketing associate professionals	817	1,379	1,557	432
5441 - Glass and ceramics makers, decorators and finishers	3	3	1	0
Creative occupations	21,751	36,600	26,332	5,696
Non creative occupations	101,560	181,324	253,222	39,957

Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510e939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework.

Notes: n.e.c.: not elsewhere classified.

Table A7: Count of visa granted for all visa types by DCMS-defined creative occupations by quarter (2021Q1-2024Q1)

Occupation (by SOC2010)	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1
1132 - Marketing and sales directors	121	171	215	205	218	211	297	231	236	235	236	185	223
1134 - Advertising and public relations directors	13	12	20	20	25	17	30	19	20	20	21	10	16
2135 - IT business analysts, architects and systems designers	787	981	1,773	2,075	2,125	2,277	2,724	1,927	1,606	1,348	1,313	954	1,112
2136 - Programmers and software development professionals	1,114	1,528	2,363	2,646	2,733	3,559	3,985	2,839	2,091	1,846	1,479	1,372	1,320
2137 - Web design and development professionals	51	59	91	101	125	146	174	176	208	208	282	437	290
2139 - Information technology and telecommunications professionals n.e.c.	187	253	554	580	640	766	937	690	579	464	384	290	344
2431 - Architects	13	19	55	53	57	48	88	43	47	53	43	36	30
2432 - Town planning officers	0	1	3	0	2	5	2	4	3	0	3	2	1
2435 - Chartered architectural technologists	0	0	1	5	2	0	1	1	1	0	0	0	0
2451 - Librarians	0	0	2	3	2	6	5	5	4	2	2	1	0
2452 - Archivists and curators	1	5	10	11	9	22	11	18	8	15	19	11	6
2471 - Journalists, newspaper and periodical editors	17	18	44	34	42	48	67	39	44	40	25	23	33
2472 - Public relations professionals	18	29	31	37	46	63	76	49	47	51	58	38	50
2473 - Advertising accounts managers and creative directors	26	40	49	47	48	52	92	49	29	42	44	37	29
3121 - Architectural and town planning technicians	1	3	13	15	14	8	31	14	14	14	16	10	10
3411 - Artists	46	50	73	102	152	77	205	186	116	96	182	137	51
3412 - Authors, writers and translators	7	14	30	14	38	21	54	20	19	29	23	32	14
3413 - Actors, entertainers and presenters	186	365	383	456	639	421	678	544	745	567	630	482	665
3414 - Dancers and choreographers	3	49	67	144	53	108	63	71	44	93	90	87	81
3415 - Musicians	13	31	270	297	288	373	612	376	337	595	784	514	502
3416 - Arts officers, producers and directors	145	146	340	383	257	203	387	298	297	325	275	248	206
3417 - Photographers, audio-visual and broadcasting equipment operators	35	39	123	85	69	65	91	84	69	86	103	72	64
3421 - Graphic designers	19	44	132	166	153	144	156	153	142	193	279	242	170
3422 - Product, clothing and related designers	19	17	53	61	55	42	87	55	51	60	58	66	47
3543 - Marketing associate professionals	61	336	200	220	279	332	364	404	334	398	402	423	432
5441 - Glass and ceramics makers, decorators and finishers	0	0	1	2	0	0	1	2	1	0	0	0	0
Grand total (2021Q1-2024Q1)	2,883	4,210	6,896	7,762	8,071	9,014	11,218	8,297	7,092	6,780	6,751	5,709	5,696

Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at

<https://assets.publishing.service.gov.uk/media/67458510e0ce939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework.

Notes: n.e.c.: not elsewhere classified.

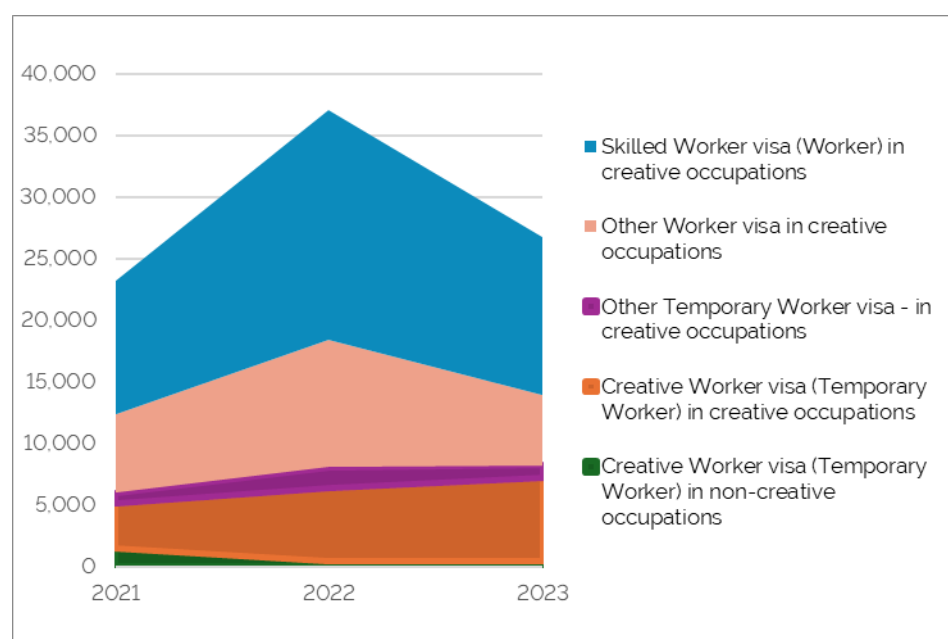
Table A8: Year-on-year growth of visa granted for all visa types by DCMS-defined creative occupations by year (2021-2023)

Occupation (by SOC2010)	YoY growth (%)	
	2021 to 2022	2022 to 2023
1132 - Marketing and sales directors	34.4	-6.8
1134 - Advertising and public relations directors	40.0	-22.0
2135 - IT business analysts, architects and systems designers	61.2	-42.3
2136 - Programmers and software development professionals	71.4	-48.2
2137 - Web design and development professionals	105.6	82.8
2139 - Information technology and telecommunications professionals n.e.c.	92.7	-43.4
2431 - Architects	68.6	-24.2
2432 - Town planning officers	225.0	-38.5
2435 - Chartered architectural technologists	-33.3	-75.0
2451 - Librarians	260.0	-50.0
2452 - Archivists and curators	122.2	-11.7
2471 - Journalists, newspaper and periodical editors	73.5	-32.7
2472 - Public relations professionals	103.5	-17.1
2473 - Advertising accounts managers and creative directors	48.8	-36.9
3121 - Architectural and town planning technicians	109.4	-19.4
3411 - Artists	128.8	-14.4
3412 - Authors, writers and translators	104.6	-22.6
3413 - Actors, entertainers and presenters	64.2	6.2
3414 - Dancers and choreographers	12.2	6.4
3415 - Musicians	169.9	35.2
3416 - Arts officers, producers and directors	12.9	0.0
3417 - Photographers, audio-visual and broadcasting equipment operators	9.6	6.8
3421 - Graphic designers	67.9	41.3
3422 - Product, clothing and related designers	59.3	-1.7
3543 - Marketing associate professionals	68.8	12.9
5441 - Glass and ceramics makers, decorators and finishers	0.0	-66.7
All Creative occupations	68.3	-28.1
Non creative occupations	78.5	39.7

Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510ece939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework.

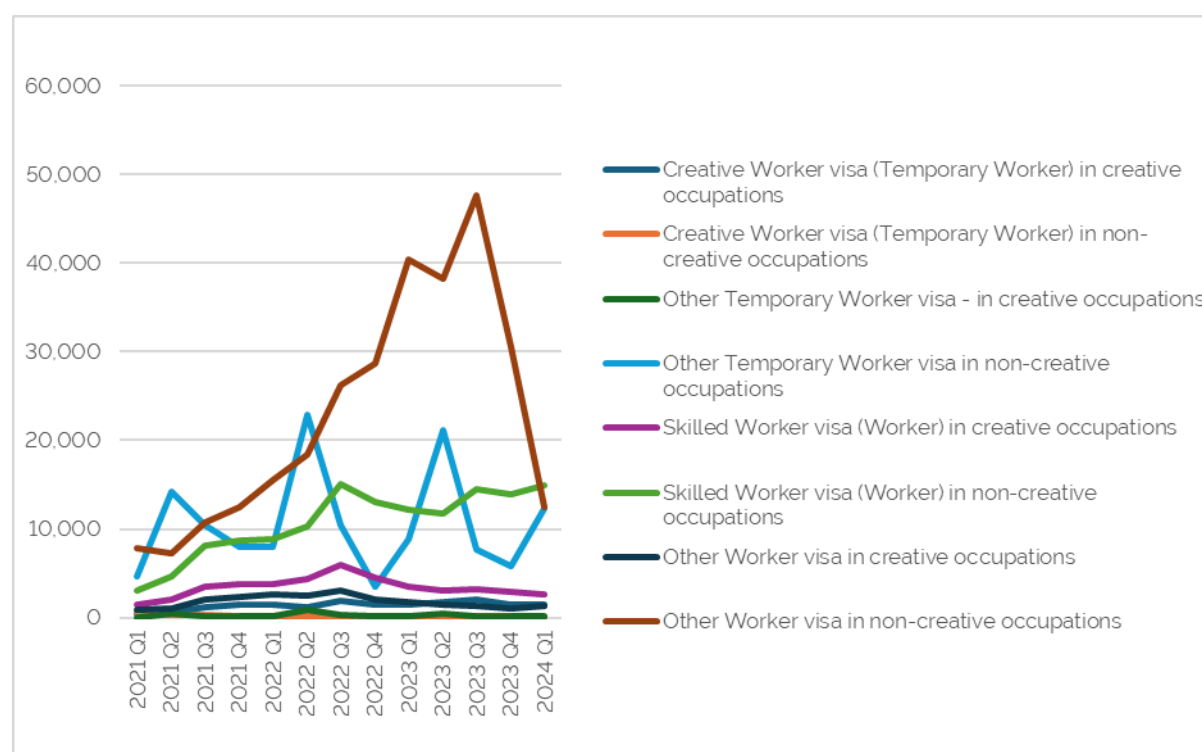
Notes: n.e.c.: not elsewhere classified.

Figure A1: Visa granted for creatives, by assorted routes and year 2021-2024



Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510e939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework

Figure A2: Visa granted for all Worker or Temporary Worker visa, by quarter 2021Q1-2024Q1



Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510e939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework

Table A9: Visa granted for all Worker or Temporary Worker visa, by quarter 2021Q1-2024Q1

Visa type	Visa subgroup	Occupation category	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1
Temporary Worker visa	Creative Worker visa	In creative occupations	400	624	1,212	1,413	1,415	1,168	1,918	1,453	1,542	1,697	2,007	1,490	1,517
		In non-creative occupations	566	381	380	126	113	120	139	79	61	110	182	118	89
	Other Temporary Worker visa	In creative occupations	67	490	165	177	239	892	340	196	228	488	173	125	171
		In non-creative occupations	4,726	14,167	10,482	7,940	8,027	22,923	10,504	3,544	8,831	21,178	7,724	5,794	12,390
Worker visa	Skilled Worker visa	In creative occupations	1,503	2,033	3,480	3,850	3,750	4,412	5,946	4,569	3,572	3,135	3,205	2,994	2,686
		In non-creative occupations	3,025	4,589	8,202	8,681	8,857	10,321	15,014	13,007	12,119	11,691	14,532	13,899	14,976
	Other Worker visa	In creative occupations	913	1,063	2,039	2,322	2,667	2,542	3,014	2,079	1,750	1,460	1,366	1,100	1,322
		In non-creative occupations	7,830	7,213	10,741	12,511	15,450	18,371	26,207	28,648	40,407	38,263	47,687	30,626	12,502
	Grand total (2021Q1-2024Q1)		19,030	30,560	36,701	37,020	40,518	60,749	63,082	53,575	68,510	78,022	76,876	56,146	45,653

Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510ece939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework

Table A10: Industry of visa sponsors for Worker and Temporary Worker visa in DCMS-defined creative occupations 2021Q1-2024Q1

SOC2010 code and occupation	Arts, Entertainment and Recreation	Information and Communications	Professional, Scientific and Technical Activities	Rest of the industries	Total
1132 - Marketing and sales directors	161	595	510	1,518	2,784
1134 - Advertising and public relations directors	12	44	109	78	243
2135 - IT business analysts, architects and systems designers	382	14,180	3,353	3,087	21,002
2136 - Programmers and software development professionals	1,580	15,675	4,148	7,472	28,875
2137 - Web design and development professionals	47	1,139	314	848	2,348
2139 - Information technology and telecommunications professionals n.e.c.	63	4,459	1,405	741	6,668
2431 - Architects	4	2	402	177	585
2432 - Town planning officers	0	0	12	14	26
2435 - Chartered architectural technologists	0	0	2	9	11
2451 - Librarians	1	0	2	29	32
2452 - Archivists and curators	52	0	8	86	146
2471 - Journalists, newspaper and periodical editors	32	298	22	122	474
2472 - Public relations professionals	50	94	111	338	593
2473 - Advertising accounts managers and creative directors	62	163	237	122	584
3121 - Architectural and town planning technicians	0	0	84	79	163
3411 - Artists	1,101	222	42	108	1,473
3412 - Authors, writers and translators	123	56	29	107	315
3413 - Actors, entertainers and presenters	5,583	234	31	913	6,761
3414 - Dancers and choreographers	863	24	5	61	953
3415 - Musicians	4,363	98	98	433	4,992
3416 - Arts officers, producers and directors	2,262	377	55	816	3,510
3417 - Photographers, audio-visual and broadcasting equipment operators	552	103	13	317	985
3421 - Graphic designers	800	400	203	590	1,993
3422 - Product, clothing and related designers	176	24	74	397	671
3543 - Marketing associate professionals	253	449	598	2,885	4,185
5441 - Glass and ceramics makers, decorators and finishers	0	0	0	7	7
Total creative occupations	18,522	38,636	11,867	21,354	90,379
Total non-creative occupations	10,050	16,415	39,541	510,057	576,063
Total for all occupations (2021Q1-2024Q1)	28,572	55,051	51,408	531,411	666,442

Source: Authors' calculation based on Home Office Immigration System Statistics (accessible at <https://assets.publishing.service.gov.uk/media/67458510e939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>) with occupations under SOC2010 framework.

Notes: n.e.c.: not elsewhere classified.

Census data

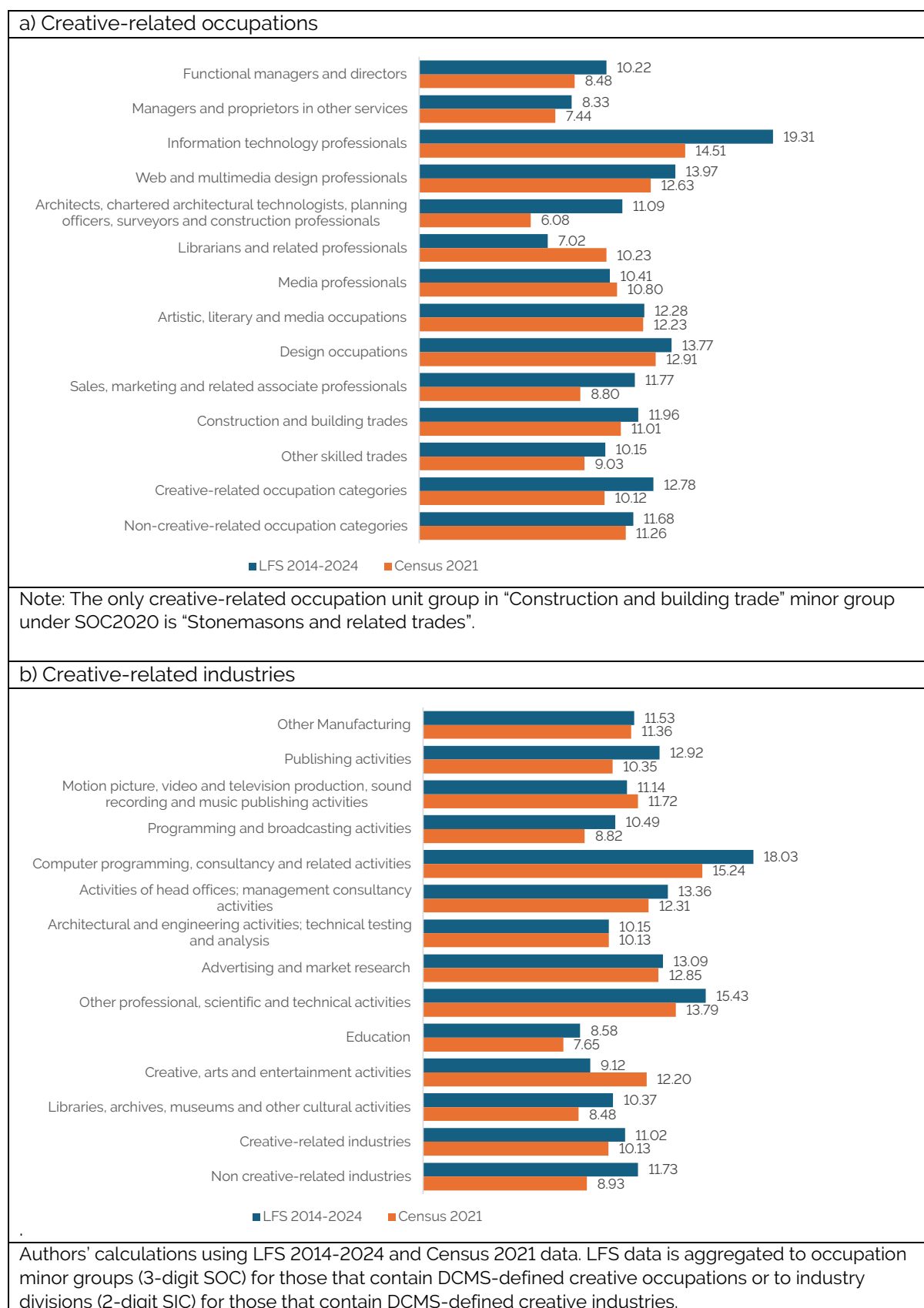
Consistency with Census 2021

While much less frequently published, data from Census provides a more complete snapshot of the population than the quarterly LFS. Albeit limited to England and Wales, publicly available version of Census 2021 data used in this report show patterns similar to LFS data regarding international creatives in the UK¹.

Census data concur with LFS data in revealing creative workforce patterns. Except in two groups, the proportions of internationals across creative-related occupation groups are consistently lower than in the LFS by only 5 percentage points (pp) or less (see Figure B1a). Similarly, except in two categories, the proportion of internationals across creative-related industries is consistently lower than in the LFS by only 3 pp or less (see Figure B1b). When aggregated, the gaps within creative-related occupation (2.7 pp), non-creative-related occupation (0.4pp), creative-related industries (0.9 pp), and non-creative-related industries (2.8 pp) are very small, indicating that the proportion of international creatives in LFS is consistent but slightly overestimated for the context of England and Wales.

¹ Unfortunately, due to the limited granularity of the publicly available data, creative occupations and creative industries were not able to be precisely identified at their 4-digit SOC and 4-digit SIC, respectively, as defined by DCMS.

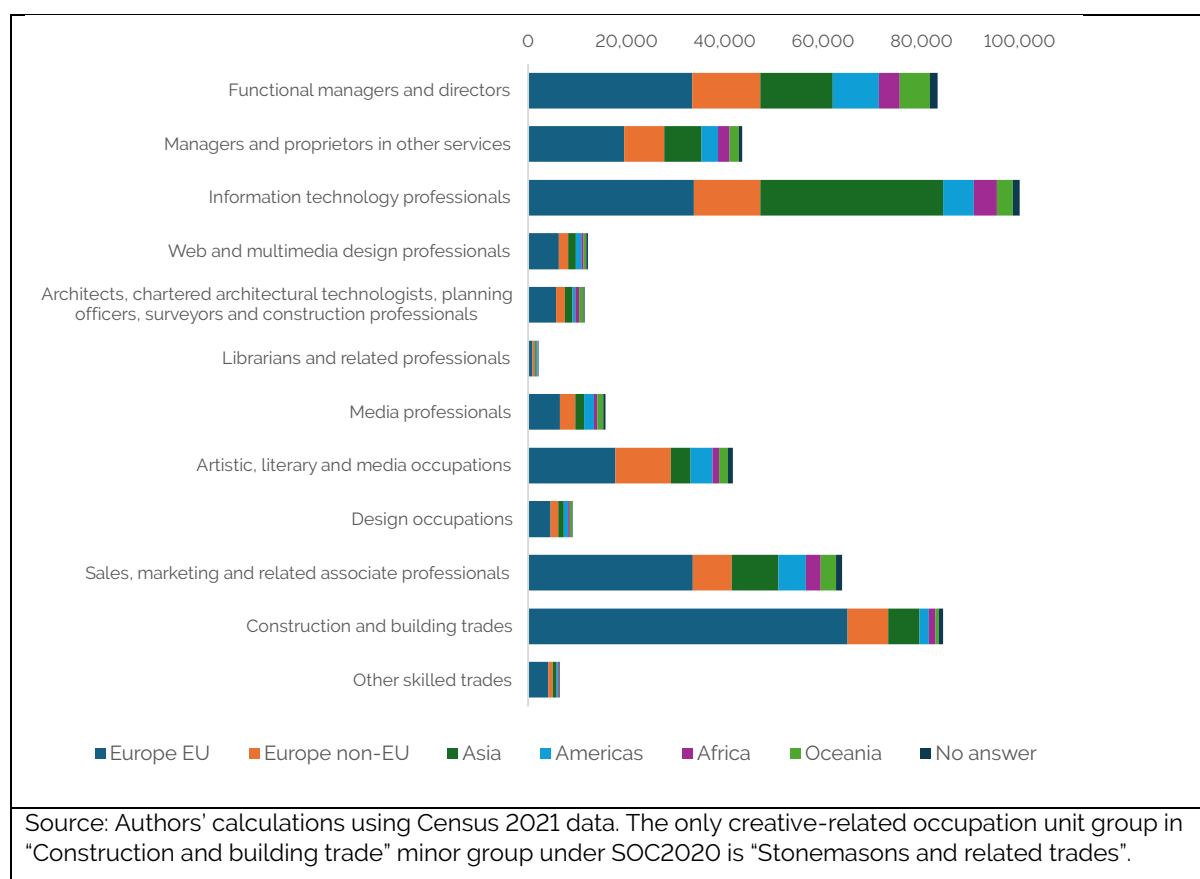
Figure B1: Proportion of labour with non-British nationalities in LFS against proportion of labour declaring non-British nationalities in Census, based on main job



EU countries most prominent among non-British national identities

The largest populations of non-British national identity in most creative occupation minor groups have national identities of countries in EU. In England and Wales in 2021, those with national identities from EU countries made up the largest group among those with non-British national identities in all but one occupation minor groups (3-digit SOC level) that include creative occupations. In each of four occupation groups, there were at least 33,000 workers of EU national identities. In “Information and technology professionals”, however, those with national identities from Asia – at 36,503 – surpass those of EU national identities (see Figure B2).

Figure B2: Labour force with non-British or only partly British national identities by creative occupation categories of main job



References

Data reference list

Home Office Immigration Statistics

Data on visa granted are publicly available in the immigration system statistics data tables (<https://www.gov.uk/government/statistical-data-sets/immigration-system-statistics-data-tables>) and detailed occupation visa datasets at 4-digit SOC codes (under SOC2010 framework) are available up to 2024Q1 only (<https://assets.publishing.service.gov.uk/media/67458510ece939d55ce9304e/occupation-visas-datasets-mar-24.xlsx>)

Labour Force Survey (LFS)

Quarterly datasets are safeguarded and available to approved researchers through the UK Data Service (<https://beta.ukdataservice.ac.uk/datacatalogue/series/doi/?id=2000026>)

Census 2021 (England and Wales)

Data are publicly accessed using the custom dataset table builder and the national identity (detailed) and occupation (current) can be downloaded from <https://www.ons.gov.uk/datasets/create/filter-outputs/164e8726-f1b5-4596-aca3-d8e2166d975b#get-data>

Data statement

Aside from LFS data, datasets used in this report are freely available via the links provided.