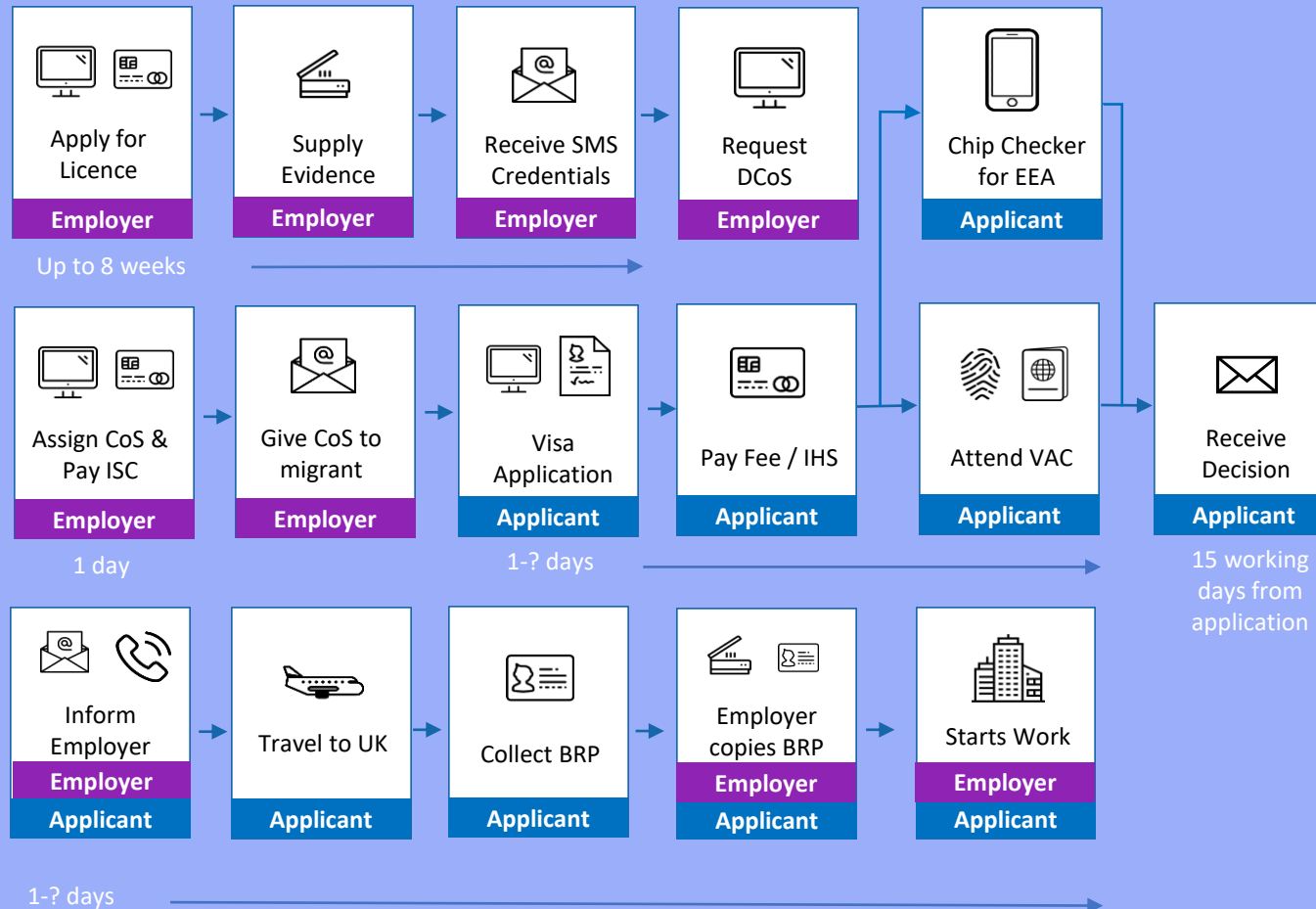


# Customer Journey



# Apply for a sponsor licence; sponsor a care worker.



# Sponsor Licence Application

- Apply at: <https://www.gov.uk/apply-sponsor-licence>
- Supply evidence: [Sponsor guidance appendix A: supporting documents for sponsor applications - GOV.UK \(www.gov.uk\)](#)
- Mandatory evidence: CQC reg for care homes & domiciliary care businesses in England
- Evidence to justify request for in-country Certificates of Sponsorship (UCoS)
- Standard Pre-Licence SLA: 8 weeks
- Priority SLA for an additional fee: 10 working days (30 slots available each day)



# Sponsorship Duties

# Sponsorship Duties:

[Workers and Temporary Workers: guidance for sponsors part 3: sponsor duties and compliance - GOV.UK](https://www.gov.uk/guidance/workers-and-temporary-workers-guidance-for-sponsors-part-3-sponsor-duties-and-compliance)  
([www.gov.uk](https://www.gov.uk))

**Must employ sponsored worker in the role as recorded on the Certificate of Sponsorship (CoS) - "Genuine Vacancy".**

**Robust HR Systems**

**Monitor visa expiry dates**

**Record keeping**

**Migrant tracking**

**Employment contract**

**Sponsor must be directly employing the sponsored migrant**

**Non-conducive relevant offences**

**Pose no threats to immigration control**

**No Debt Bondage Labour**

**Correctly undertake Right to Work (RTW) checks**

**Migrant reporting duties via Sponsor Management System (SMS)**

**Compliance with sponsorship duties is assessed during a UKVI visit**

**If you do not comply with your sponsorship duties, we may take compliance action against your licence**



# Genuine Vacancy Test (GVT)

All sponsors are required to demonstrate they can guarantee the required level of work for which they are sponsoring individuals. This requirement is initially assessed at the Defined Certificate of Sponsorship stage (DCoS) for those being recruited from overseas.

Type of evidence that has been linked to successful applications for CoS:

- Contracts for delivery of care to local authorities which demonstrate a guaranteed minimum number of hours of care packages to justify the number of CoS requested.
- Signed contracts provided with individual private clients to provide care for a specific number of hours per week in the resident's homes, supported by bank transactions evidencing the arrangements.
- Remittance slips from the Local Authority to demonstrate the care currently being provided regularly alongside details of staffing structures and departing staff demonstrating that the organisation they have genuine vacancies to recruit into.

# Genuine Vacancy Test (GVT)

Why is demonstrating the GVT has been met so important?

A sponsored migrant's grant of permission to work in the UK is linked to and dependent on working for their sponsor in their sponsored role (GVT); this can lead to settlement in the UK.

Sponsored workers cannot claim public funds, they can only work for their sponsor if their sponsored role, they can only undertake supplementary work if they are working for their sponsor. If the sponsor is unable to offer the employment stated on the CoS the workers could become destitute and are increasingly vulnerable to exploitation.

The way in which a large proportion of adult social care is commissioned isn't directly compatible with demonstrating the genuine vacancy requirement of the Skilled Worker route. Therefore, the Home Office and DHSC have been working together closely to develop a strategy for enabling both the sector to demonstrate genuine vacancies more easily, and UKVI to have an additional piece of evidence to assure them when making difficult decisions. The following material will expand on this:-

# **Accessing Certificates of Sponsorship & Evidencing Genuine Vacancies**



# Director of Adult Social Services

## Supporting Information

- We recognise that providers have found it difficult to evidence genuine vacancies for international workers particularly when they are on Local Authority framework contracts where commissioned care packages are not guaranteed.
- To address this, Directors of Adult Social Services (DASS) are now able to provide supporting information to UKVI alongside provider applications for Certificates of Sponsorship for care workers and senior care workers.
- The DASS supporting information provides a view on if the number of Certificates of Sponsorship requested is reasonable based on your current capacity and the number of people you provide care or support to.
- You should contact your DASS directly to request they provide supporting information. Details of your DASS are listed on your local authority's website.
- The supporting information is optional and is not an endorsement of your application, nor does it guarantee UKVI will accept your application. The DASS can decline to provide supporting information if they do not have sufficient information, or if they cannot assure themselves the number of Certificates of Sponsorship applied for is reasonable.
- The DASS may ask to review your application and evidence you intend to provide to UKVI. They may ask you additional questions and for further evidence to help them present a view on your application. This could include, but is not limited to:
  - The number of individuals you have supported over the last 12/24 months.
  - The number of hours of care you have delivered over the last 12/24 months.
  - The size and structure of your current workforce, including agency staff.
  - The number, and type of, care contracts you are currently delivering.
- The DASS will send the supporting information directly to UKVI. UKVI will consider this alongside your application and other evidence you provide. The final decision on whether to issue Certificates of Sponsorship is made by UKVI.
- DHSC have published guidance on Skills for Care, for ASC providers applying for Certificates of Sponsorship. This include types of evidence that can be supplied to meet the Genuine Vacancy Test.

# Supporting Workers Impacted by Sponsor Licence Revocation

- DHSC funds 15 International Recruitment Regional Partnerships across England to support international recruitment in adult social care.
- £16m has been provided to Regional Partnerships in 2024/25 to support Regional Partnerships to prevent and respond to unethical employment practices in the sector.
- This includes funding to enable Regional Partnerships to establish a support offer for individuals to seek alternative employment and remain working in the care sector when they have been impacted by their sponsor's licence being revoked.
  - Workers impacted by sponsor licence revocation will be contacted directly by UKVI and directed to their Regional Partnership for support.
  - Providers with appropriate vacancies can sponsor these workers. If you have vacancies, please contact your regional lead.

# Supplementary Employment

Sponsored workers can take additional paid employment, known as 'supplementary employment'.

- The supplementary work must be for no more than 20 hours per week
- The worker must continue to work in the job for which they are being sponsored

“Supplementary employment” means employment in a job (other than the job for which the person is being sponsored) which either:

- (a) appears in Appendix Immigration Salary List; or
- (b) is in the same profession and at the same professional level as the job for which the person is being sponsored; or
- (c) if the person has permission as a Skilled Worker, is in an eligible SOC 2020 occupation code listed in Tables 1, 2 or 3 of Appendix Skilled Occupations;

**Thank You.**