

Skills development opportunities and employment aspirations within A8 migrant groups in Leicester and Leicestershire

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September 2009



Funded by:



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Executive Summary

The research was commissioned by the Learning and Skills Council through the Regional Diversity Fund and carried out by the Youth Affairs Unit of the School of Applied Social Sciences at De Montfort University. The project was managed by South Leicestershire College Business Innovations Unit, working through a Steering Group representing the city and county local authorities, the Learning and Skills Council and the Leicestershire and Leicester City Learning Partnership, with links to the New Arrivals Strategy Group.

Recognising that there has been a tendency, based on anecdotal evidence, to stereotype migrants from the EU relocating to the UK and specifically Leicestershire as transient, economic migrants, the research set out to provide a baseline of data to inform future decisions on service provision. The steering group first considered and defined the scope of the research and invested time in "ground clearing" activity. A questionnaire and follow up interviews were then designed by the research lead in consultation with the steering group and used during the spring and early summer of 2009 to ascertain the skills development needs and employment aspirations of migrants aged 18 to 24 from the top 3 European accession states in terms of national insurance number registrations – Poland, Slovakia and the Czech Republic. Questionnaires were translated into the required languages and a postgraduate researcher was employed to distribute promotional information in advised localities, collect the responses and conduct follow up interviews. The questionnaires and promotional materials were also available online via the social networking website *Facebook* and Leicestershire's community portal. Although the sample reached cannot be considered statistically representative, the steering group is confident that the findings offer important insights into the employment and training situation of many young migrants from the A8 countries in Leicester and Leicestershire.

The majority of participants had not made the decision to come to Leicester or Leicestershire based on official information about the area, but had taken an opportunistic approach because they had friends in the region. Although the sample of migrants surveyed reported quite high levels of uncertainty and flexibility about their future, the research did not find evidence of low aspirations or skills wastage amongst the young people who participated, but rather evidence of aspirations not being met. The research concludes that there is a clear need for an approach to the provision of information, advice and guidance which reaches and meets the needs of young migrants and which changes their perceptions of their eligibility for social support and the obstacles to participation in training, education and career development. Finding significant differences in the characteristics and circumstances between those from Poland and Slovakia, the report also highlights the importance of a differentiated approach to provision which takes account of cultural diversity and the use of community networks to optimise access. There is a need for service providers to consider ways in which the barriers to participation can be addressed and minimised in order to effectively promote and facilitate equality of opportunity for all.

Acknowledgements

Our sincere thanks are due to the Czech, Polish and Slovakian young people who took the time and trouble to respond to our survey and to those who subsequently agreed to be interviewed. Thanks also to shopkeepers, staff of employment agencies and other agencies who agreed to allow us to make contact with their clients and customers. Special thanks are also due to staff of the Polish Advice Bureau in Leicester.

Thanks also to Dr Patricia Roberts-Thomson of the Chief Executive's Office, Leicester City Council and members of the New Arrivals Strategy Group.

Funding for this research was provided by the Learning and Skills Council Regional Diversity Fund.

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1. The rationale and background for the research

Since people from the new European Union (EU) member states known as the A8 or 'accession states'¹ gained the right to live and work in the UK in 2004 following the Treaty of Accession in 2003, there has been considerable policy interest in their successful integration. Amongst the broad questions which arise, those concerned with the employment and training needs, aspirations and intentions of new migrants to Leicester and Leicestershire have received limited research attention. As a result, a small scale research project to examine them was the subject of a successful bid in 2008 by South Leicestershire College to the Learning and Skills Council under its RDA Equality and Diversity stream. The Youth Affairs Unit at De Montfort University agreed to act as the college's research partner in undertaking the project.

An overview of the project by the College offered the following synopsis:

'... the project will focus on skills development opportunities and employment aspirations within migrant and new arrival groups domiciled in Leicester and the county as a whole. The research will determine how best to engage these groups – e.g. what is the driver for their migration to Leicestershire? how do they receive their information? who is their trusted advisor? what are the cultural considerations? how are prior skills accredited? – to optimise their contribution to the economic growth of Leicestershire and the East Midlands as it strives to be a 'Top 20' European region.'

(Project Overview)

Such an approach can be set, perhaps, against a widely held view that new migrants' skills and economic potential have not been fully realised in the UK. For example, national research undertaken in 2007² by the University of Liverpool suggested that there has been a 'brain waste' – with migrants' skills being devalued as their experience and qualifications were going unused in the jobs they were now doing in the UK. Put simply, the suggestion was that high-skilled migrants found themselves trapped in low-skilled jobs, often because of poor grasp of English, coupled with the need to work long hours which left little time for learning.

The most authoritative data about the numbers of such migrants in Leicester can be found in the City Council's report: *European Union A8 Migrants in Leicester* (April 2008), which draws upon National Insurance (NI) registration data to estimate the scale of inward migration. This found that in the period April 2005 to March 2006 there were 2803 males and 1658 females who applied for NI registration in Leicester. In the succeeding period 2006 -7, the figures were 3385 and 2753 respectively. This represented almost a third of the inward migration from the A8 states into the East Midlands region during this time. Of these migrants approximately 50% were in the age category 18-24 years in Leicester. Three countries provided the highest number of A8 migrants: approximately 77% arrive from Poland, 13% from Slovakia and 3.6% from Czech Republic. The most recent 2007-8 data is incomplete but it nonetheless suggests that most A8 NI registrations continue

¹ The A8 states are: Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia

² Currie, Samantha (2008) *Migration, Work and Citizenship in the Enlarged European Union*, Ashgate. Quoted in Labour Research October 2008 pp21-22

to be from these countries. The report suggested however, that applications from the Czech Republic had fallen by some 25% during 2006-7.

It should be pointed out of course, that the figures above provide data only on new NI applications. We do not know how long A8 migrants stay and therefore, how many remain at any one time. Various estimates have been offered. For example the figure 3000 – 5000 as a population of A8 migrants in Leicester is widely used³.

The limitations of our knowledge about A8 migrants in Leicester are widely acknowledged and efforts have been made to establish a more detailed picture – at least about the Polish community, which comprises the largest group. What is clear from efforts in the past is that resources have only allowed anecdotal or qualitative insights to be derived e.g. from focus group discussions⁴. Whilst useful and, in their own way, perfectly valid, the scale of such work cannot allow us to draw substantial or reliable conclusions. Anecdotal evidence is also cited in the City Council's 2008 EU Migrants report referred to above.

2. Towards a more authoritative picture

The research which is the subject of this report therefore set out to establish a more authoritative picture, within the limitations of the resources available to us. The emphasis here is on the word 'more'. We wished to:

- Broaden the research beyond (but also to include) the Polish community
- Devise a sample which could offer greater reliability than could be gained from very small scale qualitative research
- Provide some baseline data about the range of issues which might impinge upon our research questions
- Take at least some account of the diversity e.g. in background and intentions which was likely to be present both within and across different nationalities.

Whilst the research project has sought to fulfil these aspirations, nonetheless, the following important limitations should be borne in mind in interpreting our findings. First, the samples we drew up cannot be said to be representative in statistical terms. Such an approach would have been well beyond our means and would have required both a larger sample, and access to data about the A8 migrant population which is not yet available. Instead, our approach was based upon 'opportunity sampling' rather than random sampling: researchers went to places and used techniques such as social networking which it was thought would enable us to contact the populations we were interested in. Only three criteria guided our choice: respondents should be from Poland, the Czech Republic or Slovakia; they should be in the age range 18-24 years⁵; and we would attempt to sample approximately equal numbers of males and females. Our aim was to contact 300 respondents in Leicester and Loughborough: 150 Polish, 75 Czech and 75 Slovakian.

³ The Diversity of Leicester: A summary of Key Facts 2008 (One Leicester)

⁴ Report of the Focus Group with Polish Young People in Leicester. June 2007

⁵ The project Steering Group considered whether the sample should be broadened to include the 25-34 age group, which also provides a significant proportion of the new migrant population. This was rejected simply on the grounds that it was likely to weaken our findings, given the resources available.

The sample is also potentially affected by the means used to gain access to migrants and the route through which they completed the resulting survey. Fliers and questionnaires in four languages were distributed using the following means:

- Paper based distribution through shops, cafés, churches, community centres and job agencies in Leicester and Loughborough
- Electronic fliers and questionnaires available on *Facebook* pages created for the purpose
- Electronic fliers and questionnaires available on Leicestershire's community portal
- Paper based and electronic fliers and questionnaires distributed via professional and community networks.

It is not possible to be fully certain through which means respondents completed and returned their questionnaires since they were not coded for this purpose. However, we know that all were completed on paper; none were returned via *Facebook* or Leicestershire Council. We also know that most Slovakian respondents were contacted via employment agencies. Despite our best efforts, there were only five Czech respondents and unfortunately therefore, these have to be discounted for the purposes of any separate analysis.⁶ There were 97 valid Polish questionnaires (46 male; 51 female); and 66 Slovakian (27 male; 39 female) returned from the 500 Polish, 150 Slovakian and 150 Czech questionnaires which were distributed in paper form.

Put simply, by drawing our sample through these means, we inevitably affect the findings. For example, since most Slovakian respondents were contacted through employment agencies in the city, and many of these agencies concentrate on relatively unskilled work, then our sample is only of Slovakian respondents who occupy such roles. If there are other Slovakian migrants in different occupations, or who gained employment through other routes, then their absence from the research will affect the results. There may e.g. be Slovakian migrants in more skilled occupations but we do not know this, although we believe this is relatively unlikely. Nonetheless, we must be cautious in interpreting the results. Where the Polish sample is concerned the same limitation does not apply so much since many were drawn from a broader population.

Finally, we should bear in mind any effects that the timescale for the research might have had. Fieldwork was undertaken in the period April – July 2009. It is therefore a 'snapshot' at a particular time. Inevitably, in what is thought to be a transient population⁷, migrants' plans and intentions will have been affected by for example, the current recession in the UK and the economic position in migrants' countries of origin. Some migrants may have become unemployed who were previously working; some will be planning to return to their country of origin who had previously planned to stay; some may see any previous plans for career development as now unrealistic; migrants in particular occupations which have been adversely affected by economic conditions may have returned home. It is, then, a changing picture.

⁶ There may be many possible reasons why we have been unable to contact Czech respondents. For example, it has been suggested that most Czech migrants are from the Roma community and have settled in the Evington Rd, St Saviours Rd, East Park Rd area of the city. Since our fieldwork concentrated much of its attention in the Narborough Road area, they would have been unlikely to have seen our fliers. It has also been suggested that Roma families may well be less willing to become engaged with 'officialdom' since they have frequently met with discrimination in the past.

⁷ See for example: New European Migration (June 2007) I&DEA, London p8

Despite these limitations, our research appears to compare favourably with much of what has been done before, both in Leicester/shire and elsewhere. A literature review undertaken by HACT and The Chartered Institute for Housing⁸ in 2008 identified 16 local and regional studies of new migrants. Of these, seven had comparable samples to our own. We can have some confidence that the findings we present later offer a range of important insights into the employment and training situation of many young migrants from the A8 countries in Leicester and Leicestershire.

3. The research design

The central focus of the research is on the employment, training and skills needs and opportunities of A8 migrants from central and eastern Europe in the age group 18-24. Migrants from this age group from Poland, the Czech Republic and Slovakia were targeted. Two main methods were devised to ascertain data. First, an anonymised questionnaire was designed to survey the research population in question; second, we offered the opportunity for respondents to attend a focus group or be contacted for an interview by telephone so that we could add qualitative insights into certain aspects of the findings.

The research was undertaken by the Youth Affairs Unit, De Montfort University. Ethical approval for the study was obtained through the Research Ethics Committee of the university. Amongst other things this ensured that the research informed respondents about its purposes, how the results would be used, and assured them that the results would be treated confidentially. Where respondents offered contact details voluntarily, these were also kept confidential. Financial incentives were offered to respondents in the form of a prize draw for all who returned a questionnaire; and shopping vouchers for all those who agreed to be interviewed. 15 respondents from Poland offered contact details and of those, 10 were subsequently interviewed⁹. Eight Slovakian respondents offered contact details but none of these could subsequently be contacted¹⁰.

The information sheet about the research, the flier and the questionnaire were translated into Polish, Czech and Slovakian through Leicester City Council Community Languages Unit. English versions of these documents can be found at Appendix 1, 2 and 3 respectively.

⁸ Opening Doors: The Housing Associations' Charitable Trust and the Chartered Institute for Housing 2008. Available at: <http://www.hact.org.uk/uploads/OD%20lit%20review%20pt%202.pdf>

⁹ We are grateful to the Polish Advice Bureau in Leicester for accommodating us for the focus group which was undertaken.

¹⁰ In all cases telephone numbers were either no longer available or no reply was obtained; where email addresses were offered, no replies were received.

3.1 The questionnaire

The questionnaire was designed to elicit the following data:

- *Demographic information*: age, gender, country of origin, marital status, living arrangements, dependents, length of residence in the UK, frequency of return to country of origin, father's and mother's occupation (Questions 1 – 10)
- *Educational and employment*: age at which they left secondary education, level of qualification obtained, vocational / professional qualifications obtained in home country or since arrival in the UK, length and type of work experience in country of origin and in the UK (Questions 11 – 17)
- Reasons for migration, length of intended stay, choice of location and how that choice was made (Questions 18 – 22)
- Experience of living in the UK: hopes, plans for the future, reasons for staying or returning, problems experienced (Questions 23 – 27)
- Work experience in the UK: type of employment, perceived job security, job satisfaction, knowledge of social support (Questions 28 – 32)
- Education and training options: competence in English language, knowledge of and use of sources of advice, obstacles to further education perceived, plans or intentions (Questions 33 – 38).
- Contact and other details for those wishing to enter the prize draw or be interviewed (Questions 39 – 46)

3.2 Interviews

All respondents were offered the opportunity to be interviewed, either individually by telephone, or in a group. The purpose here was to enable us to add some qualitative detail to the data obtained through the survey. In the event, one group interview was conducted with 10 Polish people in the 18-25 age group. Seven of the ten attendees had previously completed the questionnaire. Notes of the interview are reproduced at Appendix 4. The insights gained from this are referred to at relevant points within the Findings section below.

It is noteworthy that the group interview respondents tend to share a relatively common set of experiences. For example, most are working in one occupational arena. This is probably explained by the likelihood that the survey made contact with a particular loose network of young Polish migrants living in one area of the city. Whilst their insights are valuable, they should not be seen as representative, in any strict sense, of the wider survey population.

4. Findings

Findings from the questionnaire were analysed using SPSS¹¹ and allowed us to bring together all of the data gained from the survey and, wherever necessary, to correlate findings from across the 36 questions (containing more than 240 potential choices). In the sections which follow we present and discuss the results from those questions which appear to have most relevance to our research questions. It should be noted that, as is often the case with such research data, it is not possible to present and discuss *all* findings in a report such as this. To do so would require much more analysis and many more pages of results, much of which may not be relevant to our central questions. The data set which has resulted is potentially a rich source of information which could be further analysed if resources were to become available. Coded data from the survey has been retained so that any future analysis can be undertaken should that prove desirable. Some tables of data which readers may wish to refer to, but about which we do not comment in detail, are provided in Appendices 7 to 11.

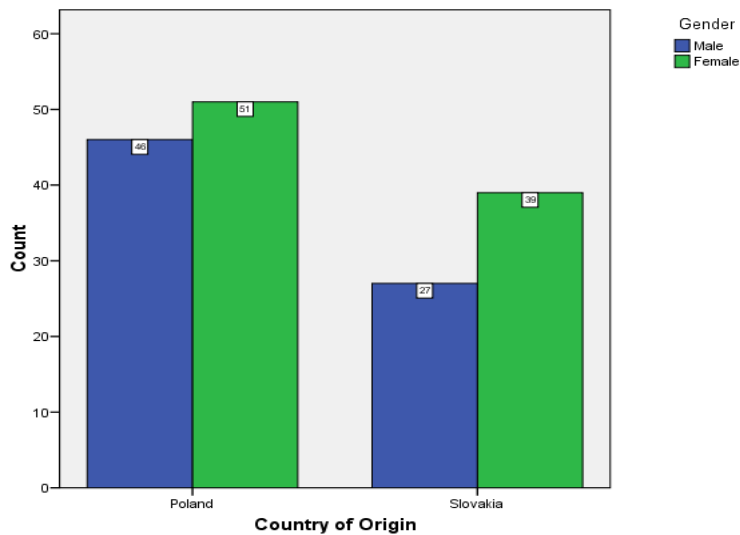
In this report we present the data resulting from some questions in a form which separates out responses from Slovakian and Polish respondents, and in some cases, also between males and females. The purpose of so doing is not primarily to compare the groups, but to consider them separately *where the results suggest that such consideration is informative*. At times, we examine results for the whole group. In these cases, we feel that the results do not merit separation: either there was no discernible difference between the groups, or, if they were different, the margins are so small that to separate them would be misleading.

¹¹ Statistical Package for the Social Sciences (2008)

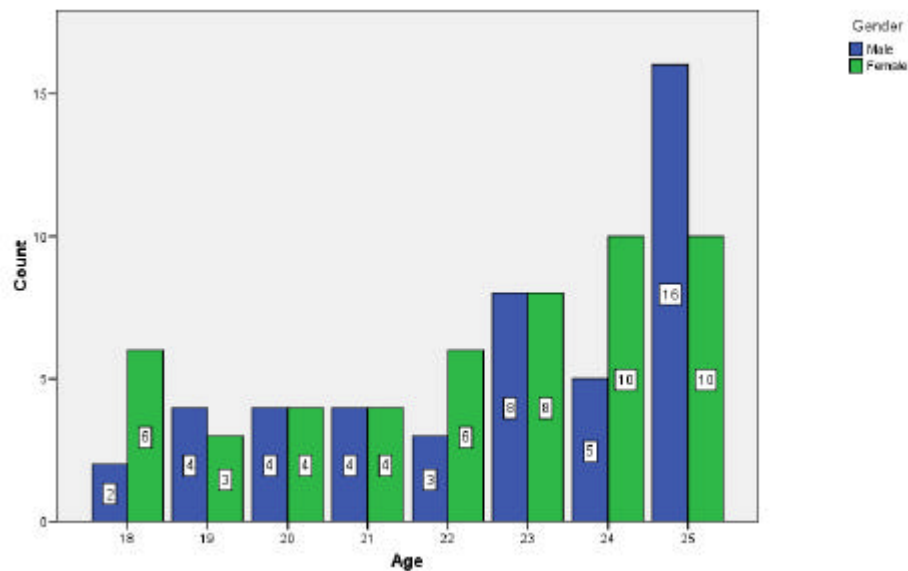
4.1 The sample of respondents

Graphs 1a, 1b and 1c below show the overall samples, and the ages of male and female respondents from Poland and Slovakia. Note that the vertical scales in these graphs are not equalised. This is because we are more interested in the *distribution* of ages across our different population samples for example, than the numerical values in themselves.

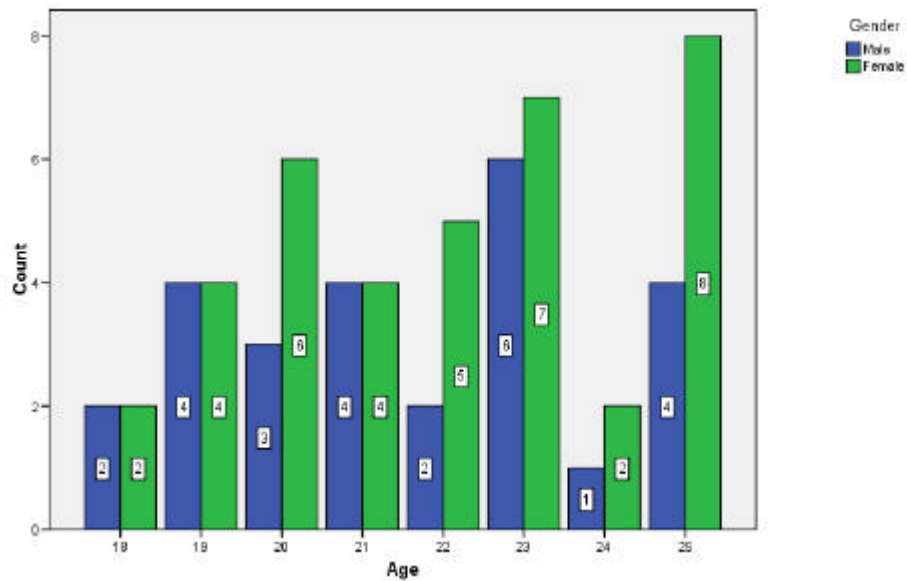
Graph 1a: Overall sample



Graph 1b: Age of Polish respondents



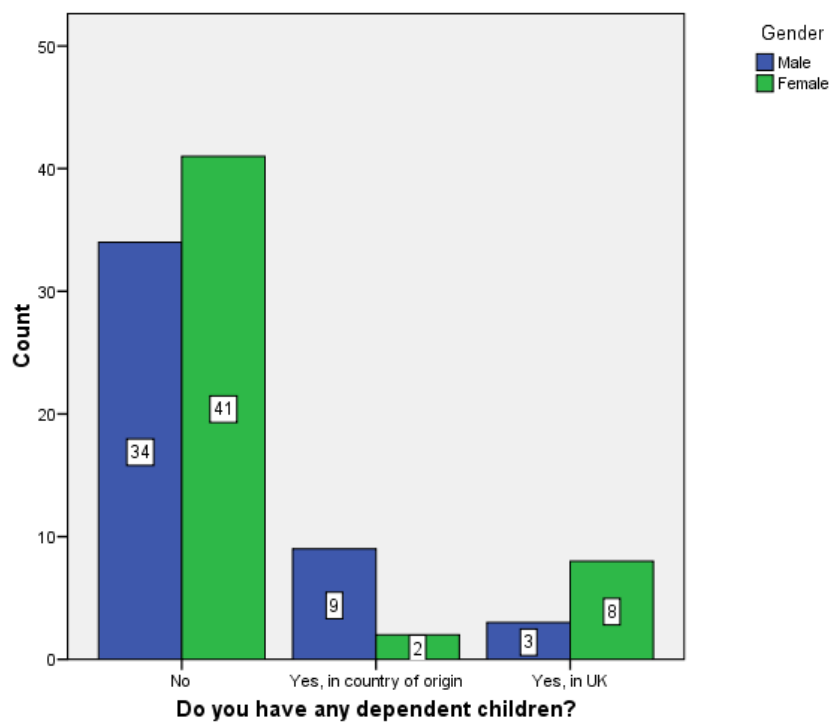
Graph 1c: Age of Slovakian respondents



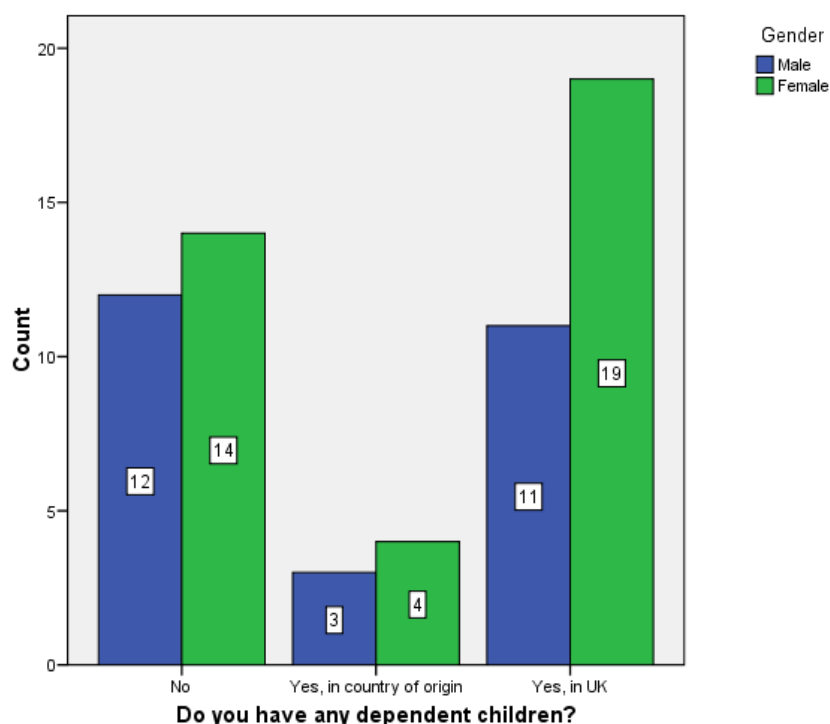
We should note then that there are proportionately more Slovaks than Poles in certain age categories and more Poles than Slovaks in others. This is unlikely to have any great significance. It might be thought to suggest that Slovaks have a tendency to be younger than Poles when they migrate but this is not really reliable since it is conceivably simply a feature of our sample.

4.2 Dependent children

Graph 2a: Dependent children and Polish respondents



Graph 2b: Dependent children and Slovakian respondents



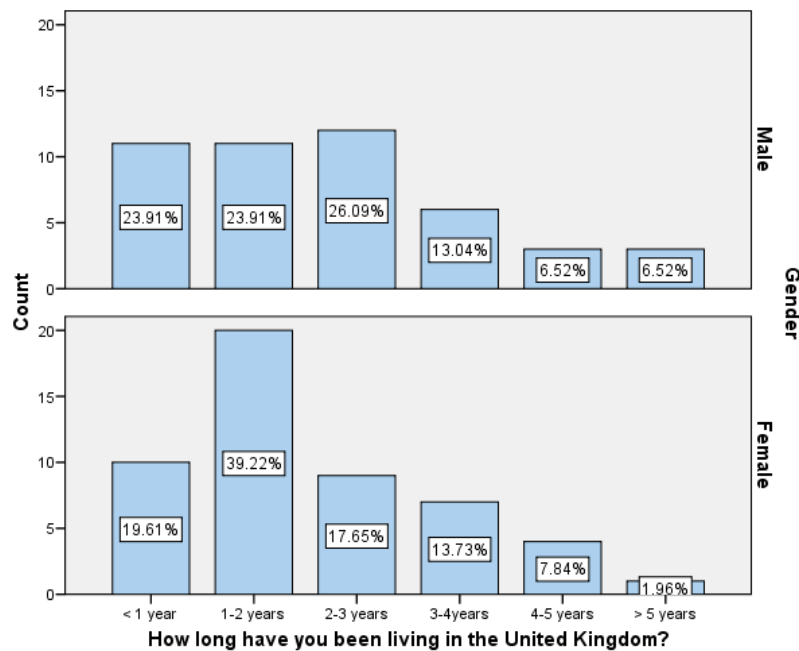
Proportionately more Slovakian than Polish respondents¹² in our sample have dependent children, either in the UK or in their country of origin. Indeed, amongst Slovaks, more have dependent children than do not, whereas this is reversed for Polish migrants. This might suggest that Slovaks in our sample have a tendency to migrate in family groups whereas Poles may be more likely to migrate either singly or with a friend or partner. Some 56% of Slovakian migrants in our sample have dependent children, and this will no doubt affect employment and training opportunities, and aspirations.

Although small in number, it is also noteworthy that some respondents in both groups have dependent children in their country of origin.

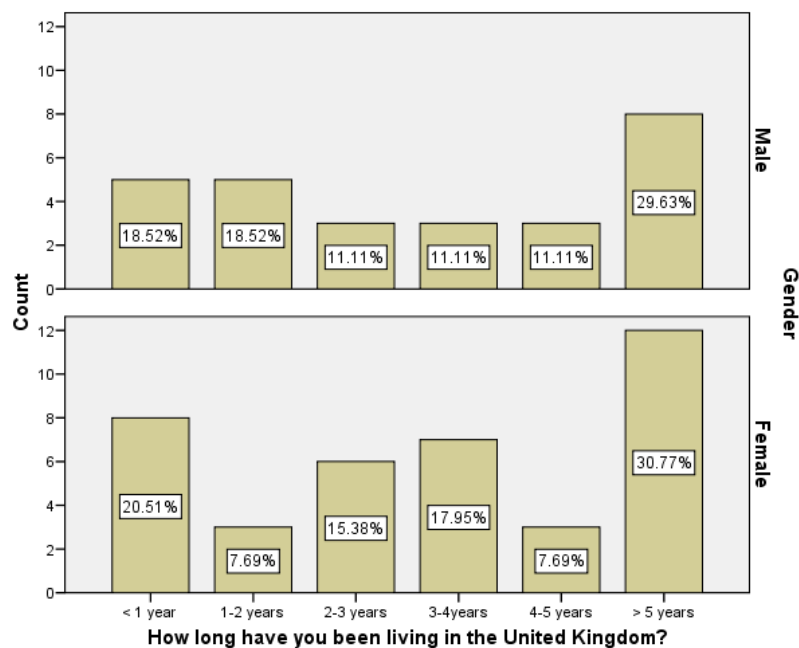
¹² Note throughout that numbers do not necessarily correspond with the total sample since some respondents may have chosen not to answer certain questions. Also, the five Czech respondents are included in the total sample.

4.3 Length of time in the UK

Graph 3a: Length of time in the UK – Polish respondents



Graph 3b: Length of time in the UK – Slovakian respondents



Amongst our sample, about 57% of Polish respondents have been in the UK for less than two years whilst around 36% have been here for between two and four years. Only around 7% therefore have been here for more than four years.

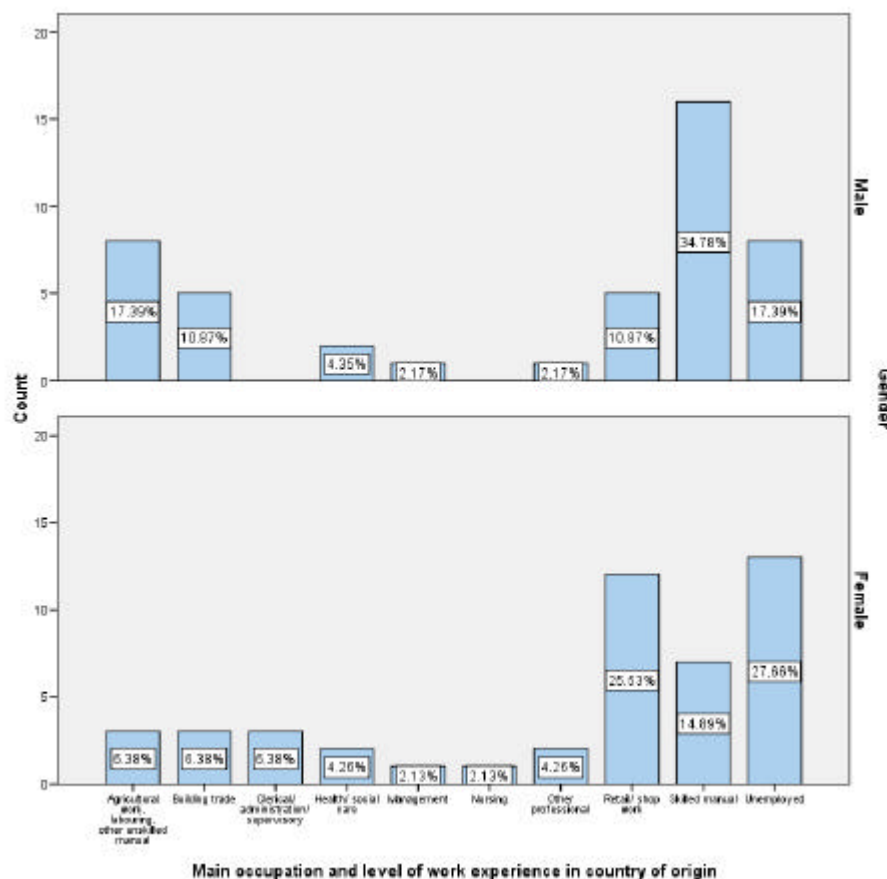
Amongst Slovaks, 31% have been in the UK for between one and two years whereas 39% have been here for between four and five years. We should note that most Slovakian respondents were

contacted via employment agencies. Given this, it is perhaps noteworthy that, even after being in the UK for more than four years, employment amongst a high proportion of Slovaks was apparently still being sought through this route.

4.4 Occupations

The questionnaire offered a range of occupations using commonly known labour market categories (Q16 & 17). We asked respondents to identify their main occupation in their country of origin and their main occupation in the UK.

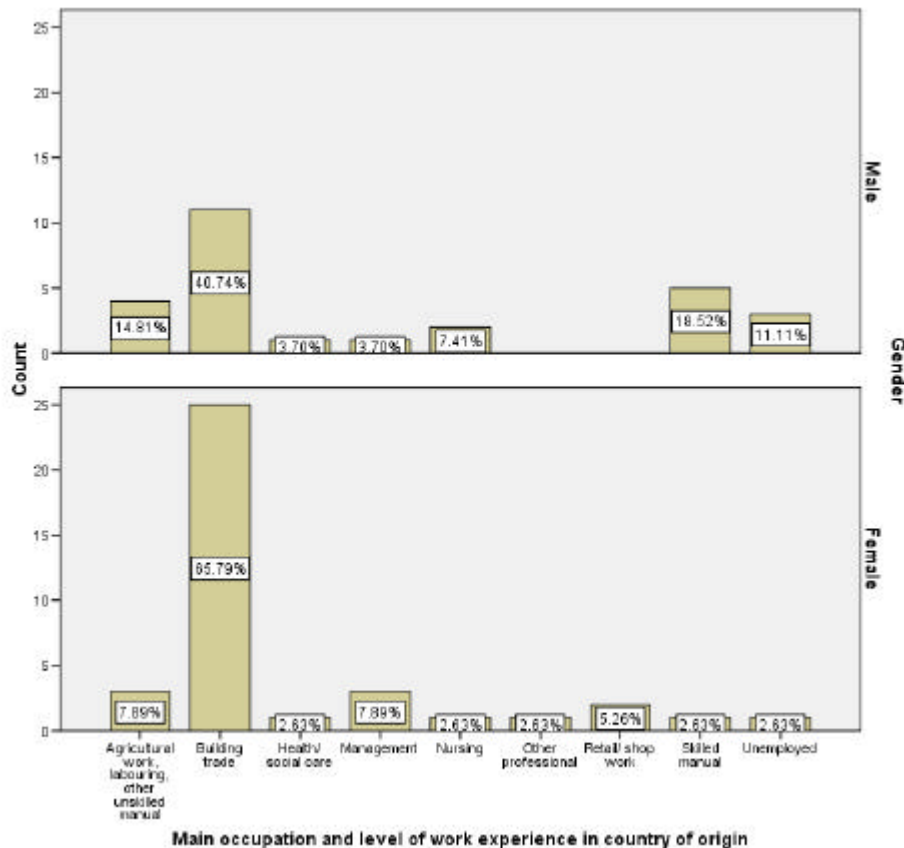
Graph 4a: Main occupation in country of origin – Polish respondents



It can be seen from this that the majority of Polish males (nearly 35%) identified themselves as 'skilled manual' (plumber, electrician, gas fitter etc.), with the second highest category being agricultural or labouring work. 17% had been unemployed in Poland. Amongst females, more than 25% had been in retail / shop work in Poland, with nearly 15% identifying their jobs in Poland as 'skilled manual'. Nearly 28% of females had been unemployed in Poland.

Amongst Slovakian respondents there was a different picture.

Graph 4b: Main occupation in country of origin – Slovakian respondents

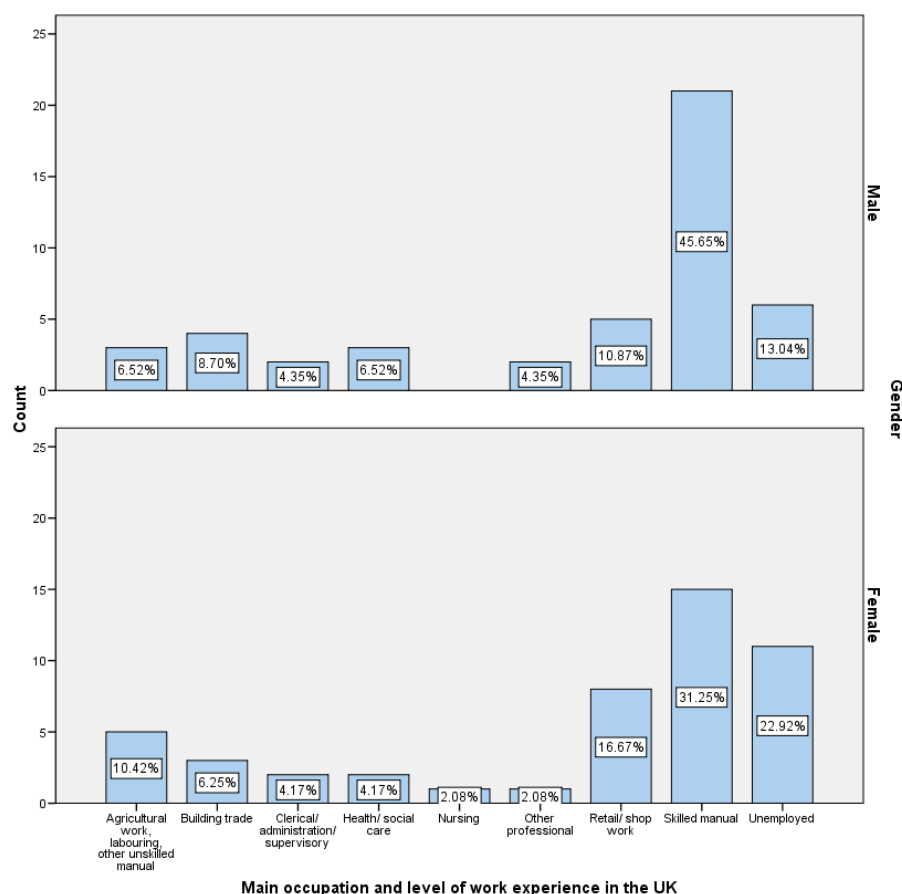


Here we can see that more than 40% of Slovakian males identified the building trade as their main occupation in their country of origin, with skilled manual being identified by only 18%. Only 18% had been unemployed (compared with 28% amongst Polish males). Perhaps surprisingly, amongst Slovakian females, nearly two-thirds (66%) identified the building trade as their main occupation. We do not know whether this is a typical employment pattern for young women in Slovakia¹³.

If we now compare occupation in country of origin with occupation in the UK the following picture emerges.

¹³ There has been some suggestion that the employment categories may have become confused or misinterpreted in translation. Whilst we cannot rule this out, the translations themselves are correct.

Graph 5a: main occupation in the UK – Polish respondents

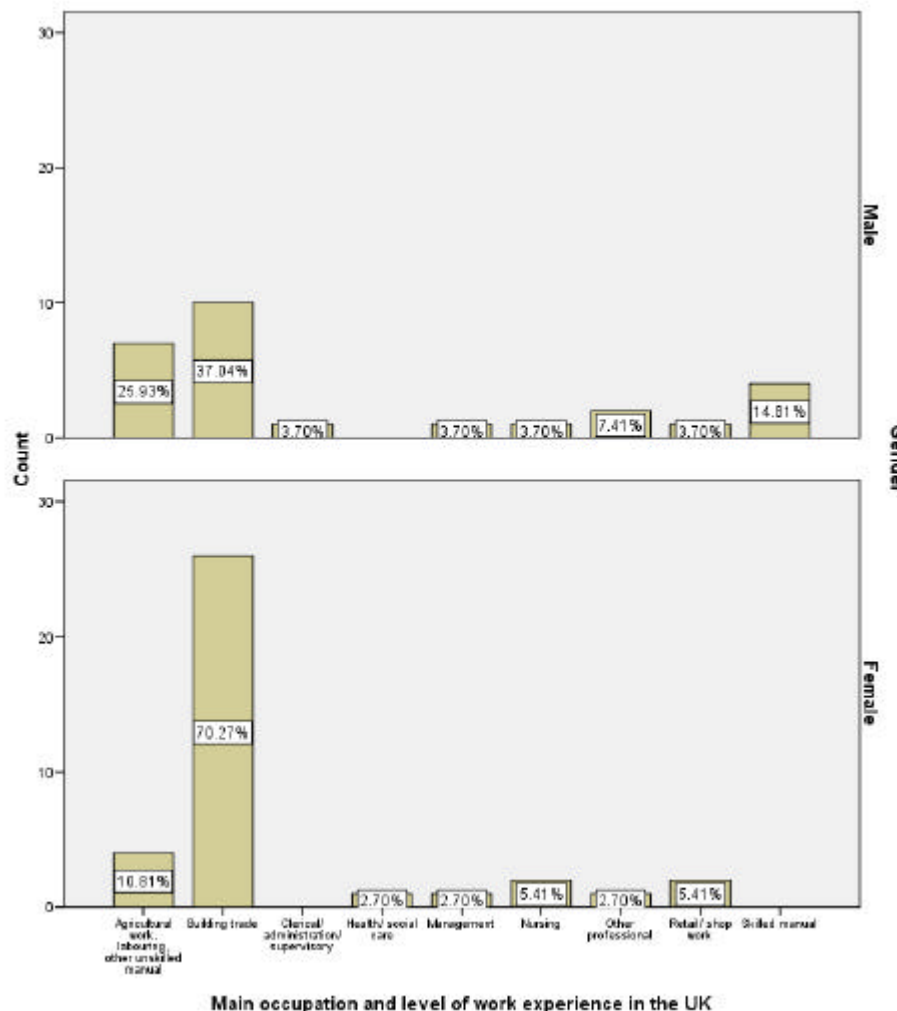


We see from this that nearly 46% of Polish males are now in skilled manual work – a higher proportion (35%) than those who identified this as their main occupation in Poland. Fewer (6% and 9% respectively) are in agricultural or building work (compared with 17% and 11%) than were occupied in these forms of work when in Poland. 13% are now unemployed in the UK (compared with 17% when they were in Poland). For females, more than 30% are now in skilled manual occupations (compared with 15% when in Poland); almost 17% are now in retail (compared with 25% in Poland); and 22% are unemployed (compared with nearly 28% in Poland). These are significant although not huge differences given the size of our sample, but it does indicate that a) in broad terms, many Poles are doing similar work to what they were doing previously; b) there is some movement between trades or occupations as a result of migration; and c) there is little evidence within this sample of the ‘brain waste’ mentioned earlier. If anything, migration has tended either to enable some, albeit limited, mobility into more skilled occupations; or, transfer from one semi-skilled occupation to another.

On the other hand, when we interviewed Polish respondents they identified that in Poland, even if they had been in more skilled occupations they would not be able to earn the levels of pay available to them in Leicester/shire. These respondents were, it seems, making a trade-off between lower skilled occupations and higher wages. They tended to offer some limited evidence of Polish migrants being in occupations in the UK which do not match their skills and expertise. In this context, we should note that there is the potential for underutilisation of skills *within* occupational categories.

For example, a scaffolder and site foreman are both in the building trade but the roles have different qualification and skills requirements. Similarly for retail management and checkout operation, plumber and plumber's mate. Our research is unable to distinguish these factors. Turning now to Slovakian respondents we see the following:

Graph 5b: Main occupation in the UK – Slovakian respondents

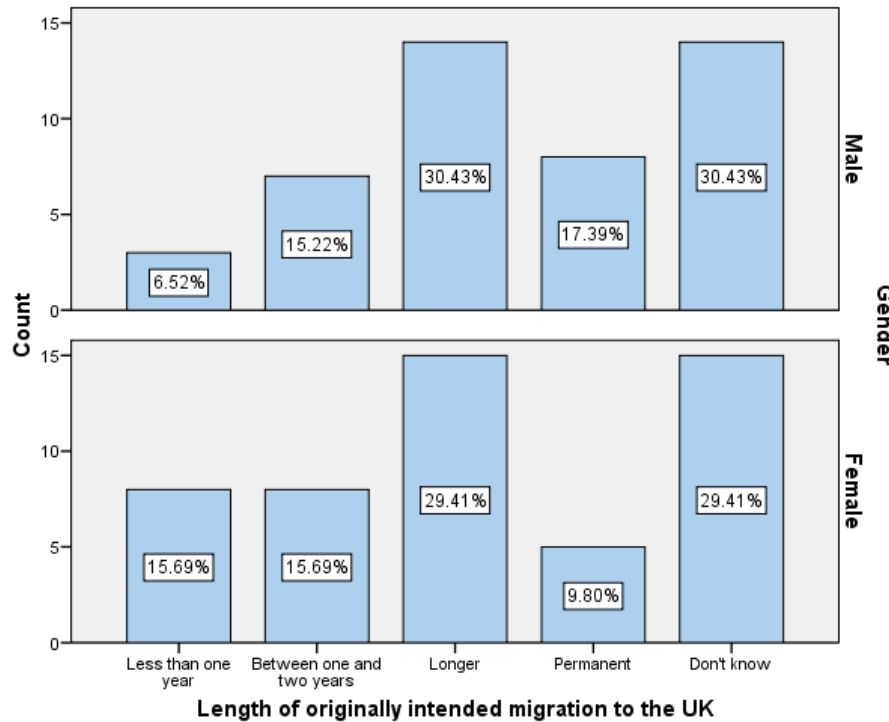


Here we see that Slovakian males are also, in broad terms, following similar occupations to those in their country of origin. Again, there has been some mobility with, for example, nearly 26% now in agricultural work (compared with nearly 15% when in Slovakia); and 18% now in skilled manual work compared with only 4%. 2% are unemployed compared with nearly 15% when in Slovakia. We must remember however that our sample is a small one: 10% mobility from one occupation to another is only around 6 people so we must not read too much into these figures. There has been no discernable mobility amongst Slovakian females: similar proportions of the sample report being in the building trade in the UK and Slovakia. None are unemployed – though we must remember that much of our sample was drawn from employment agencies. Again, we may conclude that, on this basis at least, there is no evidence to support the notion of ‘brain waste’ amongst Slovakian respondents. As with Polish respondents, they seem largely to have found employment in the UK which is similar in category to the work they were doing in the country of origin.

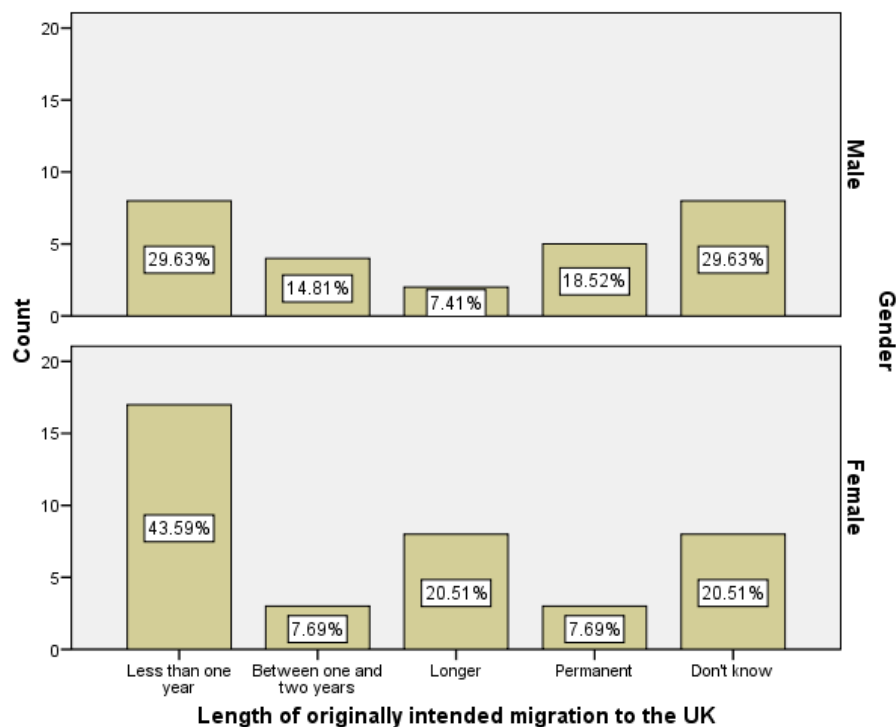
4.5 Intended migration and current plans for the future

Respondents were asked about their original intentions (Q19): how long had they intended to stay in the UK? The results are as follows:

Graph 6a: Length of originally intended migration – Polish respondents



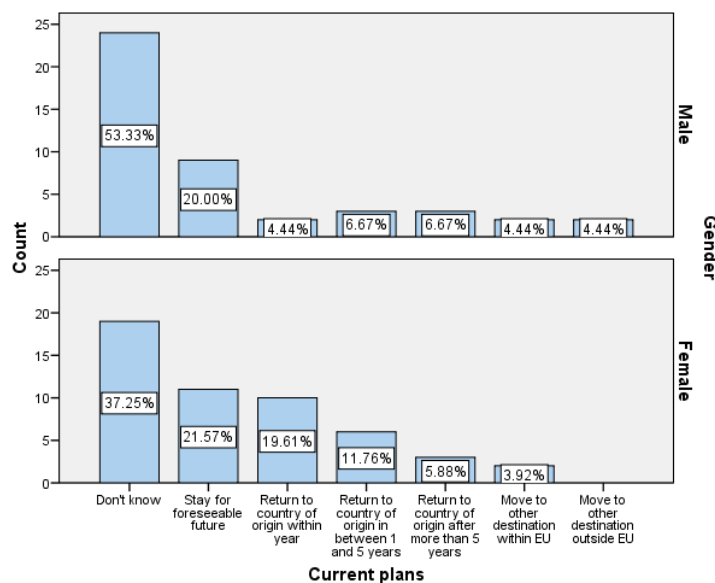
Graph 6b: Length of originally intended migration – Slovakian respondents



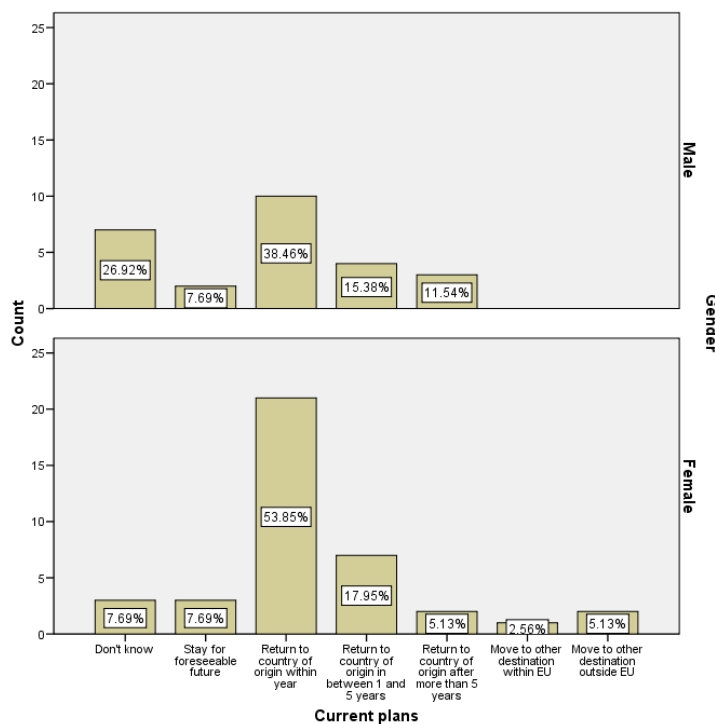
Amongst Polish respondents (male and female combined), more than 40% said they originally intended to migrate for longer than two years or permanently. For Slovaks this proportion is lower: approximately 26%. A greater proportion of Slovaks (approximately 43%) said that they intended to migrate for less than two years. Notably, amongst both groups there was what might be thought of as open-mindedness in relation to this question: around 30% of Poles and 25% of Slovaks gave 'don't know' as their answer. Remembering that this is a young age group this should not, perhaps, be seen as surprising.

If we now compare this with respondents' *current* intentions we see the following:

Graph 7a: Current intentions – Polish respondents



Graph 7b: Current intentions – Slovakian respondents



Amongst Poles there is now greater uncertainty: 53% of males and 37% of females do not now know whether they will remain, return home or go elsewhere; around 20% (across both genders) plan to stay for the foreseeable future; and nearly 20% of females think they will return to Poland within a year.

Amongst Slovaks, 27% of males (but only around 8% of females) plan to stay for the foreseeable future whereas 38% of males and 64% of females¹⁴ plan to return to Slovakia within a year. Indeed, if we combine this with those who plan to return within one to five years the total is more than 50% - much higher than amongst the Polish community where the combined total is closer to 30% for females but only around 11% for males. In both communities we can observe that the intention to return home is greater amongst females than males. We return to this briefly below.

4.6 Reasons for migration

Respondents were asked to rank the importance (Q18) of a number of likely 'drivers' for their original migration to the UK. The data are produced as a series of tables below. The results need to be interpreted with some care. Survey questions of this type tend to miss some of the subtleties associated with motivation and some of these can then be revealed by more qualitative data obtained through interview.

We have highlighted significant percentages within the tables to aid understanding. Trends in some of these are best seen by combining two figures e.g. 'quite' and 'very', into one percentage.

Tables 1a – 1h: Reasons for original migration

Table 1a		Country of Origin				Total	
		Poland		Slovakia		n	%
		n	%	n	%		
To find work	Not at all important	6	6.3%	25	37.9%	32	19.3%
	A little important	1	1.1%	16	24.2%	18	10.6%
	Quite important	10	10.5%	14	21.2%	25	14.9%
	Very important	78	82.1%	11	16.7%	89	55.3%
Total		95	100%	66	100%	164	100%

¹⁴ Note that a high proportion of Slovakian women state that they are engaged in the building trade. This is an arena where there has been a considerable economic down-turn. This may partly explain why many more Slovakian women than men plan to return home within the next year. There may of course be other reasons.

Table 1b		Country of Origin				Total	
		Poland		Slovakia			
		n	%	n	%	n	%
Because of low pay at home	Not at all important	6	6.7%	6	8.8%	12	7.6%
	A little important	9	10.0%	32	47.1%	42	25.9%
	Quite important	35	38.9%	23	33.8%	59	36.7%
	Very important	40	44.4%	7	10.3%	78	29.7%
Total		90	100%	68	100%	161	100%

Table 1c		Country of Origin				Total	
		Poland		Slovakia			
		n	%	n	%	n	%
Because of unemployment at home	Not at all important	13	14.6%	9	14.3%	22	14.5%
	A little important	16	18.0%	12	19.0%	28	18.4%
	Quite important	30	33.7%	36	57.1%	67	43.4%
	Very important	30	33.7%	6	9.5%	37	23.7%
Total		89	100%	63	100%	154	100%

Table 1d		Country of Origin				Total	
		Poland		Slovakia			
		n	%	n	%	n	%
Opportunity to learn English	Not at all important	11	13.4%	6	9.4%	17	11.6%
	A little important	18	22.0%	20	31.3%	39	26.0%
	Quite important	22	26.8%	31	48.4%	53	36.3%
	Very important	31	37.8%	7	10.9%	40	26.0%
Total		82	100%	64	100%	149	100%

Table 1e		Country of Origin				Total	
		Poland		Slovakia			
		n	%	n	%	n	%
To save money for education in your home country	Not at all important	31	36.5%	5	8.3%	36	24.8%
	A little important	15	17.6%	16	26.7%	31	21.4%
	Quite important	19	22.4%	29	48.3%	50	33.1%
	Very important	20	23.5%	10	16.7%	30	20.7%
Total		85	100%	60	100%	147	100%

Table 1f		Country of Origin				Total	
		Poland		Slovakia			
		n	%	n	%	n	%
To experience British life	Not at all important	27	30.0%	6	9.7%	33	21.7%
	A little important	21	23.3%	24	38.7%	46	29.6%
	Quite important	25	27.8%	23	37.1%	49	31.6%
	Very important	17	18.9%	9	14.5%	27	17.1%
Total		90	100%	62	100%	155	100%

Table 1g		Country of Origin				Total	
		Poland		Slovakia			
		n	%	n	%	n	%
To learn new skills	Not at all important	15	17.4%	10	15.4%	26	16.6%
	A little important	19	22.1%	25	38.5%	45	29.1%
	Quite important	30	34.9%	24	36.9%	54	35.8%
	Very important	22	25.6%	6	9.2%	29	18.5%
Total		86	100%	65	100%	154	100%

Table 1h		Country of Origin				Total	
		Poland		Slovakia			
		n	%	n	%	n	%
To train in a job / profession	Not at all important	20	23.3%	16	25.0%	36	24.0%
	A little important	15	17.4%	21	32.8%	37	24.0%
	Quite important	29	33.7%	23	35.9%	53	34.7%
	Very important	22	25.6%	4	6.3%	26	17.3%
Total		86	100%	64	100%	152	100%

Amongst Polish respondents, more than 80% (Table 1a) said that 'to find work' was a very important factor in deciding to migrate to the UK; more than 90% said this was either quite or very important. Low pay at home was cited as significant by more than 80% (1b) and this is confirmed by the interview data referred to above. More than 60% also cited unemployment in Poland as a reason (1c). This is a far higher percentage than were actually unemployed in Poland (17% male; 28% female) but probably reflects either the uncertainty they perceived about employment in Poland, or the effects that high unemployment in the economy was perceived to have on their job and wage prospects. Finding better paid employment than available in Poland, seems to be a significant driver of migration.

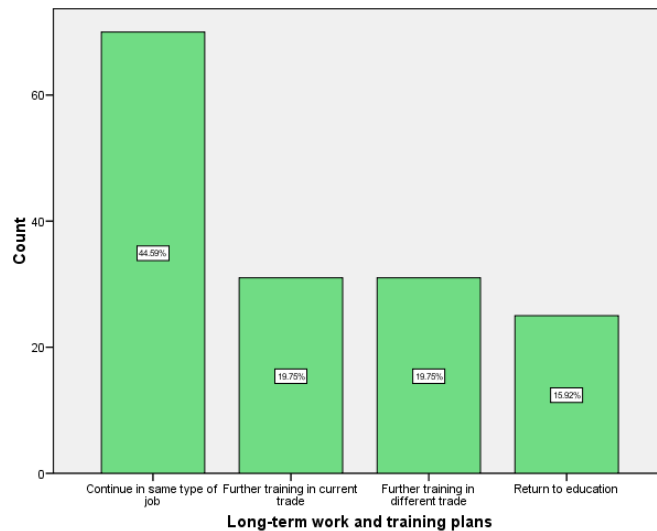
Where Slovakian respondents are concerned, 'finding work' was seen as a less significant reason for migration to Leicester: 61% considered this to be unimportant or only a little important (1a). A similar proportion (55%) considered low pay at home as either unimportant or only a little important (1b). 37% however considered finding work as quite or very important (1a); and, in the case of low pay, 44% cited this as a reason for migration (1b). Unemployment in Slovakia, on the other hand, was seen as a significant factor by nearly 66% of our sample (1c). Other reasons emerge as important for Slovaks: learning English was seen by nearly 60% as quite or very important; saving money for continuing their education in Slovakia was quite or very important by 65% (1d); wishing to experience British life was seen as important by 52% (1f); for more than 40%, learning new skills or training in a new job was also seen to be important (1g; 1h)

Amongst Poles, learning English, saving money for education, experiencing life in Britain and learning new skills were also important but there is some suggestion perhaps that, amongst Slovaks in our sample, planning for the future through learning and experience had more primacy than the economic factors which were more significant for Polish young people. We should though, that this may be a feature of our generally younger Slovakian sample. Of course, as we have said, the subtleties of motivation are likely to be absent from our results. Family reasons for example, as in those suggested by Polish interviewees, can also play their part, amongst other factors.

Across the whole sample, openness to, or interest in learning and new experience was generally seen as quite or very important. Indeed, 46% of Poles and 65% of Slovaks rated saving money for

education at home to be quite or very important. This trend is further confirmed by looking at the whole sample in relation to the question about long-term work and training plans (Q27):

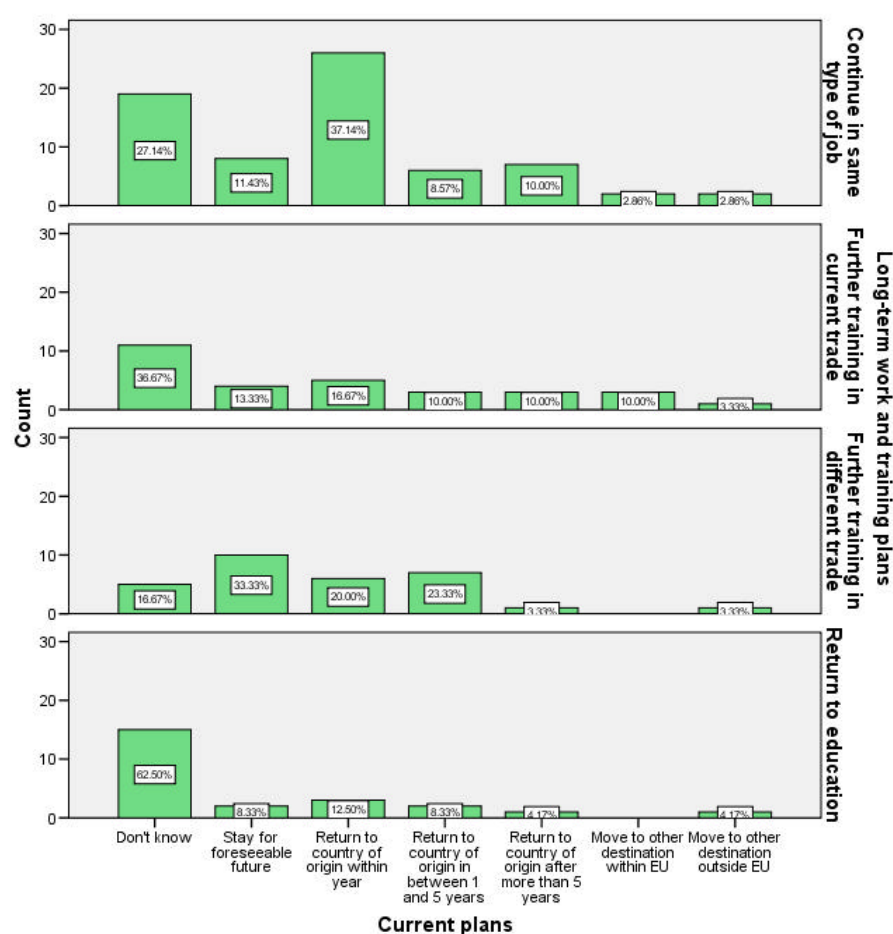
Graph 8: Current plans for employment, education and training (whole sample)



Whilst nearly 65% (columns 1 and 2 combined) of our sample intends to remain in the current job and/or to seek further training within that job, 36% (columns 3 and 4 combined) plan either to train in a different trade or to return to education. Around 55% (columns 2, 3 and 4 combined) of our sample then, see training or education as part of their plans for the future.

We can then examine these intentions further by correlating them with respondents' stated intentions for either remaining in the UK or going elsewhere (Q24).

Graph 9: Intentions for remaining in UK and intentions for employment, training and education (whole sample)



For those who plan to undertake further training in the current trade or return to education, there is considerable uncertainty about remaining in the UK. 37% of those who plan to seek further training do not know whether they will remain. More than 60% who plan to go back to education do not know whether they will remain. Such a finding may raise questions about migrants' perceptions of the educational opportunities available to them in the UK. When we examine below, perceived obstacles to undertaking further education or training, and sources of advice, we may begin to understand why.

We should also note perhaps, that around a third of those who plan to train in a different trade plan also to remain in the UK for the foreseeable future. We may observe then, that the findings suggest not only that there is considerable desire for further education or training, but that there is also a sizeable group who would like to pursue that in the UK. Equally, there is uncertainty for others about whether that is either possible, or perhaps best achieved, by staying in the UK or returning to their country of origin.

For reasons of brevity, we have not shown here the breakdown between Poles and Slovaks in relation to current plans and how these compare with intentions for employment, education and training. These can be found at Appendix 5 (Graphs 9a and 9b). In broad terms, Slovaks' intentions to return home within a year are most likely for all those who plan to stay in the same job,

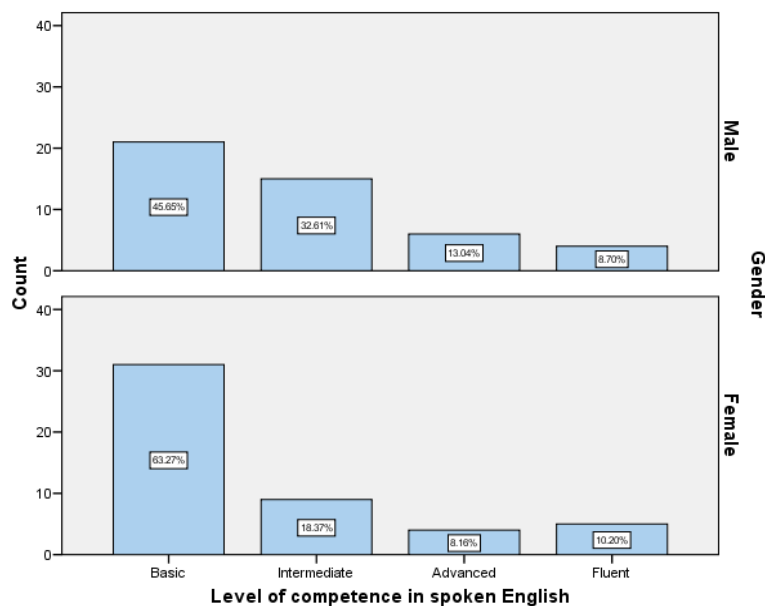
undertake further training in the same job, or undertake training for a different job. Nearly 90% of those who plan to return to education however, do not know whether they will stay in the UK. Amongst Polish respondents, as stated earlier, uncertainty about future plans to remain is the most significant feature although more than 40% who plan to stay for the foreseeable future wish to undertake training in a different trade.

4.7 Opportunities and obstacles

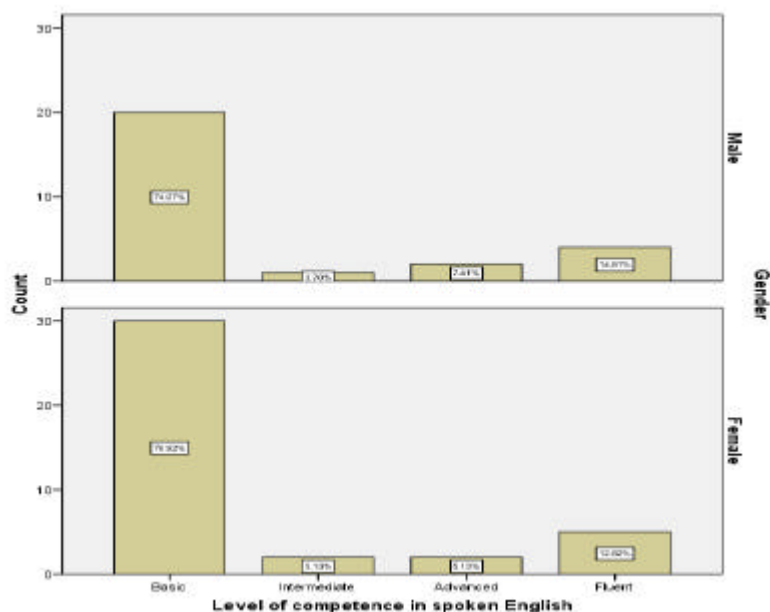
In this section we examine a range of questions relating to respondents' perceptions of the barriers or obstacles they face, how these relate to their aspirations, and the extent to which some of those aspirations are felt to have been met.

4.7.1 LANGUAGE

Graph 10a: Competence in spoken English – Polish respondents



Graph 10b: Competence in spoken English – Slovakian respondents



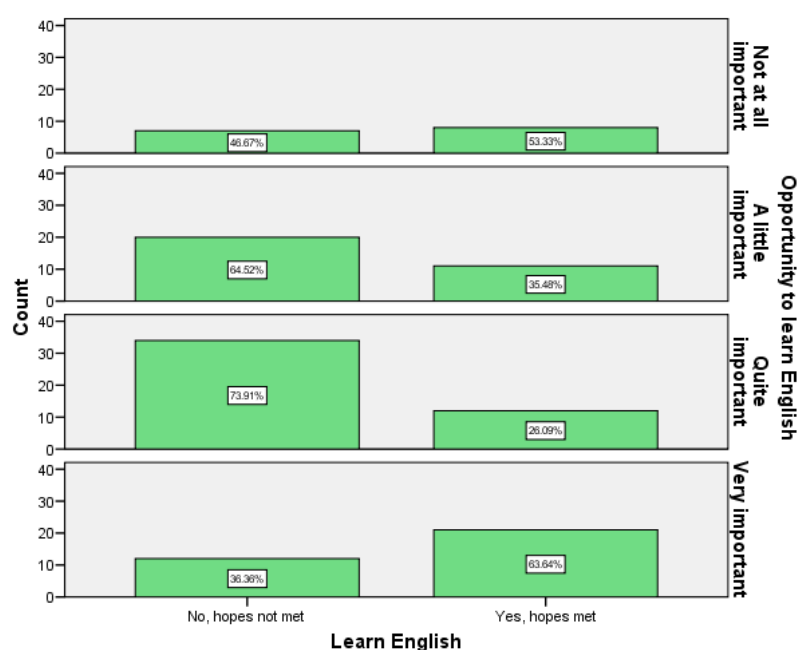
As we can see, a majority of both groups see themselves as having only basic competence in English (Q33) although a third of Polish men rate themselves as competent at an intermediate level. Respondents were also asked (Q26) whether they saw language as a problem. It was seen as a slight or severe problem amongst 61% of respondents across the sample as a whole:

Table 2: Is language a problem for you in the UK?

	Frequency	Percent
Not a problem	61	38.6
A slight problem	73	46.2
Severe problem	24	15.2

We can also correlate the importance of learning English as a reason for their migration (Q18) with the extent to which their hopes had been met in this respect (Q23).

Graph 11: Have your hopes been met for learning English; the opportunity to learn English (whole sample)



64% of those for whom learning English was a very important reason for migration were satisfied that their hopes had been met, although a third were not. For those who rated English as quite important however, almost three-quarters felt that their hopes had not been met. There may be a considerable investment required, in a number of ways, to learn English and it seems that those who considered it very important have subsequently done so. Put alongside the finding that language is felt to be a problem, at some level, for a majority of respondents, we can see that there may be considerable need to respond to this issue, for both Poles and Slovaks, if their aspirations for education or training are to be fulfilled.

Indeed, we can also report here respondents' intentions in this regard. They were asked whether they have undertaken or would consider studying English (Q38):

Table 3a: Demand for education

English language	Country of Origin				Total	
	Poland		Slovakia		n	%
	n	%	n	%		
Have undertaken	15	15.3%	38	55.9%	53	31.4%
Would consider	66	67.3%	24	35.3%	93	55.0%
Would not consider/ no need	7	7.1%	5	7.4%	12	7.1%
No response	10	10.2%	1	1.5%	11	6.5%
Total	98	100%	68	100%	169	100%

We can see from this that a significant proportion of Slovaks have already studied English¹⁵ compared with only 15% of Poles. A further 35% of Slovaks would consider further study. 67% of Poles would consider further language study. This seems to indicate considerable potential demand or need from 55% of our sample as a whole.

4.7.2 OTHER ASPECTS OF EDUCATION / TRAINING

Respondents were asked a similar question in relation to vocational, professional or IT training (Q38):

Table 3b Demand for education

Vocational training	Country of Origin				Total	
	Poland		Slovakia			
	n	%	n	%	n	%
Have undertaken	4	4.1%	16	23.5%	20	11.8%
Would consider	66	67.3%	44	64.7%	112	66.3%
Would not consider/ no need	12	12.2%	2	2.9%	15	8.9%
No response	16	16.3%	6	8.8%	22	13.0%
Total	98	100%	68	100%	169	100%

It would seem that very few Polish respondents have undertaken vocational training, but a high proportion (67%) would consider this option. A higher proportion of Slovaks – almost a quarter – have done so; and nearly 65% would consider doing so. On the other hand, as we have seen, many of those expect to return home.

Broadly similar findings can be seen in relation to professional training (and perhaps it is not clear how our respondents will have interpreted the difference between the two).

¹⁵ It is possible that respondents misinterpreted this question and that a positive response refers to studying at school or college.

Table 3c: Demand for education

Professional training	Country of Origin				Total	
	Poland		Slovakia		n %	
	n	%	n	%		
Have undertaken	5	5.1%	12	17.6%	18	10.7%
Would consider	65	66.3%	42	61.8%	109	64.5%
Would not consider/ no need	16	16.3%	8	11.8%	24	14.2%
No response	12	12.2%	6	8.8%	18	10.7%
Total	98	100%	68	100%	169	100%

Finally, in relation to IT training, a similar level of potential demand can also be seen:

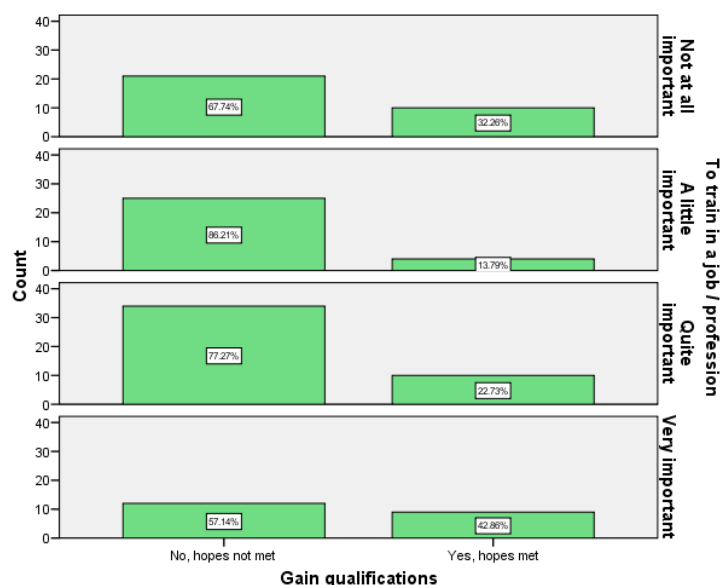
Table 3d: Demand for education

IT training	Country of Origin				Total	
	Poland		Slovakia		n %	
	n	%	n	%		
Have undertaken	4	4.1%	15	22.1%	19	11.2%
Would consider	63	64.3%	37	54.4%	103	60.9%
Would not consider/ no need	15	15.3%	6	8.8%	21	12.4%
No response	16	16.3%	10	14.7%	26	15.4%
Total	98	100%	68	100%	169	100%

Clearly, across each of the further education and training options we enquired about, there is potential demand within both groups. Only around 7% of our sample said that they would not consider or did not need such education.

The potential demand for education is further confirmed when we look at Graph 12 below, showing hopes for gaining qualifications correlated with the importance of training in a job or profession as a reason for migration:

Graph 12: Have your hopes been met for gaining qualifications? (whole sample)



What is striking here is the high proportion of those stating that their hopes for gaining qualifications have not been met. Even where this was a very important reason for migration, almost 60% felt that their hopes in this area had not been met. Where gaining qualifications was seen as quite important, this rises to 77%.

4.7.3 ACCESS TO ADVICE

It is useful to consider at this point whether respondents knew how to access sources of advice in the UK for careers, training or education. This was one of a number of questions which were asked about what might be thought of as 'social support'. We return to others at a later point.

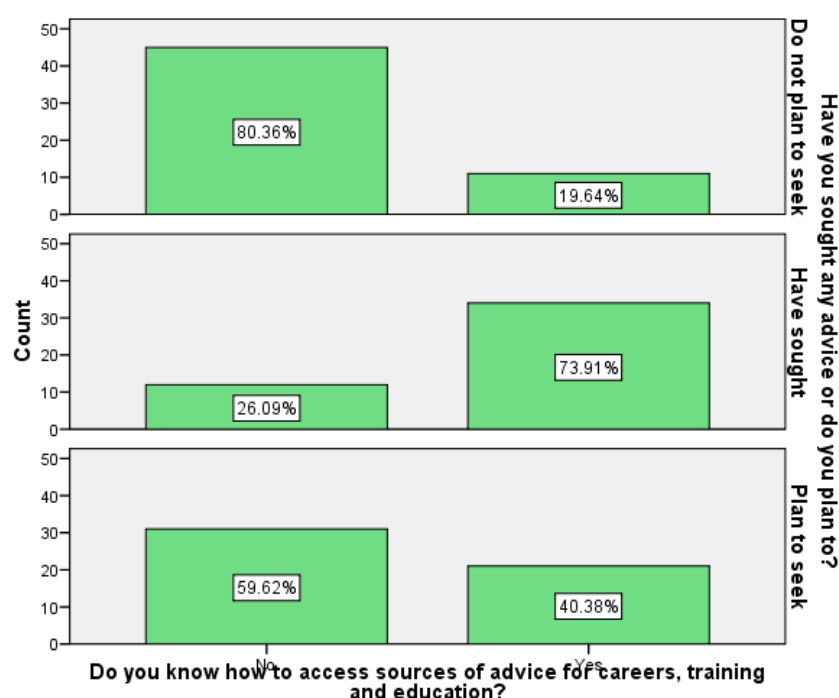
Table 4: Do you know how to access advice for careers, training or education?

	Country of Origin				Total	
	Poland		Slovakia		n	%
	n	%	n	%		
Yes	25	25.5%	42	61.8%	68	40.2%
No	71	72.4%	24	35.3%	97	57.4%
No response	2	2.0%	2	2.9%	4	2.4%
Total	98	100%	68	100%	169	100%

Only a quarter of Polish respondents know how to access sources of advice compared with more than 60% of Slovaks. Nonetheless, a third or more of Slovaks, and more than 70% of Poles do not. Across both groups, there is clearly a task to be done to enable access. When this is considered

alongside of the extent to which respondents have actually used or plan to use any such advice, the following picture emerges:

Graph 13 – Awareness of access to advice and intentions (whole sample)



80% of those respondents across the whole sample¹⁶ who do not plan to seek advice also do not know how to access it. Nearly 60% of those who plan to seek advice currently do not know how to go about doing so. We should also note that 26% of those respondents who have sought advice do not know how to access it. Whilst this appears at first sight to be an anomaly in the data it could be explained in one of two ways: they may have sought advice in their country of origin; or perhaps, they have sought advice in the UK but not been successful in finding it. This leads us to suggest that there is also a task to be undertaken in raising awareness about sources of advice about careers, education and training. Ensuring that such advice is suited to those whose first language is not English is also likely to be an issue.

4.7.4 OBSTACLES

We now consider the obstacles or barriers that respondents felt that they face to undertaking education or training in the UK. The survey offered a range of potential obstacles in this respect (Q37): language, cost, legal eligibility, time, travel, and entry / qualification requirements. Each of these is shown in the following Tables 4a-f. Significant figures are highlighted within each table for ease of reference.

¹⁶ For the sake of simplicity we have not shown here the differences between Slovakian and Polish respondents. The data suggests that Slovaks are more likely to have sought advice or plan to do so, than Poles.

Table 5a: language as an obstacle to education / training

Language barrier	Country of Origin				Total	
	Poland		Slovakia			
	n	%	n	%	n	%
Not an obstacle	9	9.6%	4	5.9%	14	8.5%
Minor obstacle	16	17.0%	31	45.6%	47	28.5%
Significant obstacle	69	73.4%	33	48.5%	104	68.0%
Total	94	100%	68	100%	165	100%

Table 5b: Cost as an obstacle to education / training

Cost	Country of Origin				Total	
	Poland		Slovakia		n	%
	n	%	n	%		
Not an obstacle	5	5.4%	3	4.4%	8	4.9%
Minor obstacle	14	15.2%	45	66.2%	61	37.7%
Significant obstacle	73	79.3%	20	29.4%	93	57.4%
Total	92	100%	68	100%	162	100%

Table 5c: Legal eligibility as an obstacle to education / training

Legal eligibility	Country of Origin				Total	
	Poland		Slovakia		n %	
	n	%	n	%		
Not an obstacle	17	19.3%	10	15.6%	28	18.2%
Minor obstacle	31	35.2%	35	54.7%	67	43.5%
Significant obstacle	40	45.5%	19	29.7%	59	38.3%
Total	88	100%	64	100%	154	100%

Table 5d: Time as an obstacle to education / training

Time	Country of Origin				Total	
	Poland		Slovakia		n	%
	n	%	n	%		
Not an obstacle	10	11.1%	7	11.3%	17	11.0%
Minor obstacle	39	43.3%	38	61.3%	78	50.6%
Significant obstacle	41	45.6%	17	27.4%	59	38.3%
Total	90	100%	62	100%	154	100%

Table 5e: Travel as an obstacle to education / training

Travel	Country of Origin				Total	
	Poland		Slovakia			
	n	%	n	%	n	%
Not an obstacle	12	13.8%	4	6.1%	16	10.4%
Minor obstacle	32	36.8%	38	57.6%	71	46.1%
Significant obstacle	43	49.4%	24	36.4%	67	43.5%
Total	87	100%	66	100%	154	100%

Table 5f: Entry qualifications as an obstacle to education / training

Entry (qualification) requirements	Country of Origin				Total	
	Poland		Slovakia		n	%
	n	%	n	%		
Not an obstacle	7	7.6%	8	12.5%	16	10.1%
Minor obstacle	19	20.7%	35	54.7%	55	34.8%
Significant obstacle	66	71.7%	21	32.8%	87	55.1%
Total	92	100%	64	100%	158	100%

The first observation to make is that, across the range of these issues, Slovakian respondents tend to see these obstacles as less significant than Polish respondents. By and large, more Slovaks see them as minor obstacles where Poles tend to see them as significant. However, when we look at the figures and combine all those for whom these were either minor or significant, a general pattern emerges: a high proportion of our sample see a range of obstacles to pursuing education and/or

training. This is usually of the order of 70% or more and may be as high as 90% in some cases. Very few of our respondents see no obstacles to their pursuit of further education. We should remember here that the opportunity to learn English (Table 1d), learning new skills (Table 1g), or the desire to train in a new job or profession (Table 1h), were important reasons cited for migration to the UK by nearly half of respondents.

We cannot know from this data how real these obstacles are since the information is about perceptions. We do not know, for the most part, how many of the respondents who perceived these as obstacles have actually tried to pursue further education in the UK and have found real obstacles to achieving that. Comparing these results with those shown in Tables 3a – d above though, as few as a quarter (or less) have pursued education or training in anything other than English language .

We may conclude then, that our new migrant population certainly perceive there to be obstacles to meeting their education / training aspirations in the UK. They will need access to information and advice to enable them to do so; and in some respects, there may also need to be adjustments made to provision – for example to enable them to attend at times and in locations which take account of their work or family commitments. We should note here, the findings from our focus group with young Polish migrants:

Some of the interviewees highlighted that the English Language was serving as the fundamental barrier in them achieving permanent jobs in the skilled labour market. Other than the language barrier, some of the interviewees felt that the lack of acceptance of Polish qualifications is also another significant barrier as this makes it almost impossible for them to develop their skills or interests in higher and further education in the UK.

As before however, we should note that many Slovaks plan to do this by returning home. But this leaves open the question: would new migrants, both Polish and Slovakian, feel more able to pursue their aspirations in the UK if access (both to education, and to advice) were improved?

4.7.5 SOCIAL SUPPORT

Access to sources of advice and information about, and access to education and training options, should also be considered alongside access to other forms of social support. Child benefit, support with housing, income support and jobseeker's allowance may also impinge on new migrants' abilities to pursue their aspirations in the UK. We asked respondents (Q32) whether they knew how to access each of these and whether they had done so. The results can be found at Appendix 6. Very few (mostly around 3%) have accessed any of these although more (9%) have accessed jobseeker's allowance. Generally, around 30% said that they were aware of each of these benefits but had not accessed them. Across the sample as a whole however, around 50% do not know how to access them. When put alongside the fact that nearly 60% of our sample also do not know how to access sources of information and advice about careers and education, the need for information, advice and support is further underlined.

We can also put this alongside what problems migrants believe they face. The results are shown in Table 6 Appendix 7. Whilst, across the whole sample, around 40% experience no problems with housing, unemployment, poverty, hostility or language, each of these is considered a slight problem for about 40%, and a severe problem for between 8% and 10%.

5. Conclusions

Our research set out to provide a more detailed picture than was otherwise available of the situation in Leicester/shire of new migrants in the age category 18 – 24 from Poland, the Czech Republic and Slovakia. For the reasons mentioned, very few responses were obtained from Czech migrants.

There are quite significant differences between those from Poland and Slovakia in our sample: Polish respondents tended to be older; Slovakian respondents tended to have been here longer and are much more likely to have children. Few Slovaks were unemployed in Slovakia and most were in the building trade. Poles were more commonly in skilled manual jobs (especially men) and retail (women) and many had been in manual work before they came. Slovaks were more likely to have originally intended to migrate for less than one year, whilst Poles were more likely to have intended to stay for longer. Many Slovaks who originally intended to migrate for less than two years have been in the UK for four or five years. Slovaks are more likely to wish to return home within the next year however.

We found other differences between the groups within the data although, for the sake of simplicity, we have not cited all of these in the main body of the report. We can conclude from this that there are likely to be differences in these kinds of comparisons between different A8 migrant groups, as well as many commonalities. We should note too, that social friendship networks are likely to strongly influence different groups' experiences when they are here. A more extensive piece of research would be required to be able to draw firm conclusions across the whole range of A8 migrant groups and considerable time would need to be spent tracking them down in different parts of the city and county. Those from the Czech Republic, Estonia, Hungary, Latvia, Lithuania and Slovenia exist in far fewer numbers than those from Slovakia and Poland so this would be a real challenge in research terms.

The sample of migrants that we surveyed, partly perhaps because of their age group, report quite high levels of uncertainty and flexibility about their future. In Appendix 8, we can see why they chose Leicester/shire. For nearly half, friends who were already here provided the 'bridge'; only one in seven already knew the area; only one in eleven had a job here before they migrated. Only a fifth judged that there were good job prospects. It seems that many had 'taken a chance' and were able, through friends, to find somewhere to stay whilst they sought employment. Nine out of ten had no information about the area before they came.

Many have stayed who originally intended to be here for a short time; many now plan to return to their country of origin within the next year; but many also intend to remain if they can. Many report that they came here with aspirations not just for better pay than they could receive at home, but also to expand their horizons by learning new job skills, gaining qualifications and learning English. Of course, in this age group, saving money to return to education in their own country was also an important motivation too, especially amongst females. But as we have seen, even those who intended to come here for a short time often decide to stay – presumably if opportunities then become available and their job is felt to be secure. Most of our sample finds employment, though nearly 60% do not find that they are as financially better off as they had hoped. Just as important though, a similar percentage also find that their hopes for learning English and gaining qualifications have not been met. The kind of employment they are able to find, coupled with high living costs, is likely to be contributing to frustrating those ambitions.

But there are other factors at work too. Many would still like to gain qualifications, learn English, develop vocational or IT skills, and feel the need for advice and guidance to enable them to do so. Yet few know how to. It is possible that, for those who have sought such advice, they have not found what they needed.

Those who would like to further their education and training perceive a range of obstacles: some believe that their qualifications will not be properly recognised; they believe that their knowledge of English may prevent them; and they are uncertain about their legal eligibility. Whilst any of these potential obstacles may well be actual barriers, migrants' perceptions about them, and their apparent lack of knowledge about suitable information and advice, will be having a negative influence too.

Our interviewees, though small in number, report that residents have been friendly and welcoming (Appendix 4). Survey respondents (Appendix 7) cited 'hostility from the local population' as only a slight problem; and indeed nearly 50% said that it was not a problem at all. Nevertheless, perhaps we should ask whether that human welcome has yet been translated into institutional action: to make information and advice available; to ensure that migrants know about their eligibility to various forms of social support; to provide routes into further education and training.



A RESEARCH PROJECT

The skills development needs of new migrants in Leicester and Leicestershire

What is the purpose of this research?

We are interested to know more about the education and training needs of new migrants to Leicester and Leicestershire so that colleges and other training providers can meet those needs better. We are particularly interested in those aged 18 – 25 from the EU accession countries of Poland, Czech Republic and Slovakia. These countries provide the highest number of new European migrants to Leicestershire.

Who is doing the research?

The money for the research comes from the UK government through the Learning and Skills Council. South Leicestershire FE College is managing the research project and De Montfort University, Leicester is designing and carrying it out. The project is overseen by a steering group from different organisations which are interested in the results.

How are we doing the research?

There are two aspects. First, we are distributing a questionnaire to as many migrants in our 'target group' as we can, through bars, cafés, libraries, shops, churches, job centres and on line.

Second, we will interview a selection of those who reply, if they choose to take part. The interviews will give us a chance to understand more about their experience.

Who will use the results?

A report of the research will be written by De Montfort University. It will be widely available on the internet to local residents, government, colleges and training providers, and other interested groups. The report will tell us more about for example, what migrants expected when they came, what their experience has been since, and what their hopes and intentions are now.

What will happen if I agree to take part?

If you choose to reply to the questionnaire, the results are entirely anonymous unless you choose to give us your contact details. We do not need your personal details.

If you wish your name to be entered into the 'prize draw' (our way of saying thank you for your trouble) you will need to provide a name and contact telephone number. This will not be recorded in the data for the research.

If you would like to be interviewed by telephone we will contact you on the number you give us if you are selected. Again, no personal information about you will be recorded.

No personal information will be given in the report although we may, if you give us permission, use the words you say to illustrate our findings. We will give all those we interview a shopping voucher for £5 as a thank you for taking part. We are aiming to interview 50 people. We will have an interpreter available so that you can speak in your own language if you prefer. The interview will last about 40 minutes.

You can refuse to answer any of the questions or decide to withdraw at any time. This will not affect any service you might receive from the university, the college or any other agency.

Who can see the information I give?

Only members of the research team from the university will be able to see the information you give. It will not be passed to anyone else.

What can I do if I want to complain about the research, or have concerns?

The person who is responsible for the research at De Montfort University is Malcolm Payne. You can contact him on 0116 257 7706, or by email at mpayne@dmu.ac.uk.

If you are not satisfied you can contact Jan Meredith who is the manager of the project. She can be contacted on 0116 288 5051 or by email at Jan.Meredith@slcollege.ac.uk

What can I do if I need some help with jobs or training?

You can make contact with **Nextstep** which provides advice on all aspects of jobs and training. **Nextstep** is at 82 Charles Street, Leicester. You can telephone on 0800 0850 330 or go to their website: www.nextstep-leics.org.uk

Ethical approval for this research has been granted by the Research Ethics Committee of the Faculty of Health and Life Sciences, De Montfort University.

Thank you for your time. We really appreciate it.

Questionnaire online: <http://www.lsr-online.org/migrant-research-english.html>



Are you

- from Poland, The Czech Republic or Slovakia?
- now living or working in Leicester or Leicestershire?
- 18 – 24 years old?

Would you like to take part in our **research** about work and training?

YES?

Please take a copy of our **questionnaire**, complete it and return it here. Or do it on line at:

<http://www.lsr-online.org/migrant-research-english.html>

You could win a **£50** shopping voucher in our **prize draw**. **Not sure?**

Need to know more? Please take a copy of the **information** which tells you all about it.

This research is being undertaken by the Youth Affairs Unit, De Montfort University in association with South Leicestershire College.

☎ Youth Affairs Unit 0116 257 7706

APPENDIX 3

THE SURVEY

New migrant research: the questionnaire

Demographic Information

1. Age at last Birthday?

- ☐ 18
- ☐ 19
- ☐ 20
- ☐ 21
- ☐ 22
- ☐ 23
- ☐ 24
- ☐ 25

2. Gender

- ☐ Male
- ☐ Female

3. Country of Origin

- ☐ Poland
- ☐ Czech Republic
- ☐ Slovakia

4. Marital Status

- ☐ Single (never married)
- ☐ Married
- ☐ Living with partner
- ☐ Separated
- ☐ Divorced

5. Who do you live with in the United Kingdom?

- ☐ Live alone
- ☐ Live with spouse/partner
- ☐ Live with other family members
- ☐ Live with friends/work colleagues
- ☐ Live with others in shared accommodation

6. Do you have any dependent children?

- ☐ Yes, living in the United Kingdom
- ☐ Yes, living in my country of origin
- ☐ No

7. How long have you been living in the United Kingdom?

- ☐ Less than one year
- ☐ One to two years
- ☐ Two to three years
- ☐ Three to four years
- ☐ Four to five years
- ☐ More than five years

8. How often do you return to your home country?

- ☐ About once a month or more
- ☐ About once every two to three months
- ☐ About once every six months
- ☐ About once per year
- ☐ Less frequently
- ☐ Have not returned since living in the United Kingdom

Educational / professional / trade / work background and qualifications

9. Which best describes your fathers occupation?

- ☐ Unemployed
- ☐ Home-making
- ☐ Unskilled manual work
- ☐ Skilled manual work
- ☐ Health or social care
- ☐ Caring for dependent(s)
- ☐ Clerical/supervisor
- ☐ Professional/managerial

10. Which best describes your mothers occupation?

- ☐ Unemployed
- ☐ Home-making
- ☐ Unskilled manual work
- ☐ Skilled manual work
- ☐ Health or social care
- ☐ Caring for dependent(s)
- ☐ Clerical/supervisor
- ☐ Professional/managerial

11. At what age did you leave secondary education?

- ☐ 15
- ☐ 16
- ☐ 17
- ☐ 18

12. Did you gain your secondary / leaving certificate?

- ☐ Yes
☐ No

13. Do you have any vocational / trade / professional qualifications in your country of origin

- ☐ Yes
☐ No

14. Have you obtained any qualifications whilst in the United Kingdom?

- ☐ No
☐ Yes (If so please tick all that apply)
☐ Information technology
☐ English language
Other (please specify)

15. Please indicate your main occupation and level of work experience in your country of origin:

- ☐ Building trade
☐ Agricultural work, labouring or other unskilled manual work (shelf-stacking, packing, order picking, etc.)
☐ Skilled manual trade (plumbing, electrician, gas fitter, etc.)
☐ Retail/shop work
☐ Health/social care work
☐ Clerical/administrative/supervisory work
☐ Nursing
☐ Management
☐ Other professional occupation
☐ Was unemployed in country of origin

Length of work experience in country of origin (Please state in years and months)

16. Please indicate your main occupation and level of work experience in the United Kingdom:

- ☐ Building trade
☐ Agricultural work, labouring or other unskilled manual work (shelf-stacking, packing, order picking, etc.)
☐ Skilled manual trade (plumbing, electrician, gas fitter, etc.)
☐ Retail/shop work
☐ Health/social care work
☐ Clerical/administrative/supervisory work
☐ Nursing
☐ Management
☐ Other professional occupation
☐ Unemployed in United Kingdom

Length of work experience in UK (Please state in years and months)

17. Which of the following jobs have you previously held in the United Kingdom (please tick all that apply):

- ☐ Building trade
☐ Agricultural work, labouring or other unskilled manual work (shelf-stacking, packing, order picking, etc.)
☐ Skilled manual trade (plumbing, electrician, gas fitter, etc.)
☐ Retail/shop work
☐ Health/social care work
☐ Clerical/administrative/supervisory work
☐ Nursing
☐ Management
☐ Other professional occupation
☐ Was unemployed in United Kingdom

Length of total work experience in United Kingdom (Please state in years and months)

Reasons for migration and current aspirations

18. What were your main reasons for coming to the United Kingdom? Please indicate how important each of these issues was in your decision:

	Not at all important	A little important	Quite important	Very important
To find work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Because of low pay at home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Because of unemployment at home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity to learn English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To save money for education in your home country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To experience British life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To learn new skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To train in a job / profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

19. Was your migration originally intended to be for:

- ☐ Less than one year
☐ Between one and two years
☐ Longer
☐ Permanent
☐ Don't Know

20. Was Leicester / Loughborough your first place of residence in United Kingdom?

- ☐ Yes
☐ No

21. Why did you choose to come to Leicester / Loughborough? (Please tick all that apply):

- ☐ Already had friends here
☐ Family connections
☐ Already knew about the area
☐ Had a job offer in the area
☐ The area has good job prospects

22. How did you get information about Leicestershire? (Please tick all that apply):

- ☐ From a friend or family member
☐ From an employer
☐ Church
☐ Internet
☐ Job agency in country of origin
☐ Did not have prior any information

Other (please specify)

23. Please indicate to what degree your hopes have been met in the United Kingdom for the following issues:

	Yes, my hopes have been met	No, my hopes have not been met	N/A
Find employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financially better off	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learn English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gain qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of British life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. What are your current plans?

- ☐ Wish to return to country of origin within the year
☐ Wish to return to country of origin after more than one year but within five years
☐ Wish to return to country of origin after more than five years
☐ Continue to live and work in the United Kingdom for the foreseeable future
☐ Move to another destination within the EU
☐ Move to another destination outside the EU
☐ Don't know

25. If you are planning to return to your country of origin or to move to another country, what are your reasons? (please tick all that apply)

- ☐ Low pay in the United Kingdom
☐ Declining job prospects/increasing difficulties finding work in the UK
☐ Improved job prospects in country of origin
☐ Better job prospects in another country
☐ High cost of living in the United Kingdom
☐ Wish to train/return to education in country of origin
☐ Train/seek education in another country
☐ Family/domestic reasons

26. What problems do you currently face in the United Kingdom?

	Not a problem	A slight problem	Severe problem
Housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unemployment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hostility from local population	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Family problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Friendship problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietary/nutritional problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. Which option best describes your long-term work and training plans?

- ☐ Continue working in same type of job
☐ Pursue further training in current trade/occupation
☐ Train for a different trade/occupation
☐ Return to education (college or university)

Work experience in United Kingdom

28. Are you:

- ☐ Self-employed
☐ Employed on a permanent contract
☐ Employed on a temporary or fixed-term contract
☐ Working on a casual/non-contract basis

29. If you are employed, do you think your job is:

- ☐ Secure
☐ Insecure
☐ Temporary

30. How did you find your current job?

- ☐ Job agency
☐ Word of mouth
☐ Advertisement
☐ Direct approach to employer
☐ Other

31. How satisfied are you with the following aspects of your job?

	Very satisfied	Reasonably satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Very dissatisfied
Hours of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On-job safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate work for your qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. Do you know how to access social support in the United Kingdom for the following issues:

	Not aware of how to access	Aware of how to access but have not accessed yet	Have accessed
Housing support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Income support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job-seekers' allowance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child benefit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Education / training options

33. How would you describe your level of competence in spoken English?

- ☐ Basic
☐ Intermediate
☐ Advanced
☐ Fluent

34. How would you describe your level of competence in written English?

- ☐ Basic
☐ Intermediate
☐ Advanced
☐ Fluent

35. Do you know how to access sources of advice for careers, training and education?

- ☐ Yes
☐ No

36. Have you sought any advice or do you plan to?

- ☐ Have sought advice
☐ Plan to seek advice
☐ Do not plan to seek advice

37. Do you see any of the following as obstacles to pursuing education or training in the United Kingdom?

	A significant obstacle	A minor obstacle	Not an obstacle
Language barrier	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cost	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal eligibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Entry (qualification) requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. Which of the following training options would you consider undertaking?

	Have undertaken	Would consider	Would not consider/do not need
English language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vocational training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IT training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Follow up and prize draw

39. Would you be willing to take part in telephone interview or focus group discussion about the issues raised in this questionnaire?
 (If yes please give name and telephone/email below)

- ☐ Telephone interview
☐ Focus group discussion

40. What language should we use for an interview?

- ☐ Czech
☐ Polish
☐ Slovakian
☐ English

41. Do you wish your name to be entered in prize draw? (If yes please give name and telephone/email below)

- ☐ Yes
☐ No

42. Name

43. Telephone number we can contact you on

44.		Yes	No
AM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evening	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Weekend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

45. Email Address

APPENDIX 4

Interview Notes on the New Migrant Research Project

Introduction

As part of a methodology of understanding the skills development needs of new migrants from Eastern Europe (mainly Poland), a semi-structured face-to-face group interview was conducted with a cohort of ten Polish migrants between 18 to 25 years at the Polish Advice Bureau with the aid of a Polish interpreter. The overall group interview, which lasted for an hour explored the different influences, patterns, ambitions, challenges, experiences and aspirations of new migrants from Poland to the UK. A set of semi-structured questions were asked, which are broken down into the sections below.

What factors influenced your decisions in coming to the UK (Leicester/shire)?

In response to this question, the interviewees gave a number of factors that influenced their decisions in coming to the UK (Leicester), which included:

- Lack of job opportunities in Poland
- Financial problems due to the low wage rate in Poland
- Better and cheaper living standard in the UK compared to Poland
- Travelling adventures to gain cultural experience
- Independent living – freedom to live away from parents
- Education – specifically to learn English as a second language

However, during the interview, the key and unanimous factor that was echoed by all the interviewees was the issue of finance. They noted and emphasised that they all came to the UK (Leicester) in search of jobs in order to earn some money to help themselves and their families back in Poland. For some of the interviewees who were still attending university in Poland, they simply came to the UK to get some money in order to be able to pay their university fees since they receive very little or no support from their government.

Some of them also expressed their frustration of always having to live under the control of their parents, denying them the opportunity to live independent life styles – hence they try to escape this situation by coming to the UK. Yet still, one of the interviewees revealed that sometimes, their parents force them to come to the UK to work very hard and earn some cash to support their families.

It could be observed from the interviewees' responses that most of them come to the UK with a bundle of hopes of experiencing new jobs, better and cheaper living standards and getting more money.

Have your hopes and aspirations of coming to the UK (Leicester/shire) been achieved?

The responses to this question were mixed. Some of the interviewees agreed that they have been able to find new jobs, learned English and get some money. One of the interviewees mentioned that through her order picking job in a warehouse, she has been able to support herself and her family back in Poland. A couple of the interviewees felt that they have yet to land the jobs they came in search of, and hence are still waiting to see if they will.

What Activity were you doing in Poland prior to coming to the UK? And what are you doing now in the UK

Activity in Poland prior to coming to the UK	Current Activity in the UK
Completed university in Poland, then worked as a waitress in a restaurant on full-time basis	Now working for a recruitment agency in a warehouse as an order picker
Completed High School in Poland	Working in a warehouse as an order picker
Completed high school, then worked as a chef and a waiter in a restaurant for some time before been made redundant	Now working in a warehouse
Completed high school, then worked as saleswoman	Now working as an order picker for an agency in a warehouse
Worked in Poland as a car sales assistant	Working in a warehouse

Almost all the interviewees in the group seemed to have been working in warehouses doing unskilled labour as their primary source of income. When compared to their previous activities of engagement back in Poland, a significant difference could be observed from what they are currently engaged in. For some of the interviewees, even though their current activity is unskilled labour and does not match their expertise and qualifications, yet still they showed some level of satisfaction in their activity. More or less, they appear to be happy with the jobs they are currently doing in the UK, as according to them, there are people back in Poland with better qualifications and with better jobs, but yet they (in Poland) are not making the amount of money they are making in the UK.

What are your experiences of the UK (Leicester/shire) and what factors are pushing you back to Poland or pulling you to stay in the UK?

Almost all of the experiences of the interviewees on life in the UK (Leicester) were centred on work. They highlighted that their primary objective of coming to the UK was to make money and henceforth hardly had social lives. For most of them, they work 12 hours shifts in the warehouses doing order picking, which makes it extremely difficult to engage in other activities of interest. They hold the belief that they are more valued by employers in the unskilled labour market than their English counterparts because they (the Polish) are more reliable and hardworking. Although this may be the case according to them, they sometimes feel exploited due to the insecure nature of their jobs. Some of the interviewees highlighted that the English Language was serving as the fundamental barrier in them achieving permanent jobs in the skilled labour market. Other than the language barrier, some of the interviewees felt that the lack of acceptance of Polish qualifications is also another significant barrier as this makes it almost impossible for them to develop their skills of interests in institutions of higher and further education in the UK.

Factors pushing them to stay in the UK (Leicester/shire) included:

- Experience of easier life in the UK compared to the harder life experience in Poland
- Availability and affordability of houses for renting – experience of independent living – in Poland it is very expensive and extremely difficult to rent houses at their age
- Possibilities and opportunities are much wider and opened in the UK than in Poland
- Lack of government support in Poland
- Lack of employment in Poland
- The English people are friendly and easy to get along with (good neighbours)
- Better and cheaper living standards in the UK when compared to Poland

Do you think enough is been done to support your needs and how do you think you could be helped more?

The interviewees acknowledged that different stakeholders including the UK government, have gone some way in accommodating some of their needs like the provisioning of free classes for the Polish community. Some of these classes include IT (computer), photography, painting, English Language and cookery. In addition, Banks like NatWest, Lloyds and Barclays provide services for the Polish Community like Polish interpreters.

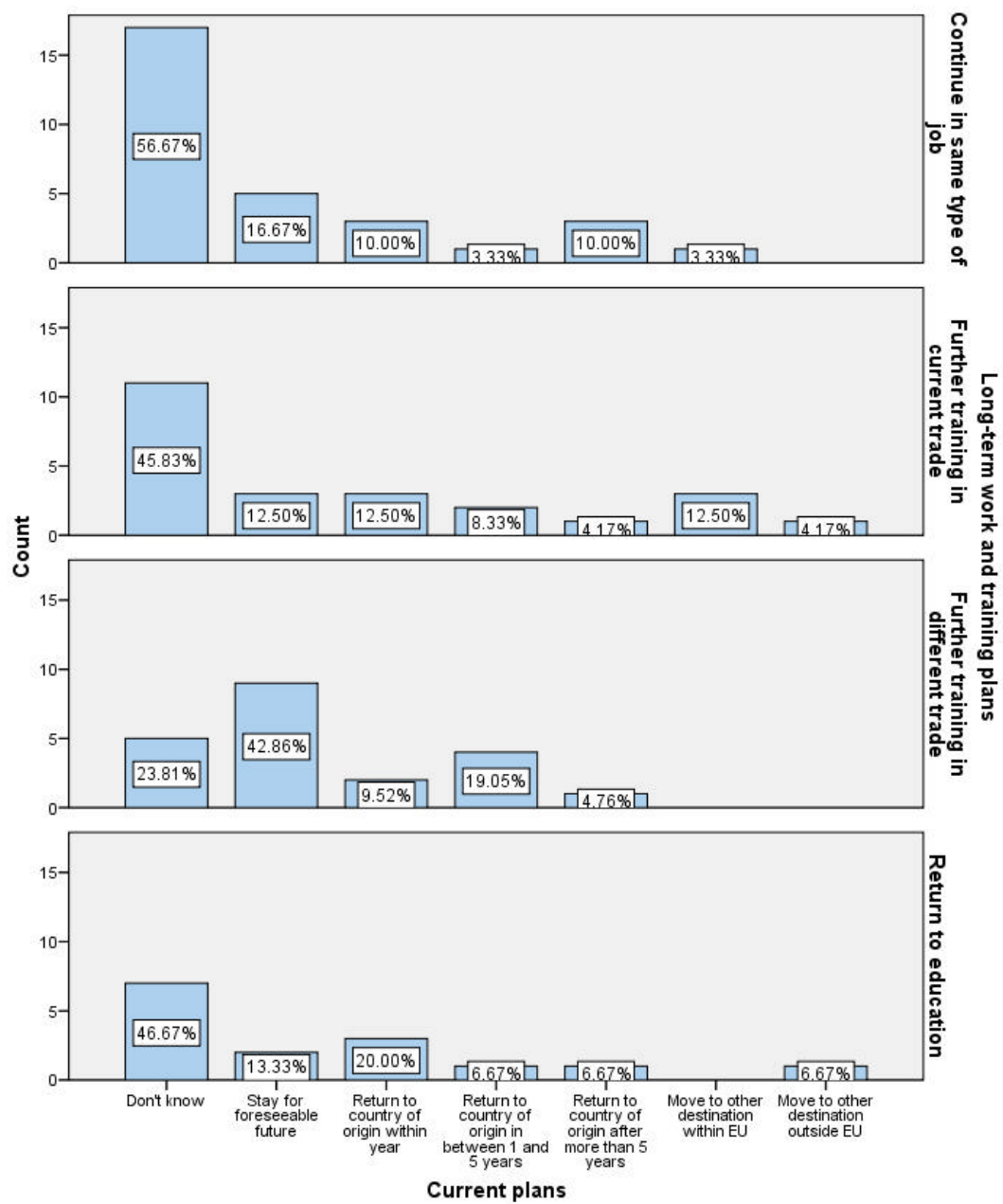
However, two main factors serve as barriers in accessing these classes, one of which is time. As mentioned earlier on, their primary motive for coming to the UK is to find a job and get some money and anything that conflicts with this motive is henceforth discarded. According to the interviewees, almost all of them work 12-hour shifts in warehouses, which leaves them with very limited or no time to engage in other activities like training programmes and since all the classes provided take place during the weekdays, this virtually makes it impossible to attend or take advantage of such classes as they are engaged in their jobs during these times.

In addition, most of such classes provided are often not designed for beginners, which makes it difficult for them to join as they have very low or no level of English proficiency to cope with such classes. For instance, one of the participants mentioned that although very few language classes exist for beginners, however these beginner classes require some form of payment in the form of working tax credit, and since some don't have working tax credit, it makes it difficult to access such classes.

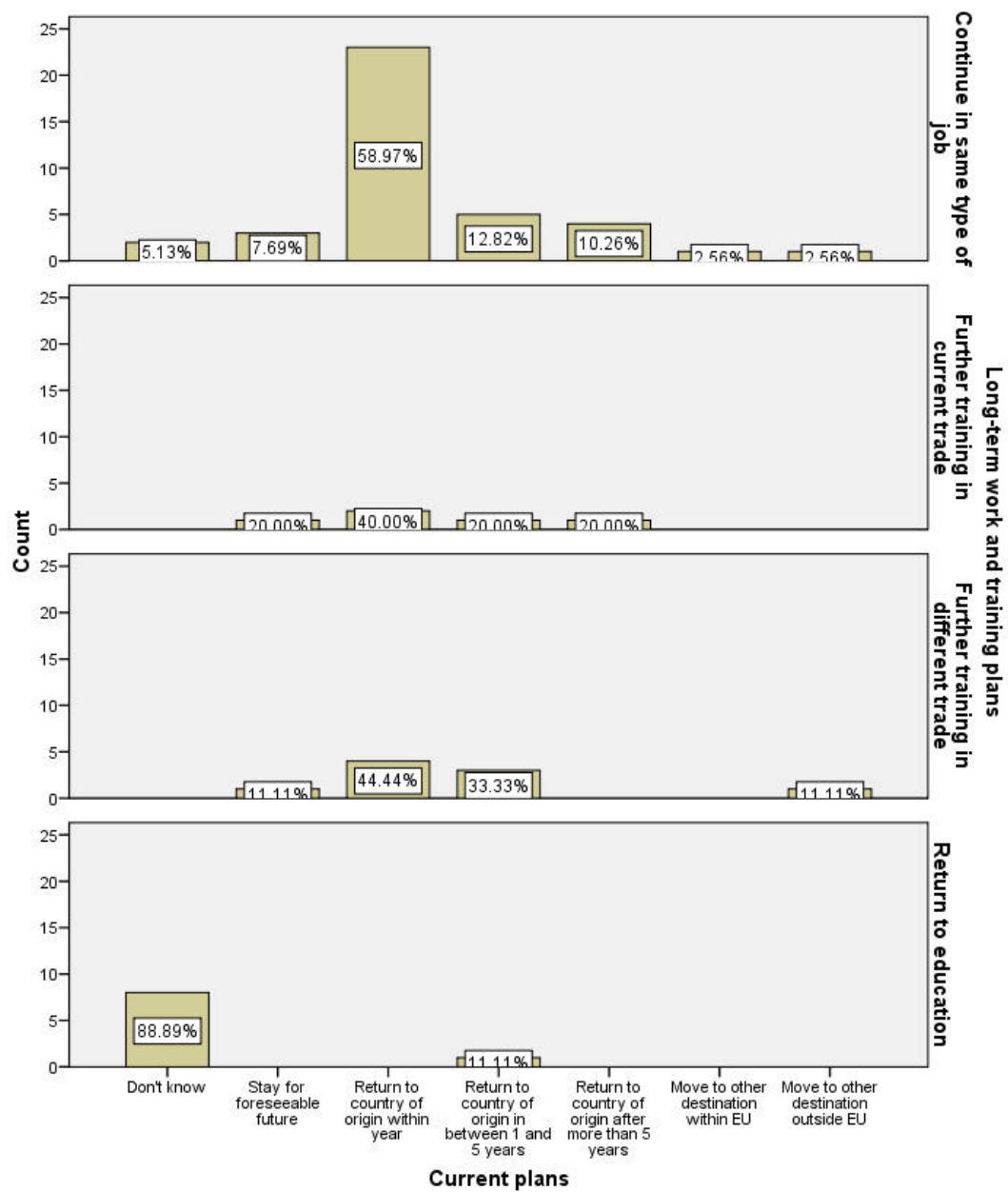
In discussing the way forward with regards to service provision for the Polish community, the interviewees expressed their plight to see more flexibility in service delivery through the provisioning of weekend classes. They agreed that this flexibility will make it easier for them to access learning programmes of their interest. In addition, the provision of forums, events and occasions where they could communicate in English would be very useful since most of them hardly have opportunities to practice and improve their English proficiency.

APPENDIX 5

Graph 9a – Polish respondents: plans to remain and plans for employment, education or training

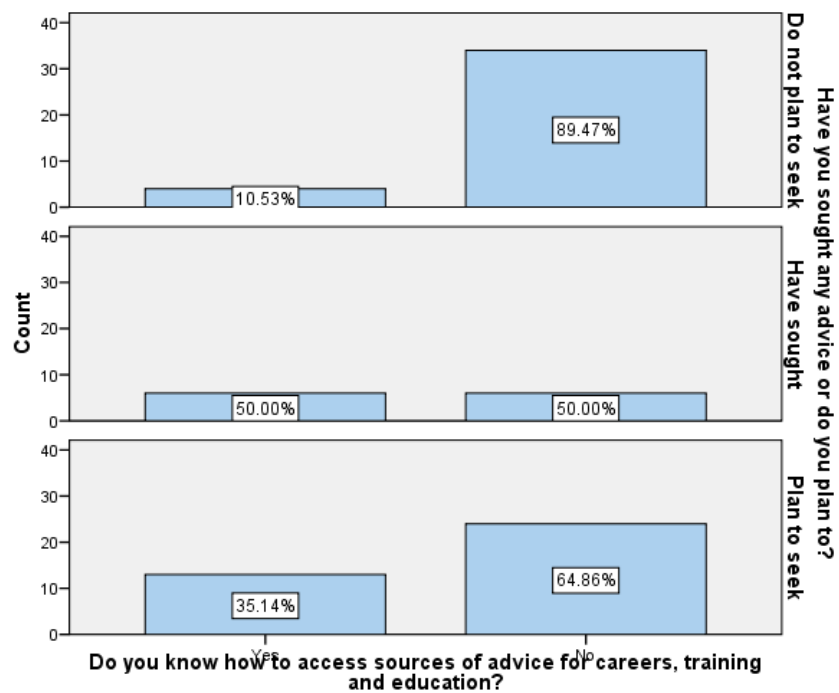


Graph 9b – Slovakian respondents: plans to remain and plans for employment, education or training

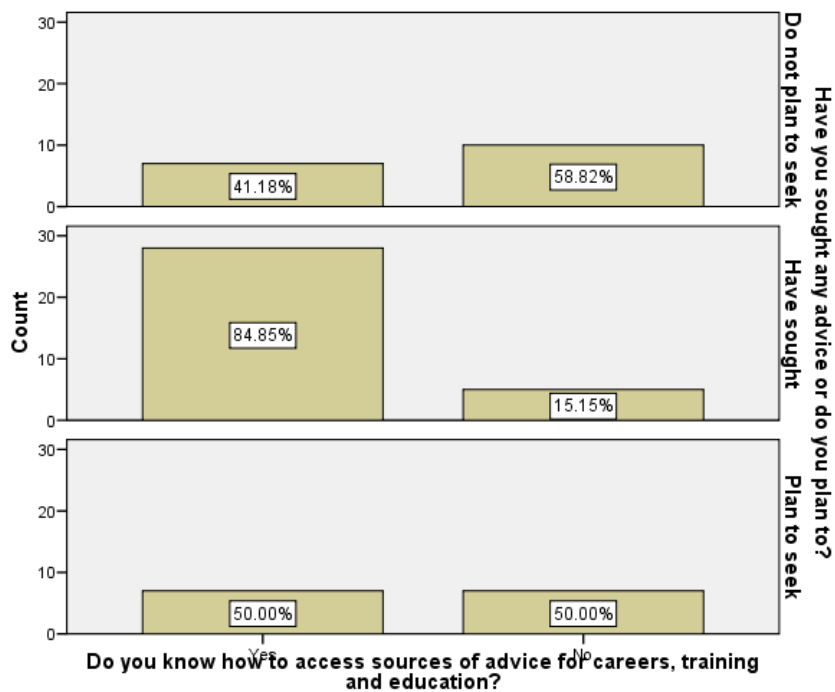


APPENDIX 6

Graph 13a: Access to advice and plans to seek advice – Polish respondents



Graph 13b: Access to advice and plans to seek advice – Slovakian respondents



APPENDIX 7

Table 6: What problems do you currently face in the UK? (combined)

Problems with housing

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	72	42.6	44.7	44.7
	A slight problem	75	44.4	46.6	91.3
	Severe problem	14	8.3	8.7	100.0
	Total	161	95.3	100.0	
Missing	System	8	4.7		
Total		169	100.0		

Problems with unemployment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	62	36.7	38.8	38.8
	A slight problem	80	47.3	50.0	88.8
	Severe problem	18	10.7	11.3	100.0
	Total	160	94.7	100.0	
Missing	System	9	5.3		
Total		169	100.0		

Poverty

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	62	36.7	41.1	41.1
	A slight problem	67	39.6	44.4	85.4
	Severe problem	22	13.0	14.6	100.0
	Total	151	89.3	100.0	
Missing	System	18	10.7		
Total		169	100.0		

Hostility from local population

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	76	45.0	49.7	49.7
	A slight problem	62	36.7	40.5	90.2
	Severe problem	15	8.9	9.8	100.0
	Total	153	90.5	100.0	
Missing	System	16	9.5		
Total		169	100.0		

Language problems

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	61	36.1	38.6	38.6
	A slight problem	73	43.2	46.2	84.8
	Severe problem	24	14.2	15.2	100.0
	Total	158	93.5	100.0	
Missing	System	11	6.5		
Total		169	100.0		

Family problems

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	85	50.3	54.8	54.8
	A slight problem	58	34.3	37.4	92.3
	Severe problem	12	7.1	7.7	100.0
	Total	155	91.7	100.0	
Missing	System	14	8.3		
Total		169	100.0		

Friendship problems

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	88	52.1	57.5	57.5
	A slight problem	55	32.5	35.9	93.5
	Severe problem	10	5.9	6.5	100.0
	Total	153	90.5	100.0	
Missing	System	16	9.5		
Total		169	100.0		

Dietary/nutritional problems

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	94	55.6	62.3	62.3
	A slight problem	46	27.2	30.5	92.7
	Severe problem	11	6.5	7.3	100.0
	Total	151	89.3	100.0	
Missing	System	18	10.7		
Total		169	100.0		

Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not a problem	37	21.9	41.1	41.1
	A slight problem	47	27.8	52.2	93.3
	Severe problem	6	3.6	6.7	100.0
	Total	90	53.3	100.0	
Missing	System	79	46.7		
Total		169	100.0		

APPENDIX 8

Table 7: Why did you choose to come to Leicester/Loughborough? (combined)

Already had friends here

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	87	51.5	51.5	51.5
	Yes	82	48.5	48.5	100.0
	Total	169	100.0	100.0	

Family connections

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	145	85.8	85.8	85.8
	Yes	24	14.2	14.2	100.0
	Total	169	100.0	100.0	

Already knew about the area

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	145	85.8	85.8	85.8
	Yes	24	14.2	14.2	100.0
	Total	169	100.0	100.0	

Had a job offer in the area

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	154	91.1	91.1	91.1
	Yes	15	8.9	8.9	100.0
	Total	169	100.0	100.0	

The area has good job prospects

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	139	82.2	82.2	82.2
	Yes	30	17.8	17.8	100.0
	Total	169	100.0	100.0	

APPENDIX 9

Table 8: Satisfaction with your job (combined)

Hours of work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very dissatisfied	5	3.0	3.2	3.2
	Somewhat dissatisfied	7	4.1	4.5	7.8
	Neither	52	30.8	33.8	41.6
	Reasonably satisfied	58	34.3	37.7	79.2
	Very satisfied	32	18.9	20.8	100.0
	Total	154	91.1	100.0	
Missing	System	15	8.9		
Total		169	100.0		

Working conditions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very dissatisfied	4	2.4	2.6	2.6
	Somewhat dissatisfied	14	8.3	9.2	11.8
	Neither	64	37.9	42.1	53.9
	Reasonably satisfied	56	33.1	36.8	90.8
	Very satisfied	14	8.3	9.2	100.0
	Total	152	89.9	100.0	
Missing	System	17	10.1		
Total		169	100.0		

On-job safety

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very dissatisfied	6	3.6	4.0	4.0
	Somewhat dissatisfied	13	7.7	8.7	12.7
	Neither	75	44.4	50.0	62.7
	Reasonably satisfied	39	23.1	26.0	88.7
	Very satisfied	17	10.1	11.3	100.0
	Total	150	88.8	100.0	
Missing	System	19	11.2		
Total		169	100.0		

Level of pay

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very dissatisfied	5	3.0	3.3	3.3
	Somewhat dissatisfied	26	15.4	17.2	20.5
	Neither	70	41.4	46.4	66.9
	Reasonably satisfied	42	24.9	27.8	94.7
	Very satisfied	8	4.7	5.3	100.0
	Total	151	89.3	100.0	
Missing	System	18	10.7		
Total		169	100.0		

Appropriate work for your qualifications

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very dissatisfied	15	8.9	10.3	10.3
	Somewhat dissatisfied	14	8.3	9.6	19.9
	Neither	74	43.8	50.7	70.5
	Reasonably satisfied	32	18.9	21.9	92.5
	Very satisfied	11	6.5	7.5	100.0
	Total	146	86.4	100.0	
Missing	System	23	13.6		
Total		169	100.0		

APPENDIX 10

Table 9: How did you get information about Leicestershire? (combined)

From a friend or family member

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	2.4	2.4	2.4
No	58	34.3	34.3	36.7
Yes	107	63.3	63.3	100.0
Total	169	100.0	100.0	

From an employer

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	2.4	2.4	2.4
No	149	88.2	88.2	90.5
Yes	16	9.5	9.5	100.0
Total	169	100.0	100.0	

Church

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	2.4	2.4	2.4
No	148	87.6	87.6	89.9
Yes	17	10.1	10.1	100.0
Total	169	100.0	100.0	

Internet

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	2.4	2.4	2.4
No	153	90.5	90.5	92.9
Yes	12	7.1	7.1	100.0
Total	169	100.0	100.0	

Job agency in country of origin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	2.4	2.4	2.4
No	159	94.1	94.1	96.4
Yes	6	3.6	3.6	100.0
Total	169	100.0	100.0	

Did not have any prior information

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	2.4	2.4	2.4
No	153	90.5	90.5	92.9
Yes	12	7.1	7.1	100.0
Total	169	100.0	100.0	

APPENDIX 11

Table 10: The extent your hopes have been met in the UK for the following issues (combined):

Find employment

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	2.4	2.4	2.4
N/a	13	7.7	7.7	10.1
No, hopes not met	65	38.5	38.5	48.5
Yes, hopes met	87	51.5	51.5	100.0
Total	169	100.0	100.0	

Financially better off

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	4.7	4.7	4.7
N/a	5	3.0	3.0	7.7
No, hopes not met	99	58.6	58.6	66.3
Yes, hopes met	57	33.7	33.7	100.0
Total	169	100.0	100.0	

Learn English

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7	4.1	4.1	4.1
N/a	20	11.8	11.8	16.0
No, hopes not met	83	49.1	49.1	65.1
Yes, hopes met	59	34.9	34.9	100.0
Total	169	100.0	100.0	

Gain qualifications

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15	8.9	8.9	8.9
N/a	18	10.7	10.7	19.5
No, hopes not met	102	60.4	60.4	79.9
Yes, hopes met	34	20.1	20.1	100.0
Total	169	100.0	100.0	

Experience of British life

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	4.7	4.7	4.7
N/a	24	14.2	14.2	18.9
No, hopes not met	67	39.6	39.6	58.6
Yes, hopes met	70	41.4	41.4	100.0
Total	169	100.0	100.0	