

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	Term time: 20 hrs/week (Mon – Sun) (Undergraduate only) Outside term: Full time and fixed-term only Permanent roles: Only after submitting Graduate or Skilled Worker visa applications	Access talent for internships and short-term projects
Graduate Route	After course completion, and eligible award is conferred. 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	Cost-free hiring, no sponsorship needed
Skilled Worker	After sponsorship and visa grant (or in-time application submitted) Salary thresholds and skills level requirements apply	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 18 months - 3 years	Eligible roles only: Must be an RQF Level 6 role or a role on the Immigration Salary List or Temporary Shortage List. Apply as new entrant* - Visa for up to four years including any time already spent on Graduate Visa										
Salary Requirement	National Minimum Wage	National Minimum Wage	<table><tr><th>Category</th><th>Minimum Salary</th></tr><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></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	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. Students can provide letters from the university to confirm their working rights once their academic requirements are complete. Click here for detailed information about what work a student can do on a Student Visa.	Students can obtain a Graduate Visa after they have received their academic award. (18 months for UG/PGT and 3 year for PHD) 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. There are no salary requirements, they can work full/part-time, in any role, at any skill level, and on any type of contract.	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. *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.										

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.
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