

recruiting in a post-Brexit world: the employer's guide to 2021.



end of the transition period.

As the UK enters the post EU world from the 1st January 2021, free movement of European workers ends, but there is still a lot of confusion around what this means for UK businesses that are reliant on European talent. Over recent years, companies in the UK have become increasingly global. It is not uncommon for businesses to be part of bigger groups, working on international projects and seeking talent from overseas.

The question many organisations are asking themselves right now is, “if the essential skills we need are not available in the local area, how will we continue to source the best talent for our business” after free movement ends?



EU Settlement Scheme.

The door on free movement from the EU closes on 31.12.20, but the market has shown us that much of the EU talent already embedded in the UK will not disappear overnight. As of October 2020, nearly 4 million people have already registered as permanent residents in the UK under the EU Settlement Scheme and therefore can continue living and working in the UK.

The cut-off date for this scheme is 30 June 2021, so it is worth checking as soon as you can that any EU workers you have (Permanent employees or Temporary workers) have signed up for this, or else they will lose their right to work in the UK from the end of June 2021.

But as one door closes, another opens and with the right planning, UK businesses will be able to source talent from right across the world to fill key roles. Benefitting from the wealth of experience offered by the world's largest recruiter and HR services provider could give you an advantage.



does your organisation **want to be a sponsor?**

In order to continue sourcing candidates internationally, your business will need to become a sponsor.



1. Check your organisation is eligible*:

- check the people you want to hire are eligible to come to the UK under the new points-based immigration system
- ensure you are able to provide the necessary supporting documents for your sponsor licence application, e.g. details of your organisation and intended jobs you wish to fill
- to get a licence, you cannot have unspent criminal convictions for immigration offences or certain other crimes, such as fraud or money laundering.



2. Ensure your organisation can manage its licence:

- you need to appoint people within your organisation to manage the sponsorship process when you apply
- they will be responsible for ensuring your organisation remains compliant within the requirements of the licence
- you will need to keep a record of your staff that you sponsor for reporting to UKVI (UK Visas and Immigration).



3. Apply - allow eight weeks

- apply online and pay the fee
- the fee is dependent on the type of licence(s) you are applying for and the type and size of your organisation. It will either be £536 or £1,476
- send your supporting documents to UKVI
- confirm how many staff you plan to recruit through the sponsorship system for the current financial year
- each staff member sponsored costs £21 or £199, in addition to the usual visa application fees.

√ If successful, your licence will be valid for 4 years



4. Sponsor a worker - 15 days**

- once you have selected a candidate, they must make a visa application to work in the UK
- you must first endorse your prospective employee's visa through your sponsor licence account by requesting then issuing an electronic 'certificate of sponsorship'
- pay the Immigration Skills Charge. This is £1,000 for the first year of work in the UK plus £500 for each additional 6 months, or £364 and £182 respectively for small businesses or charities
- the employee must then submit a visa application under the same category as your licence.

√ If the prospective employee's visa application is granted, they may travel to the UK and start working

* Correct as of October 2020

**If sponsoring a migrant worker from outside the EU in 2020 you must normally advertise to the UK labour market for 28 days. If recruiting from 2021, you may immediately advertise globally and non-UK nationals (including those from the EU) will need a visa and your sponsorship to work at your organisation.

who can come to the UK to work?

EU and non-EU workers can come to work in the UK, provided that they satisfy the relevant visa requirements.

Please review further details and the specific requirements of each visa [here](#).

Shortage Occupation List

The current list can be viewed [here](#).



Randstad, ready to support.

global and local search capability.

Randstad operates around the world, with direct on-the-ground sourcing capabilities across the UK, EMEA, APAC, LATAM and North America. Searches can be run from the UK, utilising one of our global talent sourcing teams using in-depth search techniques to identify the best talent.

finding the best candidates.

With the addition of Monster to Randstad's portfolio of recruitment services, the world-leading HR services company has increased presence in many markets around the world. The direct sourcing teams are able to leverage talent connections from multiple sourcing hubs across Europe, leveraging local connections, knowledge and expertise.

Once the candidate has been identified, Randstad can assist in arranging the online interviews and once the candidate is secured, we will then work with your HR team to ensure the relevant visa information is provided.



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