

Migrant Labour in the East of England Region

Section 1 – Purpose and Uses

Commissioned by the East of England Strategic Migration Partnership in February 2012, this report aims to assist colleges, universities, the local enterprise partnerships (LEPs) and others to:

- Understand the scale and types of both EU and Non-European Economic Area (EEA) migrants securing employment in the locality;
- Identify industries and occupations likely to be most affected by forthcoming changes in immigration policy;
- Assess the adequacy of existing local learning provision and shape the future curriculum offers in order to meet the needs of an economy with less access to foreign workers from outside the EEA in the future.

The data on economic migrants used in this report is primarily drawn from two sources:

- Data on Non-EEA migrants entering the UK under Certificates of Sponsorship during a 40 month period between November 2008 and February 2012 has been provided by the United Kingdom Border Agency. This data provides details of Certificates of Sponsorship used by companies when recruiting Non-EEA migrant workers. The data provides an insight into both the industries and occupations using migrant labour.
- Data on migrants from the so-called A8 Accession States of the European Union which joined the EU in 2004. This data provides details of A8 nationals granted permits to work in the UK under the Worker Registration Scheme operated by the United Kingdom Border Agency. The data also provides details of industries and occupations in which migrant workers have been employed¹.

It should be noted that the majority of the occupation and industry/sector estimates provided in this report relate to a one year period and therefore reflect the flow of new migrant workers into the area. The stock of migrant workers in the area will be significantly larger than these estimates as they will reflect an accumulation of migrants over time.

Section 2 – Policy Context

The Coalition Agreement committed the government to introducing an annual limit on the number of Non-EU economic migrants admitted into the UK. The immigration cap for Non-EEA workers for the year from April 2011 is 21,700 - about 6,300 lower than in 2009. Of those, 20,700 are tier two skilled migrants entering graduate occupations with a job offer and sponsorship. The other 1,000 are people allowed in under a new "exceptional talent" route – such as scientists, academics and artists. The former tier one general route - open to highly skilled migrants without a job offer will be closed. However, these limits do not apply to a category of workers who come to the UK in an "intra-company transfer" with their multinational employer.

The Coalition also asked the Migration Advisory Committee to undertake a full review of jobs and occupations skilled to Level 4 (degree level) and above to inform the Tier 2 shortage occupational list, where there would be a justification to fill roles using labour from outside the European Economic Area. This work was completed in February 2012.

Together these changes in policy will, unless appropriate action is taken, have a significant impact upon areas and industries which have become reliant on Non-EEA migrant labour to bridge key labour and skills shortages.

Section 3 – Economic Summary of the East of England Region

The East of England region is home to a population of 5,831,800 people of which approximately 3,714,400 are working age. Of those that are working age, there is an 80.4% economic activity rate across the region, 3.4% higher than is seen across the UK. Also, the unemployment rate is 6.6%, below the UK average of 8.2%.

Just under two-thirds (65.8%) of the population of the East of England region are qualified at NVQ2 and above, 48.2% are qualified at NVQ3 and above, and 28.5% qualified at NVQ4 and above. The proportion of the population possessing qualifications at NVQ3 and above is 1.4% below the UK average.

¹The Worker Registration Scheme was a temporary measure used between 2004 and April 2011 to monitor incoming workers from eight new member states of the European Union (the so called "A8 countries"). The A8 countries that joined the European Union in 2004 were: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

The region has a business base of approximately 399,060 companies. The East of England region is known for its strengths in many sectors. Norfolk, Cambridgeshire and Suffolk are known for strong developments in agriculture, demonstrated by the fact that Norfolk is the UK's biggest producer of potatoes. The economy in the East of England benefits from strong transport connections and a growing housing market. Its strong business sectors, for example, tourism, high-value engineering, leisure and hospitality set the East apart from other English regions.

Section 4 – Migrant Worker Volumes

Between November 2008 and February 2012, approximately 14,347 Non-EEA migrant workers were employed in the East of England region. This represents an annual average of 4,304 migrants and equates to approximately 0.14% of the economically active population in the area.

Between April 2010 and March 2011, approximately 16,080 A8 EU migrant workers were employed in the East of England region. As a percentage of the workforce, these A8 EU migrant workers represent approximately 0.52% of the economically active population in the area. Therefore, Non-EEA and A8 EU migrant workers represent 0.66% of the economically active population in the region.

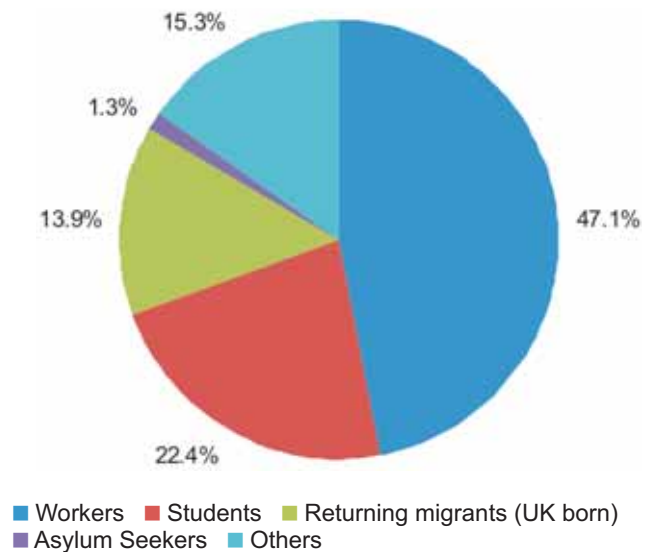
Whilst the two data sources used to estimate Non-EEA and A8 EU migrant volumes provide a useful picture of inward migration into the area, they can only provide a partial insight as they do not capture data on all migrants entering the area from other EU nations not covered by the Worker Registration Scheme requirement or those arriving as asylum seekers who are then given leave to remain or UK nationals returning home after a period overseas.

Data constructed by the Office of National Statistics using administrative sources, such as registrations for National Insurance Numbers, higher education student enrolments and registrations at GP surgeries provides perhaps the most comprehensive estimate of the total inward migration to the area. Using this source an estimated 215,368 migrants of all ages entered the East of England region between mid-2006 and mid-2010. This equates to an annual average

of 53,842 migrants of all ages entering the area every year.

As can be seen by Chart 1, only 47.1% of the 53,842 estimated annual migrants come to work in the area, with large proportions also studying or returning to the UK from periods abroad.

Chart 1: Estimated Composition of Migrants Entering East of England Region (% of all migrants)



Source: Immigration Estimates to Local Authority 2006 - 2010, Office of National Statistics.

However, within the East of England region there are vast differences amongst many Local Authorities as to the composition of migrants entering them. A strong trend across the East of England is that if the composition of migrant workers is higher, than the composition of migrant students is lower (and vice versa). For example, the district of Fenland has the largest composition of migrant workers in the East of England with 75.8%, but the 5th lowest composition of student migrants with 1.9%. In contrast, the district of Mid Bedfordshire has the lowest composition of migrant workers with 14.6%, but the highest composition of migrant students with 65.3%.

Section 5 – Occupational Patterns

Across the East of England region, Non-EEA migrant workers have been employed in over 180 different SOC² code areas since November 2008. A8 EU migrant workers have, in comparison been employed in just over 200 different SOC code areas.

Table 1

Most popular occupations currently filled by Non-EEA and A8 EU migrants

Rank	Non-EEA Occupations	No. of Migrants	Rank	A8 EU Occupations	No. of Migrants
1	IT, Software Professionals	2157	1	Process Operative (Other Factory Worker)	7553
2	Nurses	1230	2	Warehouse Operative	1721
3	Animal Care Occupations n.e.c. (not elsewhere classified)	1177	3	Farm Worker/Farm Hand	1165
4	Medical Practitioners e.g. Doctors & Surgeons	969	4	Cleaner, Domestic Staff	840
5	Musicians	821	5	Packer	711
6	Researchers n.e.c. (not elsewhere classified)	677	6	Kitchen & Catering Assistants	490
7	Care Assistants/Home Carers	640	7	Care Assistants & Home Carers	298
8	Researchers, Scientific	625	8	Sales & Retail Assistants	291
9	Youth & Community Workers	599	9	Labourer, Building	265
10	Chefs/Cooks	376	10	Waiter/Waitress	221
11	Actors, Entertainers	354	11	Crop Harvester	214
12	Teacher, Secondary Education	337	12	Maid/Room Attendant (Hotel)	144
13	Clergy	251	13	Carpenter/Joiner	142
14	Managers, Information & Communication Technology	188	14	Food Processing Operative (Meat)	132
15	Managers, Marketing & Sales	183	15	Chef, Other	123

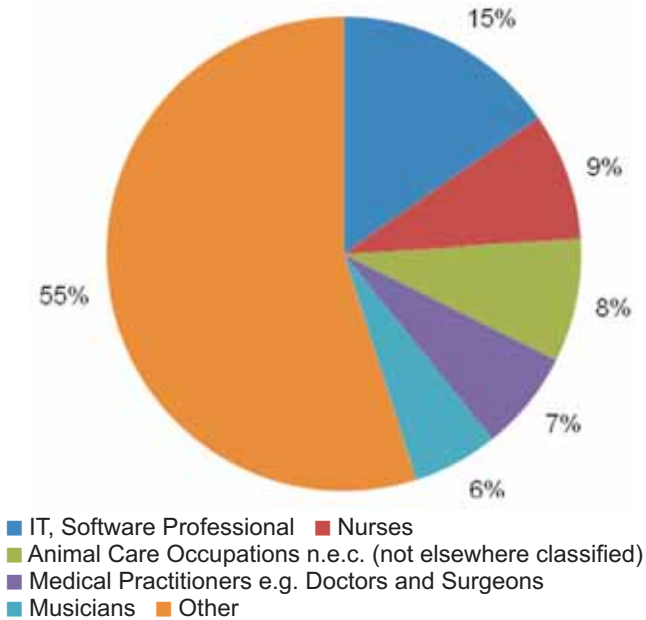
Sources: Worker Registration Scheme, DWP and Certificates of Sponsorship, UKBA

While migrants have been employed in a wide range of occupations, a much smaller number of occupations account for the vast majority of all migrant roles (circa. 74% for Non-EEA and 89% for A8 EU migrants). Table 1 provides details of the top 15 occupations filled by both Non-EEA and A8 migrant workers.

IT, Software Professionals is the largest single occupations group of Non-EEA migrant workers recruited in the East of England region, employing 15% of all Non-EEA migrant workers. A further 9% of all Non-EEA migrant workers are employed

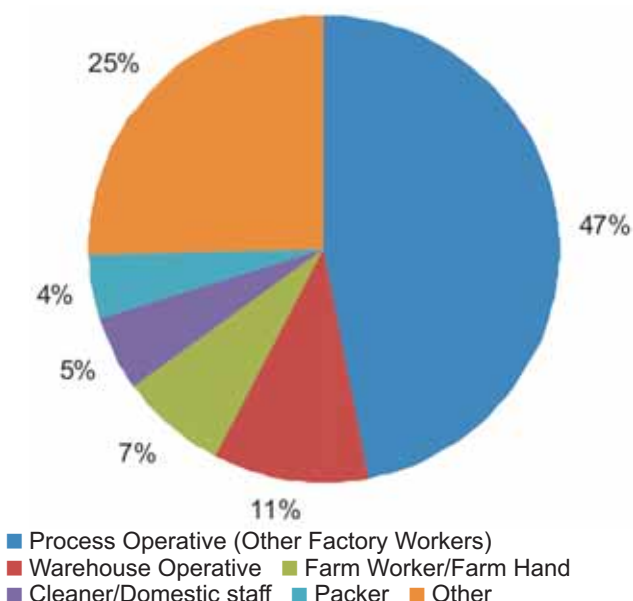
as Nurses, 8% in Animal Care Occupations n.e.c., 7% as Medical Practitioners, and 6% as Musicians. Chart 2 below demonstrates the proportion of Non-EEA migrants in the top 5 most popular occupations.

Chart 2: Top 5 Occupations Currently Filled by Non-EEA Migrant Workers



Process Operative (Other Factory Worker) is the occupation most commonly filled by A8 EU migrants with almost half (47%) of A8 EU migrant workers undertaking these roles between April 2010 to March 2011. A considerable number of migrants also took roles as Warehouse Operatives (11%), Farm Worker/Farm Hands (7%), Cleaners/Domestic Staff (5%), and Packers (4%). 25.4% of A8 EU migrant workers were employed in other roles, as shown in Chart 3 below.

Chart 3: Top 5 Occupations Currently Filled by A8 EU Migrant Workers



The data presented in Table 1 clearly shows the significant difference in the occupational make-up of migrants from Non-EEA nations and those from A8 EU countries. Non-EEA tend to be employed in higher order occupations requiring high levels of skills and qualifications. A8 EU nations are concentrated in occupations towards the lower half of the occupational spectrum requiring only low or intermediate level skills.

Section 6 – Sectoral Patterns

Migrant workers have been employed by companies working in a very wide range of industries operating in the area, from Residential Care to Creative Arts, and from Agriculture to Leisure Services. However, as with occupations, a much smaller list of industries account for the vast majority of both Non-EEA and A8 EU migrant workers.

The 10 most common Non-EEA migrant worker industries account for 83% (circa 12,000 employees) of all Non-EEA migrants employed in the East of England region between November 2008 and February 2012. The 10 most common industries employing A8 EU nationals accounted for almost 100% (circa 16,000 employees) of all A8 workers employed in the East of England region during the one year period under analysis (April 2010-March 2011).

Table 2

The top 10 industries using Non-EEA and A8 EU migrants

Rank	Non-EEA Industries	% of Migrants	Rank	A8 EU Industries	% of Migrants
1	Human Health Activities	17%	1	Administration, Business & Managerial Services	67%
2	Computer Programming, Consultancy & Related Activities	17%	2	Agriculture Activities	10%
3	Sports Activities & Amusement and Recreation Activities	13%	3	Hospitality & Catering	7%
4	Education	13%	4	Manufacturing	3%
5	Creative, Arts & Entertainment Activities	6%	5	Retail & Related Services	3%
6	Other Personal Service Activities	6%	6	SBS Sectors	3%
7	Residential Care Activities	5%	7	Health & Medical Services	3%
8	Food & Beverage Service Activities	3%	8	Education & Cultural Activities	1%
9	Scientific Research & Development	3%	9	Transport	1%
10	Other Professional, Scientific & Technical Activities	3%	10	Entertainment & Leisure Services	1%

Sources: Worker Registration Scheme, DWP and Certificates of Sponsorship, UKBA

The data suggests that the largest employing industry of Non-EEA migrant workers was the Human Health Activities sector. The Human Health Activities is an industry that covers functions including hospital activities, general medical practice, specialist medical practice and dental medical practice.

The Computer Programming, Consultancy and Related Activities sector accounts for 17% of all Non-EEA migrant workers (circa 2,400 workers), followed by Sports Activities and Amusement and Recreation Activities with 13% (circa 1,900 workers). The Computer Programming, Consultancy and Related Activities sector refers to a range of work including computer game development, computer consultancy activities and computer facilities management activities. The

Sports Activities and Amusement and Recreation Activities Sector covers a range of specific functions including operation of sports facilities and racehorse activities.

The data suggests that the largest employing industry of A8 EU migrant workers in the East of England region is Administrations, Business and Managerial Services. However, it should be noted that high volumes of migrant workers choose to use the services of recruitment agencies when finding work and it is likely that, in a number of cases, these recruitment companies have wrongly been identified as the direct employers of migrant workers using them rather than the actual industry in which the migrant worker is working.

The Agriculture Activities sector accounted for a

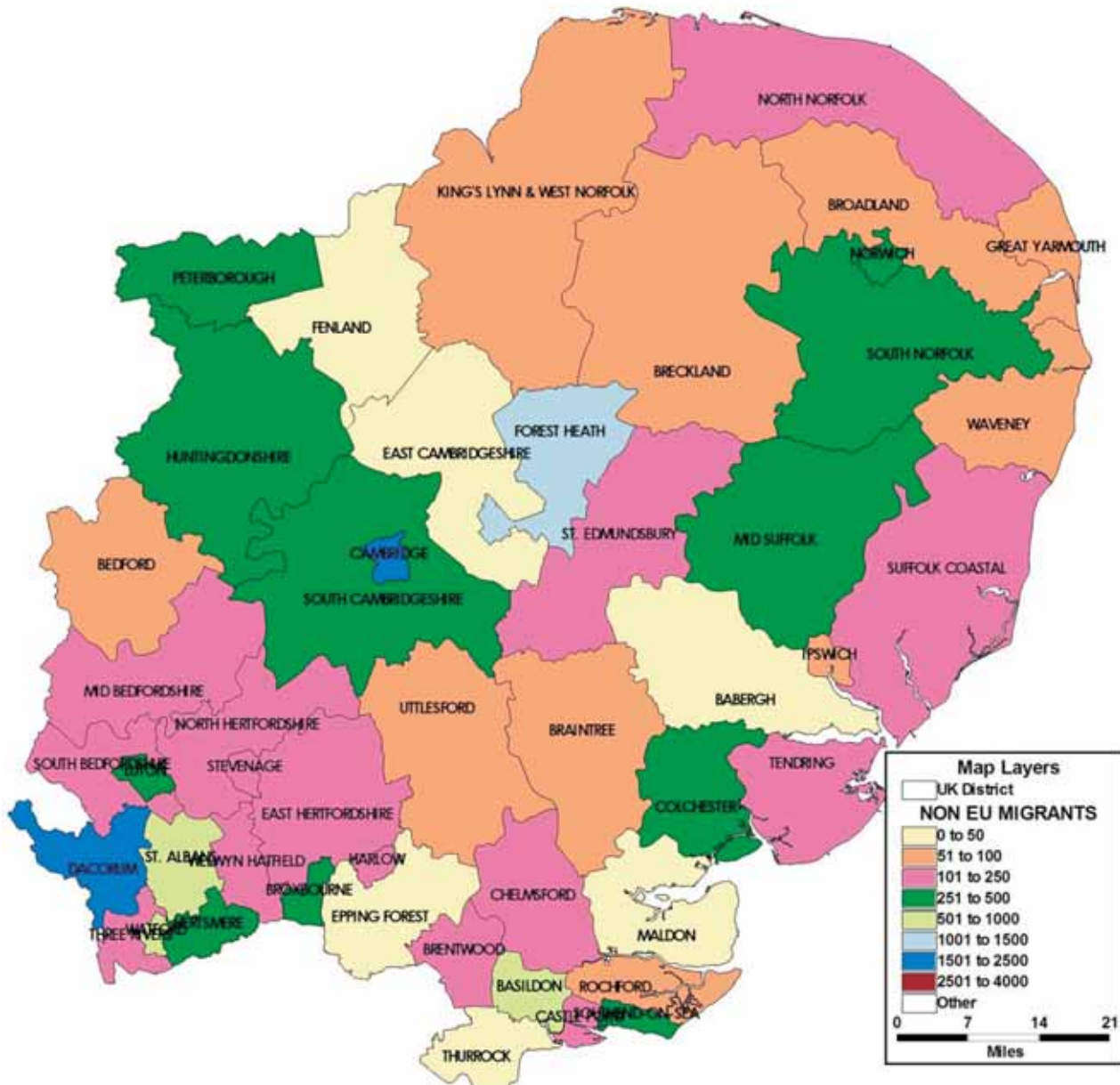
significant number of migrant workers with 10% of all A8 EU workers operating in that sector. Hospitality and Catering was also an important sector with around 7% of workers employed within it.

Section 7 – Geographic Patterns

Using the postcodes from all companies employing Non-EEA migrant workers and the resident Local Authority of A8 EU migrant workers, it has been possible to map the distribution of both groups across the East of England region.

As can be seen from Map 1, all local authorities in the region have witnessed some degree of inward Non-EEA migration. Those with the greatest number of Non-EEA migrant workers were identified as: Cambridge (2451), Dacorum (1678), Forest Heath (1379), St. Albans (958), Basildon (533) and Watford (531). Those districts with the lowest levels of Non-EEA migration during the period November 2008 – March 2012 were Thurrock (4), Maldon (7), Fenland (18), Epping Forest (22) and East Cambridgeshire (41).

Map 1: Number of Non-EEA migrant workers by Local Authority in the East of England region

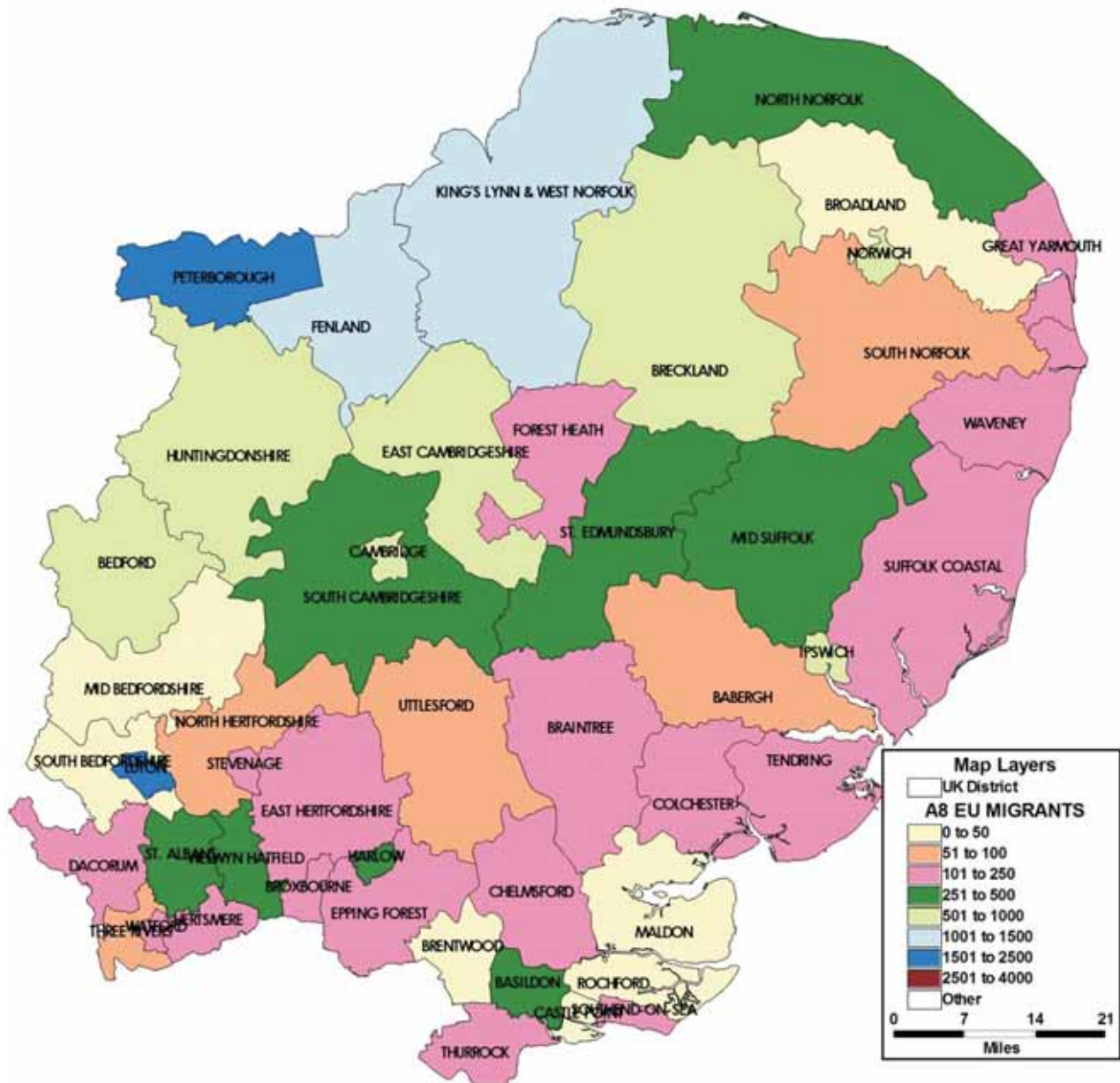


Source: Certificates of Sponsorship, United Kingdom Border Agency

Map 2 shows the distribution of A8 EU migrant workers and reveals that all local authorities in the region have witnessed some degree on inward migration. Those with the greatest number of A8 EU migrant workers were identified as: Peterborough (2075), Luton (1687), King's Lynn & West Norfolk (1372), Fenland (1031), and Norwich (670). The districts with the fewest numbers of A8 EU migrant workers in the East of England region were identified as: Rochford (11), Maldon (32), Castle Point (33), Broadland (46), and Brentwood (49).

Map 2: Distribution of A8 EU migrant workers by Local Authority in the East of England region

Data presented in this section demonstrates a significant divergence in the geographic distribution between the two groups of migrant workers. For example, Fenland is the 3rd biggest user of A8 EU migrant workers, but only the 3rd smallest user of Non-EEA migrants. In contrast, Dacorum is the second biggest user of Non-EEA migrant workers, however, it is only the 32nd biggest user of A8 EU migrants.



Source: Worker Registration Scheme, United Kingdom Border Agency

Assessing migrant labour reliance in Local Enterprise Partnerships across the East of England

Section 8 – Overall Local Reliance

Using DWP data on the number of unemployment claimants looking for work in different occupations, it is possible to assess the capacity of the local economy to absorb the impact of reduced number of migrant workers in the future. Table 3 compares the number of migrant workers in each occupation to the number of unemployed people in the East of England region looking for work in that occupation.

Table 3 demonstrates that two of the occupations currently employing large numbers of Non-EEA migrants have high numbers of indigenous workers looking to move into the roles (Care Assistants/Home Carers; and Chefs/Cooks). All other top ten occupations suffer from a significant under-supply of indigenous workers. The data,

therefore, suggests that companies looking to recruit individuals in these occupations may find it difficult to fill any void generated by a reduced supply on Non-EEA migrants in the future.

Table 3 also demonstrates that 8 occupations currently employing high volumes of A8 EU migrants have high numbers of indigenous workers looking to move into these roles, for example, Warehouse Operative; Packer; and Cleaner/Domestic Staff. This indicates that the local economy could adjust relatively easily to a reduced supply of future A8 EU migrant workers. However, there is no guarantee that the unemployed looking to move into these roles have either the skills or work experience to be a success in these roles, and many may require support to achieve them.

Table 3

Comparison of migrant roles and occupations sought by UK nationals

Non-EEA Top 10 Occupations	Ratio of unemployed to migrants	A8 EU Top 10 Occupations	Ratio of unemployed to migrants
IT, Software Professionals	14.8%	Process Operative (Other Factory Worker)	4.6%
Nurses	8.9%	Warehouse Operative	568.0%
Animal Care Occupations n.e.c. (not elsewhere classified)	56.9%	Farm Worker/Farm Hand	28.8%
Medical Practitioners	1.5%	Cleaner/Domestic Staff	457.4%
Musicians	8.5%	Packer	298.9%
Researchers n.e.c. (not elsewhere classified)	8.1%	Kitchen/Catering Assistants	540.3%
Care Assistants/Home Carers	468.0%	Care Assistants & Home Carers	1006.7%
Researchers, Scientific	8.8%	Sales & Retail Assistants	8228.5%
Youth & Community Workers	54.3%	Labourer, Building	1000.0%
Chefs/Cooks	258.0%	Waiter/Waitress	352.9%

- Under supply of local labour compared to migrant labour supply
- Balance of local labour supply and migrant labour supply
- Over supply of local labour compared to migrant labour supply

Sources: Worker Registration Scheme, UKBA, & JSA Claimants, Sought Occupations. DWP February 2012.

In the following two roles, the number of unemployed indigenous workers looking to move into roles falls substantially below the number of migrant workers currently recruited. This data, therefore, suggests the area may find it difficult to fill any void generated by any reduced labour supply in the A8 EU migrant labour:

- Process Operative (Other Factory Worker)
- Farm Worker/Farm Hand

As can be seen, this apparent under-supply of indigenous workers looks likely to particularly affect the Agriculture and Manufacturing sectors in the East of England region.

Section 9 – Causes of Hard-to-Fill Vacancies

Using data from the National Employer Skills Survey, it is possible to identify the causes of hard-to-fill vacancies amongst occupations what

have historically been filled by migrant workers. By understanding the causes of hard-to-fill vacancies amongst indigenous workers, it may be possible for local partners to better direct resources and effort towards resolving these issues going forward.

The data provides a useful insight into what employers believe to be the main causes of recruitment difficulties amongst occupations which have benefitted from significant numbers of Non-EEA migrant workers. It is clear that skills and experience deficiencies amongst the indigenous workforce are present in many cases. Tackling these skills gaps would, therefore, be essential if the area had to cope with fewer Non-EEA migrants in the future.

Table 4

Ranked causes of hard-to-fill vacancies by occupations of Non-EEA migrants

Rank	Occupation	Causes of Hard-to-Fill Vacancies
1	IT, Software Professionals	Low number of applicants with the required skills Lack of work experience the company demands
2	Nurses	Low number of applicants with the required skills Not enough people interested in doing this type of job
3	Animal Care Occupations n.e.c. (not elsewhere classified)	Low number of applicants with the required skills Low number of applicants generally
4	Medical Practitioners	Not enough people interested in doing this type of job Low number of applicants with the required skills
5	Musicians	Low number of applicants with required attitude/motivation
6	Researchers n.e.c. (not elsewhere classified)	Not enough people interested in doing this type of job Lack of work experience the company demands
7	Care Assistants/Home Carers	Low number of applicants with the required skills Job entails shift work/unsocial hours
8	Researchers, Scientific	Not enough people interested in doing this type of job Lack of work experience the company demands
9	Youth & Community Workers	Low number of applicants with the required skills Job entail shift work/unsociable hours
10	Chefs/Cooks	Lack of work experience the company requires Job entails shift work/unsocial hours

Sources: National Employer Skills Survey 2007, Learning and Skills Council

Table 5 below provides data from the National Employer Skills Survey regarding the causes of hard-to-fill vacancies in relation to the top 10 occupations filled by A8 EU migrants.

Table 5 demonstrates that reasons other than skills, qualifications and work experience account for the majority of hard-to-fill vacancies filled by A8 EU nationals. A lack of interest in available roles is often cited as a common reason for hard-to-fill vacancies.

Tackling these non-skills related causes will clearly be important if UK nationals are going to be persuaded to move into these roles if A8 migrant numbers fall in the future.

Table 5

Ranked causes of hard-to-fill vacancies by occupations of A8 EU migrants

Rank	Occupation	Causes of Hard-to-Fill Vacancies
1	Process Operative (Other Factory Worker)	Not enough people interested in doing this type of work/job Lack of qualifications the company demands
2	Warehouse Operative	Low number of applicants with the required attitude/motivation Not enough people interested in doing this type of work/job
3	Farm Worker/Farm Hand	Poor career progression/lack of progress Not enough people interested in doing this type of work/job
4	Cleaner, Domestic Staff	Low number of applicants with the required skills Low number of applicants generally
5	Packer	Low number of applicants generally
6	Kitchen & Catering Assistants	Job entails shift work/unsocial hours Low number of applicants with the required attitude/motivation
7	Care Assistants/Home Carers	Low number of applicants with the required skills Job entails shift work/unsociable hours
8	Sales & Retail Assistants	Low number of applicants with the required skills Lack of work experience the company demands
9	Labourer, Building	Not enough people interested in doing this type of job Lack of work experience the company demands
10	Waiter/Waitress	Job entails shift work/unsocial hours Low number of applicants with the required attitude/motivation

Sources: National Employer Skills Survey 2007, Learning and Skills Council

Section 10 – Local Training Infrastructure

This section provides a top-level overview of the range of learning provision available in the East of England region relevant to the key occupations filled by both Non-EEA and A8 EU migrant workers. FE data related to FE college provision in the academic year 2010/11 and is based on approximation between Sector Subject Areas and those occupations identified as having the most migrant workers currently employed. Data on the HE provision relates to HE providers operating within the East of England region and is based on an approximation between occupations and JACs³ codes.

Table 6 shows that in relation to the top 10 roles currently filled by Non-EEA migrants, there appears to be adequate HE provision in 9 of the 10 areas. Only in relation to the HE provision relevant to Chefs/Cooks is there no apparent relevant provision.

At FE level there appears to be only limited provision at Level 3 for those interested in working in Animal Care, Medical, Youth and Community and Chef/Cook roles.

Table 6 also provides data on the volume of provision relevant to the 10 roles most commonly filled by A8 EU nationals. The table shows that in almost all areas there is some local FE provision although it is limited in volume. At Level 2, only 5 out of 10 roles appear to have adequate level of local provision.

Table 6

Local FE & HE provision⁴ by broad occupation

Top 10 Non-EEA Migrant Occupations	Level 2	Level 3	HE	Top 10 A8 EU Migrant Occupations	Level 2	Level 3
IT, Software Professionals	L	Y	Y	Process Operative (Other	L	L
Nurses	Y	Y	Y	Warehouse Operative	L	N
Animal Care Occupations n.e.c. (not elsewhere classified)	L	L	Y	Farm Worker/Farm Hand	L	L
Medical Practitioners	N	L	Y	Cleaner/Domestic Staff	Y	L
Musicians	L	Y	Y	Packer	L	N
Researchers n.e.c. (not elsewhere classified)	N/A	N/A	Y	Kitchen/Catering Assistants	Y	L
Care Assistants/Home Carers	Y	Y	Y	Care Assistants & Home Carers	Y	Y
Researchers, Scientific	L	Y	Y	Sales & Retail Assistants	L	L
Youth & Community Workers	L	L	Y	Labourer, Building	Y	Y
Chefs/Cooks	Y	L	N	Waiter/Waitress	Y	L

Y = Adequate provision N= No provision L = Limited provision

Sources: National Employer Skills Survey 2007, Learning and Skills Council

Section 11 – Issues for Consideration

While small as a percentage of the total labour force, this report has demonstrated that migrant workers appear to be supporting the labour market at both ends of the skills spectrum, filling vacancies where there are genuine skills gaps amongst indigenous workers, as well as semi-skilled and unskilled vacancies which UK workers appear to have little interest in applying for.

Both Non-EEA and A8 EU migrant workers have played important parts in a number of sectors in the East of England economy, including: Health Activities, Computer Programming, Manufacturing, Distribution, Agriculture, Sporting Activities and Education.

Some important local companies have become used to being able to draw in international workers to bolster the domestic workforce and they may well face particular challenges if this source of labour is reduced or eliminated.

While all Local Authority areas in the East of England region have seen some inward migration over recent years this has not been evenly distributed and some local areas, such as Cambridge, Dacorum and Forest Heath, may face particular shortages as the number of Non-EEA migrant workers reduces. Any future reduction in A8 EU migrants would appear to affect Peterborough, Luton and King's Lynn & West Norfolk worst of all.

The government's decision to only consider highly skilled migrant workers with degree level

qualifications in the future is likely to cause particular issues for those employers which have historically recruited Non-EEA migrant workers as Chefs/cooks and Care Assistants. While there appears to be significant numbers of indigenous workers looking to work in these roles, there is evidence of both skills and non-skills barriers which have prevented these occupations being filled in the past.

Non-skills related reasons such as “a lack of interest” and “shift working” appear to explain why many employers which now use significant numbers of A8 EU migrants have historically been unable to fill roles from the indigenous population. Tackling these non-skills barriers would seem a clear priority for the future. This is particularly important for those employing Process Operatives and Warehouse Operatives who, collectively, currently employ around 9,300 A8 EU migrants in these roles.

It appears from the top-line analysis of learning provision that there may be a need to increase the number of training places in certain key areas such as: intermediate provision relevant to process manufacturing, agricultural trades and hospitality and catering roles.

Many of the issues faced by the East of England region in terms of key occupations and industries affected by the likely reduction in Non-EEA migrant workers are either the same or similar to those faced by neighbouring areas. It may therefore make sense for partners to discuss these issues with neighbours to see whether there are opportunities for collaborative action.

Appendix 1:
Indicative Migration Estimates (mid 2006 to mid 2010)

LA Name	Local Authority estimates in England and Wales by broad stream					
	Workers	Students	Returning migrants (UK born)	Asylum Seekers	Others	Total
Mid Bedfordshire	897	4,025	781	2	453	6,160
Colchester	2,583	5,952	1,086	22	1,383	11,026
Cambridge	5,918	9,879	1,842	23	2,752	20,413
Norwich	3,237	4,733	869	379	1,667	10,887
Rochford	220	22	288	4	82	616
Welwyn Hatfield	3,290	3,990	548	33	1,054	8,914
Mid Suffolk	407	21	497	0	157	1,082
Castle Point	223	36	235	6	90	588
Three Rivers	642	129	503	14	308	1,597
Broadland	494	44	473	8	192	1,210
Luton UA	9,903	9,778	631	597	2,931	23,840
South Norfolk	581	60	535	0	220	1,397
Maldon	323	15	346	0	91	774
South Bedfordshire	763	203	564	18	271	1,819
Chelmsford	1,775	914	942	10	562	4,202
Brentwood	646	44	531	1	300	1,523
North Hertfordshire	948	143	725	35	371	2,222
Dacorum	1,518	627	663	46	611	3,465
St. Albans	1,770	272	1,221	12	766	4,040
Waveney	683	107	468	0	292	1,551
Epping Forest	1,082	244	632	46	442	2,445
Babergh	606	20	503	1	180	1,310
South Cambridgeshire	2,295	705	1,212	18	681	4,911
Tendring	939	139	615	12	231	1,936
Basildon	1,467	204	719	36	558	2,984
Uttlesford	875	32	575	0	296	1,778
East Hertfordshire	1,826	305	850	5	673	3,659
Bedford	3,980	1,793	831	100	1,255	7,961
Suffolk Coastal	1,298	51	759	2	393	2,503
Hertsmere	1,622	253	559	30	652	3,114
Braintree	1,239	113	602	5	400	2,358
St. Edmundsbury	1,115	49	524	0	434	2,121
Forest Heath	1,318	54	608	6	405	2,392
Stevenage	1,028	218	260	38	298	1,842
Southend-on-Sea UA	2,899	349	745	136	922	5,050
Broxbourne	982	104	274	19	323	1,702
Huntingdonshire	2,564	116	964	36	707	4,387
Watford	2,878	357	379	71	1,048	4,734
North Norfolk	1,089	31	450	1	187	1,757
Breckland	2,397	117	628	0	693	3,835
Great Yarmouth	1,722	145	288	8	527	2,691
Harlow	1,638	136	290	34	437	2,535
Peterborough UA	10,195	954	842	622	2,797	15,411
Thurrock UA	3,269	274	445	142	786	4,915
Ipswich	4,547	228	404	214	1,250	6,643
King's Lynn and West Norfolk	3,094	38	491	10	743	4,375
East Cambridgeshire	3,179	105	525	1	430	4,240
Fenland	3,374	85	307	4	680	4,453

Source: Office of National Statistics

Appendix 2:
Indicative Migration Estimates (mid 2006 to mid 2010) percentages

LA Name	Percentage composition of Local Authority estimates by broad stream (and relative importance with other local authorities)				
	Workers	Students	Returning migrants (UK born)	Asylum Seekers	Others
Mid Bedfordshire	15%	65%	13%	0%	7%
Colchester	23%	54%	10%	0%	13%
Cambridge	29%	48%	9%	0%	13%
Norwich	30%	43%	8%	3%	15%
Rochford	36%	4%	47%	1%	13%
Welwyn Hatfield	37%	45%	6%	0%	12%
Mid Suffolk	38%	2%	46%	0%	15%
Castle Point	38%	6%	40%	1%	15%
Three Rivers	40%	8%	31%	1%	19%
Broadland	41%	4%	39%	1%	16%
Luton UA	42%	41%	3%	3%	12%
South Norfolk	42%	4%	38%	0%	16%
Maldon	42%	2%	45%	0%	12%
South Bedfordshire	42%	11%	31%	1%	15%
Chelmsford	42%	22%	22%	0%	13%
Brentwood	42%	3%	35%	0%	20%
North Hertfordshire	43%	6%	33%	2%	17%
Dacorum	44%	18%	19%	1%	18%
St. Albans	44%	7%	30%	0%	19%
Waveney	44%	7%	30%	0%	19%
Epping Forest	44%	10%	26%	2%	18%
Babergh	46%	2%	38%	0%	14%
South Cambridgeshire	47%	14%	25%	0%	14%
Tendring	49%	7%	32%	1%	12%
Basildon	49%	7%	24%	1%	19%
Uttlesford	49%	2%	32%	0%	17%
East Hertfordshire	50%	8%	23%	0%	18%
Bedford	50%	23%	10%	1%	16%
Suffolk Coastal	52%	2%	30%	0%	16%
Hertsmere	52%	8%	18%	1%	21%
Braintree	53%	5%	26%	0%	17%
St. Edmundsbury	53%	2%	25%	0%	20%
Forest Heath	55%	2%	25%	0%	17%
Stevenage	56%	12%	14%	2%	16%
Southend-on-Sea UA	57%	7%	15%	3%	18%
Broxbourne	58%	6%	16%	1%	19%
Huntingdonshire	58%	3%	22%	1%	16%
Watford	61%	8%	8%	2%	22%
North Norfolk	62%	2%	26%	0%	11%
Breckland	63%	3%	16%	0%	18%
Great Yarmouth	64%	5%	11%	0%	20%
Harlow	65%	5%	11%	1%	17%
Peterborough UA	66%	6%	5%	4%	18%
Thurrock UA	67%	6%	9%	3%	16%
Ipswich	68%	3%	6%	3%	19%
King's Lynn and West Norfolk	71%	1%	11%	0%	17%
East Cambridgeshire	75%	2%	12%	0%	10%
Fenland	76%	2%	7%	0%	15%

Source: Office of National Statistics