

## **EMPLOYING OUR INTERNATIONAL STUDENTS**

Nottingham Trent University is proud to offer employability options to our thriving international student community. This document provides guidance to employers on the **Immigration Rules** that allow international students to work during and after their studies are completed.

With students from over 150 countries enrolling on courses throughout our campuses, we have a large pool of international talent that could make a real impact on your business.

Equipped with language skills and knowledge of overseas business, our students possess intercultural awareness that enables them to identify new opportunities, build new contacts and help employers achieve new commercial goals.

### **Why NTU?**

- Our university has been awarded **Teaching Excellence Framework (TEF) Gold**, an accolade given to institutions that consistently deliver outstanding teaching, learning and outcomes for their students.
- We were voted **University of the Year** in The Times Higher Education Awards 2017. This is testament to the skills, knowledge and employability of our graduates.

### **Legal Advice**

NTU has a close working relationship with specialist immigration law firm [Paragon Law](#). If after reading this guide, you are an employer that wants to employ an NTU Tier 4 sponsored student and need assistance in acquiring a UKVI sponsor licence or require other immigration law advice please contact Paragon Law at [corporate@paragonlaw.co.uk](mailto:corporate@paragonlaw.co.uk). Alternatively, call 0115 9644 114 and ask to speak to a member of the Corporate Immigration Team. Paragon Law has a team of lawyers who provide specialist advice on corporate immigration to both organisations and individuals. This covers a range of issues from joining the Sponsorship Management System, assisting with sponsoring workers and advice on managing your sponsor licence.

### **Recruiting Our International Students- EU and EEA:**

Whilst the UK will be leaving the European Union on 31 March 2019 there will be an implementation period that will run up until 31 December 2020. There are two points to note:

1. EU/EEA students will continue to have no restrictions to work in the UK up until 31 December 2020; and
2. The UK will allow all EU/EEA Nationals who arrive in the UK up until 31 December 2020 to make an application by 30 June 2021 for **settled status or pre-settled status** and thus allowing them to continue to work in the UK without restrictions. The Settled Status scheme is being rolled out and will be fully open for applications by April 2019. You can read more about this scheme [here](#).

## Recruiting Our Non-EU/EEA Students during their studies:

Certain restrictions apply to international students who wish to work in the UK during their studies:

**Recruiting Undergraduate International Students enrolled on Sandwich degrees:** Students enrolled on a 12-month course that offers a sandwich placement element are sponsored by the University and are therefore eligible to work in the UK. However, work placements under such courses can make up no more than 30% of the 12-month course.

An international student is able to work for you as part of their work placement so long as the placement is no more than 50% of the total length of the course. The student will continue to be sponsored on a Tier 4 visa by us during the work placement.

**Working on a Tier 4 visa:** NTU students enrolled on courses at degree level or above are able to work for a maximum of **20 hours per week during term-time**. This equates to a maximum of 20 hours in total in any one week, with the inclusion of **paid or unpaid work** and for one or more organisations.

Under The Rules, the 20 hours **cannot** be averaged over a longer period. UKVI defines a 'week' as a period of 7 days beginning with a Monday. These rules relate to both paid and unpaid work.

International students in the UK on a Tier 4 visa **can work full-time during NTU vacation periods**. However, Tier 4 students cannot take on a full-time permanent position.

Tier 4 international student are allowed under The Rules to **volunteer with registered charities** and the hours volunteered are not counted towards the 20 hours per week rule. However, to be considered as a volunteer there must not be a contract of employment, the role should not be a substitute for an employee and there must not be any payment given (including payment in kind).

## Recruiting Our International Students After Their Studies:

**Working on a Tier 2 Visa:** Employers can directly sponsor our non-EU/EEA graduates. Students must hold a valid Tier 4 Student visa and must have completed their studies in order to be able to switch to a Tier 2 visa in the UK. Employers are exempt from carrying out a Resident Labour Market Test (RLMT) for any graduate who is moving from a Tier 4 to a Tier 2 visa in the UK.

An employer must have a sponsor licence to be able to employ migrants under the Tier 2 scheme. The position you are offering must meet the UKVI requirements, including the minimum **salary level which for graduates starts at £20,800 or the minimum salary for the type of role on offer, whichever is higher**. You will be able to initially employ an international student for 3 years under a Tier 2 visa, which can then be extended for a further 4 years, though after 5 years on a Tier 2 visa the student will be able to apply for permanent residence if certain criteria are met. For information on Tier 2 click [here](#).

Information on how to apply for a licence can be found [here](#).

**Tier 5 Visas:** There are a variety of schemes under Tier 5 all of which permit full-time work on a temporary basis (12-24 months).

The most common schemes that employers are likely to encounter are:

- Tier 5 Youth Mobility Scheme
- Tier 5 Government Authorised Scheme

More details on the various Tier 5 visas and other visa types can be sourced [here](#). Please note, some of the Tier 5 visas are organised by the student themselves rather than the employer.

**Tier 4 Doctorate Extension Scheme:** Students **studying for a PhD** who are approaching the end of their studies can apply for the Doctorate Extension Scheme (DES). This enables them to extend their Tier 4 visa for a 12-month period allowing the student to work or look for employment whilst in the UK.

The student whilst on the DES will continue to be sponsored by NTU (us) but prior to the DES expiring the employer will need to switch the student to Tier 2.

**Please note that the information supplied here was correct at time of writing and should be used as a guide only. Immigration laws are subject to change frequently.**

Further information on employing international students can be found [here](#) or by contacting our partners [Paragon Law](#).