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Employer's Guide to Recruiting International Graduates

Visa Options and Benefits for 1. The Graduate route visa 2. The Skilled Worker route visa



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Employer's Guide to Recruiting International Graduates

Visa Options and Benefits for 1. The Graduate route visa 2. The Skilled Worker route visa

No sponsorship required

No fees for the employer

Flexible for consultancy work, short and fixed-term projects

Suitable for employers of all sizes, including SMEs

Trial period of up to 2-3 years with the possibility of switching to Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries meeting the minimum salary requirement

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

Access to the UK labour market

Activity and profitability of workforce

Talent pool

International

Linguistically diverse

Business networks and acumen

Awareness

Staff planning

For full guidance on recruiting international graduates see the ISEG Employer Guide

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No additional costs to the employer beyond the normal costs of hiring staff.

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This route is much more flexible than the previous Tier 2 visa system. At no cost to the employer, you can employ international graduate talent as a standard hire or on a fixed-term contract, for project-based work or for a short-term trial.

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A fantastic opportunity for employers to gain specialist graduate-level talent, cultural understanding and language skills - with minimum HR and budget resource.

For full guidance on recruiting international graduates see the ISEG Employer Guide

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Access

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The Graduate route enables international students who have been awarded their degree in the UK, to stay in the UK and work at any skill level for two years, or three years for doctoral students.

If employers decide to employ the graduate for longer, they can switch to the Skilled Worker route if they meet the relevant requirements.

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Engage with graduate-level talent flexibly, without the constraints of specific salary requirements linked to a visa. As with national hiring guidelines, there is a preference that staff are paid at least the National Living Wage.

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This route enables employers to sponsor an international graduate for up to 5 years. This can be extended and, after 5 years the employee may be eligible to apply for settlement, reducing any further visa sponsorship costs.

For full guidance on recruiting international graduates see the ISEG Employer Guide

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Access to...
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Employer's Guide to Recruiting International Graduates

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The image shows an interactive document interface. A large teal overlay is centered on the page, containing the main text. To the left and right of the overlay are several white panels with rounded corners, each containing a different piece of information. A white 'X' icon in a circle is located in the top right corner of the teal overlay. At the bottom right, there is a dark blue box with the text 'INTERNATIONAL STUDENT EMPLOYABILITY GROUP'. At the bottom center, there is a purple circular button with a white arrow pointing up and the text 'graduates see the ISEG Employer Guide'. At the bottom left, there is a white box with a blue border and the text 'No Resident Labour Market Test is required'. The background is white with a faint map of the United Kingdom.

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graduates see the ISEG Employer Guide

Salaries are more akin to UK graduate salaries, making it easier to choose the best graduate for the role, regardless of nationality (this route provides longer term employment without the constraints on salaries that came with previous visa routes). Any job must meet a minimum salary requirement, either the 'going rate' for the specific occupation, or the minimum salary threshold. These amounts can be found in [Appendix Skilled Occupations](#) in Tables 1, 2, 2a, and 3.

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No Resident Labour Market Test is required

This route requires paperwork from the employer but is significantly easier than the previous Tier 2 system. After their UK degree study, and with an appropriate job offer and salary, the international graduate will automatically meet the 70 points required for the Skilled Worker visa.

For full guidance on recruiting international graduates see the ISEG Employer Guide

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Employer's Guide to Recruiting International Graduates

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The infographic features a central teal callout box with a white 'X' icon in the top right corner. The callout text reads: "This requirement has been abolished and employers are no longer required to justify international hires. The strict job advert requirements have also been removed." Surrounding this callout are several panels, each with a mouse cursor icon pointing to it. On the left, there are seven rectangular panels: "No sponsorship required", "No fees for the employer", "Flexible for consultancy work short and fixed-term projects", "Suitable for employers of all sizes, including SMEs", "Trial period of up to 2-3 years with the possibility of switching to Skilled Worker route", "Competitive salary levels with National Minimum Wage", and "Flexible contracts up to 5 years with option to extend". Below these are two arrow-shaped panels: "Visa paperwork accessible and user-friendly" and "No Resident Labour Market Test is required". On the right, there are seven rectangular panels: "Direct access", "Activity and profitability of workforce", "Talent pool", "International", "Linguistically diverse", "Business networks and acumen", and "Awareness". At the bottom right, there is a circular purple panel with a mouse cursor icon and the text "For full guidance on recruiting international graduates see the ISEG Employer Guide". In the bottom right corner, there is a dark blue L-shaped box with the text "INTERNATIONAL STUDENT EMPLOYABILITY GROUP".

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Direct access

Activity and profitability of workforce

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Firms with high cultural and ethnic diversity on executive teams are 36% more likely to outperform their rivals on profitability, according to a study by McKinsey.

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

For full guidance on recruiting international graduates see the ISEG Employer Guide

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Hire international graduates without sponsoring for two or three years under the Graduate route visa. The work is not subject to a minimum skill level or salary threshold. This means that it is now much easier for employers to hire international talent.

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The image shows an interactive document interface. A central teal callout box contains the following text:

Hire international graduates longer-term on the Skilled Worker route. The former Tier 2 visa has been replaced by the Skilled Worker visa, which offers more benefits to employers.

Employers will require a licence to sponsor an overseas national. This includes a straightforward application.

Surrounding the callout are several panels:

- Left side panels (top to bottom):
 - No sponsorship required
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- Right side panels (top to bottom):
 - and access
 - activity and profitability of workforce
 - talent pool
 - ational
 - inguistically diverse
 - t networks and business acumen
 - awareness
 - er staff planning
- Bottom center panel: graduates see the ISEG Employer Guide
- Bottom right panel: INTERNATIONAL STUDENT EMPLOYABILITY GROUP

A white 'X' button is located in the top right corner of the teal callout box. A mouse cursor is visible over the 'activity and profitability of workforce' panel on the right.