

Understanding the Certificate of Sponsorship for UK Employment

When applying for a UK work visa, one essential requirement that every overseas applicant must have is a *Certificate of Sponsorship (CoS)*. This document is not merely a formality—it plays a crucial role in verifying your eligibility to work in the United Kingdom under a licensed employer. At **Visa Simple**, we aim to simplify complex immigration procedures, and understanding how the Certificate of Sponsorship works is a great place to start.



What Is a Certificate of Sponsorship?

A [Certificate of Sponsorship](#) is an electronic record issued by a UK employer who has been approved by the Home Office as a licensed sponsor. Rather than being a physical document, it's a unique reference number assigned to each worker the employer wishes to hire from outside the UK. This number links your job details to your visa application and confirms that the company is willing to sponsor your employment.

Employers must demonstrate that the job meets specific skill and salary requirements set by UK Visas and Immigration (UKVI). Once these criteria are met, the sponsor can assign the certificate through the official sponsorship management system.

Types of Certificates of Sponsorship

There are two main types of Certificates of Sponsorship, depending on the nature of the job and the worker's circumstances:

1. **Defined CoS** – Issued to workers applying from outside the UK, mainly for those under the *Skilled Worker Visa* route. Employers request these from the Home Office for specific roles, and approval is generally quick.
2. **Undefined CoS** – Used for workers already in the UK who are extending their stay, switching visas, or applying for certain categories of temporary work.

Choosing the correct type is vital, as an incorrect assignment could delay or even invalidate your visa application.

Key Details Included in a CoS

Each Certificate of Sponsorship contains important information such as:

- The employer's sponsorship licence number
- The job title and Standard Occupational Classification (SOC) code
- Salary and working hours
- Employment start and end dates
- Confirmation that the role meets visa eligibility requirements

Applicants must ensure that all information is accurate and matches their visa documents, as inconsistencies may lead to refusal by UKVI.

Validity and Usage

Once assigned, the Certificate of Sponsorship is valid for **three months**. During this time, the applicant must use it to apply for their UK work visa. The certificate can be used only once and cannot be transferred to another employer. If circumstances change, such as a job offer withdrawal or employer change, a new CoS must be issued.

Why It Matters

The Certificate of Sponsorship serves as proof that the employer has verified the authenticity of your role and that you meet the immigration criteria for employment in the UK. It ensures that only genuine job offers are made to overseas professionals, maintaining the integrity of the UK's immigration system.

How Visa Simple Can Help

At **Visa Simple**, we specialize in simplifying UK visa processes for individuals and businesses alike. Whether you are an employer navigating the sponsorship management system or an overseas applicant preparing your Skilled Worker Visa, our team provides expert guidance to ensure that every step—from CoS assignment to visa approval—is handled efficiently and accurately.

Final Thoughts

Obtaining a [Certificate of Sponsorship](#) is a crucial step toward securing legal employment in the UK. By understanding its purpose, types, and requirements, applicants and employers can avoid unnecessary delays and ensure compliance with Home Office regulations. With the right guidance from trusted professionals like **Visa Simple**, you can move forward in your UK career journey with confidence and clarity.

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