

**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

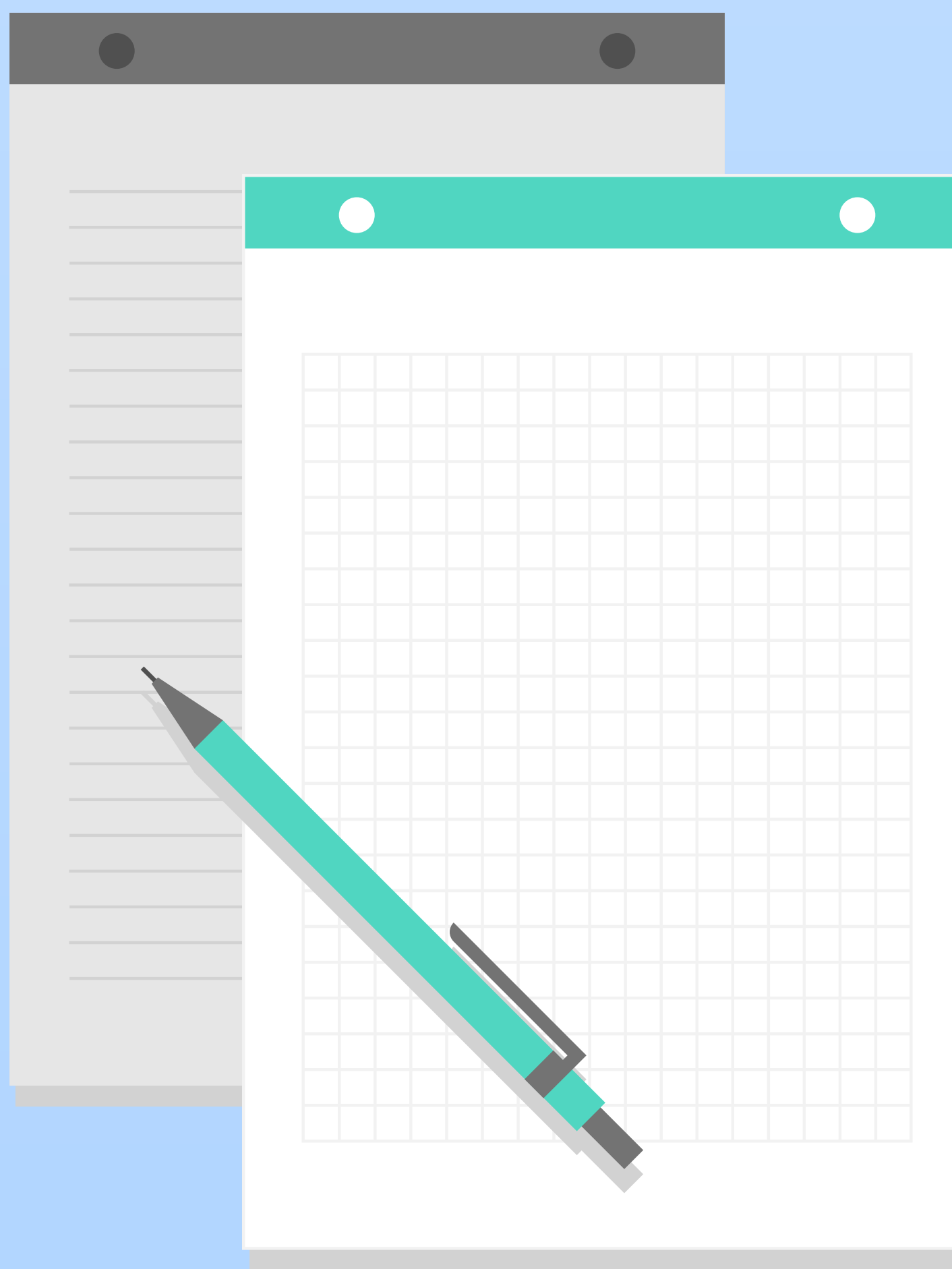
The provided responses serve only as examples, not final answers

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

**Yes/No answer.**

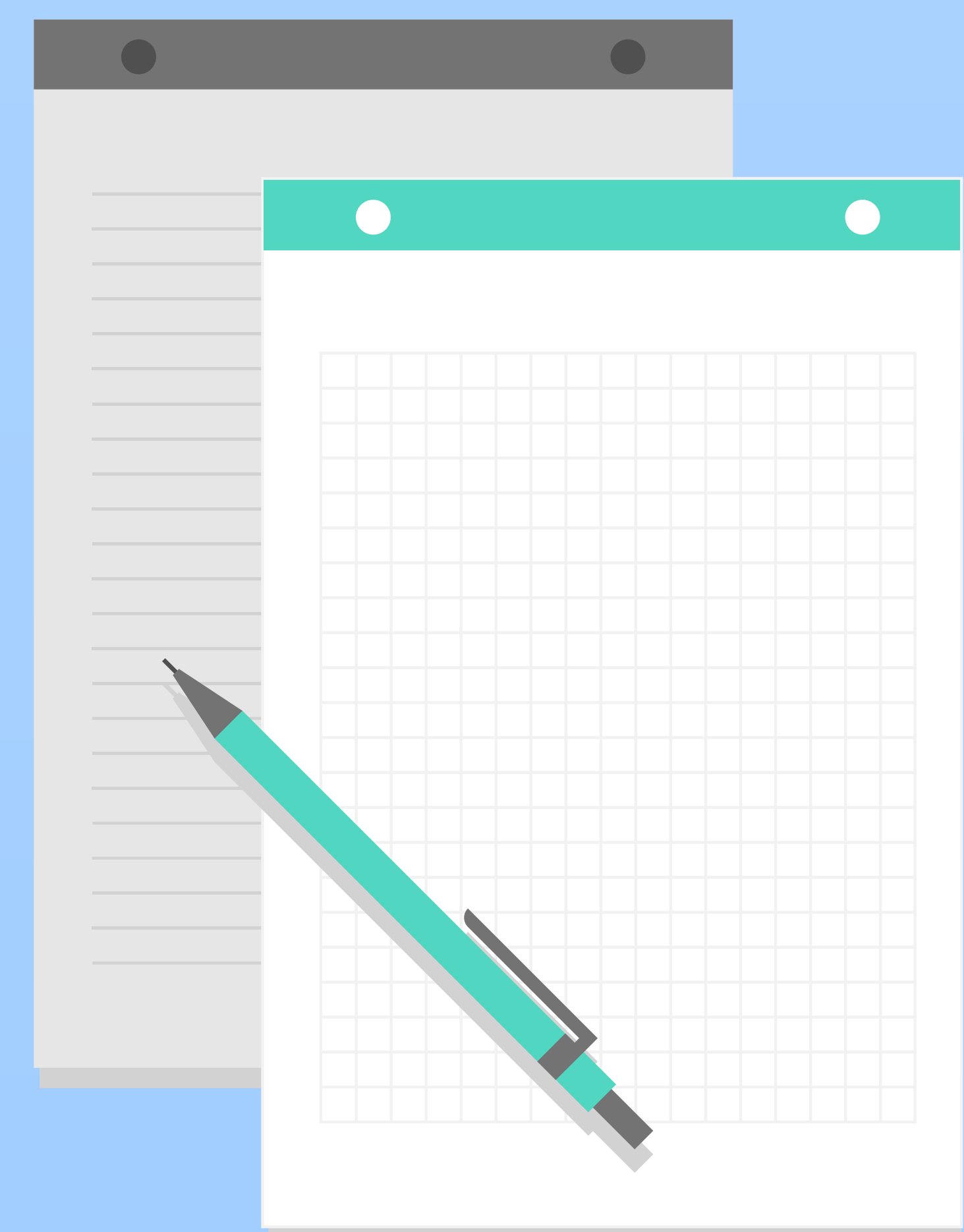
In those circumstances, try to see if there is a free text field where you can add an explanation. Consider attaching a letter with the job application to provide an explanation.

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.



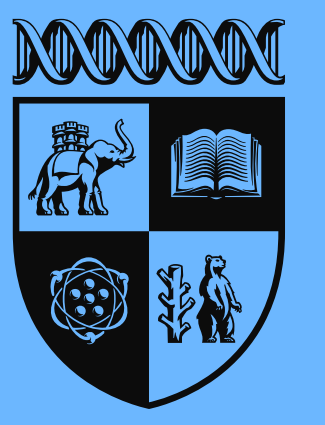
## 1. What is your current visa status?

**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?

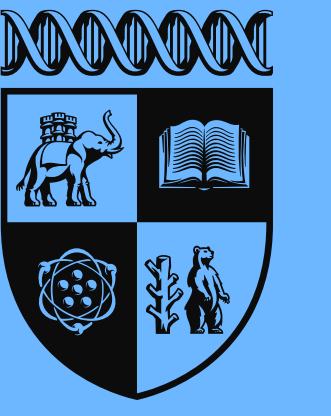
**Answer:**

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.

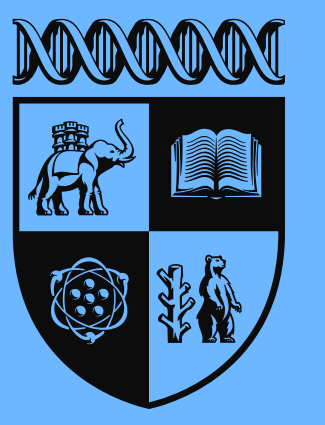
#### Example Answer:

“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

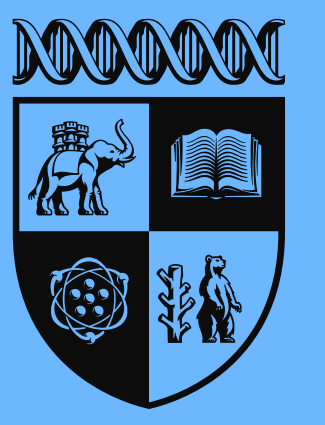
Yes, I am waiting for the university email confirming that they have notified UKVI about my award.

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?

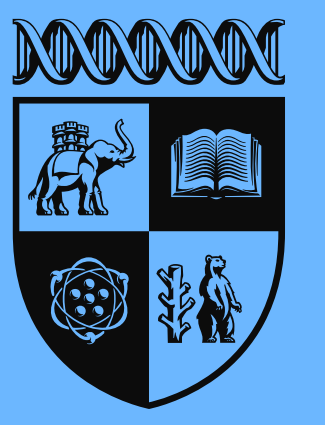
I will work in the UK for as long as my visa conditions will allow and whilst I have opportunities to gain valuable work experience to enhance my career.

## 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.