

Skilled Worker Route (Points Based System) Guidance

Step 1 – Identify an appropriate SOC Code

In order for a role to be eligible for sponsorship, the job details must align to one of the SOC Codes identified as eligible for sponsorship. A full list of these SOC Codes can be found [here](#).

Step 2 – Meet Points Based System Requirement

In order to potential colleagues to be eligible for sponsorship under the new Skilled Worker Visa (SWV) route, they must meet the following criteria **and** obtain the mandatory 70 point requirement:

- Receive a job offer from a licensed sponsor.
- The job offer must be for a role at (or above) the minimum skill level of PQF Level 3 or equivalent (A Level). Colleagues will not have to hold a formal qualification to prove this, it is the level of the job they will be doing. **Grade D and above.**
- Satisfy the English Language Requirement (guidance document available)

Meeting the above mandatory requirement will earn the potential colleague 50 points. In order to qualify for a SWV they must obtain an additional 20 ‘tradeable’ points. Please see below for further details:

Option	Requirements for each option	Points
A	Salary meets or exceeds both : <ul style="list-style-type: none"> - £25,600 per year; and - The ‘going rate’ for the occupation code (SOC) 	20
B	Applicant must hold a PhD in a subject relevant to the job (SOC Code must be eligible for PhD points) and the salary meets or exceeds both ; <ul style="list-style-type: none"> - £23,040 per year; and - 90% of the ‘going rate’ for the occupation code (SOC) <p>In this option 10 points will be awarded for the educational qualification and 10 points will be awarded for the salary.</p>	20
C	Applicant must hold a PhD in a STEM subject relevant to the job (SOC Code must be eligible for PhD points) and the salary meets or exceeds both ; <ul style="list-style-type: none"> - 20,480 per year; and - 80% of the ‘going rate’ for the occupation code (SOC) 	20
	Job is in a Shortage Occupation and the salary meets or exceeds both ;	

D	<ul style="list-style-type: none"> - £20,480 per year; and - 80% of the 'going rate' for the occupation code (SOC) 	20
E	<p>Applicant is classified as a new entrant (guidance available) and the salary meets or exceeds both;</p> <ul style="list-style-type: none"> - £20,480 per year; and - 70% of the 'going rate' for the occupation code (SOC) 	20
F	<p>Job is in a listed health or education occupation (see table 28 in this document for a full list of eligible roles) and the salary meets or exceeds;</p> <ul style="list-style-type: none"> - £20,480 per year; and - The 'going rate' for the occupation cost <p>Applicants with jobs listed in the health or education occupation codes can only be awarded tradeable points via this option.</p>	20