



Nottingham Trent
University

Employability

Recruiting International Graduates

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1. Introduction

This document will help support with understanding the Graduate Immigration Route Visa / Skilled Worker Visa and how best to hire an international student from Nottingham Trent University.

The graduate route or post-study work visa was introduced in July 2021 for international students. Following Brexit, when the UK left the European Union (EU), the country felt compelled to level the playing field for international students seeking jobs in the UK.

After benefitting for so many years from the influx of international students, it was inevitable that the UK would make favourable changes for international students seeking work opportunities in the UK.

2. Understanding the Graduate Immigration Route Visa and Skilled Worker Route Visa

The new **Graduate Immigration Route** is a work visa that will allow new graduates to stay and work in the UK, initially for **2 years (3 years for PhD graduates)**.

- International students must have completed an eligible course at a UK higher education provider, with a track record of compliance with the government's immigration requirements to apply to the Graduate route.
- Students on the Graduate route will be able to work or look for work after their studies for a maximum period of 2 years, or 3 years for Doctoral students.

Skilled Worker Visa replaced the Tier 2 Visa. This offers more benefits to the employer.

- No issues regarding the level of skills required as most graduates will qualify for the positions
- No limits on length of time and no cooling off period, which helps employers have better control of staffing plans
- 8-week processing period
- Minimum salary of £26,200, based upon 39 hours per week
- Visa can be issued for 5 years initially but can be extended.

Graduate Immigration Route Visa		Skilled Work Visa	
Employers Fee	None	Sponsor licence application fee:	
		<ul style="list-style-type: none"> • £1,476 (medium or large organisations) • £536 (small organisations) 	

Maximum Employment length	2 Years (3 if PhD)	<ul style="list-style-type: none"> You can apply to extend your Visa times as long as you still meet the eligibility requirements. After 5 years employee can apply to extend or settle permanently in the UK.
Salary	Above national minimum wage	<ul style="list-style-type: none"> For new entrants £26,200 based up on working 39 hours per week.

3. Benefits of hiring an international graduate

There are many benefits for the employer

- No need for sponsorship for a graduate route visa
- No fee to the employer when they recruit a graduate on this visa
- Takes 8 weeks to process applications (faster packages available)
- Makes talent accessible to SME and non-profit organisations
- Employers can increase diversity within their workforce
- International graduates can help fill the skills gaps
- Grow your export by harnessing international graduates knowledge of home countries
- Employers can attract global talent to their organisations
- You can hire graduates on a permanent basis or a graduate scheme – the student can switch from a Graduate Route Visa to Skilled Worker Visa after 2 years or alternatively they can apply for a Skilled Worker Visa immediately.

For more information, please see links below:

- https://www.ntu.ac.uk/_data/assets/pdf_file/0036/1785492/ISEG-Recruiting_International_Graduates-FINAL.pdf
- <https://www.gov.uk/government/publications/uk-points-based-immigration-system-employer-information>
- <https://www.gov.uk/uk-visa-sponsorship-employers/certificates-of-sponsorship>