

# Employing our international students

# Employability

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 2017 and the **Modern University of the Year** in 2018 by The Times Higher Education Awards and in 2019 were voted the **University of the Year** in the Guardian University Awards. This is testament to the skills, knowledge and employability of our graduates.

## Recruiting Our International Students - EU and EEA (European Union and European Economic Area) :

The UK left the European Union on 1 January 2020. There are two points to note:

1. The UK will allow all EU/EEA Nationals who arrived in the UK on or before 31 December 2020, to make an application by 30 June 2021 for settled status or pre-settled status. This allows them to continue to work in the UK without restrictions. You can read more about this scheme [here](#).
2. All EU and EEA students who arrived in the UK post 31 December 2020 are categorised as International Students, and will have obtained a Student Visa.

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## Recruiting Our International 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 3 year 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 9-12 months during the duration of their course.

In the case of a postgraduate or Masters 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 9-12 months depending on the total length of the course. The student will continue to be sponsored on a Student Visa (previously known as the Tier 4 visa) by us during the work placement.

### **Working on a Student 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 Student visa **can work full-time during NTU vacation periods**. However, International students on a student visa cannot take on a full-time permanent position.

International students on a student visa 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:

**Graduate Immigration Route:** This route allows employers to hire international graduates with no restrictions for a period of 2 years (3 years for PhD students), post the successful completion of their course. Applications can be made by students for this visa from 1st July 2021. In this route, the employer would not be required to sponsor the graduate for the 2 year period.

**Skilled Worker Route (previously known as Tier 2 Visa):** Employers can also directly sponsor our international graduates. Students must hold a valid Student visa and must have completed their studies in order to be able to switch to a Skilled Worker Visa in the UK. Employers are not required to carry out a Resident Labour Market Test (RLMT) for any graduate going forward.

An employer must have a sponsor licence to be able to employ migrants under the Skilled Worker Route. The position you are offering must meet the UKVI requirements, including the minimum **salary level for graduates which is 30% lower than the experience worker rate**. You will be able to initially employ an international student for 4 years under a Skilled Worker visa, which can then be extended further, as there is now no limit on the number of years an individual can be sponsored. For information on Skilled Worker Route click [here](#).

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



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## Recruiting Our International Students After Their Studies (contd.):

**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.

## Sponsor License:

Below are a few points which Paragon Law have suggested, to keep in mind when applying for a Sponsor License :

- Web based application process
- Fee to register is:
  - £536 for a small business or charity
  - £1476 for medium or large businesses
- Must demonstrate why a skilled worker license is required
- Must file the required documentation requested by the UKVI
- The business may be audited during the UKVI decision making process and therefore it is important that the business prepares for this
- The business will gain access to a web-based portal, which will be used to request and issue certificate of sponsorships and report updates about the business or the sponsored worker
- License needs to be renewed every 4 years

You can find more information regarding sponsor licenses on the government [website](#).

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## Legal Advice:

NTU has a close working relationship with specialist immigration law firm [Paragon Law](#). If you want to employ an NTU International Student/Graduate\* and need assistance 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) (\*previously known as Tier 4 sponsored student).

Free 15 minute visa phone consultations with Paragon Law are available for your company and the prospective NTU candidate. Please book through your NTU candidate via the NTU International Student Services Team ([int.support@ntu.ac.uk](mailto:int.support@ntu.ac.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.

**Please note that the information supplied here was correct at time of writing (May 2021) and should be used as a guide only. Immigration laws are subject to change.**

Further information on employing international students can be found [here](#), by contacting our partners [Paragon Law](#) or an immigration solicitor. Thank you to Paragon Law for providing this immigration update for the NTU Website.

