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 in line with National Minimum Wage

Graduate route

- Fill skills gaps and access specialist skills
- Increased productivity and profitability due to diverse workforce
- Access to a wider talent pool
- No cap on international recruitment
- Culturally and linguistically diverse workforce
- Expanded export networks and intercultural business acumen
- Increased brand awareness internationally
- More control over staff planning

Skilled Worker route

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP
Visa responsibility lies with the graduate who applies towards the end of their student visa and switches directly into the Graduate route once the visa has been granted. No need for additional HR checks beyond the norm for any appointment.
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- 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

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

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INTERNATIONAL STUDENT EMPLOYABILITY GROUP
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.
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.
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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**Visa Options and Benefits**

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   - No Resident Labour Market Test is required

2. **The Skilled Worker route visa**
   - Access to a wider talent pool
   - No cap on international recruitment
   - Culturally and linguistically diverse workforce
   - Increased brand awareness internationally
   - More control over staff planning
   - Expanded export networks and intercultural business acumen
   - Increased productivity and profitability due to diverse workforce
   - Fill skills gaps and access specialist skills
   - No fees for the employer
   - Flexible for consultancy work, short and fixed-term projects
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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.
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.
This requirement has been abolished and employers are no longer required to justify international hires. The strict job advert requirements have also been removed.
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.

### Employer’s Guide to Recruiting International Graduates

**Visa Options and Benefits**

1. **The Graduate route visa**
   - **Benefits to Business**
     - Access to a wider talent pool
     - No cap on international recruitment
     - Culturally and linguistically diverse workforce
     - Increased brand awareness internationally
     - More control over staff planning
     - Expanded export networks and intercultural business acumen
     - Increased productivity and profitability due to diverse workforce
     - Fill skills gaps and access specialist skills
     - No fees for the employer
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   **For full guidance on recruiting international graduates see the ISEG Employer Guide**

2. **The Skilled Worker route visa**

**£20,000 minimum salary**:
- No overseas sponsorship required
- £80,000 minimum salary for top earners
- Competitive salary levels
- Visa paperwork accessible and user-friendly
- No Resident Labour Market Test is required
- 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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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.