

Immigration law training

We specialise in running immigration law courses for HR, in-house legal, managers and others.

Our trainers are lawyers, so you'll get legal expertise in an interactive, accessible and engaging way. Lewis Silkin delivers training to a wide range of organisations across all industry sectors. If you have any questions please do get in touch. We like to partner with our clients to complement existing training programmes delivered on a regular basis. If you are planning your training needs for the coming year, please speak to us to find out how we can help.

Immigration Law Academy

As the UK recruitment market becomes more and more competitive, understanding the options within the immigration system for employers to secure international talent and keeping up-to-date with changes is vitally important. Our popular Immigration Law Academy is designed with these purposes in mind.

This two half-day course is designed to provide you with the understanding of the options within the immigration system for employers to secure international talent and keep you up-to-date with vital changes. It also serves as a useful tool to upskill members of your team.

Course outline

- ▶ Overview of immigration categories that allow working
- ▶ Points-Based Immigration System (PBIS), including recent and upcoming changes
- ▶ Deep dive into the Skilled Worker and Global Business Mobility routes, including the arrangements for Senior or Specialist Workers and Graduate Trainees
- ▶ Overview of the arrangements for sponsor licence holders
- ▶ Overview of factors currently affecting UK immigration operationally
- ▶ Advice on how to carry out right to work checks including recent and upcoming changes
- ▶ EU Settlement Scheme, including late applications, applying for settled status from pre-settled status and joining family members

Two two-hour sessions - £295 plus VAT per participant. A discount will be applied if you have two or more attendees from the same organisation.

Sponsorship

HR professionals, in-house counsel and company officers responsible for sponsored skilled workers will find this course invaluable. The course focusses on key day-to-day issues that sponsors deal with, as well as delving into recent and upcoming changes in the sponsorship system. It is highly recommended for sponsors who are expecting a visit from the Home Office or are dealing with compliance issues. New sponsors and businesses where there has been a change in personnel handling sponsorship duties will also benefit greatly from this comprehensive sponsorship course. It will cover:

- ▶ Overview of sponsorship
- ▶ Fulfilling sponsor duties, including reporting duties relating to sponsored Senior or Specialist Workers and Graduate Trainees
- ▶ Secondments

1 day, £3,250 plus VAT

Prevention of illegal working

The Government's prevention of illegal working scheme presents a host of challenges for employers to negotiate: How can you mitigate your corporate exposure to civil penalties and your corporate and even personal exposure to criminal liability? How can you minimise the scope for claims of discrimination whilst ensuring that all your employees have appropriate verification of their right to work in the UK?

This course empowers you to ensure that you and your organisation avoid the pitfalls and penalties of illegal working. It incorporates our modular sessions "Right to work checks" and "Prevention of Illegal working: hiring and dismissal".

The course covers how to check employees' right to work and why this is important. We cover recent and upcoming changes, and how to avoid common pitfalls. We also talk you through the prevention of illegal working issues that crop up during the lifecycle of an employment relationship, from the hiring stage, to contract language and secondments, to best practice in a termination situation.

3 hours, £2,400 plus VAT

Right to work checks

All UK employers are at risk of incurring criminal sanctions and civil penalties for employing illegal workers. The Immigration Act 2016 extended criminal liability to the employing organisation, putting directors at risk. Illegal workers themselves are also subject to criminal liability. Your organisation needs robust document checking practices in place to minimise its exposure to these risks.

This course will ensure that your managers and/or HR staff know what documentation to look for and what to do with it!

We will use case studies during this course to illustrate specific points and generate plenty of discussion. We will explore:

- ▶ The significance of an employee's start date
- ▶ Potential civil and criminal sanctions
- ▶ Acceptable checks for employees who are settled in the UK
- ▶ Acceptable checks for employees with time-limited visas
- ▶ Acceptable checks for employees with an outstanding application, administrative review or appeal
- ▶ The impact of Brexit and COVID-19 on right to work checks
- ▶ Processes and best practice for manual, online and digital checks using an identity service provider
- ▶ Positive verification notice processes
- ▶ Verifying documents
- ▶ Keeping records and diarising rechecks

2 hours, £1,800 plus VAT

Skilled Workers and Global Business Mobility Routes for intra-company transferees

The Skilled Worker, Senior or Specialist Worker and Graduate Trainee categories of the Global Business Mobility routes are the main immigration categories for filling skilled worker skills gaps and facilitating intra-company transfers.

Employers need to be aware of the current requirements of these routes when needing to sponsor skilled employees from around the world. This course will provide an overview of what is required to make a successful application under the two categories and will cover:

- ▶ Eligibility requirements for the Skilled Worker route
- ▶ Eligibility requirements for the Senior or Specialist Worker and Graduate Trainee routes
- ▶ Processing considerations

2 hours, £1,800 plus VAT

Secondments

Everything you ever wanted to know about immigration and secondments, in one quick session! Businesses' needs routinely dictate secondment arrangements, but immigration requirements need to be taken into account, to ensure the business is compliant and to maintain migrants' immigration status. This course covers immigration routes relevant to secondments. It also explores issues that crop up when seconding a sponsored skilled worker outside the UK.

We will use case studies to bring issues to life and generate plenty of discussion and will explore:

- ▶ Who should be the sponsor?
- ▶ Effect on settlement options
- ▶ Reporting requirements for sponsored workers
- ▶ Graduate Trainees

▶ Visitors

We run a version of this session for law firms, which includes a discussion on the Law Society's scheme for international lawyers.

1 hour, £1,100 plus VAT

Other options

We carry out many other immigration training courses including:

- ▶ Immigration update
- ▶ Overview of sponsorship
- ▶ Prevention of illegal working: hiring and dismissal
- ▶ Fulfilling sponsor duties
- ▶ Reporting duties relating to sponsored skilled workers
- ▶ Visa options for business and investment

[Click here](#) to view our full brochure which also includes information on tailored training, e-learning and immigration handbooks.

"I have been organising training for our company for eighteen years and [Lewis Silkin's session] was the best I've seen."

VP legal, Lighting tech company

"Presenters were great, personable and engaging."

Learning & Development Lead, Financial Services company

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