



UK Research
and Innovation



Department for
Business, Energy
& Industrial Strategy

Welcome





**UK Research
and Innovation**



Department for
Business, Energy
& Industrial Strategy

International Researchers in Business

BEIS & UKRI Evidence Gathering

Agenda

1 Welcome & introductions

2 Background & methodology

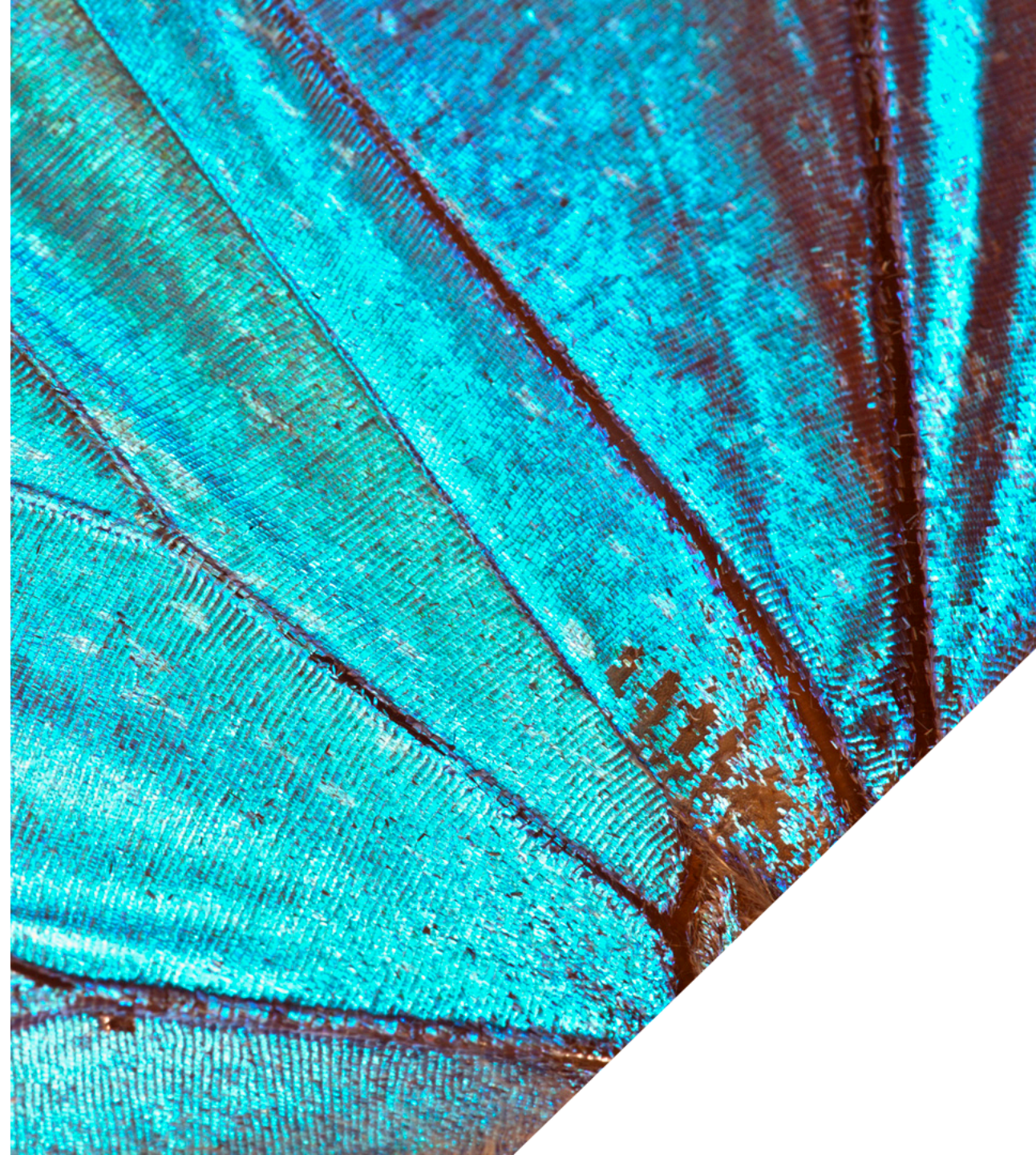
BEIS

3 GTV & immigration system

UKRI

4 Questions & discussion

5 Summary & next steps



About Us

BEIS is the Government Department responsible for unleashing innovation and making the UK a great place to work and do business.

Sponsored by parent department BEIS, UKRI work with the government to invest over £7 billion a year in research and innovation by partnering with academia and industry to make the impossible, possible. Through the UK's nine leading academic and industrial funding councils, we create **knowledge with impact**.

Innovate UK is part of UKRI, driving productivity and economic growth by supporting businesses to develop and realise the potential of new ideas, including those from the UK's world-class research base.



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Presenters

Hester Tidcombe

BEIS – Researcher Migration

Gabrielle Newson

Innovate UK – Talent & Skills

Ben Weeks

UKRI – Global Mobility Strategy Lead



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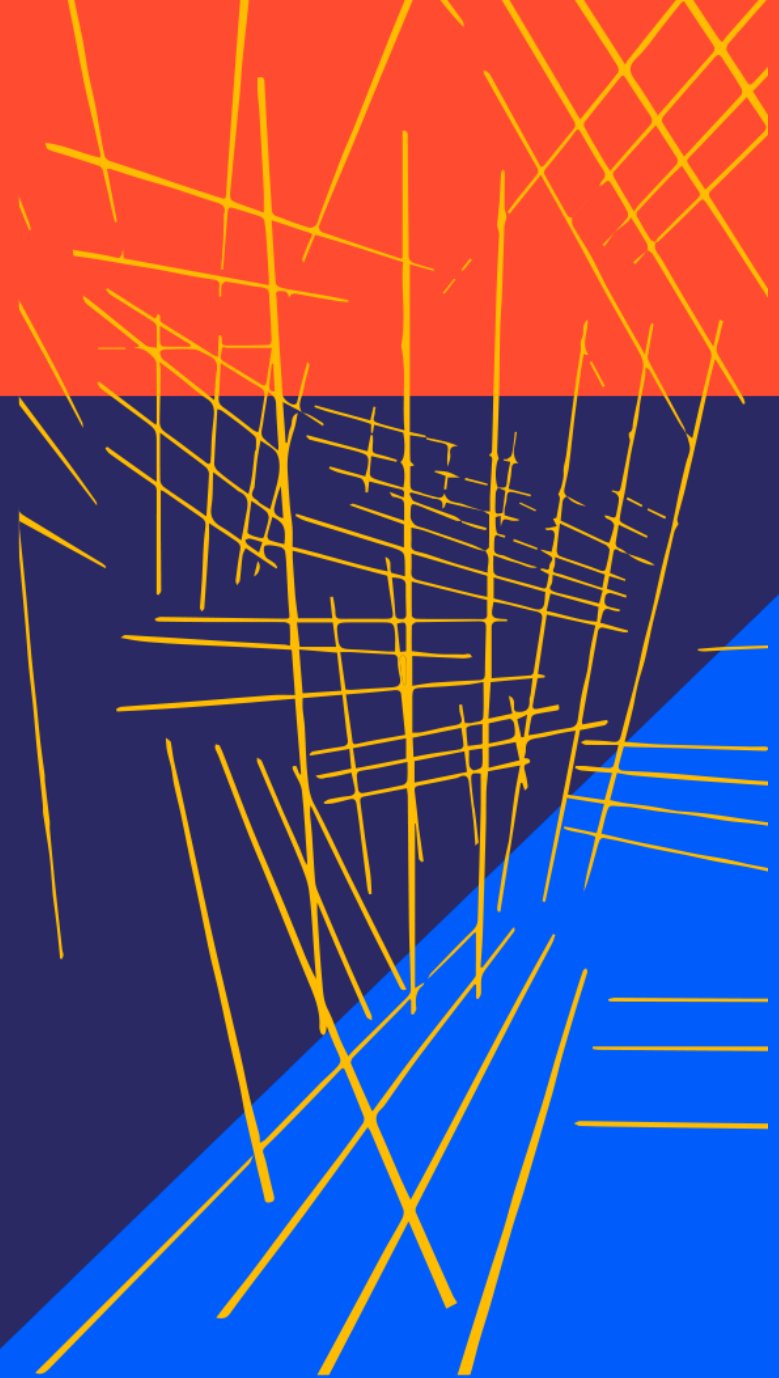


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Background and Methodology



Background

- Government's R&D roadmap ambition: “supporting businesses in attracting, growing, and developing their R&D workforce”
- Current Global Talent Visa (GTV) offer doesn't target those working in the private sector.
- Developing UKRI evidence pack shows we have evidence gaps more widely across researcher mobility into industry.
- Success of industry dependent on access to the right talent and skills means ensuring talent pool stretches beyond UK.
- The BEIS People & Culture Strategy will look to ensure we have the people we need at all levels, working in a culture that bring out the best in everyone and delivers the best outcomes for the country.
- The BEIS Innovation Strategy will outline how we look to achieve our ambitions in innovation and where we want to focus our efforts over the next decade. It aims to inspire, facilitate and unleash innovation across the UK.
- UK exit from EU – end of freedom of movement.

Evidence Gaps

Identifying:

- a) whether the existing system inhibits R&D businesses from attracting and retaining the best research talent;
- b) whether this affects all R&D businesses equally, or is a more significant problem for organisations with specific characteristics (e.g. SMEs); and
- c) what changes could be made to the immigration system, including the Global Talent visa, to address this.



Scope

1. Clarify what we understand by 'research workforce', 'R&D business' and their awareness of the Global Talent visa.
2. Understand how the research workforce and R&D businesses use the immigration system, including the GTV, and what they make of it.
3. For private sector research workers and R&D businesses that do not use the GTV: why they do not use it, what they think about it and whether not using the visa hinders their ability to recruit the international talent required.
4. What changes could be made to the immigration system to make it better suited to the needs of R&D businesses and their workforce.



Methodology

Phase 1

Utilise existing networks to understand and compile current understanding and gaps – create a baseline.

Phase 2

Based on Phase 1, option to commission external evidence gathering to go beyond talking to the ‘usual suspects’, expand on and fill gaps identified from Phase 1.

Timing

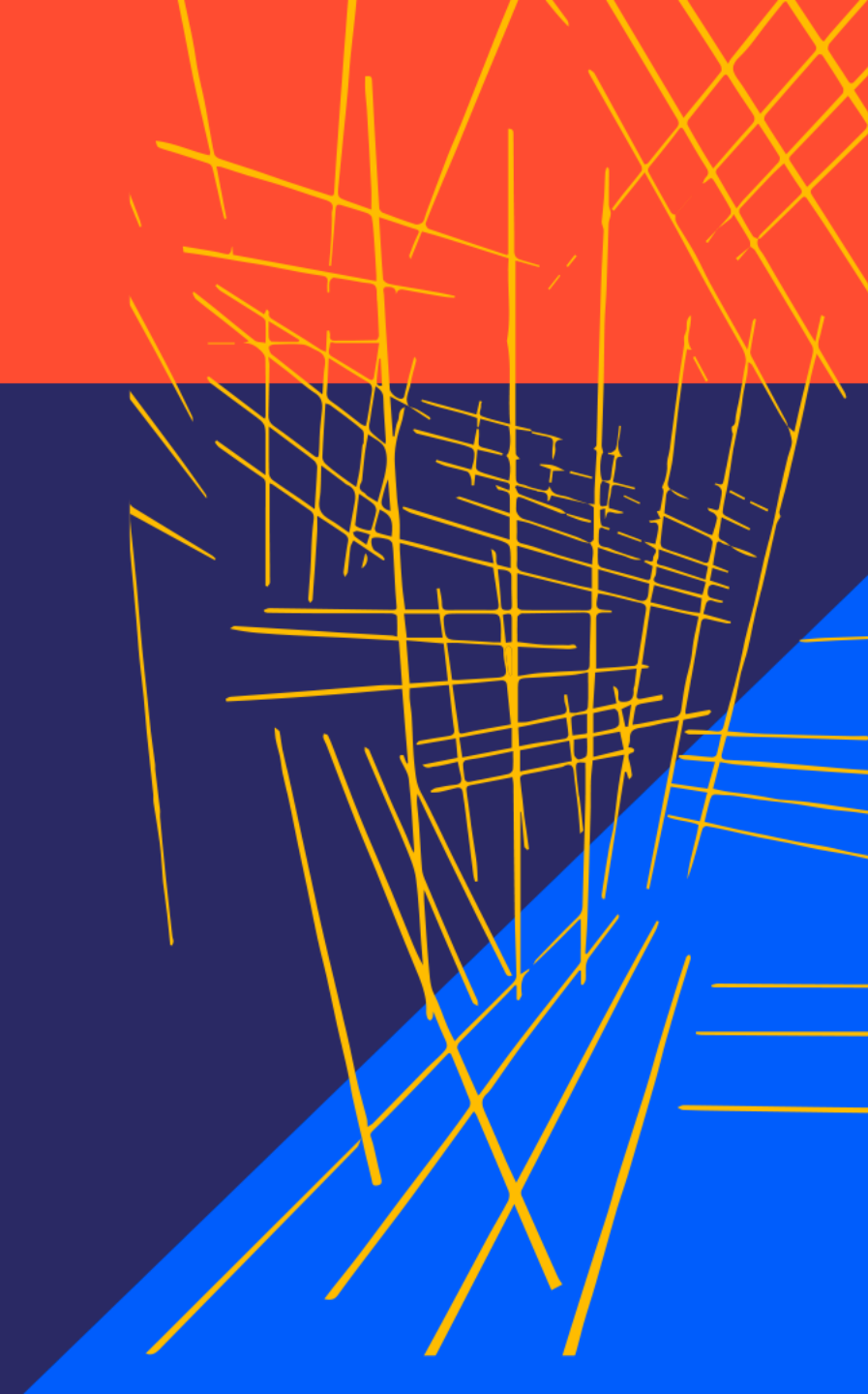
- Initial set of webinars in Spring.
- Phase 1 to commence in Summer.





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GTV & immigration system



ROUTE

DESCRIPTION

EU settlement scheme

Designed to offer EU, EEA and Swiss nationals (and eligible family members) that are living in the UK before the end of the transition period the opportunity to protect their residence rights in the UK after the transition has ended. Deadline for applications is 30th June 2021.

Investor, business development and talent visa

Innovator or Start up visa applicant must meet the following:

- They want to set up or run a business in the UK
- Are from outside the EEA and Switzerland
- Meet the other eligibility requirements
- Their business or business idea has been endorsed by an approved body

Global Talent visa - work in the UK if a leader or potential leader in one of the following fields (subject to Endorsing Body criteria):

- Academia or research
- Arts and culture
- Digital technology

Skilled worker

A route for skilled workers who have a job offer from an approved employer sponsor. Replaces the Tier 2 route from 1 January 2021; individuals arriving in the UK after 1 January will be required to make the appropriate visa application ahead of time.

ROUTE

DESCRIPTION

Student visa

For students over 16 from outside the UK who wish to study on a further or higher education course in the UK

Doctoral Extension Scheme

Enables an individual that has been provided with an appropriate CAS to apply to stay in the UK to look for work after they have finished their PhD or doctorate at an accredited UK institution.

Graduate Visa

Available to international students who have completed a degree in the UK from summer 2021.

Tier 5 (this covers 7 routes):

Main use for the Tier 5 routes for the sector are:

International Agreements
Government Authorised Exchange
Charity Workers
Creative and Sporting
Religious Worker
Seasonal Worker
Youth Mobility

Youth Mobility: This route is for sponsored young people from participating countries or territories who wish to experience life in the UK.

Government Authorised Exchange: Through approved schemes that aim to share knowledge, experience and best practice through work placements (up to 24 months in duration). Cannot be used to fill job vacancies or provide a way to bring unskilled labour to the UK. For sector, sponsorship available through HEIs or UKRI approved Independent Research Organisations.

UK Ancestry

The UK Ancestry route allows commonwealth citizens with a UK-born grandparent to come and live and work in the UK.

Britain's got (more) talent

The **Global Talent Visa** (GTV) is a fast-tracked immigration route for individuals coming to the UK to work in specific sectors, including R&D.

For the R&D sector, GTV combined three previous 'Exceptional Talent' routes administered by the National Academies, plus the new 'endorsed funder route' run by UKRI.

- Fast-tracked process
- A flexible visa for up to 5 years, allowing holders to come and go from the UK at will
- Eligibility for settled status after 3 years
- No minimum salary requirement
- No requirement to have a confirmed job offer
- No requirement to complete an English Test Qualification
- Affirm existing arrangements to bring dependents with access to the labour market



Global Talent one visa, four routes to endorsement*

Have you accepted the offer of an **academic or research appointment** at an institution approved by the British Academy, Royal Academy of Engineering and Royal Society?

NO

YES

If you have been offered a role with responsibility for academic, research or innovation leadership and development **OR** for directing or leading an individual or team research or innovation project or programme of work, you need a statement of guarantee from the HR Director or equivalent at the employing institution confirming that certain recruitment requirements were met to support your application for a fast-track visa.

Have you been awarded an **individual fellowship** on the list approved by the British Academy, Royal Academy of Engineering and Royal Society?

NO

YES

If your fellowship is listed and you hold it currently or have done so within the last 12 months, you must submit a copy of the award letter as part of your fast-track visa application.

Are you working on a research grant** issued by an **endorsed funder** on the list approved by UK Research and Innovation (UKRI)?

NO

YES

If you as an individual or your role is named in a successful grant application from an endorsed funder, you need to submit both the award letter and a statement of guarantee from the employing or hosting institution as part of your application for a fast-track visa. The funder and the institution must both be on the approved UKRI list.

Check the eligibility and assessment criteria for standard endorsement and submit an application for **peer review** by the British Academy, Royal Academy of Engineering or Royal Society***.

* Holders of certain prestigious prizes can apply for a Global Talent visa without going through the initial endorsement stage. The list of eligible awards and further information is available on GOV.UK.

** Eligibility extends to the principal investigator (PIs), co-investigators (Co-Is) and team roles stated in the grant application at graduate level and above – for example, postdoctoral researchers, research assistants, technologists and methodologists. Eligible individuals must spend at least 50% of their work time on fulfilling the grant conditions (PIs and Co-Is holding multiple grants must demonstrate 50% in aggregate). A minimum award threshold of £30,000 applies and the minimum grant duration is 24 months. Individuals must have at least two years left on their employment contract to be eligible. Temporary exemptions apply to researchers working on COVID-19 related projects.

*** The British Academy reviews standard 'exceptional talent and promise' applications from the humanities and social sciences, the Royal Academy of Engineering covers engineering, and the Royal Society covers natural and medical sciences. If you do not meet the criteria for standard endorsement, you may still be eligible for a Skilled Worker visa. If you are coming to the UK for the purposes of collaboration, training or knowledge exchange, you may apply through the Government Authorised Exchange Worker route.

GTV Individual Fellowships Route

Ming Kong, RAEng Enterprise Fellow

Have you been awarded an individual fellowship on the list approved by the British Academy, Royal Academy of Engineering and Royal Society?

Born in China, Ming studied in Hong Kong before coming to the UK in 2013 to pursue a joint MA/MSc in Innovation Design Engineering at the Royal College of Art and Imperial College London

TG0 specialises in elegantly designed 3D controls which can be used in a range of applications including tactile gaming controls, car dashboard controls and ergonomic computer peripherals

2019 – Raised £1.4 million to grow the team and expand market reach

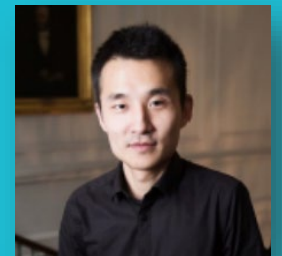
Awarded a 2016 Enterprise Fellowship to support him in developing his start up, TG0. As a co-founder, he leads research and development for the technology's hardware.

2018 – 5 working partnerships with world-leading automotive and consumer brands developed since launch

March 2019 – Launch of a first-of-its-kind finger tracking virtual reality controller kit



**Co-Founder
and CEO, TG0**



This visa gave me freedom to explore different roles and responsibilities. This is crucial in translation of science and innovation into new industries where scientific start ups with fragile conditions are formed. It gives you time and space to choose and to experience what would not be possible otherwise

**Dr Mohammadreza Sohbati,
Technology Executive - DNANudge**

**Ming Kong,
Founder of Tangio**

I am the proud holder of a Global Talent visa. Access to the brightest and best global talent, regardless of nationality, can help start-ups to grow and prosper.”

I had previously considered applying for a visa in France as I'm fluent in the language. However, I ultimately decided to apply to the UK as it is at the forefront of research and development and working here means you are surrounded by people with a real drive and passion.

**Dr Amanda Yi Fen You,
Chief Scientist - Purafinnity**

GTV Endorsed Funder route

Are you working on a research grant¹ issued by an **endorsed funder** on the list approved by UK Research and Innovation (UKRI)?

- The UKRI operated Endorsed Funder route allows R&I personnel working on grants from UKRI-recognised Endorsed Funders to be eligible for a GTV.
- The list of Endorsed Funders is large and continuously expanding. It includes a range of funders both domestic and international.

Eligibility

1. The grant must be over £30k, and at least 2 years in duration
2. At least 50% of an applicant's time must be on the grant or award from an endorsed funder
3. Applicants must be employed or hosted at a UKRI approved host organisation, with at least 2 years remaining on the agreement at the time of the application for endorsement.
4. They must independently direct, or direct under the supervision of an R&D team leader, a unique research or innovation project OR they must make critical contributions to research through the provision of core technical or domain excellence, or in developing new technologies and methodologies. The applicant will be typically named, or their post listed, on the grant/award.

GTV Peer Review route

Check the eligibility and assessment criteria for standard endorsement and submit an application for peer review by the British Academy, Royal Academy of Engineering or Royal Society”.

APPLICANTS WITH INDUSTRY BACKGROUND (entrepreneurs, applicants employed in industry and applicants with significant past work experience in industry)

- 77 applications from applicants with industry background (29.2% of total peer review applications)
- Of which 38 endorsed (success rate: 49.3%)

APPLICANTS CURRENTLY IN INDUSTRY (including only entrepreneurs and applicants employed in industry)

- 55 applications from entrepreneurs or applicants employed in industry (20.8% of total peer review applications)
- Of which 24 endorsed (success rate: 43.6%)

ENTREPRENEURS

- 15 applications from entrepreneurs (5.7% of total peer review applications)
- Of which 10 endorsed (success rate: 66.7%)

Innovator visa

To set up and run an innovative business in the UK

- New – the person coming into the UK cannot join a business that is already trading
- Innovative – it must be an original business idea which is different from anything else on the market
- Viable, with potential for growth
- Business or business idea must be endorsed by an approved body

Review

- In HM Treasury Budget 2021: make it easier for those with the skills and experience to found an innovative business to come to the UK



Future visas/budget announcements

- Future expansion of points-based routes will include an additional unsponsored route to attract elite international talent and creating a 'scale up' stream to help companies grow.
- There will also be improved visa processes for scale-ups and entrepreneurs, and radically simplified bureaucracy for high skilled visa applications.
- More details to come.

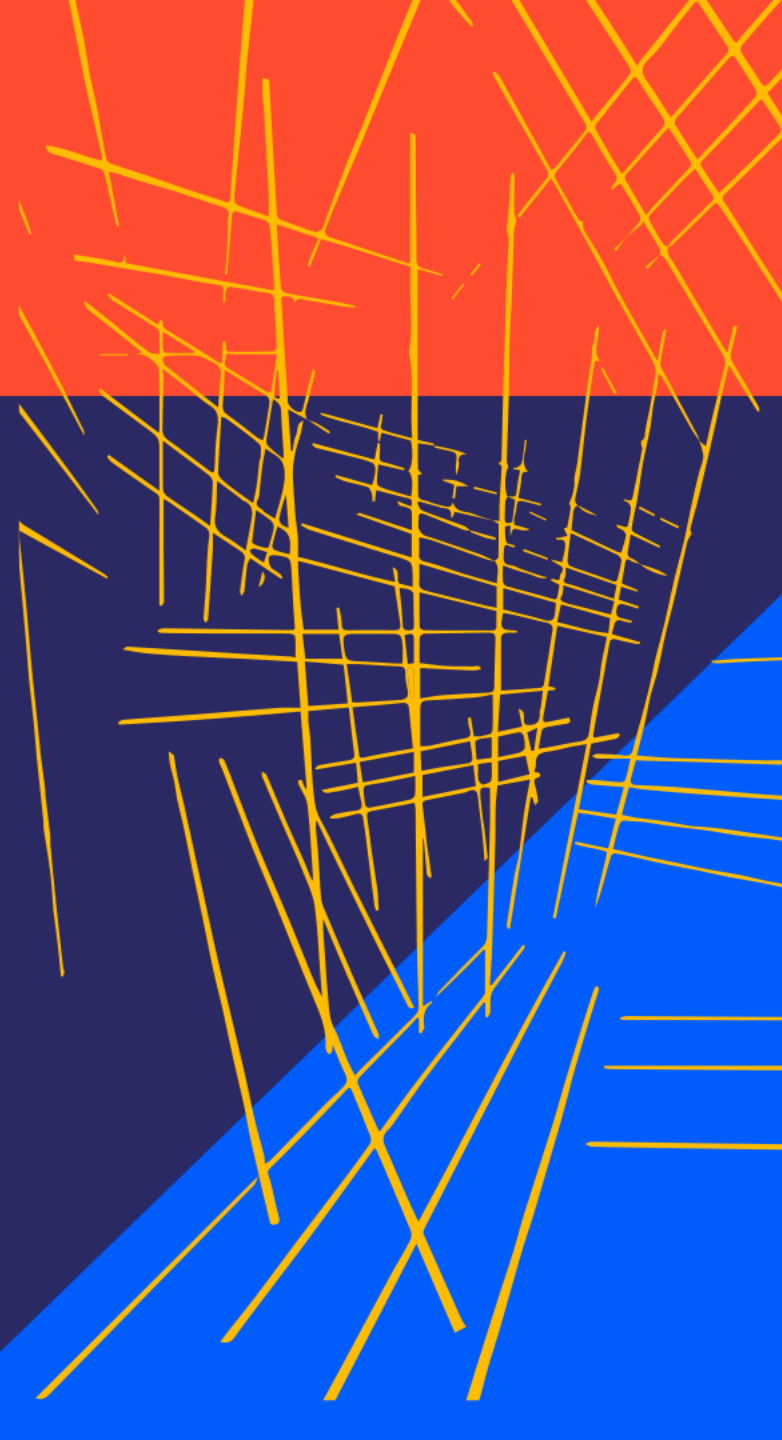


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Questions & Discussion



Discussion

1. In your experience, what is the biggest obstacle to R&D businesses attracting international talent?
2. What would be the most useful thing that the UK government could do to make sure that R&D businesses in the UK are able to attract international talent?
3. Reflecting on your experience interacting with the UK immigration system, which routes are usually used to secure talent in your organisation? What are the key characteristics of these people?
4. Does your organisation have skills needs which the immigration system does not adequately support?
5. Would you like to be involved in the next phase of this exercise?



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Questions?

