



Department for  
Business, Energy  
& Industrial Strategy

# EU Exit Business Readiness Webinar: Focus on Workforce & People

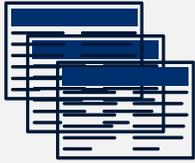


March 2019



Department for  
Business, Energy  
& Industrial Strategy

# Objectives for this webinar



Share the key information businesses need to prepare for Exit



Provide you with links to additional information on topics covered



Respond to your questions and gather your feedback

# We are here to share information to help you prepare for Exit

## Who we are

We are from the BEIS Business Intelligence and Readiness team

Our objective is to help businesses across sectors prepare for EU Exit

We are attending events across the UK and working with TAs

## Our aims for today



Provide an overview of key changes expected in 'No Deal'



Share sources to find more detailed information



Respond to your questions and gather your feedback

# Agenda for today

<b>1</b>	Welcome and Introductions	Rohan Kemp, BEIS	10 mins
<b>2</b>	Employing EU Citizens	Blanca Grey, HO	10 mins
<b>3</b>	EU/UK Business mobility (travel & students)	Anthony Miller, BEIS Anna Devin, DfE	15 mins
<b>4</b>	Recognition of qualifications	Tim Courtney, BEIS	10 mins
<b>7</b>	Q&A	All panellists	15 mins

Businesses  
need to  
prepare for  
every  
eventuality

Delivering the deal negotiated with the EU is the Government's top priority

However, as a responsible Government, we are preparing for every eventuality

Preparing for 'No Deal' is now an operational priority for the Government

Businesses should make sure they prepare and take action on their own 'No Deal' plans

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# How things work today



Freedom of Movement (no visa restrictions for EU citizens) vs. Non-EU/EEA migration system



EU citizens and their family members can move, live and work within the EU without applying for permission



Non-EU nationals need permission to enter, work and study in the UK

# Employing EU citizens: What is changing



In a no deal scenario, there will be changes on 30 March 2019



EU Citizens already in the UK will be able to apply to the EU Settlement Scheme to continue living, working and studying in the UK



From 30 March 2019 in a no deal scenario, newly arriving EU/EEA/Swiss citizens will still be able to enter the UK to visit, work and study for up to 3 months, without requiring a visa



Newly arriving EU/EEA/Swiss citizens will need to apply for Temporary Leave to Remain (from within the UK), if they wish to stay, work and study in the UK beyond 3 months



# EU Citizens can apply for settled/pre-settled status



Eligibility for settled status generally requires 5 years' continuous residence in the UK



Those with less than 5 years' continuous residence will be eligible for pre-settled status



Test phase currently open - scheme fully open by 30 March 2019; **Deadline for application is 31 December 2020 in no deal**



The Scheme will be free when its fully live, but currently there is a £65 for adults & £32.50 for under 16s during the pilot stage. These costs will be refunded



# Newly arrived EU citizens will be able to apply for European Temporary Leave to Remain



This will enable EU/EEA/Swiss citizens to remain in the UK for an additional 36 months after their initial 3 month visa-free stay. They must apply from within the UK.



European Temporary Leave to Remain is not extendable and will not guarantee a route to settlement in the UK.



EU citizens who want to stay in the UK beyond 36 months will need to make an application to, and qualify under, the new skills-based immigration system, which will begin from 2021.



In a deal or no deal scenario, employers will continue to conduct the same right to work checks they do currently, until 2021.

# Further advice and guidance on action to take

## Source of material in this section

EU Settlement Scheme for EU citizens and their families - [here](#)

EU citizens' rights and Brexit - [here](#)

European Temporary Leave to Remain - [here](#)

Employers toolkit - [here](#)

Settlement Scheme Digital Service - [here](#)

## Additional information beyond this presentation

There may be other issues not addressed in this material

In some areas, further information will be made available on GOV.UK

Please visit **gov.uk/euexit** for the latest information

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# How things work today



EU membership means freedom of movement, EU/EEA/Swiss citizens do not need a visa to make short-term trips to the UK (personal or business)



EU/EEA/Swiss nationals currently have an unrestricted ability to study in the UK and are free to work without restrictions both during and after study



No limit on the number of international students who can come to study in the UK



Non-EU/EEA/Swiss students must apply for a Tier 4 visa except if they are coming to study for a short course (6 or 11 months) for which there is a short term study visa

# EU-UK business mobility: what is staying the same



In a no deal scenario, EU/EEA/Swiss citizens will still be able to enter the UK for up to 3 months, to work, visit or study, without requiring a visa (personal or business). European Temporary Leave to Remain is available for those wishing to stay beyond 3 months



# No visa for short term visits between UK & EU



EEA & Swiss citizens will continue to have visa free access to the UK



The UK has a wide range of visa-free “fly-in fly-out” permitted business activities



In the event of no deal, the European Commission has proposed granting UK citizens visa-free travel to the EU, conditional upon the UK granting reciprocal and non-discriminatory visa-free travel for all EU Member States. Under these conditions, UK citizens will be permitted visa free travel in the EU/EEA for business meetings, training, sports/cultural events and short-term study for up to 90 days in any 180 day period

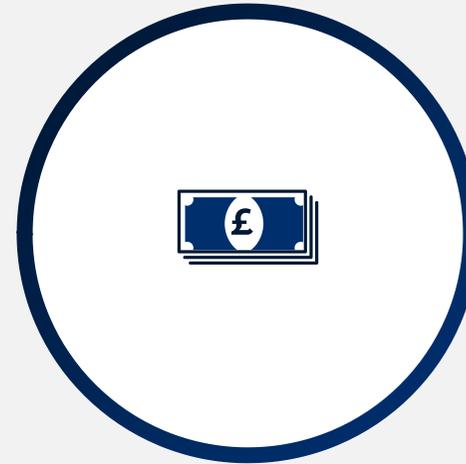


Should UK citizens need to undertake activities not listed above or intend to stay beyond 90 days in any 180 day period, they should check with the host country authorities as visa and work/resident permit requirements vary between EEA and EU countries

# EU-UK students in the event of the UK leaving the EU with no deal



EU nationals entering the UK to study for more than three months would need to apply for European Temporary Leave to Remain and, if intending to stay for more than three years, might need to apply for a visa to cover any period of stay beyond three years



The UK Government announced that EU nationals (and their family members) who start a course in England in the 2019/20 academic year or before will remain eligible for 'home fee' status and undergraduate and postgraduate financial support from Student Finance England for the duration of their course provided they meet the existing residency requirement



# UK students in the EU



The government will need to reach agreement with the EU for UK organisations to continue participating in Erasmus+ and ESC projects and is seeking to hold these discussions with the EU. If discussions with the Commission to secure UK organisations' continued ability to participate in the programme are unsuccessful, the government will engage with Member States and key institutions to seek to ensure UK participants can continue with their planned activity.



UK citizens wishing to continue education in the EU should check the immigration requirements of the education institution and Member State they wish to study in

# Further advice and guidance on action to take

## Source of material in this section

EU Exit information for UK nationals in the event of no deal - [here](#)

European Commission proposal on visa-free travel to the EU for UK nationals - [here](#)

Foreign travel advice for all countries - [here](#)

Erasmus+ in the UK in no deal - [here](#)

## Additional information beyond this presentation

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# How things work today



MRPQ Directive sets out reciprocal framework of rules that facilitates recognition of qualifications for EEA and Swiss nationals in a state other than that in which it was awarded.



General system recognition based on equivalence of qualifications. Applies to engineers, teachers etc.



Automatic system recognition based on minimum training requirements or professional experience



Also provides a mechanism for those who want to work on a temporary or occasional basis in another EEA state or Switzerland.

# Recognition of qualifications in a No Deal Scenario: what is changing?



Current system of reciprocal recognition of professional qualifications no longer applies



Equivalent EEA and Swiss **Qualifications** in scope, content and level will be recognised



Regulators are no longer obligated to offer aptitude tests or supervised work experience for non-equivalent EEA or Swiss qualifications



# Reciprocal recognition of qualifications stops



New system will be in force for exit day



Recognition decisions received in the UK before exit will remain valid



Recognition decisions ongoing at exit will be decided under the rules in place prior to exit as far as possible



Applications submitted after exit day will be subject to a new system

# Further advice and guidance on action to take

## Source of material in this section

Providing services including those of a qualified professional if there's no Brexit deal- Available [here](#)

Guidance for UK businesses on EU service provision if the UK leaves the EU with no deal - Available [here](#)

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# Preparing for Brexit: webinars in the series

- Mon 11<sup>th</sup> March - 11-12 Workforce and People
- Tues 12<sup>th</sup> March - 10-11am Regulations and Standards
- Fri 15<sup>th</sup> March - 11-12 Digital and Data
- Mon 18<sup>th</sup> March - 1 - 2pm Importing and Exporting
- Tues 19<sup>th</sup> March - 12-1 Business Legal Requirements
- Wed 20<sup>th</sup> March - 11-12 Intellectual Property

Send further questions on these and other issues to [sed@beis.gov.uk](mailto:sed@beis.gov.uk)

Please visit [euexit.campaign.gov.uk](http://euexit.campaign.gov.uk) for more information