



HM Government

The UK's Points-Based Immigration System

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Re-cap: February Policy Statement



Ending free movement



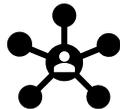
EU and non-EU treated equally



Implementing a points-based system



Delivering for the whole of the UK



Ongoing engagement and communications



Skilled worker route

The points-based system will include a route for skilled workers, both EU and non-EU citizens, who meet the following requirements:

Job offer from HO approved sponsor

Speak English

Criminality threshold

Skill level
RQF3 (A-level and equivalent) and above

Relevant salary
– either the general threshold or going rate, whichever is higher.

What's new for the skilled worker route?

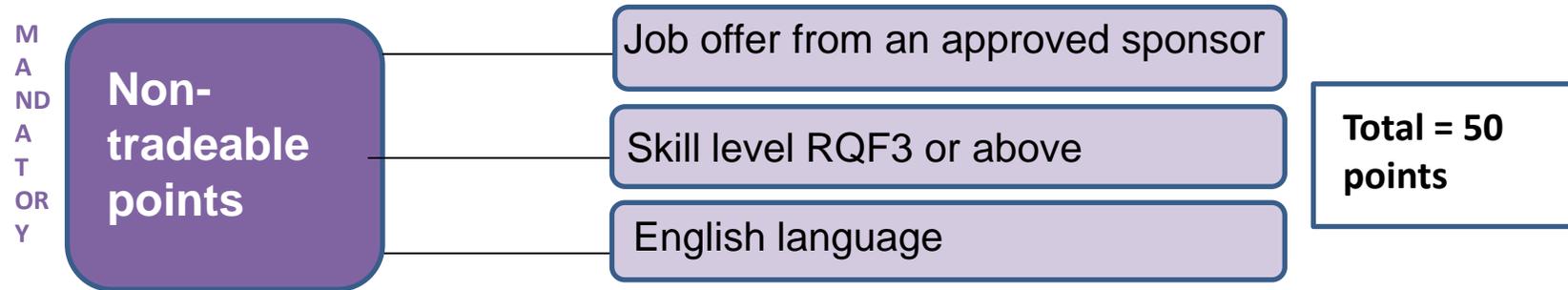
- No cap on numbers
- No Resident Labour Market Test
- Expanded skills threshold – now RQF3 (equivalent to A-level) and above
- Tradeable points – points for certain characteristics will be tradeable against salary



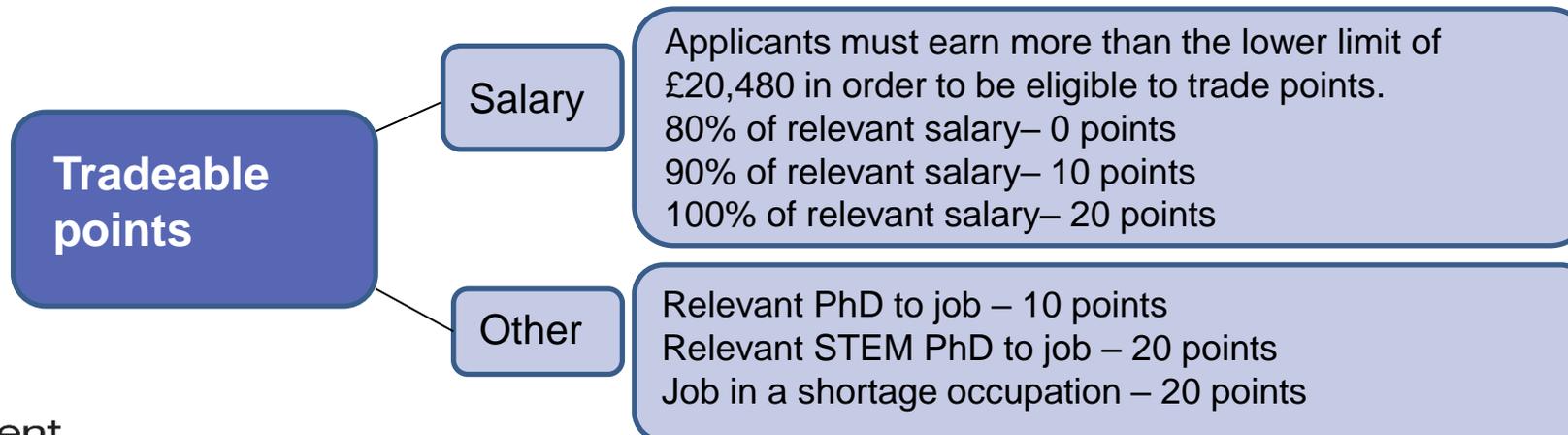
Skilled worker route

From 1 January 2021 anyone coming to the UK for work, EU and non-EU citizens alike, will need to demonstrate they meet a specific set of requirements for which they will score points. There is no overall cap on the number who can apply for this skilled worker route.

Every applicant must score at least **70 points** to be eligible for the skilled worker route. **50 of these points** must come from meeting the **mandatory** criteria below.



The remaining 20 points can be made up by trading points in one entry from each of the two categories ('salary' or 'other') below.



Skilled worker route

Case study: Shortage Occupation List – Web Developer

Elise wants to come to the UK to work and has been offered a job as a web developer for a salary of £22,450. She meets all the mandatory criteria under the Points-Based System, scoring 50 points.

Elise's salary is below the £26,000 going rate for web developers. However, Elise's salary is above 80% of the going rate for her occupation, and it is higher than £20,480, so she is eligible to score 20 tradeable points elsewhere to be eligible for a visa.

In this instance Elise scores the 20 extra points by having a job offer in a shortage occupation.

	Characteristic	Points
Mandatory	Offer of a job by an approved sponsor	20
Mandatory	Job at an appropriate skill level	20
Mandatory	English language skills at level B1 (intermediate)	10
Total		50
	Characteristic	Points
Tradeable	Job in a shortage occupation (as designated by the MAC)	20
Total		20

Grand total: 70 points



Skilled worker route

Case study: New Entrant – Financial Analyst

Evie is 26 years old and is in the UK, having studied an economics degree at a UK university and begun her career here under the Graduate route. She wants to carry on working in the UK and has been offered a job as a financial analyst with a starting salary of £22,900. She meets all the mandatory criteria under the Points-Based System, scoring 50 points.

Evie must now score a further 20 points to be eligible to switch into the Skilled Worker route. She does not score any points for her salary, but it is above the minimum of £20,480. As Evie is switching from the Graduate route, she scores 20 points as a new entrant to the labour market. Her salary is below the usual minimum 80% of the £29,400 going rate for her chosen profession, but it is higher than the 70% of the going rate required for new entrants.

	Characteristic	Points
Mandatory	Offer of a job by an approved sponsor	20
Mandatory	Job at an appropriate skill level	20
Mandatory	English language skills at level B1 (intermediate)	10
Total		50
	Characteristic	Points
Tradeable	Salary of at least £20,480 and at least 70% of the going rate for the profession	0
Tradeable	Applicant is a new entrant to the labour market	20
Total		20

Grand total: 70 points



Employing a worker - sponsorship

From January 2021



A streamlined, faster process with **no Resident Labour Market Test**, **suspending the current cap on Tier 2 visas** and **no monthly panel to apply for Certificates of Sponsorship**. This will mean time savings for employers of initially up to 8 weeks.



Employers need to apply to be a sponsor if they want to recruit workers from outside the resident labour market.



Employers do not need to be a sponsor to employ someone from the resident labour market with an existing right to work in the UK. This includes EU citizens with settled or pre-settled status.



We will allow most migrants to apply to switch from one immigration route to another without having to leave the UK. However, there will be no relaxation of the qualifying criteria for the route being switched into.

There will be longer term reforms to the design and user interface of the sponsorship process in 2022, which we will test with stakeholders.



Highly skilled workers

For January 2021

We will extend the current **Global Talent route** to EU citizens on the same basis as non-EU.

Under the Global Talent route, the most highly skilled workers who can achieve the required level of points, will be able to enter the UK without a job offer if they are endorsed by a Home Office recognised endorsing body.

The Global Talent route has recently been expanded to be more accessible to those with backgrounds in STEM. A cross-departmental **Office for Talent** will be set up.

Longer term

We will create a new **broader unsponsored route**. This would allow a small number of the most highly skilled workers to come to the UK without a job offer. We will explore this with stakeholders in the coming year.



Those who don't meet skills and salary thresholds

The UK Points-Based Immigration System **will not include a route for those who do not meet skills and salary thresholds**



Shift away from a reliance on labour from Europe



Greater flexibility for employers with changes to salary and skills thresholds



Over 3.7 million EU nationals have already applied to stay in the UK
An estimated 170,000 non-EU citizens in lower-skilled occupations



Seasonal workers pilot will provide employers in the agricultural sector with further flexibility



Students and other routes

Students

From January 2021:

- **No limit on the number of international students who can come to the UK to study.** The Government has an ambition to increase the number of international students in higher education to 600,000 by 2030.
- **Students will be covered by the points-based system.** If they can demonstrate that they have an offer from an approved education institution, speak English and are able to support themselves during their studies, then they will have the requisite number of points.

Longer Term:

- **A new Graduate route** will be launched in summer 2021 to provide international students the opportunity to stay in the UK to work or look for work after they graduate. Undergraduate and masters degree students will be able to stay for two years under the route, whilst PhD students will be able to stay for three years.

Other routes

For January 2021:

For a number of the main economic routes the main change that will be implemented for January 2021 is bringing EU citizens into the current non-EU routes. Examples of these include:

- Start-up and Innovator
- Intra-Company Transfers
- Youth Mobility Scheme
- Sporting
- Creative
- Charity
- Ministers of Religion and Religious Workers
- Government Authorised Exchange
- International Agreement
- UK Ancestry

Simplification:

Underpinning these routes and the Points-Based System as a whole will be simplified rules and guidance. We will make the best use of technology and implement the recommendations of the Law Commission to streamline and simplify the immigration system.

