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# AfterAthena & Immigration Update

BBLG

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# Intro



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# AfterAthena- who is she??

Next Generation Law firm

Tech enabled

Still approachable,  
knowledgeable lawyers  
who are experts in our field

Some innovative  
resources.....the App



# The AfterAthena App

## The App



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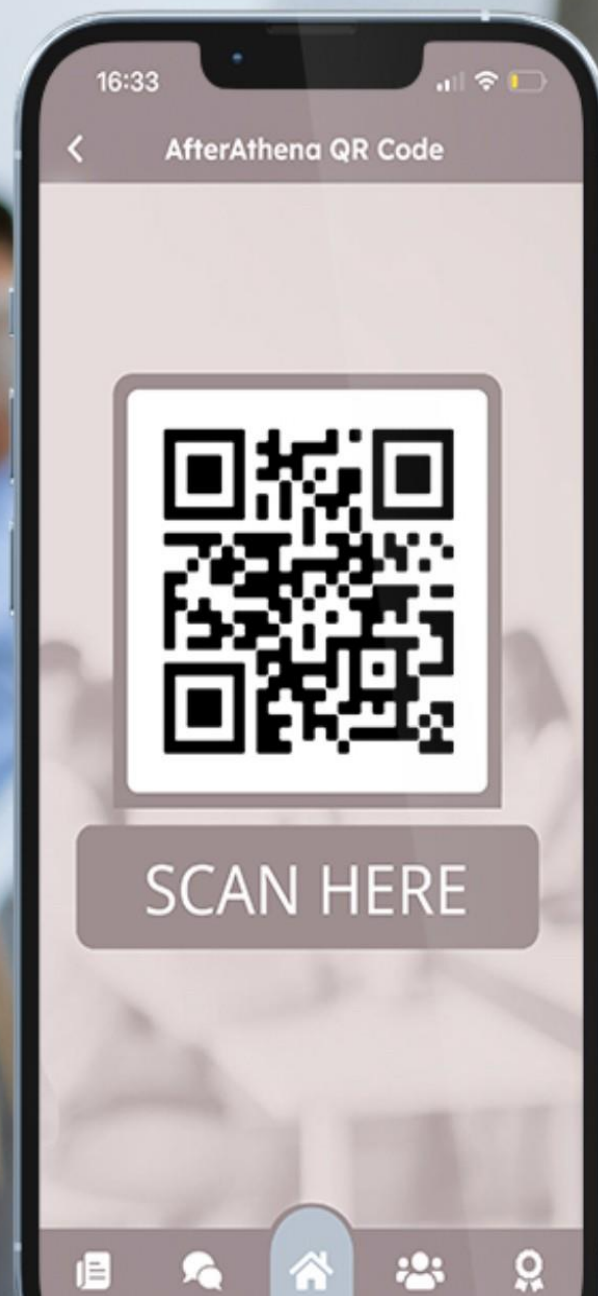
## Scan the QR to download the app



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**App Store**



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# Overseas Recruitment

*An overview of the Skilled Worker Sponsor route*

Angela Barnes

Legal Director, Business Immigration Specialist





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## Is there a recruitment crisis in the UK?

- UK vacancies are 219,000 above pre-pandemic levels (March 2020 – July 2023)
- Hospitality vacancies are still 72% higher than pre-pandemic levels
- There are estimated to be 152,000 vacancies in adult social care



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## Are businesses recruiting from overseas?

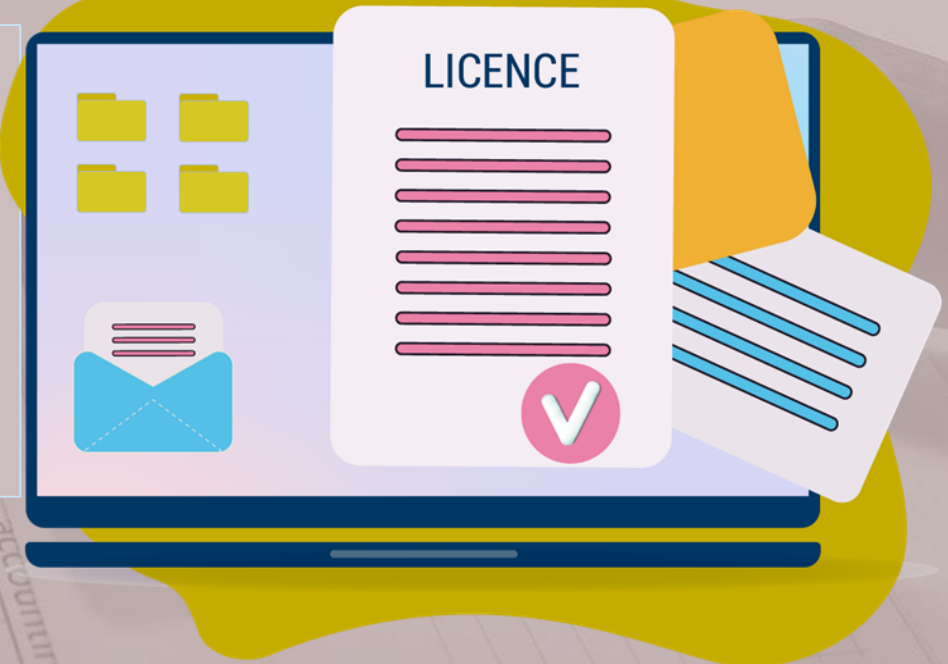
- Over 3.2 million visas granted in the y/e June 2023
- Skilled worker visas increased by 34% year-on-year
- Over 70,000 UK organisations sponsoring overseas workers



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# Is overseas recruitment right for your business?

- ✓ Are the roles eligible?
- ✓ Are the roles paid above the minimum salary levels?
- ✓ Can the individual satisfy the English language and other requirements





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## What is the process/cost of applying for a Licence?

- Extensive online application form
- Supporting documents and mandatory information
- Application fee depends on the size of your organisation
- Licence lasts for 4 years





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## What do you do once you've got the Licence?

- Access the Sponsor Management System
- Apply for and assign Certificates of Sponsorship (called a 'COS')
- Pay for COS and Immigration Skills Charge





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## How do individuals apply for their visas?

- Complete an online application form
- Gather supporting information (English language, maintenance, TB test)
- Attend a biometric appointment
- Travel to the UK





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## What are your duties, as a Licence holder?

Reporting duties

Record-keeping duties

Complying with immigration laws and wider UK laws

Not engaging in behaviour or actions that are not conducive to the public good

*"See sponsorship as a privilege, not a right"*





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Q & A





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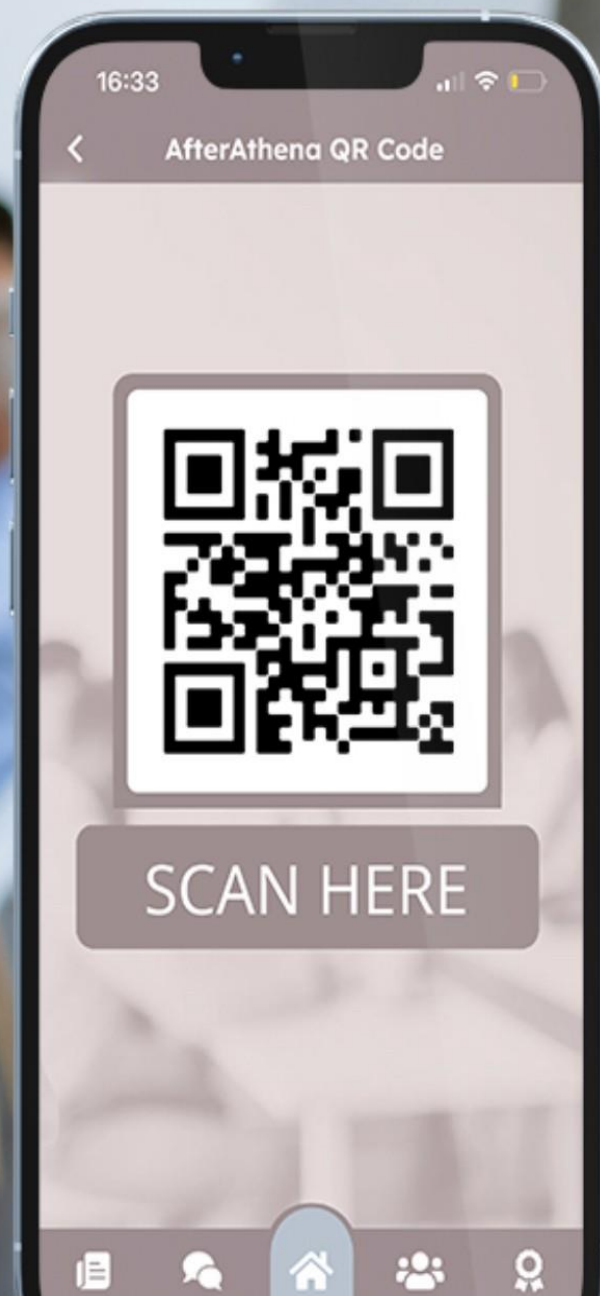
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