



Overseas Recruitment the Right Way



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Current State of Recruitment in the UK



Alternative Methods



Creating an Inclusive Recruitment Process



Is a Licence right for your organisation?

- Are the roles eligible?
- Do you have key personnel in place?
- Can you demonstrate that you are compliant with UKVI requirements?



What is the process and cost of applying for a Licence?

- Online application form
- Supporting documents and mandatory information
- Cost depends on the size of your organisation



What do you do once you've got your Licence?

- Recruit into skilled roles
- Apply for and assign Certificates of Sponsorship ('COS')



How do individuals apply for their visas?

- Complete an online application form
- Gather supporting information
- Attend a biometric appointment
- Travel to the UK



What are your compliance 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





Q & A





THANK YOU

