

Graduate route visa

Employer Information Leaflet – from 4 April 2024



➤ The UK Government introduced a **Graduate route post-study work visa** from 1 July 2021. This is an unsponsored route.

WHAT	An unsponsored visa which allows an international student on student visas, of any nationality, to work full-time without any restrictions – no salary requirement, can work full/part time, any role, any skill level and any type of contract.
WHEN	International students can apply for this visa after successfully completing their degree, once the award is confirmed and before their student visa expires.
WHY	It will help employers to delve into international graduate-level talent and skillset whilst benefiting from the flexibility. Equally, it will help international students to gain work experience after their degree.

Did you Know?

International students may start full-time work whilst still on their student visa, once they have completed all their academic work. They can obtain a letter from the university as proof to meet your 'Right to work' check requirements.

Timeline and how long will the Graduate Route Visa be granted for?

	Undergraduate Students	Postgraduate Students	Postgraduate Research (PhD) Students
Timeline for application for most of Warwick students?	July-November in year of graduation	November-January in year of graduation	Any time of year, as they are awarded throughout the year
How long will this visa be?	2 Years (from the date their visa is granted)	2 Years (from the date their visa is granted)	3 Years (from the date their visa is granted)

Benefits of the Graduate route visa for employers: access to dynamic international talent

Streamlined process

Avoid lengthy sponsorship applications

Economic growth

Recruiting international students fosters economic development.

Diverse Talent Pool

Easy as recruiting a British candidate but with the added bonus of benefiting from the diversity, extensive knowledge they bring, and delving into the international skill set at no cost.



Cost-effective hiring

There is no cost to the employer, as it is an unsponsored route

Address Skill Gaps

Fill vacancies efficiently with no complex administrative procedure

Temporary assessment period

A stepping stone to decide if you want the student permanently. The flexibility of this visa means that it is a very helpful tool for you to assess a candidate's suitability for the role before deciding if you want to retaining them permanently using another visa.

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Student Visa



Graduate Visa



Skilled Worker Visa



Visa timelines	Student Visa for length of Course	Visa for 2 or 3 years	Apply as new entrant* - Visa for up to 4 years including any time already spent on Graduate Visa
Salary Requirement	National Minimum Wage	National Minimum Wage	New Entrant salary: Minimum £30,960
Brief Visa Information	<p>Employers can employ students to start working full-time in temporary roles as soon as academic requirements are complete but no earlier than 4 weeks before the official course end date. Students can provide letters from the university to confirm their working rights once their academic requirements are complete.</p> <p>Click here for detailed information about what work a student can do on a Student Visa.</p>	<p>Students can obtain a 2/3 years Graduate Visa after they have received their academic award. Employers have the flexibility to employ any students on this visa without sponsoring them.</p> <p>There are no salary requirements, they can work full/part-time, in any role, at any skill level, and on any type of contract.</p>	<p>Switching from Graduate Visa to Skilled Worker visa – applicants can qualify as a new entrant and benefit from lower salary threshold of £30960.00 and 70% of going rate for the SOC 2020 occupation code.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>*Applicants can qualify as a new entrant and benefit from lower salary threshold: if granting their application would mean their combined permission on either a Skilled Worker visa, or Graduate visa would not exceed four years in total, including forthcoming permission. To benefit from this, employers may consider issuing a shorter contract initially, as the visa should be issued for the duration of the contract. We recommend student's and employers seek independent legal advice.</p> </div>

Skilled Worker Visa extension after New Entrant

In the future - option to extend Skilled Worker to take it up to 5 years and above – at that point, the salary must equal or exceed £38,700.00 and be the going rate for SOC 2020 or if the job is on the Immigration Salary List it would need to be at least £30,960.00 and the going rate for [SOC code 2020](#).

Where can I find further information?

- [UKCISA- Employer Guide to Recruiting International Graduates](#)
- [UKCISA- Graduate Route](#)
- [UK GOV webpage](#)
- [University of Warwick- Graduate Route Visa](#)

The above information is provided in good faith and consistent with UK Government stated policy intentions at time of publication.
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