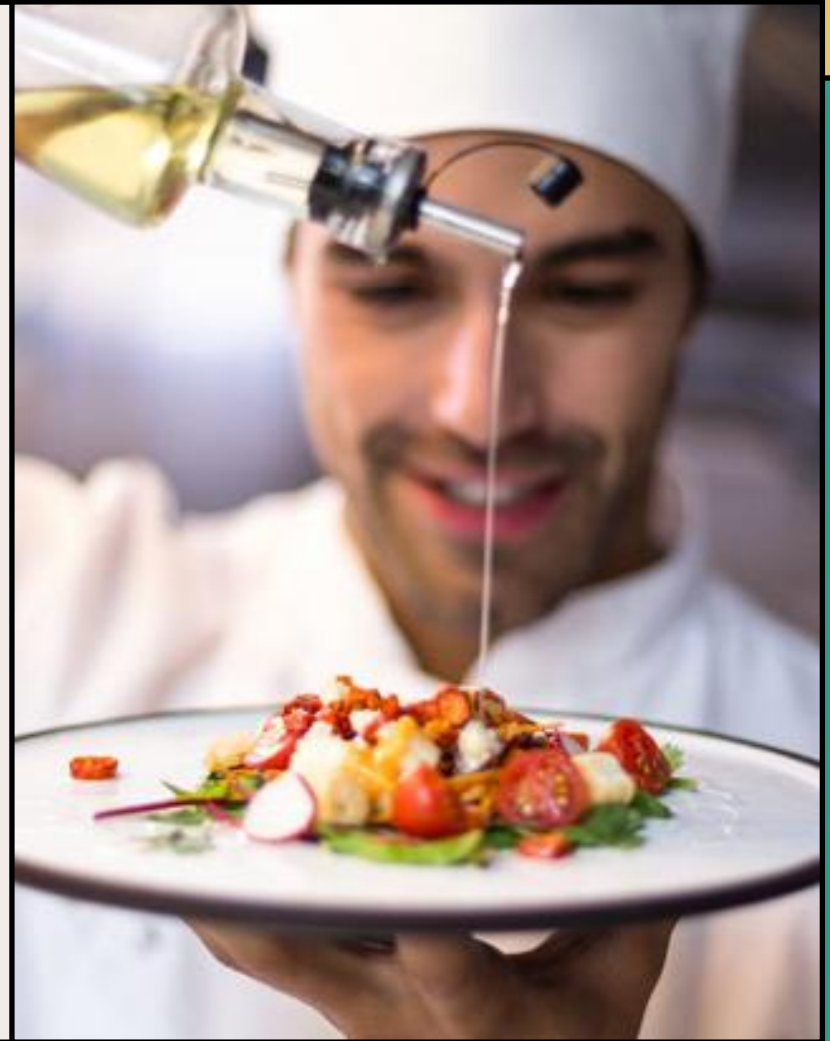


Workforce crisis faced by Hospitality Sector in the UK

A presentation by

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and
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Recruitment, Immigration and Compliance



Current Workforce Issues

Gap in current
labour market
due to labour
shortage in
the UK

Struggle to
locate right
talent locally

Ongoing
Employee
work life
balance
demands

Unreliable
Employee and
Staff Turnover

Decrease in
Business
growth and
sustainability

Benefits of hiring from overseas

- Ability to employ talented Skilled Workers from across the globe regardless of the shortage in staff in the UK
- Access to a wider international talent pool to locate right candidates
- Opportunity to hire experienced staff with specific niche skill sets, fully vetted and reliable candidates filtered to suit your requirement
- Helps to hire creative and innovative workforce
- Employee flexibility with the job profile due to willingness to learn and develop in the career
- Increased problem-solving capabilities due diverse employees
- Helps to improve productivity and growth of the business
- Potential employee COST saving

Therefore, we strongly believe in maintaining a global approach to recruitment

Recent Background :

- COVID – took people out of the industry & BREXIT – limited the pool of labour available
- Govt recognised the labour market gap & lowered skill levels and revised salary options
- Government helpful not hostile
- Increase in Licence Applications – particularly in Hospitality

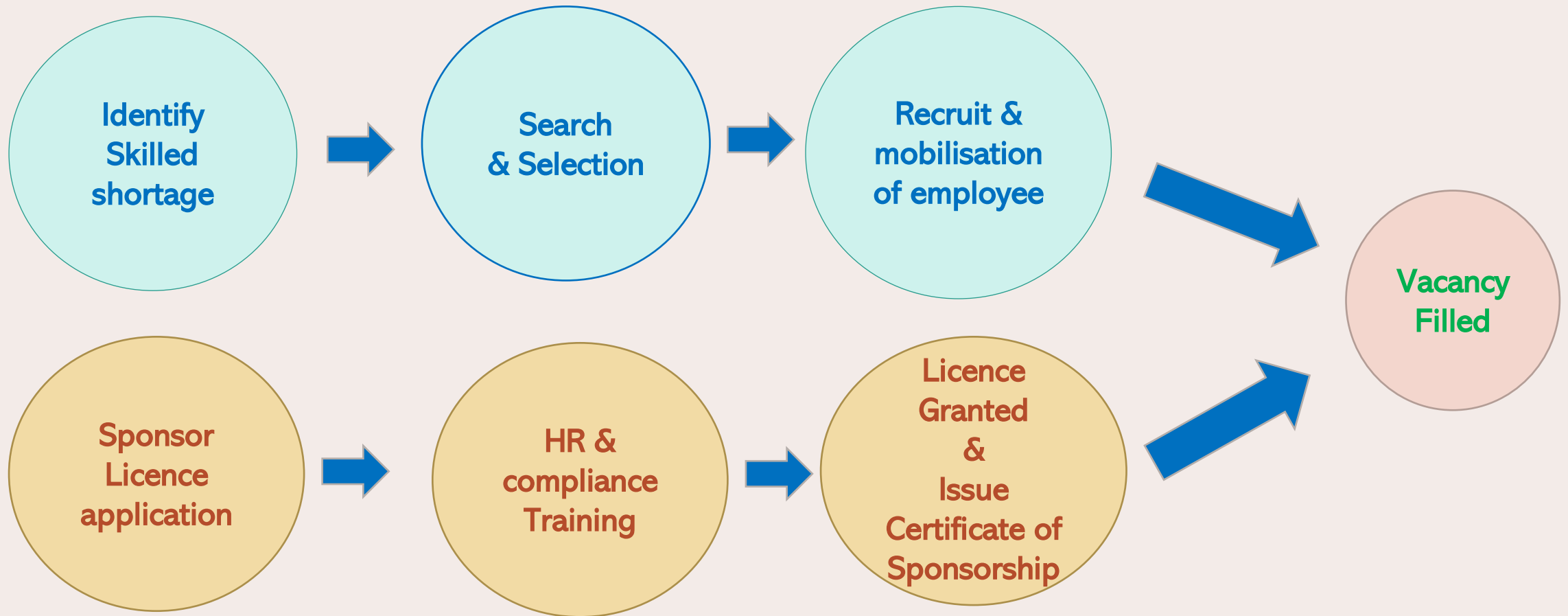
What does the Sponsor Licence allow you to do?

- Widens your labour pool from the UK to the whole world
- Recruit migrants already in the UK - Change of Employer visas / Switching visas
- Recruit migrants outside the UK – Skilled Worker Entry Visas
- No set limits to how many staff you recruit – based on what the business can justify
- Runs for 4 years and then you can renew. You use it when you need to
- Apply now – reassuring to know it is there in case you need it.

How do you get a Licence?

- Company document collation – to show fit and active and genuine.
- PAYE/VAT/Lease/bank statements/ P&L – annual accounts/Employers Liability insurance
- Company information – jobs to recruit / organisational chart / covers/spend per head
- On line application
- HR and UKVI compliance work to ready you for possible Compliance Inspection
- Preventing illegal working / Monitoring migrant activity / Maintaining contact details / Sponsor Responsibilities & Recruitment Practices

Timeframe



Sponsorship Licence and hiring Skilled Worker both work in a parallel process – Timeframe approx 2-4 Months

Q & A

Thank you

Aakanksha Chimote and

David Robertson