



New Plan for Growth Routes and Right to Work: Employer Factsheet

As part of the implementation of the UK Government's Plan for Growth we have made changes to the immigration system, seeing the launch of three new visa routes:

- Global Business Mobility, opening on 11 April
- High Potential Individual, opening on 30 May
- Scale-up, opening on 22 August

Alongside this, following positive feedback from employers about the ability to conduct right to work checks remotely during the COVID-19 pandemic, from 6 April we are enabling employers to use Identification Document Validation Technology (IDVT) service providers to carry out digital identity checks of British and Irish citizens (with a valid passport) on their behalf.

This means that from 6 April, there will be three ways employers can carry out [right to work checks](#) on job applicants:

- A Home Office online right to work check
- A manual right to work check
- A right to work digital identity check using IDVT via the services of third-party identity service providers (IDSP)

Global Business Mobility overview

The sponsored Global Business Mobility route enhances our immigration offer for businesses by bringing together, reforming and expanding various routes enabling business mobility. These open for applications on 11 April and will provide routes for the following:

- **Senior or Specialist Worker:** for senior executives and specialists undertaking temporary assignments at a UK branch or subsidiary of the business they work for (replacing the intra-company transfer route);
- **Graduate Trainee:** for workers undertaking a placement in the UK as part of a structured training programme (replacing the intra-company graduate trainee route);
- **UK Expansion Worker:** for teams of workers sent to establish a new branch or subsidiary of an overseas business (replacing the sole representative provisions in the representative of an overseas businesses route);



Home Office

- **Service supplier:** for workers providing a service covered by one of the UK's trade agreements (replacing the service supplier provisions in the Temporary Work International Agreement route); and
- **Secondment Worker:** a brand-new provision for secondments to UK businesses in connection with high value contracts for goods or investment.

The Global Business Mobility routes represent a world-leading offer for businesses.

For the first time, teams of workers will be able to undertake assignments connected to a business's expansion to the UK, thereby facilitating inward investment. And the new provision for secondments is a world-first in enabling collaboration between UK and international businesses.

These new and reformed routes will make mobility across the UK border as frictionless as possible, while at the same time ensuring international trade serves the interests of British workers and our economy.

Global Business Mobility eligibility

The Global Business Mobility routes will enable an **overseas business to temporarily send employees to the UK** for a specific corporate purpose that could not be done by a resident worker.

To be eligible for the Global Business Mobility routes, workers assigned to the UK must be:

- an existing employee who has worked for the sending business outside the UK for a minimum length of time (normally 12 months)
- working in a job at the appropriate skill level
- paid at the appropriate level for the job they are doing
- sponsored by a business in the UK that is licensed by the Home Office.

Some of these criteria vary depending on the route and purpose of the assignment in the UK. There is no English language requirement for this route.

Anyone applying will need to pass a security and criminality check.

Assignments will be temporary but flexible and workers will be able to switch to permanent routes that lead to settlement. The length of stay will depend on the type of assignment.



Organisations with existing sponsorship licences for visa routes being replaced by Global Business Mobility routes will automatically have the equivalent new routes added to their existing license. Full details can be found in our sponsorship guides on [GOV.UK](https://www.gov.uk)

Scale-up sponsor and Scale-up Worker overview

Opening on 22 August, the Scale-up route recognises the benefits high growth businesses offer to the UK and the need to ensure they are fully supported in maintaining this growth at a key time with a bespoke visa offer.

A UK business can be granted a Scale-up license if they meet the published definition of a 'scale-up' and this can be verified through our checks with HMRC. This will enable them to bring employees to the UK on a Scale-up Worker visa.

The Scale-up Worker visa offers a more flexible work visa and unlike other sponsored routes, the Scale-up route will only require individuals to be sponsored for the initial six months on the route, enabling UK businesses to compete for the internationally sought after highly skilled workers they need.

The route will allow for extensions of stay and settlement, subject to meeting requirements, ensuring the UK can retain this highly sought-after cohort.

These changes represent the next step in our commitment to build into the immigration system a set of targeted reforms to attract and retain highly skilled people, particularly in academia, science, research and technology.

Successful applicants in the Scale-up route will be permitted to undertake employment and projects in addition to working for their sponsor. This will be contingent on them continuing to work in a job skilled to graduate level for their sponsoring employer, and being paid the minimum salary for the first 6 months. After that, their immigration status will no longer be tied to that employer.

Scale-up Worker visa eligibility

The Scale-up Worker visa will be for individuals (both EU and non-EU citizens) coming to the UK to work for a recognised UK scale-up sponsor.

To be eligible for a Scale-up Worker visa, the applicant must demonstrate:

- they have a qualifying job offer from an approved Scale-up sponsor and been given a certificate of sponsorship
- they have a job which is at graduate level or above which they must work for a sponsor for at least six months
- they have a salary of £33k a year or more, or the going rate for the role (whichever is highest)



- they can read, write, speak and understand English at the intermediate level B1
- anyone applying must have maintenance funds of at least £1,270.

Anyone applying will need to pass a security and criminality check.

This flexible work visa is dependent on completing a minimum period of six months of sponsored employment in the route, after which applicants can move.

The Scale-up route leads to settlement after five years and dependents can accompany the main applicant.

Employers need to apply to be a Scale-up sponsor to use the route. This can be done in advance of recruitment and held in addition to other sponsor licences.

High Potential Individual overview

The High Potential Individual route is a new route which delivers our commitment in the Plan for Growth to introduce an elite points-based route to attract the brightest and best to the UK to maintain our status as a leading international hub for emerging technologies.

Opening on 30 May this route will make it as simple as possible for internationally mobile individuals who demonstrate high potential to come to the UK.

It will be open to a selective cohort of those graduating from eligible global non-UK universities, who hold a recently awarded degree, equivalent to a UK Bachelor's or postgraduate degree.

This will allow eligible individuals to come to the UK without a prior job offer. This will be a highly selective route with a limited number of international universities eligible. Successful applicants will be given a 2-year work visa (3-year for those with a PhD) and will be permitted to move into other long-term employment routes.

This route will support UK employers by enhancing the pool of the highly talented individuals available to UK businesses, complementing our existing Graduate route for international students graduating from UK universities wishing to carry out post-study work.

High Potential Individual eligibility

The High Potential Individual route will be for individuals who are at the early stage of their careers and who have demonstrated they have high potential to benefit the UK workforce.



To be eligible for a High Potential Individual short-term work visa, the applicant must demonstrate:

- they have been awarded a qualification which is equivalent to a UK Bachelors, Masters or PhD from an eligible international university, included in the **Global Universities List** for the year of award
- their qualification must have been awarded no more than 5 years before the date of application
- they can speak, read, listen and write English to at least the B1 intermediate level
- anyone applying must have maintenance funds of at least £1,270.

In addition to passing a security and criminality check, if applicants meet these requirements, they will be granted entry clearance or permission to stay for:

- **2 years** if relying on a Bachelors or Masters, or
- **3 years** if relying on a PhD.

Applicants will be able to switch to other visa routes which lead to settlement. Dependents can accompany the main applicant.

The list will be compiled on an annual basis, published on GOV.UK and consists of eligible non-UK institutions that are included in the list of the top 50 universities in at least two of the following ranking systems:

- Times Higher Education World University Rankings
- Quacquarelli Symonds World University Rankings
- The Academic Ranking of World Universities.

Right to work changes from 6 April 2022

From 6 April 2022, there will be three ways employers can carry [out right to work checks](#) on job applicants:

- A Home Office online right to work check
- A manual right to work check
- A right to work digital identity check using Identification Document Validation Technology (IDVT) via the services of third-party identity service providers (IDSPs)



Home Office

The third method of carrying out right to work checks will be available from 6 April and allows employers to use IDSPs to carry out digital identity checks for British and Irish citizens who hold a valid passport (or Irish passport card).

Further information on digital checks using IDSPs can be found on [GOV.UK](https://www.gov.uk)

Updated guidance for employers and IDSPs on carrying out right to work checks can also be found on [GOV.UK](https://www.gov.uk)

- In addition, the **end date** for the COVID-19 temporary adjusted checks has been **deferred to 30 September 2022**.

Deferring the end date of the adjusted checks to 30 September 2022 ensures employers have sufficient time to develop commercial relationships with IDSPs, make the necessary changes to their pre-employment checking processes and carry out responsible on-boarding of their chosen provider.

Employers will, therefore, continue to maintain a statutory excuse against liability for a civil penalty if the check they have undertaken between 30 March 2020 and 30 September 2022 (inclusive) was done in the prescribed standard manner or as set out in the [COVID-19 adjusted checks guidance](#).