

Sponsored Work Routes				
	Skilled Worker (experienced hire)	GBM – Senior or Specialist Worker	Expansion Worker	Scale-up Worker
Purpose of route	A Skilled Worker visa allows individuals to come to the UK to do an eligible job with an approved employer.	The GBM – Senior or Specialist Worker visa allows employees who are being assigned by their overseas employer to a linked entity in the UK.	An Expansion Worker visa allows individuals to set up a branch of an overseas business in the UK.	A Scale-up Worker visa allows individuals to do an eligible job for a fast-growing UK business.
Licence required	✓	✓	✓	✓ Sponsorship only required for first 6 months
Fees applicable				
Certificate of Sponsorship (CoS)	£239	£239	£25	£25
Immigration Skills Charge (ISC)	£1,000 per year for medium/ large sponsors or £364 per year for small or charitable sponsors.	£1,000 per year for medium/ large sponsors or £364 per year for small or charitable sponsors.	No	No
Immigration Health Surcharge (HIS)	£1.035 per year for each applicant or £776 per year for each applicant under 18.	£1.035 per year for each applicant or £776 per year for each applicant under 18.	£1.035 per year for each applicant or £776 per year for each applicant under 18.	£1.035 per year for each applicant or £776 per year for each applicant under 18.
Visa fee	£719 (3 years or less) or £1,420 (more than 3 years).	£719 (3 years or less) or £1,420 (more than 3 years).	£298	£822
Minimum salary	£38,700, or the occupation specific threshold, whichever is higher. Discount applies for new entrants.	£48,500, or the occupation specific threshold, whichever is higher.	£48,500 or the occupation specific threshold, whichever is higher.	£36,300 or the occupation specific threshold, whichever is higher.
Overseas experience with entity	N/A	12 months, unless applicant is a high earner with a salary of £73,900.	12 months, unless applicant is a high earner (£73,900 per year) or is a Japanese national seeking to establish a UK branch or subsidiary of the sponsor group under the UK-Japan Comprehensive Economic Partnership Agreement.	N/A
English language requirement	✓	N/A	N/A	✓
TB test	✓ if in a <a href="#">TB listed country</a>	✓ if in a <a href="#">TB listed country</a>	✓ if in a <a href="#">TB listed country</a>	✓ if in a <a href="#">TB listed country</a>
Skill level	RQF Level 3 or above (UK A-Level)	RQF Level 6 (Graduate equivalent)	RQF Level 6 (Graduate equivalent)	RQF Level 6 (Graduate equivalent)
Financial requirement	£1,270, or maintenance can be certified by sponsor.	£1,270, or maintenance can be certified by sponsor.	£1,270, or maintenance can be certified by sponsor.	£1,270, or maintenance can be certified by sponsor.
Maximum period of stay	No limit	5 years in any 6-year period (if gross annual salary is less than £73,900) or 9 years in any 10-year period (if high earner with a gross annual salary of £73,900 or higher).	2 years and must not exceed cumulative permission in GBM routes totalling 5 years in any 6-year period.	2 years , leave can then be extended by 3 years, as many times as required.
Leads to settlement	✓ 5 continuous years	N/A	N/A	✓ 5 continuous years
Dependants can accompany	Yes	Yes	Yes	Yes
Timeframe	Approximately 3 weeks from attendance at a biometrics appointment, or 1 week if priority service used.	Approximately 3 weeks from attendance at a biometrics appointment, or 1 week if priority service used.	Approximately 3 weeks from attendance at a biometrics appointment, or 1 week if priority service used.	Approximately 3 weeks from attendance at a biometrics appointment, or 1 week if priority service used.

## Non-Sponsored Work Routes

	High Potential Individual	Global Talent	Innovator Founder	UK Ancestry	Youth Mobility
<b>Purpose of route</b>	The High Potential Individual Visa is available to recent graduates of top global universities who wish to work, or look for work, in the UK.	A Global Talent visa allows individuals to work in the UK if they are a leader or potential leader in one of the following fields: <ul style="list-style-type: none"> <li>academia or research</li> <li>arts and culture</li> <li>digital technology.</li> </ul>	The Innovator Founder visa is for individuals who want to set up and run an innovative business in the UK – the business must be something that's different from anything else which exists in the market.	The UK Ancestry visa is for <a href="#">Commonwealth citizens</a> , <a href="#">British overseas citizens</a> , <a href="#">British overseas territories citizens</a> , <a href="#">British nationals (overseas)</a> , and citizens of Zimbabwe with a grandparent who was born in the UK (or the Channel Islands or the Isle of Man).	The Youth Mobility Scheme Visa is for young adults from <a href="#">participating countries and territories</a> who wish to experience life in the UK.
<b>Endorsement required prior to application</b>	N/A	✓ Unless the applicant has won an <a href="#">eligible award</a> which exempts them from the endorsement requirement.	✓ from an authorised Endorsing <a href="#">Body</a>	N/A	N/A
<b>Fees applicable</b>					
<b>Immigration Health Surcharge (HIS)</b>	2 years' leave: £2,070. 3 years leave: £3,105.	£1.035 per year	£1.035 per year	5 years' leave: £5175.	£776 per year for each applicant
<b>Endorsement fee</b>	N/A	£524	£1,000, plus £500 each meeting with endorsing body (normally two).	N/A	N/A
<b>Visa fee</b>	£822	£192	£1,191	£1,048	£298
<b>Minimum salary</b>	N/A	N/A	N/A	N/A	N/A
<b>Education requirement</b>	✓ The applicant must have been awarded a qualification by an <a href="#">eligible university</a> in the last 5 years. The institution must appear on the <a href="#">Global Universities List</a> in respect of the date the applicant was awarded the degree.	✓ Subject to the field in which the applicant will be applying.	N/A	N/A	N/A
<b>English language requirement</b>	✓	N/A	✓	N/A	N/A
<b>TB test</b>	if in a <a href="#">TB listed country</a>	if in a <a href="#">TB listed country</a>	✓ if in a <a href="#">TB listed country</a>	✓ if in a <a href="#">TB listed country</a>	✓ if in a <a href="#">TB listed country</a>
<b>Skill level</b>	N/A	N/A, however, applicants need to be leaders or potential leaders in their relevant field.	N/A	N/A	N/A
<b>Financial requirement</b>	£1,270	N/A	£1,270	Yes – no set amount but must be able to demonstrate funds to have enough money without help from public funds to support and house themselves and any dependants.	£2,530
<b>Maximum period of stay</b>	2 years, or if the applicant has a PhD or other doctoral qualification, 3 years, should the visa requirements continue to be met.	Maximum of 5 years in the first instance and can be extended indefinitely, should the visa requirements continue to be met.	Maximum of 3 years and can be extended by 3 years each time, indefinitely, should the visa requirements continue to be met.	Maximum of 5 years and can be extended by 5 years each time. This visa can be extended indefinitely, should the visa requirements continue to be met.	2 years for most applicants (extension of a further year only permitted for nationals of Australia, New Zealand and Canada).
<b>Leads to settlement</b>	N/A	✓ applicants might be eligible to apply for settlement after 3 or 5 continuous years in the UK, depending on which field they work in and how they apply.	✓ applicants might be eligible to apply for settlement after 3 continuous years in the UK under this visa route.	✓ applicants might be eligible to apply for settlement after 5 continuous years in the UK under this visa route.	N/A
<b>Dependants can accompany</b>	✓	✓	✓	✓	N/A
<b>Timeframe</b>	Approximately 3 weeks from attendance at a biometrics appointment, or 1 week if priority service used.	Approximately 4 weeks for endorsement and 3 weeks from attendance at a biometrics appointment, or 1 week if priority service available.	Approximately 4 weeks for endorsement and 3 weeks from attendance at a biometrics appointment, or 1 week if priority service available.	Approximately 3 weeks processing time from attendance at a biometrics appointment, or 1 week if priority service used.	Approximately 3 weeks from attendance at a biometrics appointment, or 1 week if priority service used.