

Immigration services for higher education

Sponsor licence management

Accessing the best talent and tackling ongoing recruitment challenges can be a difficult task for the education sector. HEI's continue to widen their search and seek skilled workers from outside the UK as sponsor licence holders. Our business immigration team can help with the immigration requirements to recruit skilled foreign workers and fill vital vacancies to provide your institution with a wide and dynamic talent pool, improved retention, employee diversity and help you stay competitive amongst a growing trend in higher education providers hiring from overseas.

Our service includes:

- Being named as legal representative and level 1 user on your Sponsor Management System (SMS) to support with ongoing monitoring and compliance of your online portal
- Advice on reporting sponsored employee updates and changes in circumstances to adhere to UKVI compliance duties
- Support with eligibility assessments for skilled work sponsorship following the ever-changing legislation and immigration policy updates
- Advice on increases and renewal for annual Certificates of Sponsorship

Visa support

The visa application process can be complex and daunting for candidates particularly when coming from overseas where they have limited knowledge of the UK visa requirements and laws. Our team provide end-to end visa support for Candidates/employees to prepare visa applications and ensure they are approved first time to prevent any time delays with your recruitment process.

Our service includes:

Points based assessment of sponsorship eligibility for candidates from overseas or switching from another category from within the UK, including sponsored students and graduates visa holders.

- Advice and support with drafting and assigning Certificates of Sponsorship
- Preparing and drafting online visa application forms in accordance with the immigration law
- Advice on mandatory supporting documentation required by the UKVI
- Arranging biometrics appointments at overseas visa application centres and UK service points
- Liaising with the UKVI to assist with any queries related to sponsored skilled worker visa applications

Sponsor licence compliance

As a HEI sponsor licence holder your institution has various duties and legal obligations to fulfil. The Home Office, UKVI are conducting an increasing number of onsite compliance inspections so it is imperative you are prepared. Our team of immigration experts at Bevan Brittan will support your institution to prepare, achieve and maintain compliance of your sponsor licence/s to avoid enforcement action and cumbersome penalties. Our wealth of experience and insight ensures we offer a range of audit services designed for you. We will review and assess HR processes/policies, review employee files and check right to work compliance as well as provide a practical action plan to ensure compliance with your legal obligations

Immigration training

Our interactive and bespoke training session outlines the legislation but also focuses on practical advice for HR and recruitment teams providing case studies and guidance for your institution.

Our training programme includes:

- Hiring foreign workers: Overview of the UK points based sponsor licence system
- Skilled Workers: The law and practical considerations for HR
- How to prepare for a sponsor licence audit
- Navigating the SMS for Key Personnel
- Understanding immigration compliance obligations as a result of TUPE
- Pre-employment Right to work checks: Getting it right first time!

Talk to our team about your organisation's needs

We will listen, understand and provided bespoke support.



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