# Skilled Worker Guidance for candidates

**UWE HR Resourcing Team**

**hrresourcing@uwe.ac.uk | 01173285109**

# Contents

# Background Information

Thank you for your interest in working at UWE.

This document is only relevant for anyone who isn't a British or Irish citizen and doesn't already have right to work in the UK.

The way in which UK organisations with Skilled Worker licenses can offer sponsorship for international candidates to work in the UK changed from 1 January 2021. This is an exciting time for us as it will mean we can appoint international candidates to more of our posts which brings a new dynamic to our workplace.

The new criteria means that as a candidate you will need to assess whether you are eligible to be sponsored by the organisation in which you are applying to work. UWE Bristol is an A rated sponsor and this allows us to offer sponsorship for many roles within our organisation.

If you wish to be sponsored under our Skilled Worker license then please conduct a self-assessment before applying for one of our roles to check whether you are eligible to be sponsored.

You may wish to use the Home Office online checking tool to check if you need a visa to work in the UK: https://www.gov.uk/check-uk-visa.

If we are not able to offer you sponsorship under the skilled worker route then we recommend you explore other self-application visa types e.g. Tier 5 Youth Mobility or Global Talent which will allow you to work with us.

# Mandatory and Tradable Criteria

You must meet all of the mandatory criteria to score 50 points and you must score another 20 points from the tradable points table, therefore scoring a total of 70 points.

| | Mandatory (non-tradable) points | Points available |
|---|---|---|
| Job offer from an approved sponsor | UWE is an approved sponsor and therefore being offered a job with us automatically fulfils this criteria. | 20 |
| Skill level RQF3 or above | Types of jobs listed under this criteria are available to view: UK Points Based System Further Details and click to view Annex E. You must check the role you wish to apply for has a SOC code, the advert will also confirm if this role is eligible for sponsorship. | 20 |
| English Language | Ways to meet this are as follows: • being a national of a majority English speaking country; • having an academic degree taught in English; • passing a secure English language test; • having shown they meet the required level in a previous successful immigration application (for example if you are already on a tier 2/skilled worker visa) | 10 |

There are a number of tradable criteria, and you must score 20 points here to be eligible (you cannot score more than 20 points).  You must meet one of the salary criteria, if you score 0 for the salary criteria then you must score 20 points elsewhere in the table.

| Non-Mandatory (tradable) criteria | Points |
|---|---|
| Salary of £20,960 to £23,579 or at least 80% of the going rate for the profession (whichever is higher) | 0 |
| Salary of £23,580 to £26,199 or at least 90% of the going rate for the profession (whichever is higher) | 10 |
| Salary of £26,200 or above or at least the going rate for the profession (whichever is higher) | 20 |
| Job in a shortage occupation as designated by the Migration Advisory Committee (MAC) | 20 |
| Education qualification: PhD in a subject relevant to the job | 10 |
| Education qualification: PhD in a STEM subject relevant to the job | 20 |
| A new entrant to the labour market (as designated by the MAC) This is defined as: a) Someone who is switching from the Student or Graduate route to the Skilled Worker route; | |

| | |
|---|---|
| b) Someone who is under the age of 26 on the date of their application; or<br><br>c) Someone who is working towards a recognised professional qualification **or** moving directly into a postdoctoral position (lecturing/research positions are included as post-doctoral positions). | |

# Salary criteria and standard classification occupation codes for the role in which you wish to apply

All adverts will state if we can sponsor someone for that role. Any position that we can sponsor someone for will have a corresponding standard occupation classification code and this will detail a 'going rate'. The 'going rate' is a minimum salary which we must pay you to do that role if you are sponsored, in some cases it may be that our salary range does not meet the 'going rate' in which case we will not be able to offer sponsorship.

The SOC codes are available to view here.

The most popular SOC codes relevant to working at UWE are:

| 2311 Higher education teaching professionals | • Fellow (university)<br>• Lecturer (higher education, university)<br>• Professor (higher education, university)<br>• Tutor (higher education, university)<br>• University lecturer |
| --- | --- |
| 2119 Natural and social science professionals not elsewhere classified | • Operational research scientist<br>• Research associate (medical)<br>• Research fellow<br>• Researcher<br>• Scientific officer<br>• Scientist<br>• Sports scientist<br>• University researcher |

If you are unsure which SOC code the post you wish to apply for meets then please contact the resourcing team on HRresourcing@uwe.ac.uk or 0117 3285109.

When you know which SOC code corresponds with the role you are applying for, you must then check the going rate against the salary UWE are paying for the role. If the going rate is lower than the rate we are paying for the role then you will score for 20 points. If it is between 90% to 99% of the going rate you will score 10 points. If it is between 80% - 89% of the going rate you will score 0 points.

If the salary UWE are paying is less than 80% of the going rate but more than 70% then it may be that you can be sponsored by claiming the new entrant rate (see page 5). If you do not meet the 'new entrant' criteria detailed on pages 4 and 5 then we will NOT be able to sponsor you for a Skilled Worker visa.

Please note that we usually appoint candidates at the bottom of the grade unless they have demonstrable skills and experience relevant to the role in which case we may appoint on a higher spine point.

# Process for applying for a Skilled Worker Visa

Once you have been offered a role and we have established how points will be scored to meet the criteria we will need to enter the details of the role, some of your personal details and explain how you meet the criteria into the UKVI Sponsorship Management System in order to create and assign a Certificate of Sponsorship (CoS).  You will need an assigned CoS to apply for your visa.

Ahead of applying for your visa you will also need to ensure you have enough funds to pay for the visa and any other associated costs, such as the Immigration Health Surcharge and any dependent visas. There is more information on the UKVI website.

https://www.gov.uk/skilled-worker-visa/how-much-it-costs

# Case study examples

Here are some useful examples which help explain how you can assess if you are eligible for a visa:

**Case study: General salary threshold is applied**

Freya wants to come to the UK to undertake skilled work and has been offered a job as a lab technician for a salary of £21,000. She meets all the mandatory criteria under the Points-Based System, scoring 50 points.

The going rate for lab technicians is £18,900 and Freya's salary is more than this. However, she does not score 20 points for her salary as it is below the general threshold of £26,200.
As Freya's salary offer is £21,000, she does not score any points for her salary. It is still above the minimum of £20,960, so she can still score 20 tradeable points elsewhere to be eligible for a visa.

In this instance Freya does get the 20 points required by having a relevant STEM PhD in biochemistry.

The table below has been personalised to show how Freya has accumulated the requisite 70 points:

| Characteristic | | Points | Total |
|---|---|---|---|
| **Mandatory** | Offer of a job by an approved sponsor | 20 | 50 |
| | Job at an appropriate skill level | 20 | |
| | English language skills at level B1 (intermediate) | 10 | |
| **Tradeable** | Salary of £20,960 - £23,579.99 | 0 | 20 |
| | Education qualification: PhD in a STEM subject relevant to the job | 20 | |
| **Total** | | | 70 |

**Case study: 'Going rate' salary threshold for the profession is applied**

Richard wants to come to the UK to work and has been offered a job as a Mechanical Engineer for a salary of £26,750. He meets all the mandatory criteria under the Points-Based System, scoring 50 points.

Richard's salary is higher than the £26,200 general salary threshold; however, it is below the £33,000 going rate for mechanical engineers, so he does not score 20 points for his salary. Richard's salary is just above 80% of the going rate for his occupation, therefore while he scores no points from his salary he is eligible to score 20 tradeable points elsewhere.

In this instance, Richard's role is in a Shortage Occupation so this will mean he scores the 20 points needed to meet the Tradeable points requirement.

The table below is personalised to show how Richard has accumulated the requisite 70 points:

| Characteristic | Points | | Total |
|---|---|---|---|
| **Mandatory** | Offer of a job by an approved sponsor | 20 | 50 |
| | Job at an appropriate skill level | 20 | |
| | English language skills at level B1 (intermediate) | 10 | |
| **Tradeable** | Salary of at least 80% of the going rate | 0 | 20 |
| | Job in a shortage occupation (as designated by the MAC) | 20 | |
| **Total** | | | 70 |