

# 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 a personal visa on 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 requirements. 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 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 (usually)	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 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 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 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.



# Graduate route visa

## Employer Information Leaflet – from 4 April 2024



### Student Visa



### Graduate Visa



### Skilled Worker Visa



Visa timelines	Student Visa for the length of Course + 4 months	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	<b>New Entrant salary:</b> Minimum £30,960
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. Students can provide letters from the university to confirm their working rights once their academic requirements are complete.</p> <p><a href="#">Click here</a> for detailed information about what work a student can do on a Student Visa.</p>	<p>Students can obtain a 2/3 years <a href="#">Graduate Visa</a> after they have received their academic award.</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 £30960.00 and 70% of going rate for the <a href="#">SOC 2020 occupation code</a>.</p> <div style="border: 1px solid black; padding: 5px; font-size: small;"> <p><b>*Applicants can qualify as a new entrant and benefit from lower salary threshold:</b> 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.

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.  
Updated: 22<sup>nd</sup> April 2024