



This toolkit has been created to bring together all the essential information, guidance and resources you need in one place. Whether you are exploring potential SW roles, preparing to speak to employers or ready to apply for the SW Visa, this leaflet will help you plan your next steps.

During your studies	Within three months of course completion	Application process
<p>Attend job fairs, careers workshops, visa webinars: https://warwick.ac.uk/services/careers/</p> <p>Find out key facts for SW Visa: https://warwick.ac.uk/study/international/visa/after-your-studies/post-study-work-options/skilled-worker-visa/</p>	<p>UG/PG early completers – SW process is outlined here.</p> <p>Other students eligible to switch once course is completed.</p> <p>PhD students eligible after completing 24 months from the course start date on CAS.</p>	<p>Form: You can apply online here. You should also ask for support from the HR department of the company you will be working for.</p>
<p>Check out the dedicated webpage: Careers support for international students.</p>	<p>Found an employer? Find out if job meets SW requirements:</p> <ul style="list-style-type: none"> -Use CASCOT to find the code for the job and double-check with your employer. -The RQF6 role must be listed in the Eligible Occupations list or Immigration salary list if below RQF6. 	<p>Costs: The application costs are outlined here. The cost of CoS for your employer. Immigration Skills Charge</p> <p>Documents: Passport, Financial evidence if required, ATAS-if required, CoS.</p>
<p>Register of SW Sponsors: https://www.gov.uk/government/publications/register-of-licensed-sponsors-workers</p>	<p>Check Salary Requirements.</p>	<p>Timescale:</p> <ul style="list-style-type: none"> - The earliest a CoS can be issued is three months before employment date. - The start date of the job on the CoS must be after your course completion date or for PhD students, after completing 24 months of the PhD.
<p>Student Circus job search platforms have employers willing to sponsor SW visa and provide information on the latest trends: https://studentcircus.com/blog</p>	<p>Check if eligible for discounted salary rate more information here under Eligibility section and in the immigration rules.</p>	<p>Application can be submitted within 3 months of your official course end date, CoS start date must be after course completion date, usually employers will allow to work from start date mentioned on CoS as long as you have also completed your studies.</p>

See information on common pitfalls [here](#) in FAQ No. 4.

[Share this letter](#) to explain your work rights to the employer as you transition to SW visa.



Example 1

Avinesh is a recent graduate and is thinking about applying for the FA6 Procurement Manager role at the University. The advertised salary for this role is £35,608–£46,049 per year. The role is at RQF Level 6 and uses CAS occupation code 1134.

For this type of job, the Home Office “going rate” for a Skilled Worker visa is £54,700 per year. However, Warwick has calculated a pro-rata rate of £47,888. (Pro rata means the salary has been adjusted to reflect the actual working pattern of the role *(for example, fewer hours than a standard full-time role or a specific contract structure)*). Even after this adjustment, the salary is still below the £54,700 going rate.

Because of this, Avinesh cannot meet the Skilled Worker salary requirement under the standard rules.

Avinesh may still qualify if he meets the new-entrant criteria. As a recent graduate currently on the Graduate Route visa, he does meet this requirement. This allows the University to sponsor him at a lower salary threshold than the normal going rate.

Important time limit to note

Any time Avinesh has already spent on the Graduate Route visa counts towards the maximum four-year period during which someone can be sponsored as a new entrant. This means:

The length of his Skilled Worker visa and employment contract must be carefully planned as he cannot exceed the four-year discounted salary limit.

Example 2

Mira has been on Graduate Route visa for two years and now wants to apply for the stay under the Skilled Worker Visa for three more years. The salary meets the new entrant requirement but not the general salary threshold.

Mira will only qualify as a new entrant for a further 2 years, as she has already been in the UK on a Graduate Route visa for 2 years. This is because there is a maximum 4 year limit as a new entrant which includes time already spent on SW, Graduate Route Visa and the new visa to be granted under SW.

Therefore, if Mira is assigned a CoS for three years, she will not be able to benefit from the new entrant lower salary threshold. Mira should be issued a CoS for only two years to obtain the required 20 tradeable points for her salary.

Before the expiry of the Skilled Worker visa in two years time, if the employer is willing to pay the general minimum salary they can assign another CoS or Mira could find another employer.

Skilled Worker Visa extension after New Entrant ends

If the employer wants to continue sponsoring after the new entrant period ends, they will need to ensure that the job meets the general salary threshold.

Where can I find further information?

[Skilled Worker Immigration Rules](#)

[UKVI Caseworker Guidance](#)

[Warwick – Information on SW Visa](#)

[UKCISA](#)

The above information is provided in good faith and in line with the immigration rules at the time
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