



Nottingham Trent
University

Employability

Employing our International Students and Graduates

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1. Introduction

Nottingham Trent University is proud to offer employability opportunities 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 and grow their business.

There are various ways you can recruit international talent into your business:

1. During their studies
 - a. Part-time work on a student visa
 - b. Placement or year in industry
2. After their studies
 - a. Graduate Immigration Route
 - b. Skilled Worker Route

2. Recruiting our international students during their studies

2.1 Part-time work 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 until the completion of their degree.

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).

2.2 Recruiting international students enrolled on sandwich degrees:

Students enrolled on a sandwich course are sponsored by the University and are therefore eligible to work in the UK. However, these placements should not go over 12 months in duration.

In the case of a postgraduate or master's course, an international student is able to work for you as part of their work placement the duration of this placement should be 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 NTU during the work placement and will be able to work for you fulltime.

Find out more about [Postgraduate Placements here](#).

3. Recruiting our international graduates after their studies

3.1 Graduate Immigration Route:

The Graduate route visa launched in July 2021 and enables international graduates to remain in the UK to work, or look for work, for a two-year period (three-year for PhD graduates) without requiring employer sponsorship.

- 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.
- Does not require sponsorship
- Can switch to the Skilled Worker Route

There are many benefits for the employer when hiring an International Graduate:

- 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.

3.2 Skilled Worker Route (previously known as Tier 2 Visa):

The Skilled Worker Visa is currently being reviewed by the UK Government, with expected changes to legal migration rules for family and work visas to take effect in April 2024. Further information and details will be provided once confirmed.

The baseline minimum salary to be sponsored for a Skilled Worker visa has increased from £26,200 to £38,700, while the 'going rate' minimum salary specific to each job has also significantly increased. However, all our international students who are on a Student Visa are classed as 'New Entrants' can be paid 70% of the standard going rate for their job if the salary is at least £30,960 or £34,830 depending on their level of qualification.

To calculate the minimum salary applicable to a new entrant applying for a Skilled Worker Visa after 4 April 2024, all of the following must be met:

- General Salary of **£30,960 (floor salary)**
- 70% of the salary under the relevant [SOC 2020 occupation code](#)
- An hourly rate of **£11.90**

Immigration Salary List:

The list of sponsored jobs formerly known as "shortage occupations" which relate to the Skilled Worker visa has been reduced and renamed as the [Immigration Salary List](#).

- The immigration salary list is a list of skilled jobs which have lower salary requirements.
- Workers must be paid at least £30,960 per year if they are being sponsored for a job on the Immigration Salary List.
- They must still be paid at least the standard going rate for their job (the standard going rate for each job can be found on the [going rates table](#))

4. Sponsor License

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

- Web based application process.
- Fee to register:
 - £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](#).