



EdwinCoeLLP



What do businesses need to do, right now, to prepare for Brexit?



- Understand the requirements of the new immigration system and act on obtaining a sponsor license:
- Understand the financial and administrative burdens when sponsoring migrant workers
- Understand what constitutes a 'skilled role' which is capable of sponsorship.
- Understand the salary requirements for sponsoring migrant workers



How can you sponsor an employee?



- Businesses will need a Sponsor Licence
- What is a Sponsor Licence? What is the process for obtaining a sponsor license?
- What are the duties and responsibilities placed on sponsor license holders?
- What is a 'Certificate of Sponsorship'?



Fees for sponsoring migrant workers



- What are the application fees for sponsoring migrant workers?
- Fees involved in a typical three year 'Tier 2 General' visa application for a single applicant (no dependants):
 - Application Fee: **£464**
 - Certificate of Sponsorship Fee: **£199**
 - Immigration Health Surcharge Fee: **£624** per year
 - Immigration Skills Charge Fee: **£364** (small companies)/ **£1000** (medium/large companies) per year
 - Priority Processing Fee: **£220**

Total Home Office fees: up to **£5,755**



How many EU nationals currently work in the UK?



EU workers are more likely to be employed in some sectors of the UK economy than others. In 2018, according to the Migration Observatory, 21% of low-skilled factory and construction jobs were held by EU-born workers, as were 17% of factory and machine operators jobs, and 13% of jobs in food preparation and ‘other skilled trades’.

People from older EU member states tend to be more concentrated in the education, and professional and scientific sectors while workers from newer member states tend to be more concentrated in the retail, and transport and storage sectors. In 2018, more than half of workers from newer EU member states were overqualified for the work they did, compared to less than a quarter from older member states.

- Source: <https://ukandeu.ac.uk/the-facts/where-do-eu-migrants-in-the-uk-work/>



What construction jobs can people be sponsored into?



- Construction jobs at RQF levels 3 to 6
 - Production managers and directors in construction
 - Civil engineers
 - Design and development engineers
 - Architects
 - Chartered surveyors
 - Construction project managers and related professionals
 - Architectural and town planning technicians



What kind of hospitality can you sponsor people into?



- Hospitality jobs at RQF levels 3 to 6
- Hospitality manager



RQF3- 4 Job Examples



- Electrical and electronic trades not elsewhere classified
- Managers and proprietors in agriculture and horticulture
- Planning, process and production technicians
- Health care practice managers
- Property, housing and estate managers
- Waste disposal and environmental services managers
- Authors, writers and translators
- Estimators, valuers and assessors
- Vocational and industrial trainers and instructors

