

White Paper Conferences

Business Immigration: Shaping new Law into Solution-Focused Answers for your Clients

Ben Sheldrick – Magrath Sheldrick LLP - September 2021

Introduction

Policy Objectives for Post-Brexit Immigration Control

Headlines 2020 – 21

Skilled Workers and Employer Sponsorship

Innovation and Talent Supply

Border Control and Humanitarian Protection

Practical Reform and Digitisation

Post-Brexit Policy Objectives

“We will fulfil our commitment to the British public and take back control of our borders”

“We intend to create a high wage, high skill, high productivity economy”

“A firm and fair Points Based System”

“A new system that will transform the way in which all migrants come to the UK to work, study, visit or join their family”

“We need to shift our focus of our economy away from reliance on cheap labour from Europe and instead concentrate on investment in technology and automation”

Headlines
2020- 21

COVID Effect

Remote Workers

Brexit Impact

EUSS

Global System – Level Playing Field

Technology and Digitisation

Policy Documents

New Plan For Immigration: Policy Statement

(March 2021)

UK Innovation Strategy: Leading the future by creating it

(July 2021)

The UK's Points Based Immigration System: Sponsorship Roadmap

(August 2021)

General Policy Approach

Removal of targets, quotas and limits

**Removal of net migration target
(sustainable numbers)**

Removal of resident labour market test

Focus on digital/ streamlining

Global approach – level playing field

Sponsorship Roadmap

“Those who most directly benefit from attracting students and workers to the UK play a vital role in maintaining the integrity of the system.”

“The Home Office is committed to delivering radical changes to the sponsorship process, making it easier for users to understand and navigate, and substantially reducing the time it takes to bring someone to the UK.”

Currently 33,952 sponsors (9% increase year on year)

Context: “Global Britain”

Sponsorship Roadmap

Objectives 2021

Remove and demystify perceived barriers to use of the system

Speed up end-to-end processing

Improve sponsor experience (support to small businesses, review fees, Skilled Worker eligibility checking tool)

Prevent abuse of the system (salary check feature, working with HMRC)

Sponsorship Roadmap

2022 and beyond: aim to be global leaders in helping sponsors access overseas talent to start work and study quickly and effectively in the UK

Customer Improvements – faster end-to-end journey to obtain licence

Review service standards – improvements Spring 2022

Bolster Priority Service offer

Sponsorship Roadmap

IT Transformation - Streamlining

New sponsorship IT system – 2-year roll-out to 2024

Alignment – pre-populate data (sponsor, applicant)

Manage Licences – improved online management of post-licence activities, automatic checks against data held by HMRC/ Companies House.

Become a Sponsor – automatic data checks (office holders/ employees), validate key details

Sponsorship Roadmap

Global Mobility Route

Spring 2022

A new route for overseas businesses seeking to establish a presence here or transfer staff to the UK under the existing sponsorship system.

Improvements in line with wider transformation project.

Making it easier for overseas businesses to assign and manage workers coming to the UK.

Innovation Strategy

**Part of a broader agenda for economic growth:
Vision 2035**

**Policy Context: “Global Britain” and “Levelling-
Up”**

**Aim to be a world leader in science, research and
innovation.**

**Create high-value new jobs and trading
opportunities.**

A “global science superpower”

Innovation Strategy

Four Pillars:

Pillar 1 – Unleashing Business (public investment £22 billion)

Pillar 2 – People – Make the UK the most exciting place for innovation talent

Pillar 3 – Institutions and Places – review research, development and innovation institutions

Pillar 4 – Missions and Technologies – new Innovation Missions programme, new Prosperity Partnerships

Innovation Strategy

People

“We have left the European Union. To deliver on our Global Britain vision and become an international leader in innovation we must create products and services that are successful in international markets.

We are creating an immigration system based on individual merit to bring the best talent globally, regardless of country of origin, and securing trade deals that allow us to share our innovations more freely with the world.”



Innovation Strategy

Opening our borders to top talent

A supply-side strategy

“We want the UK to be a magnet for the world’s best innovators and entrepreneurs”

Innovation Strategy

Global Talent Visa – leaders or potential leaders in the fields of academia or research, arts or culture, or digital technology.

High Potential Individual Route – open to applicants who have graduated from a top global university. No job offer requirement. Potential to expand eligibility to other characteristic of high potential. Potential to work, switch jobs, settle. Self-employment?

Innovation Strategy

Scale-Up Route

Permits talented individuals with a high-skilled job offer from a qualifying “scale-up” at the required salary level to come to the UK. Fast-track verification process – annual average revenue or employment growth rate over a three-year period greater than 20%, and a minimum of 10 employees at the start of the three-year period.

Potential to allow companies who can “demonstrate an expectation of strong growth” to qualify.

Innovation Strategy

Revitalised Innovator Route

Simplify eligibility criteria – demonstrate business venture has high potential to grow and add value to UK and is innovative

Fast-Track applications – lighter touch endorsement process for applicants whose business ideas are particularly advanced to match best-in-class international offers

Building flexibility – no longer required to have at least £50K in investment funds to apply for innovator visa, provided that the endorsing body is satisfied the applicant has sufficient funds to grow their business