

UK and US Business Immigration Essential Update

Francesca Sciberras (Partner) and Christi Hufford Jackson (Partner)

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US immigration – Executive Orders, Proclamations and Policy Changes

- H-1B \$100,000 fee and proposed H-1B Cap changes
- Trump's Gold Card
- Third Country National visa processing restrictions
- USCIS as law enforcement
- Birthright citizenship
- Student visas and social media

US immigration – Protecting Digital Privacy at US Borders

- Potential exposure of sensitive business information on devices
- Employers should brief staff on digital privacy risks
- Practical steps: device audits, data minimisation before travel

UK immigration – current immigration landscape and environment

- Net migration – key political issue
- Immigration white paper ‘Restoring Control of the Immigration System’ – 12 May 2025
- Changes to Skilled Worker route – 22 July 2025
 - Increased skill threshold - RQF Level 3 to RQF Level 6 (degree level)
 - General salary threshold increase - £37,800 to £41,700 plus going rate increases
 - Adult social care worker route closed for new applicants

UK immigration – crackdown on compliance

- Increase in Home Office compliance visits
- Sponsor licence applications - greater scrutiny and delays
- Refusal and revocation statistics on the rise:
 - July 2024 - July 2025, 1,948 sponsor licences revoked (more than double in the previous 12-month period)
 - illegal working arrests increased by 51% compared to previous year

UK immigration – Immigration White Paper

- Objective – reducing net migration
- Increase minimum skill threshold - Skilled Worker category
- Immigration Skills Charge – 32% increase
- ILR after 10 years instead of 5 years continuous residence
- Graduate route – cut duration to 18 months
- Levy on tuition fees for universities – 6%
- Greater compliance for universities
- Institutions on High Potential Individual (HPI) list to increase
- Positive news? Review of Innovator Founder route, Global Talent route broadened

Changes to Indefinite Leave to Remain in the UK (ILR)

- White paper:
 - ILR after 10 years rather than 5
 - Shorter pathway if can show significant contributions to UK economy
- Reform Party proposals:
 - Removing ILR – re-apply for immigration status every 5 years
 - Retrospective application
- Labour Party Conference:
 - Consultation – soon
 - New tests (work, NI contributions, no benefits, English language, no criminal record, volunteering)
 - Earlier settlement based on contributions

Questions

