

Employer  
Connect



# Welcome to Warwick

A UK Employer's Guide to  
International Student Recruitment



# Why recruit an international student?

## Did you know?

- The UK is the second most popular destination for international students (after the USA)
- Two thirds of Warwick's international students say they would like to work for a UK employer during their career
- Warwick attracts high calibre, international students, many of whom have substantial previous employment experience.



Warwick attracts a diverse pool of students and is attractive for us as a graduate employer for both our UK and international opportunities.

Warwick students tend to be very well rounded which is important to Citi when it comes to hiring for our graduate programmes.

Melissa Chew  
Campus Relationship Manager  
Citi

In a global economy, employing an international student can bring valuable business benefits to UK employers.

With in-depth understanding of different markets, cultures and languages, as well as overseas contacts, international students are ideally suited to supporting a company's global business needs and can add a significant competitive edge to an organisation.

Many UK employers have already enhanced their business through employing international students from Warwick. And there are different visa options available for employment, whether it's for a permanent role, internship or placement.

This booklet looks at the benefits to UK employers of recruiting a Warwick international student and summarises the employment visa options.



"Merlin Entertainments have worked closely with Warwick to identify suitable graduates for our growing global business.

Students from a wide range of backgrounds have been found at Warwick and the international students provide us with an excellent resource to help us with our global growth strategy, particularly in the Asia-Pacific region.

Recruiting international students from Warwick University has enabled us to bring in fresh, new talent who are able to help us understand our customers better in new and emerging markets."

Melanie Colledge  
Graduate Manager  
Merlin Entertainments Group

## A Global Perspective

Warwick regards every student as an international student and embeds internationalism into every area of University life.

With our vibrant international student community, students gain a truly global perspective during their studies – a factor that employer's rate extremely highly in their decision to recruit an international Warwick graduate.

At Warwick, students develop the ability to question, challenge and bring about new solutions.

Our students have the desire to learn new skills, knowing they must compete and contribute effectively in a connected world.

Work experience, work placements and internships are also actively encouraged alongside a student's studies.

We prepare our students for international business and industry, by equipping our students with the higher level skills that employers need including, leadership, commercial awareness, adaptability, networking and customer focus.



“ At PwC we're not just looking for one type of person but for those from many different backgrounds with a variety of skills. We have core competencies that we look for and it's not just the degree a student can offer but also the ideas and enthusiasm they can bring.

International students successfully prove themselves in a number of our core competencies by displaying commitment, flexibility, motivation and courage. As a global organisation, we value students with language skills and welcome applications for both the UK and a number of global territories.”

Natalie Watkiss  
Recruitment Manager  
PwC

## Benefits to your business

International students offer many benefits to UK employers, including:

- Valuable business skills learnt whilst studying, including project management, problem solving, leadership, communications and customer focus
- Access to overseas contacts and networks
- A fresh perspective
- In-depth knowledge of different cultures and languages
- Opportunities to develop new ventures, products and services
- Initiative and drive having lived and studied in a different country.

## Why Warwick?

Established in 1965, the University of Warwick has quickly become one of the top ten universities in the UK and is one of the world's top 50 universities, according to the QS World University Rankings.

Warwick has a student population of around 23,400, of which nearly 60% are undergraduates. As a result of our global reputation, over a quarter of the student population - approximately 6,400 students - come from outside of the UK.

Warwick produces highly employable graduates, who have studied a range of disciplines - and we are consistently placed in the top three universities targeted by Britain's leading graduate employers.

Warwick attracts the most able students from over 142 countries - a major proportion of which are from the UK's largest commercial partners, including China, India, Malaysia, Nigeria and Russia, as well as the USA, EU and Middle East.



International trade is an important area of our business. Understanding different business cultures and a willingness to adapt to the requirements of customers and suppliers from over 20 different countries is key to our success.

Pierce Carey  
Production & Logistics Director  
Fish4Dogs Ltd

# Employing International Students

The UK Border Agency's regulations for employing an international student from outside of the European Economic Area (EEA) have recently changed.

The most common visa options now available for international students include:

## Working during studies - Tier 4 Student Visa

- During their studies students, studying a degree-level course or above, with a Tier 4 visa can work part-time up to 20 hours per week in term-time and work full-time during their vacations.
- Students can take a work placement with a UK employer, provided it is an assessed part of their course and is no more than 50% of the duration of their course.
- Students cannot take a permanent full-time position whilst on a Tier 4 visa.

## Working after graduating - Tier 2 Visa

- This category is aimed at skilled workers who have a job offer. The worker must have received a Certificate of Sponsorship (CoS) from an employer who is on the UKBA's Tier 2 sponsor register.
- On graduation, students may apply for a Tier 2 visa which enables them to work for a UK employer for up to 3 years, with the option to extend for a further 3 years. After 5 years, the employee may be able to apply to remain in the UK permanently (some salary thresholds may apply).
- Since April 2012, employers no longer need to carry out a Resident Labour Market Test (RLMT) for a graduate switching from a Tier 4 to a Tier 2 visa in the UK.
- The new regulations also mean that employers are not required to use any of their restricted Certificates of Sponsorship to sponsor a graduate switching from a Tier 4 to a Tier 2 visa in the UK.

## Highly Skilled Worker – Tier 1 Visa

- The Tier 1 category has recently changed. Tier 1 Post Study Work closed on 5 April 2012. Tier 1 categories (except Tier 1 Graduate Entrepreneurs) do not require the applicant to be sponsored by an employer.

## Short Term Work Experience - Tier 5 Visa

- The Tier 5 visa enables applicants to come to the UK through approved schemes that aim to share knowledge, experience and best practice.

A more detailed summary of the current visa options for international graduates can be found on our Immigration Service website:  
[www.warwick.ac.uk/go/immigration](http://www.warwick.ac.uk/go/immigration)

Please note that the information provided here is to be used as a guide only as information can change, often at short notice. For specific and detailed information on the regulations please contact the UK Border Agency.

## Further information:

### UK Border Agency

Website:  
[www.ind.homeoffice.gov.uk/visas-immigration/working/](http://www.ind.homeoffice.gov.uk/visas-immigration/working/)

Employers and Sponsors helpline:  
Tel 0300 123 4699

### University of Warwick

Careers and Skills:  
[www.go.warwick.ac.uk/careers/employers](http://www.go.warwick.ac.uk/careers/employers)  
Immigration Service:  
[www.go.warwick.ac.uk/immigration](http://www.go.warwick.ac.uk/immigration)



"International students bring individual talents and experiences, enabling new ideas to be created. For employers, the more diverse the workforce, the greater the diversity of solutions that can be offered.

An international Warwick graduate offers employers a range of skills and experience which can help companies expand their presence in countries outside of the UK."

Ify Okolie, Nigerian  
Quality Manager  
Fish4Dogs, UK



At PwC, there are projects where clients want Russian-speaking people and being Russian is an advantage both in terms of the language and in knowing how business is done in Russia and neighbouring countries.

Nikita Knyazev, Russian  
SAP Associate  
PwC, UK



"A multinational workforce provides my employer with broader creativity to help meet different client's needs. Having a diverse workforce also gives our clients confidence that we are offering them the top global talent.

International graduates are normally fluent in more than one language - this is a major advantage for my employer, especially in tendering and working on overseas projects and it also opens up new markets."

Haikal Lokman, Malaysian  
Engineer  
AECOM, UK

# Employer Connect

Employer Connect offers employers a portfolio of services which enable you to promote your vacancies, raise your organisation's profile and facilitate a successful relationship with Warwick students.

We encourage you to work closely with us, so that we may learn about and understand your organisation. We can then recommend the most appropriate services for you, to ensure a reliable and successful student recruitment experience for your business.

## Contact Details:

**Employer Connect**  
**Centre for Student Careers & Skills**

📞 024 7657 4087

✉ [employerconnect@warwick.ac.uk](mailto:employerconnect@warwick.ac.uk)

🌐 [go.warwick.ac.uk/careers/employers](http://go.warwick.ac.uk/careers/employers)

**Student  
Careers & Skills** 

THE UNIVERSITY OF  
**WARWICK**