

Certificate of Sponsorship (CoS): A Comprehensive Guide

A Certificate of Sponsorship (CoS) is a document that employers issue to prospective employees as part of the visa application process. It plays a vital role in enabling foreign nationals to work in a host country legally. This guide will walk you through what a Certificate of Sponsorship is, why it is necessary, its types, and the application process.

What is a Certificate of Sponsorship?

A Certificate of Sponsorship is an electronic document that employers provide to foreign nationals they wish to hire. Contrary to what its name might suggest, it is not a physical certificate but rather a unique reference number that links an applicant to a specific job in a specific organization. This certificate is essential for individuals who wish to apply for a work visa.

When an employer issues a [Certificate of Sponsorship](#), it demonstrates that the individual has a genuine job offer. Moreover, the document signifies that the job meets certain requirements, including salary thresholds and skill level, ensuring that the position cannot easily be filled by local workers.



Why is a Certificate of Sponsorship Important?

The Certificate of Sponsorship is a key component of a foreign worker's visa application. Without a CoS, individuals are generally not permitted to work in the host country. It's essential because it provides the necessary information about the applicant's employment details, including their job role, salary, and intended duration of employment. Authorities use this data to assess the legitimacy of the job offer and determine whether the role aligns with immigration policies.

Additionally, the certificate helps the host country maintain control over its labor market by ensuring that employers are bringing in foreign workers for positions that genuinely require specialized skills. This process helps prevent job displacement among local workers while addressing any skills shortages within the labor market.

Types of Certificates of Sponsorship

There are two main types of Certificates of Sponsorship, depending on the nature and duration of the job role:

1. Defined Certificate of Sponsorship: This type is for skilled workers applying from outside the country who have a job offer from an approved employer. Employers must apply for a Defined CoS each time they intend to hire a new skilled worker from abroad. Approval is necessary, but the process is generally quicker and straightforward.

2. Undefined Certificate of Sponsorship: This type is for skilled workers already in the host country who are switching from another type of visa or extending their stay. Employers are often allocated a certain number of Undefined CoS annually, which they can assign to new hires without needing approval each time.

How to Obtain a Certificate of Sponsorship

To acquire a Certificate of Sponsorship, an employer must first be approved by immigration authorities as a licensed sponsor. Once they have this status, they can issue certificates to eligible foreign workers. Here's a quick breakdown of the process:

- **Step 1: Sponsor License** – Employers must apply for a sponsor license to be able to issue CoS. This license is granted after demonstrating compliance with legal obligations and immigration policies.
- **Step 2: Requesting a Certificate of Sponsorship** – After obtaining a sponsor license, employers can request a CoS through the government portal, providing details about the job offer and employee.
- **Step 3: Assigning the Certificate of Sponsorship** – Once approved, the employer assigns the CoS to the worker, who can then use it to apply for a visa.

Conclusion

A Certificate of Sponsorship is essential for foreign nationals seeking work opportunities abroad. It not only facilitates a smooth visa application process but also ensures compliance with immigration policies. Employers and employees alike must understand the importance and process of obtaining a CoS to ensure a lawful and efficient hiring process. By following the proper steps and requirements, both parties can benefit from a seamless transition into the new role and country.