

## Process for obtaining a Health and Care worker (Skilled Worker) visa - Foundation

1. When you make your Oriel application, you will be asked about your current immigration status. Please ensure you complete this accurately.
2. Once all the offers have been sent out, the Overseas Sponsorship Team will identify anyone who may need sponsorship and contact them with login details for our Overseas Sponsorship Portal.
3. You will need to complete an application on our portal for a **Certificate of Sponsorship (CoS)**. This will involve completing your personal details, the dates of your training, and uploading a copy of your passport and your current visa, if you have one. You will be sent full application guidance with your login details.
4. Your CoS application will be checked. It will be **rejected** if further details/actions are needed. You will receive an automatic notification if this happens and will need to log into the portal to view the reason for rejection and to make the necessary amendments.
5. Once we have all the information and evidence we need, we will **approve** your CoS application and it will go on our list to be issued. Please be patient – we will be processing thousands of CoS and it may take us a few weeks to get to yours.
6. We will produce your CoS and upload it to the portal. You will be automatically notified when this happens and will be able to login and download it.
7. Once you have your CoS, you will then need to apply for your Health and Care worker (Skilled Worker) visa directly with UKVI: <https://www.gov.uk/health-care-worker-visa>. You will be asked to provide your CoS number as part of this application.
8. Most people will need to wait to receive their visa before they can start work. Your employer will advise on this as part of your right to work checks.
9. You must start work within 28 days of the **latest** date of: the work start date on your CoS, the date you receive your visa decision outcome email from UKVI, the date you are notified of a grant of entry clearance or permission to stay, or, if you apply from overseas, the 'valid from' date on your entry clearance sticker. We will advise further on this nearer the time.
10. During the time you are sponsored, you will need to let the sponsorship team know about any changes in your circumstances. Please let us know *before* the change happens when possible, so that we can check you will still meet your sponsorship requirements.

## **If you are planning travel before the Foundation programme**

We have found that many people joining the Foundation programme wish to travel overseas before starting. To make your planning easier, please note the following information regarding travel and your visa application.

*Decide where you wish to apply from* - There are different types of CoS depending on whether you are applying from inside the UK or overseas. You cannot change this once your application is in progress. If you have the wrong CoS type, this could lead to your visa application being rejected by UKVI and you may need to pay for a replacement CoS. This will cause delays in receiving your final visa and potentially to when you can start work. **Please ensure the address you enter on your CoS application is the same as the address you will physically be at when you apply for your visa.**

*Applying from overseas* – If you apply from overseas, you will need to wait for your new visa to be granted before travelling to the UK; even if you have a previous visa that is still in date.

*Applying from within the UK* – You will only be able to apply from within the UK if you already have a valid visa, such as a student visa (see below). If you apply from within the UK, you will not be able to travel overseas whilst your visa application is in progress.

*You will need to make your own decision on when and where to make your visa application.*

## **If you already have a UK visa**

*If you already have a Student visa from a University* – You will need to apply for a Health and Care worker (Skilled worker) visa. If you submit your visa application to UKVI from within the UK and before your student visa expires, you can start work in the Foundation programme whilst waiting for your visa decision.

*If you already have a Skilled Worker visa from another employer* – You will need a new visa using a CoS from us before you can start work in the Foundation Programme.

*If you are in the UK on a visitor visa* – You will need to travel out of the UK to apply for your visa and wait for it to be granted before you return.

*If you have another type of visa or immigration status* – Please speak to your employer about whether your visa will give you right to work in the UK and contact the sponsorship team if you require a CoS.

If you need to contact the sponsorship team, please email  
[england.sponsorship@nhs.net](mailto:england.sponsorship@nhs.net)