



This leaflet provides employers with clear, current guidance on employing University of Warwick students and graduates who hold Student visas, Graduate Route visas, Skilled Worker visas, or who have submitted an in-time application to switch into these routes.

WHAT	WHEN	WHY
Student Visa	<p>Term time: 20 hrs/week (Mon – Sun) (Undergraduate only)</p> <p>Outside term: Full time and fixed-term only</p> <p>Permanent roles: Only after submitting Graduate or Skilled Worker visa applications</p>	Access talent for internships and short-term projects
Graduate Route	<p>After course completion, and eligible award is conferred.</p> <p>Duration: 2 yrs (UG/PGT) - 18 months for UG/PGT from 1 Jan 2027 3 yrs (PhD) - 3 years for PhD from 1 Jan 2027</p>	Cost-free hiring, no sponsorship needed
Skilled Worker	<p>After sponsorship and visa grant (or in-time application submitted)</p> <p>Salary thresholds and skills level requirements apply</p>	Retain talent long-term with sponsorship

Did you Know?

University of Warwick students may start any Fixed Term, Full-Time work, whilst on their student visa, once they have completed all their academic requirements, **or**, if they are on a period of Authorised Absence for work.

They can obtain a letter from the university as proof to meet your 'Right to work' check requirements.

	Undergraduate Students	Postgraduate Students	Postgraduate Research (PhD) Students
Timeline for Graduate Route applications for most of Warwick students	July-November in year of graduation	December - January in year of graduation (usually)	Any time of year, as they are awarded throughout the year

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

Streamlined process

Avoid sponsorship applications or sponsorship fees.

Economic growth

Recruiting international students fosters economic development.

Diverse Talent Pool

Easy as recruiting a British candidate but with the added bonus of benefitting 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 a personal visa on 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.



	Student Visa	Graduate Visa	Skilled Worker Visa										
Visa timelines	Student Visa for the length of Course + 4 months	Visa for 2- 3 years	<p>Eligible roles only:</p> <p>Must be an RQF Level 6 role or a role on the Immigration Salary List or Temporary Shortage List.</p> <p>Apply as new entrant*- Visa for up to four years including any time already spent on Graduate Visa</p>										
Salary Requirement	National Minimum Wage	National Minimum Wage	<table border="1"> <thead> <tr> <th>Category</th> <th>Minimum Salary</th> </tr> </thead> <tbody> <tr> <td>Standard Threshold</td> <td>£41,700 or going rate</td> </tr> <tr> <td>New Entrant</td> <td>£33,400 (70% going rate)</td> </tr> <tr> <td>STEM PhD</td> <td>£33,400 (80% going rate)</td> </tr> <tr> <td>Non-STEM PhD</td> <td>£37,500 (90% going rate)</td> </tr> </tbody> </table>	Category	Minimum Salary	Standard Threshold	£41,700 or going rate	New Entrant	£33,400 (70% going rate)	STEM PhD	£33,400 (80% going rate)	Non-STEM PhD	£37,500 (90% going rate)
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Visa and employment	<p>Employers can employ students to start working full-time in temporary roles as soon as academic requirements are completed but no earlier than 4 weeks before the official course end date.</p> <p>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. (18 months for UG/PGT from 1 Jan 2027)</p> <p>Employers have the flexibility to employ any students on this visa without sponsoring them and without incur any visa related cost, as it is a personal visa.</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 £33,400 and 70% of going rate for the SOC 2020 occupation code.</p> <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.</p> <p>To benefit from this, employers may consider issuing a shorter contract initially, as the visa should be issued for the duration of the contract.</p> <p>We recommend student’s and employers seek independent legal advice.</p>										

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 meet the full salary threshold and 100% of the relevant going rate for [SOC 2020](#).

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](#).

Right to Work Checks:

Employers must complete a compliant Right to Work check before employment begins.

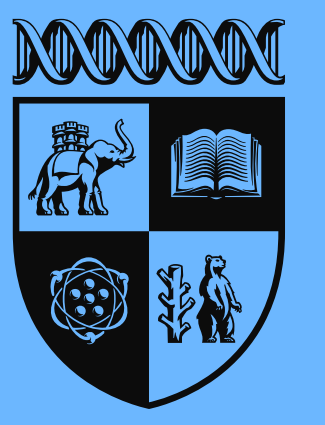
This includes obtaining the individual's share code, checking their digital status on the Home Office online system, and retaining the results.

The University of Warwick issues letters to confirm student’s status, including any term time and periods of Authorised Absence.

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.
Updated: 02/Dec/2025



This guidance is for University of Warwick Students who are currently job hunting and are unsure of what to put on their job application forms.

Why do employers ask visa related questions on job application forms?

The questions are asked by employers to ascertain whether they will need to sponsor you, how many hours or for how long you will be able to work with them without requiring sponsorship.

Employers may not have the capacity to do extra checks and admin work if they need to sponsor you.

They may also be asking the questions as they want to know if they can employ you after you Graduate or if you are successful with them when you do a placement or internship.

They want to know the implications and options available to them if they recruit you.

➤ These suggested answers aim to assist in progressing through the recruitment process; however, these answers do not ensure job success

Authenticity is Key

Your actual answers must reflect your unique circumstances and fit the questions being asked.

Answer Responsibly

It's your duty to respond truthfully and adapt responses to match your personal situation.

Guide

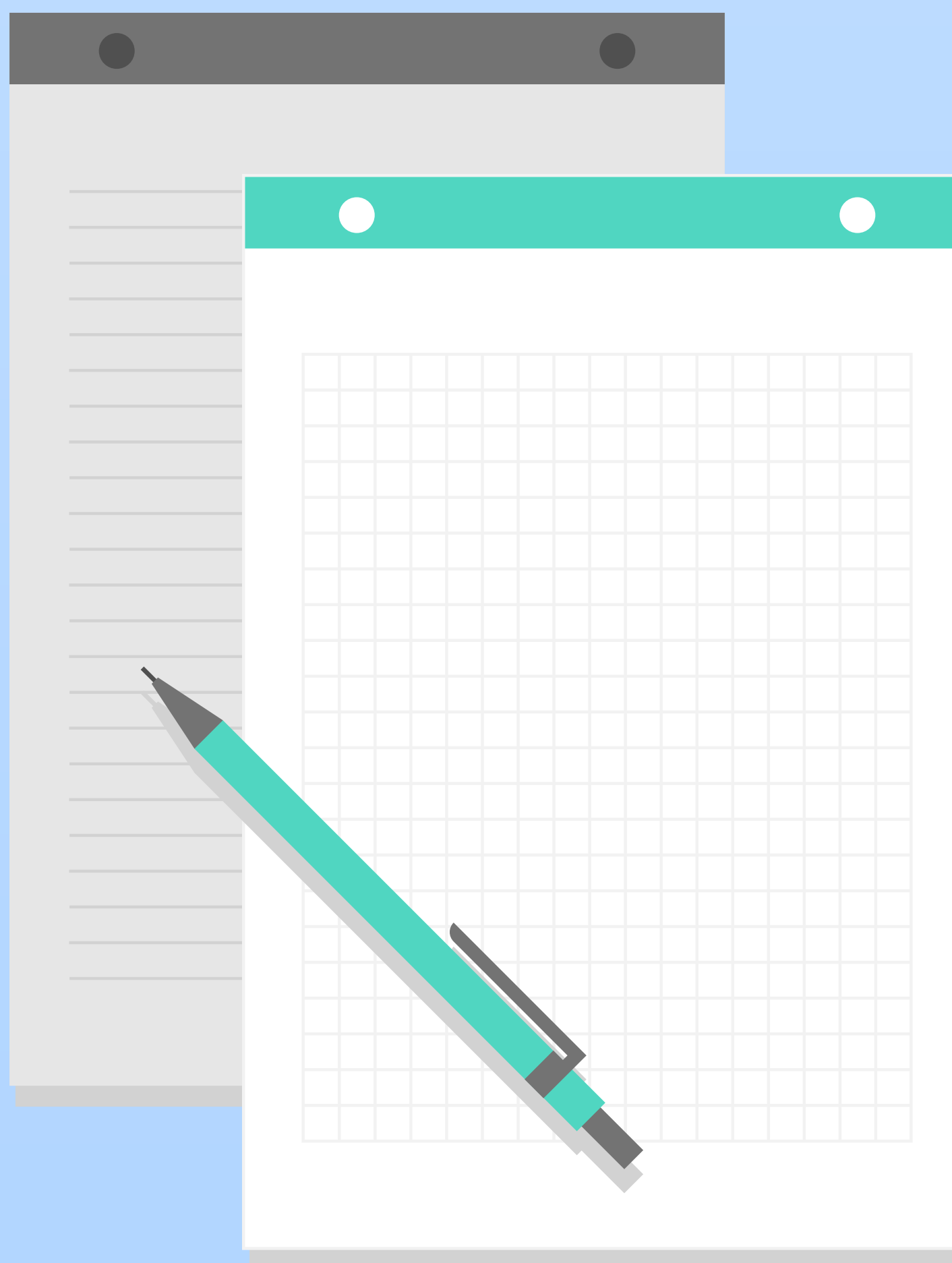
The provided responses serve only as examples, not final answers

We understand that it is not always possible to provide additional information as the questions may only require a

Yes/No answer.

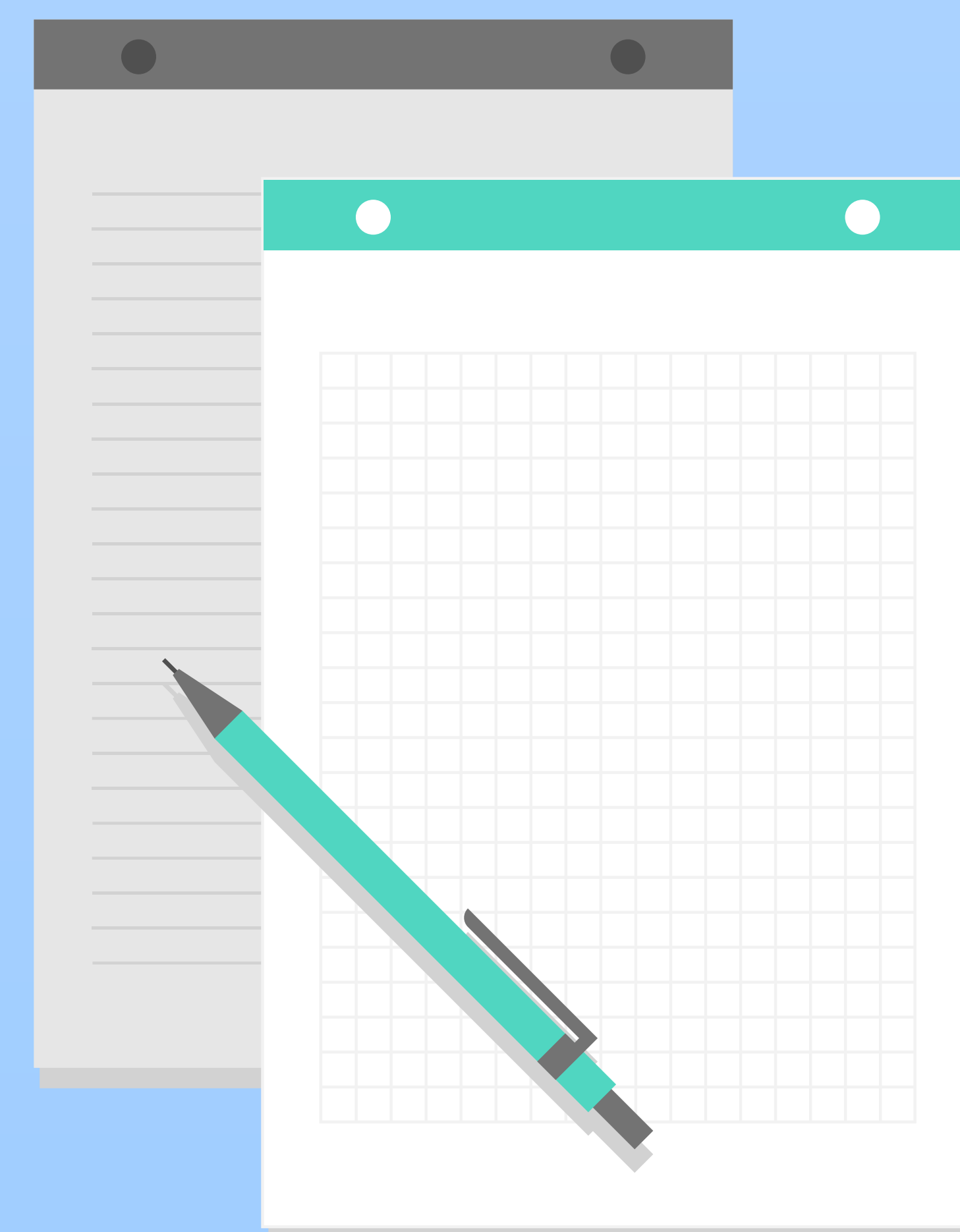
In those circumstances, try to see if there is a free text field where you can add an explanation. Consider attaching a letter with the job application to provide an explanation.

If that is not possible you can consider emailing the HR department of the company and request to attach your letter to the job application, include your full name and any reference number if there is one.



The examples below and on the next few pages are to show how you might answer visa-related questions at different stages.

They are templates only; you should always adjust them to match your own circumstances and course dates.



1. What is your current visa status?

Answer:

You hold a Warwick Sponsored Student Visa.

Evidence to use to confirm this status:

UKVI Share Code



2. Do you have the right to work in the UK?

Scenario 1: Undergraduate / Postgraduate Taught / Postgraduate Research students working during their Term Time

Question:

Do you currently have the right to work in the UK?

Answer:

Yes. I hold a Student visa sponsored by the University of Warwick.

I can work up to 20 hours per week during term time.

I can work and full-time outside term time, or, if I am on a period of Authorised Absence, within Student visa restrictions.

Evidence to use from the University as proof of status:

[Certificate of Status Letter](#) or [Immigration Status Letter](#)

Scenario 2: Undergraduate / Postgraduate Taught / Postgraduate Research students who have completed their course and have been permanently withdrawn due to course completion

Question:

Do you currently have the right to work in the UK?

Answer:

Yes. I hold a Student visa sponsored by the University of Warwick.

I have finished my course of Study, and I can work full-time until my Student Visa Expiry Date, within Student visa restrictions

Evidence to use from the University as proof of status:

Course Completion Letter from Student Records once you have been permanently withdrawn.

Scenario 3: Undergraduate Student – Vacation Work or Summer Internship / Postgraduate Research Students on Authorised Absence for work

Question:

Are you allowed to work full time over this vacation / for this summer internship / during this period of Authorised Absence?

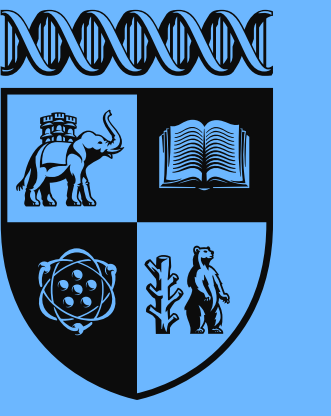
Answer:

Yes. As a Student visa holder, I can work full time during the official University vacation periods.

If I am granted an Authorised Absence for work, I may also work full time during the specific dates covered by that approval.

Evidence to use from the University as proof of status:

[Certificate of Status Letter](#) or [Immigration Status Letter](#) **AND** UG Summer Internships Letter or PGT Authorised Absence Letter



2. Do you have the right to work in the UK?

Scenario 4: Postgraduate Taught Student in final 4 Weeks of Term, and department have confirmed all course requirements met

Question:

Do you currently have the right to work in the UK?

Answer:

Yes. I hold a Student visa sponsored by the University of Warwick.

I have completed all academic requirements for my course and my department has confirmed that I am now considered out of term time.

I am therefore permitted to work full time within Student visa restrictions up to my Course End Date..

Evidence to use from the University as proof of status:

[Certificate of Status Letter](#) or [Immigration Status Letter](#) or PGT Authorised Absence Letter (Request via your department)

Scenario 5: Postgraduate Taught Student in limbo, pending official result

Question:

Are you allowed to work full time during this time?

Answer:

Yes. I am permitted to work in any hours in any fixed term role from the day after my course end date to my official results date.

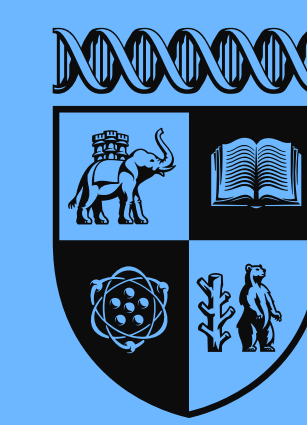
If my official result is **permanent withdrawn due to course completion**, I will still be able to work any hours in any fixed term role.

If my official result is **academic extension**, I will only be able to work for **20 hours a weeks from my official results date**.

Evidence to use from the University as proof of status:

[Certificate of Status Letter](#) or [Immigration Status Letter](#) or

Course Completion Letter from Student Records once you have been permanently withdrawn.



3. Do you require visa sponsorship now or in the future?

There is no single “correct” answer.

Employers ask this question so they can understand whether you may need Skilled Worker sponsorship later in your career.

Use the guidance below to choose the answer that fits your plans.

If you expect to need Skilled Worker sponsorship soon

Answer “Yes.”

This indicates you aim for long-term employment in the UK and may need sponsorship either immediately or after the Graduate Route.

If you plan to work on the Graduate Route first

Answer “No.”

This shows you do not need sponsorship **now**, because:

- your Student Visa allows full-time work outside term time, and
- the Graduate Route allows full-time work for **2 years** (18 months from Jan 2027) or **3 years** for PhD graduates, without sponsorship.

This is a common option for students gaining experience before deciding whether to stay long-term.

Important notes for long-term planning

Large employers with graduate schemes

Many large employers plan staffing 3–5 years in advance and expect graduates to remain in the organisation long-term.

If you hope to stay permanently, answering “**Yes, I will need sponsorship in future**” helps them plan.

Skilled Worker eligibility depends on more than salary

To qualify for the Skilled Worker Visa, the job must:

- be an **eligible skilled occupation** (usually RQF Level 6, or a role on the Immigration Salary List / Temporary Shortage List), and
- meet the **Skilled Worker salary rules**.

For most roles this means a salary of **at least £41,700** or the job’s going rate, whichever is higher.

Some graduates may qualify for the reduced **new entrant** rate (usually from **£33,400**, depending on the job), but this discount applies **for a maximum of 4 years total** across Student + Graduate + Skilled Worker visas.

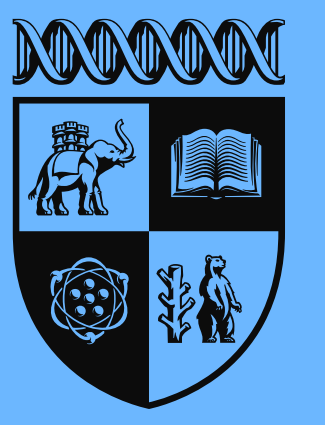
Example Answer:

“I do not currently require visa sponsorship.

My Student Visa allows full-time work outside term time, and after completing my course I can apply for the Graduate Route, which allows me to work full-time without sponsorship.

In the longer term, I may need Skilled Worker sponsorship if my role and salary meet the Skilled Worker requirements, and I am open to this if it aligns with the organisation’s plans.”

[\(Graduate Visa Leaflet\)](#)



4. When does your current visa expire?

My Student Visa will expire on _____ (add the date when your visa will expire, as shown in your UKVI Account)

I will apply for the Graduate Route Visa before my current Student Visa expires.

This means that the conditions of my student visa will continue until UKVI decide my Graduate Route Visa application.

My Student Visa allows full-time work at the end of my studies.

I can continue to work full-time after submitting the Graduate Route Visa application whilst I wait for the visa outcome.

If you are applying for jobs whilst you are on the Student Visa but you will be starting the job after you get your Graduate Route Visa:

If possible, you can provide the following additional information:

Whilst I currently hold a Student Visa, on the start date of the job, I should have a Graduate Route Visa for 2 years, this will give me the right to work in a permanent full-time role.

5. Are there any restrictions on the number of hours you can work?

During the course:

I can work 20 hours a week (UG students can add: 'and full-time outside the term dates').

After the course:

I can work full-time now that all of my studies have completed/I am allowed to work full-time after my course end date or three weeks (if UG) four weeks (if PGT) before my course end date as per my CAS and once I have completed all my studies.

I have a valid student visa which allows full-time work at the end of my studies.

There will be no restrictions on my working hours once I am on the Graduate Route Visa.

6. Are you eligible for the Graduate Route Visa

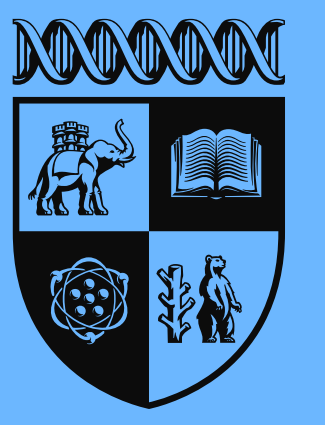
Yes, I am waiting for the university email confirming that they have notified UKVI about my award.

As soon as I receive this email, I will submit my Graduate Route Visa application.

This should be granted for 2 years (3 years if PhD student).

In the meantime, my Student Visa allows me to work full-time while I transition on to the Graduate Route Visa.

[\(Graduate Visa Leaflet\)](#)



7. Will you require a Skilled worker visa in the future?

You could answer 'N/A' (not applicable to your current situation as you do not know if you may require it in the future) to that question or leave it blank if possible and provide additional information as per below.

If you must answer either with a 'Yes/No' you will need to choose 'Yes' and try to add some additional information to explain that you do not require it for a few years whilst you have a Student Visa and Graduate Visa.

Below is a guide for your explanation.

I do not require it for a few years.

After my Student Visa, I can switch to the Graduate Route Visa.

This will allow me to work full-time for 2/3 years (UG/PGT students will get 2 years (18 months from Jan 2027) and PGR students will get 3 year GR Visa).

If after this period I find a company willing to sponsor me, I will look into the option of the Skilled Worker Visa.

I will also have the option to return to a Student Visa if I want to further my studies and that will also give me some work rights for a longer time.

8. Are there any specific conditions on your visa that we should be aware of?

On a Student Visa I am not allowed to do the following activities:

- be self-employed/engage in business activity
- work as a professional sports person
- work as an entertainer
- work in a permanent full-time vacancy unless my student visa began after 06 April 2022, I have applied for the Graduate Route Visa and successfully completed my studies or I applied for the Skilled Worker visa and I have either completed my course or up to 3 months from my course completion date.

9. How long are you planning to stay and work in the UK?

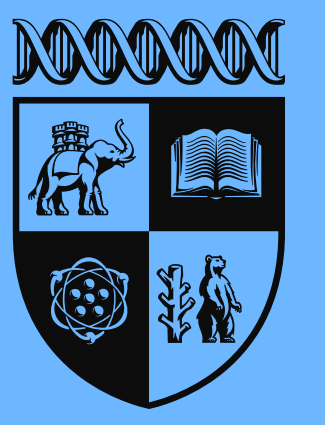
I will work in the UK for as long as my visa conditions will allow and whilst I have opportunities to gain valuable work experience to enhance my career.

10. Are you currently on a visa that allows you to take up full-time employment?

Yes, my Student Visa allows full-time work after I complete my studies.

I can provide supporting letter from the university which confirms this.

After the student visa, I will be able to switch into the Graduate Route Visa which will allow me to work in permanent full-time roles.



11. Can you provide proof of your right to work in the UK?

Yes, I can.

You can check my right to work on the [government website](#) with my share code ([you can obtain a share code and provide to the employer](#)).

Also, I can provide a letter from the university which confirms my Student Status and my Term Dates.

12. Do you have any dependents that are part of your current visa application?

Please answer appropriately with a YES or NO.

If Yes, you should add that my dependents have full-time work permission.

I do not require any assistance with their visa application.

13. Would you need assistance from the company for your visa application?

No, I can get independent advice about the visa application.

However, if the company offers any such service I will be happy to receive the assistance.

14. Are you aware of the visa restrictions that might affect your ability to work in certain sectors

You can answer 'Yes' and ensure you are fully aware of the conditions/restrictions of your current visa plus the visa you are switching into.

I am aware of the conditions of my current Student Visa and I will also ensure that I am aware of the conditions of any future visas I receive.

15. Do you have the right to work in the UK for the next 5 years?

As you are on a Student Visa which probably won't last for 5 years even after switching to Graduate Route Visa, you should answer 'No' and provide additional explanation if possible. For example,

I currently have the right to work and this will continue for the next few years.

I will have options to extend my work right when I extend my visa and switch to the Graduate Route and/or other work visa options.

I have the option to extend my right to work for the next 5 years.