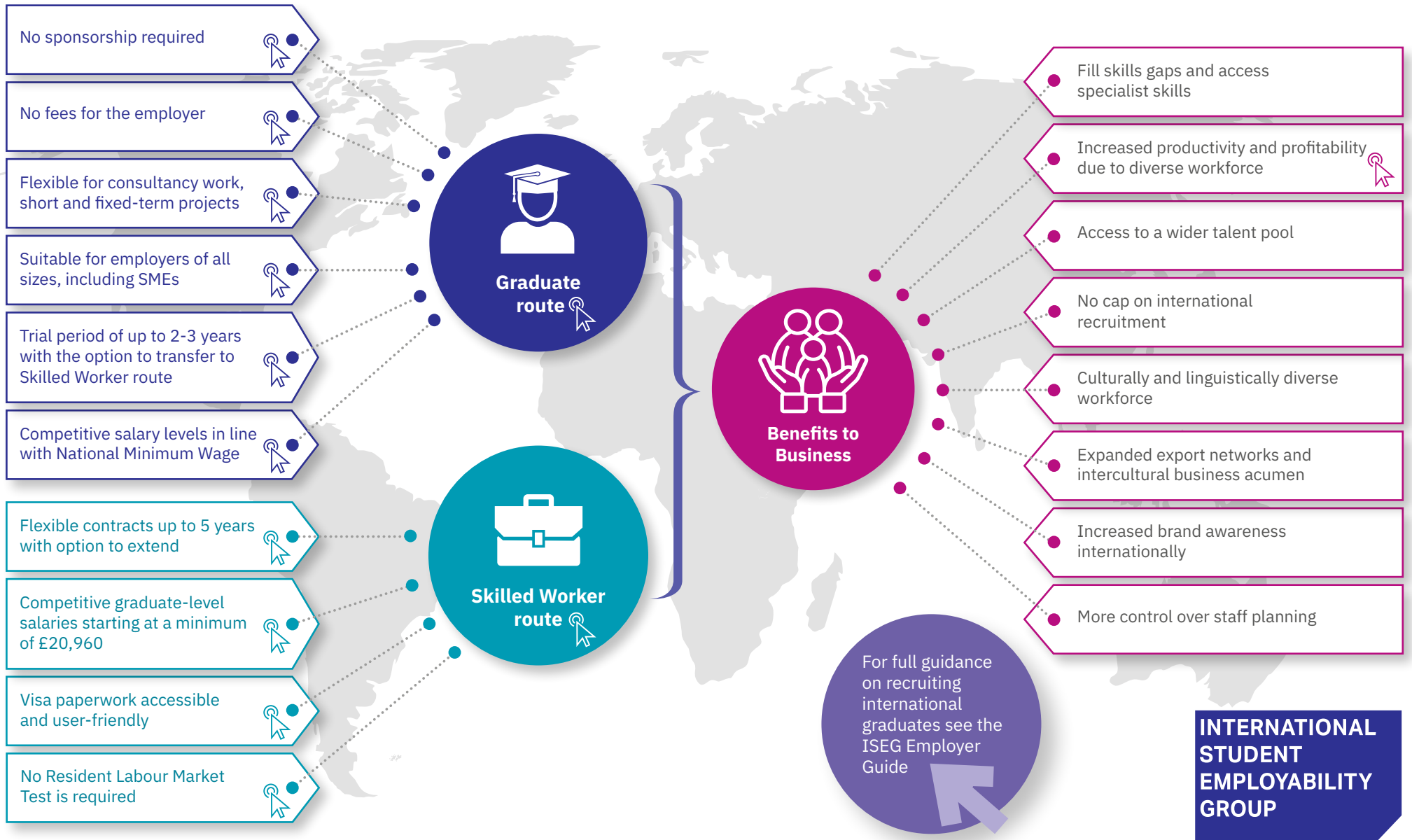


This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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



This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

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 on short and fixed-term projects

Suitable for employers of all sizes, including SMEs

Trial period of up to 2-3 years with the option to transfer to the Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries starting at a minimum of £20,960

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

and access

activity and profitability workforce

talent pool

ational

guistically diverse

networks and business acumen

awareness

staff planning

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.

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

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 option to transfer to the Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries starting at a minimum of £20,960

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

Access to the UK labour market

Increased diversity and profitability of the workforce

Access to a global talent pool

Access to international networks and business acumen

Increased awareness of international graduates

Improved staff planning

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

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

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 option to transfer to the Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries starting at a minimum of £20,960

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

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.

(X)

and access

activity and profitability of workforce

talent pool

ational

guistically diverse

networks and business acumen

awareness

staff planning

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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

The infographic features a central blue box with white text. To its left is a vertical stack of white panels with blue borders. To its right is another vertical stack of white panels with pink borders. At the bottom left are two white arrow-shaped callouts with blue borders. At the bottom center is a purple circular callout with a white arrow. At the bottom right is a dark blue rectangular callout with white text. A faint world map is visible in the background.

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 option to transfer 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 starting at a minimum of £20,960

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

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

(X)

Access

Activity and profitability of workforce

Talent pool

International

Linguistically diverse

Networks and business acumen

Awareness

Staff planning

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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

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.

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 option to transfer to the Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries starting at a minimum of £20,960

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

Access

Activity and profitability of workforce

Talent pool

International

Linguistically diverse

Networks and business acumen

Awareness

Staff planning

graduates see the ISEG Employer Guide

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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

The interface features a central blue panel with a white 'X' button in the top right corner. The panel contains the following text:

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.

Surrounding the central panel are several callout boxes:

- Top left: No sponsorship required
- Below that: No fees for the employer
- Below that: Flexible for consultancy work, short and fixed-term projects
- Below that: Suitable for employers of all sizes, including SMEs
- Below that: Trial period of up to 2-3 years with the option to transfer to the Skilled Worker route
- Below that: Competitive salary levels with National Minimum Wage
- Below that: Flexible contracts up to 5 years with option to extend
- Below that: Competitive graduate-level salaries starting at a minimum of £20,960
- Bottom left: Visa paperwork accessible and user-friendly
- Bottom left: No Resident Labour Market Test is required
- Bottom right: For full guidance on recruiting international graduates see the ISEG Employer Guide
- Right side: A vertical list of benefits including: and access, activity and profitability workforce, talent pool, international, linguistically diverse, networks and business acumen, awareness, and staff planning.

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

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 option to transfer to the Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries starting at a minimum of £20,960

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

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.

(X)

and access

activity and profitability workforce

talent pool

ational

guistically diverse

networks and business acumen

awareness

staff planning

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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

The infographic features a central teal callout box with a white 'X' icon in the top right corner. The callout text reads: "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)." Surrounding this callout are several panels, each with a mouse cursor icon. On the left, there are eight rectangular panels: "No sponsorship required", "No fees for the employer", "Flexible for consultancy work on short and fixed-term projects", "Suitable for employers of all sizes, including SMEs", "Trial period of up to 2-3 years with the option to transfer to the Skilled Worker route", "Competitive salary levels with National Minimum Wage", "Flexible contracts up to 5 years with option to extend", and "Competitive graduate-level salaries starting at a minimum of £20,960". On the right, there are seven rectangular panels: "Access to the UK labour market", "Increased activity and profitability of the workforce", "Access to a diverse talent pool", "Access to international talent", "Access to linguistically diverse talent", "Access to networks and business acumen", and "Increased awareness of the UK". At the bottom left, there are two arrow-shaped panels: "Visa paperwork accessible and user-friendly" and "No Resident Labour Market Test is required". At the bottom center, a purple circular panel contains the text: "For full guidance on recruiting international graduates see the ISEG Employer Guide". At the bottom right, a dark blue rectangular panel contains the text: "INTERNATIONAL STUDENT EMPLOYABILITY GROUP".

No sponsorship required

No fees for the employer

Flexible for consultancy work on short and fixed-term projects

Suitable for employers of all sizes, including SMEs

Trial period of up to 2-3 years with the option to transfer to the Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries starting at a minimum of £20,960

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

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).



Access to the UK labour market

Increased activity and profitability of the workforce

Access to a diverse talent pool

Access to international talent

Access to linguistically diverse talent

Access to networks and business acumen

Increased awareness of the UK

Access to staff planning

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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

The infographic features a central teal box with a white 'X' icon in the top right corner. To the left of this box is a vertical stack of white panels with blue borders, each containing a benefit. To the right is another vertical stack of white panels with pink borders, each containing a benefit. At the bottom left are two white arrow-shaped callouts pointing right. At the bottom center is a purple circular callout with a white arrow pointing up. At the bottom right is a dark blue rectangular callout with white text. The background includes a faint world map.

Left Panel Benefits:

- 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 option to transfer to the Skilled Worker route
- Competitive salary levels with National Minimum Wage
- Flexible contracts up to 5 years with option to extend
- Competitive graduate-level salaries starting at a minimum of £20,960
- Visa paperwork accessible and user-friendly
- No Resident Labour Market Test is required

Central Teal Box:

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.

Right Panel Benefits:

- Access to the UK labour market
- Activity and profitability of the workforce
- Access to a diverse talent pool
- Access to international talent
- Linguistically diverse workforce
- Access to networks and business acumen
- Increased awareness of international markets
- Improved staff planning

Bottom Callouts:

- For full guidance on recruiting international graduates see the ISEG Employer Guide
- INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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

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." To the left of the callout is a vertical list of benefits for the Graduate route visa, each in a white box with a purple border. To the right is a vertical list of employer benefits, each in a white box with a purple border. At the bottom left, two callout boxes with mouse cursor icons point to specific benefits. At the bottom center, a purple circular callout with a mouse cursor icon points to a link for further guidance. At the bottom right, a dark blue box contains the logo for the International Student Employability Group. The background features a faint world map.

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 option to transfer to the Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries starting at a minimum of £20,960

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

This requirement has been abolished and employers are no longer required to justify international hires. The strict job advert requirements have also been removed.

Access to a diverse talent pool

Increased productivity and profitability of workforce

Access to international talent pool

Access to a linguistically diverse workforce

Access to networks and business acumen

Increased awareness of international markets

Access to staff planning

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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

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

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>

Surrounding this callout are several panels:

- Left side 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 option to transfer to the Skilled Worker route
 - Competitive salary levels with National Minimum Wage
 - Flexible contracts up to 5 years with option to extend
 - Competitive graduate-level salaries starting at a minimum of £20,960
 - Visa paperwork accessible and user-friendly
 - No Resident Labour Market Test is required
- Right side panels:**
 - and access
 - activity and profitability of workforce
 - er talent pool
 - ational
 - inguistically diverse
 - t networks and business acumen
 - awareness
 - er staff planning
- Bottom right panel:** For full guidance on recruiting international graduates see the ISEG Employer Guide
- Bottom right corner:** INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

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 option to transfer to the Skilled Worker route

Competitive salary levels with National Minimum Wage

Flexible contracts up to 5 years with option to extend

Competitive graduate-level salaries starting at a minimum of £20,960

Visa paperwork accessible and user-friendly

No Resident Labour Market Test is required

and access

activity and profitability of workforce

talent pool

ational

linguistically diverse

t networks and business acumen

awareness

er staff planning

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.

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

INTERNATIONAL STUDENT EMPLOYABILITY GROUP

This is an interactive document. Click on a panel for further information and then click the (X) button to return to this page

Employer's Guide to Recruiting International Graduates

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

The image shows an interactive document layout. A central teal callout box contains two paragraphs of text. To the left of the callout are several white panels with blue borders, each containing a benefit. To the right are several white panels with pink borders, each containing a benefit. A white circle with a blue 'X' is located in the top right corner of the teal callout box. At the bottom right, there is a dark blue box with white text. A purple circular graphic with a white arrow points towards the bottom right. A faint map of the world is visible in the background.

Left Panel Benefits:

- 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 option to transfer to the Skilled Worker route
- Competitive salary levels with National Minimum Wage
- Flexible contracts up to 5 years with option to extend
- Competitive graduate-level salaries starting at a minimum of £20,960
- Visa paperwork accessible and user-friendly
- No Resident Labour Market Test is required

Right Panel Benefits:

- Access to a diverse talent pool
- Access to a linguistically diverse workforce
- Access to business networks and business acumen
- Access to awareness of international markets
- Access to staff planning

Central Callout 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.

Bottom Right Text:

INTERNATIONAL STUDENT EMPLOYABILITY GROUP