

Working with

International Students and Graduates

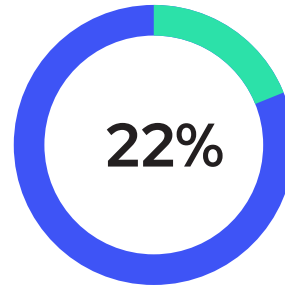
A guide for employers in the UK to leverage
the International Talent Pipeline

Version 1: October 2022



605,130*

international students
in the UK in 2020-21

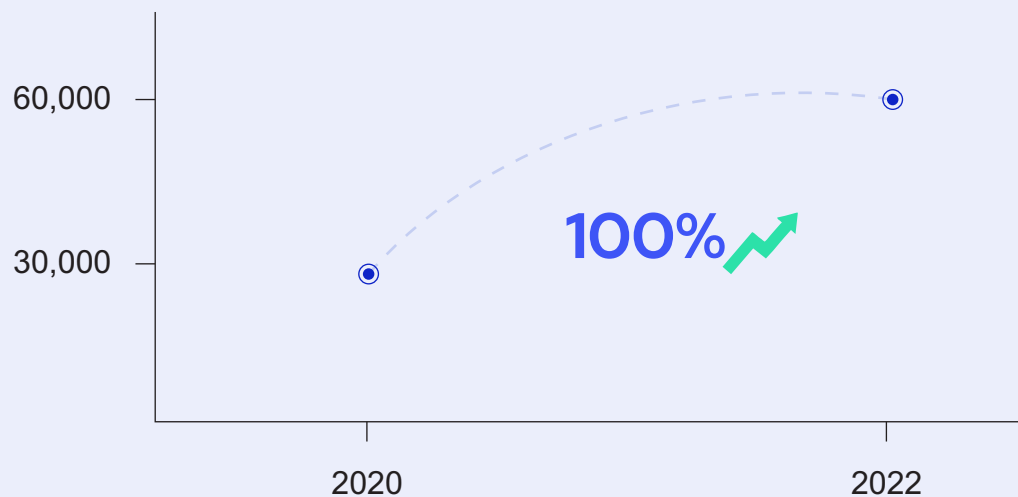


22%

of the total student
population in the UK

The number is set to **rise** ↑ exponentially.

Number of Licensed Skilled Worker Visa Sponsors has doubled between 2020-2022



If you're not hiring from this segment, you're missing out.

Why Hire International Candidates?

- 01 Solution to Skills Shortages
- 02 Boost team diversity; Ethnic diversity boosts profitability
- 03 Serve as long-term employees
- 04 Multilingual skills & multicultural sensibilities
- 05 Bring new perspectives & ways to problem-solve
- 06 Champions at handling change and adversity
- 07 Have a voracious risk appetite that pays off
- 08 Key to unlock international expansion & clientele
- 09 Volunteer as mentors & pay it forward
- 10 Foster a culture of innovation
- 11 Well-rounded, independent individuals
- 12 Enhance your customer service and empathy
- 13 Expand your networks of talent pipelines

The **upfront investment** of sponsorship is peanuts compared to these benefits.

Don't hesitate to consider someone simply because of sponsorship.



Demystifying Hiring International Graduates

MYTH

"But we have to go through so much for sponsoring international candidates!"

FACT

Hiring **international students** and graduates is **easier** than you think!

- ✓ **Resident Labour Market Test (RLMT)**, the major deterrent from hiring international candidates is a thing of the past. The test previously required employers to prove that the vacancy could not be filled by local candidates and has now been abolished.
- ✓ **Skills Shortages**, on the other hand, have become more pronounced in the job market. International talent is a potent answer to these shortages through long-term employment via sponsorship.

Visa Options for **Hiring International Students**

Graduate Immigration Route (GIR)	Skilled Worker Visa (SWV)
Work with international talent without needing to sponsor for 2/3 years.	Sponsor international graduates for long-term employment.
Think of GIR as a trial period to test the candidate's skills and culture-fit for the organisation.	Sponsor candidates who fill Skills Shortages or for long-term employment and future proof your business.
National Minimum Wage, but no other salary stipulations.	Minimum salary of GBP 20,480 or GBP 10.10 per hour or 70% of the job's SOC (Standard Occupational Classification) code if higher.
Candidates can work in any job without restrictions regarding skill level.	Only jobs with skills level at RQF level 3 – A level and equivalent are eligible.

COSTS INVOLVED

Head	Cost (Small/ Charitable sponsor)	Cost (Medium or Large Sponsor)
Compulsory Costs to the employer		
Certificate of Sponsorship (CoS)	GBP 199	GBP 199
Immigration Skills Charge [You can avoid this if your international applicant/graduate switches in the UK from the Student route]	GBP 364	GBP 1000
Sponsor licence application fee if not currently a licence holder	GBP 536 (small/charitable sponsor)	GBP 1476 (medium or large sponsor)
Voluntary Costs (can be passed on to employees)		
Skilled Worker Visa Fee	GBP 625 - GBP 1423	GBP 625 - GBP 1423
Immigration health Surcharge	GBP 624	GBP 624
Add-on/Optional Costs		
Immigration Lawyer Costs	GBP 1500 - GBP 5000	GBP 1500 - GBP 5000
Total Estimated Costs	As low as 3848	As low as 4800

In most cases, you recover these costs within a year from the business through the upstream benefits of having an enthusiastic international employee.

CASE 1

Sponsoring for Skilled

Worker Visa after working on

Graduate Route Visa

You hire a Marketing graduate on a Graduate Route Visa as a Marketing Assistant. They perform really well, are proactive, and upskill continuously on-the-job. Due to their successful marketing campaigns, you are able to generate GBP 4,000 in additional income in a month. Consider sponsoring the candidate. Your business will have recovered the sponsorship costs within < 1 year.

CASE 3

Employing Creatives under

the Graduate Route Visa

You're an employer in a creative industry where casual/short-term contracts are the norm, like Television production. Normally, you may not be able to work with international graduates because they cannot be self-employed. But under the Graduate Route, they can work under contractual arrangements and add to their creative portfolio. You can benefit from diversity on the production team.

CASE 2

Hiring candidates with

shortage skills

Specialized skills like AI are on the Shortage Occupations lists and job roles requiring these skills can be hard to fill locally. Consider sourcing your talent from the international pipeline. Hire them as part-time interns while they are still studying and then make them a full-time offer when they are about to graduate from such degree courses who are about to graduate. Skilled Worker Visa sponsorship enables optimum costs and benefits

CASE 4

Sponsoring for Skilled Worker

Visa right upon graduation

Want to avoid paying a hefty Immigration Skills Charge? Sponsor international students on a Skilled Worker Visa. Let's say you run a Graduate Scheme for 18 months where graduates enter as trainees in various departments for the first 6 months. Based on their capabilities, they are then placed in the best-suited department for a year. Such candidates are best hired right upon graduating.

Do You Hire **International Talent?** Say It Out Loud

Vague Job Descriptions serve no one.

When you withhold sponsorship status information, international candidates will contact you separately:

“

If a company hasn't mentioned on their job listing whether they sponsor international students, I would call them and ask them.

“

I've sent multiple emails to hiring managers and recruiters inquiring about visa sponsorship for various job listings. I keep following up...it's never-ending.

“

If you want to cut down on the time spent hiring in resolving queries from international applicants, add information about sponsorship status

Save upto **72 hours** of your hiring time per job listing.
Inform if you **HIRE INTERNATIONAL** students with clarity.

Sample Statement to Include in Job Postings

- Visa sponsorship available for the right applicant.
- We are committed to hiring the best and brightest talent at Company ABC and we do provide visa sponsorship for this role. However, each case is reviewed on an individual basis.
- You should have the right to live and work in the UK. We accept post-study work visa for the same.



TIP:

Provide More Information in FAQs

EXAMPLE:

Can I apply for a position if I need a sponsorship or am an International Student?

Make sure you time your application right. Due to the length of time required to progress through our recruitment process and to apply for a Skilled Worker visa, we require candidates who need Skilled Worker sponsorship to have accepted their offer at least three months prior to joining their Graduate Programme.

Disclose your international graduate hiring outlook.

Don't do it because it's the law, do it because it's the right thing to do.

Good Practices to Create Inclusive Job Descriptions:

Use Resources like

Totaljobs

ONGIG

include

Add Encouraging Prompts:

Please also apply if you don't tick all the boxes in our description. We know that no candidate is ever perfect for the role and that there will be people out there who bring things to the table we haven't even thought of yet.

Add A Fair Hiring Statement:

[Organization name] is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Add Accommodations Policy:

Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, [INSERT EMAIL ADDRESS]



YOU RECEIVE AN APPLICATION FROM AN INTERNATIONAL GRADUATE/STUDENT. WHAT NEXT?

A checklist of good practices to manage international student/graduate applications:

- Proceed with the hiring process for the international candidate without any bias or assumptions about their candidacy vis-a-vis sponsorship status.
- Upon making the offer, ascertain their Student Visa expiry and Graduate Route Visa application timelines, as the case may be.
- If you are a first-time sponsor, account for the time it will take to get your license approved. It has been reported that the license can take upto 10 weeks to be processed. (You can also get a faster decision at an additional cost of GBP 500)
- Exercise cultural sensitivity during the hiring process, example: understand that accents and linguistic fluency will be different for all candidates.
- Work with the shortlisted candidate to facilitate their sponsorship application. Consult immigration lawyers to expedite and clarify the process.

Working with Internationals: A Sneak Peek



"In order to access graduates with advanced degrees in artificial intelligence, we had to go down the sponsorship route because there's a domestic shortage of talent in the field. The process of applying for a sponsorship licence was fairly straightforward. Having the sponsorship license gives us the flexibility to be able to hire more international students and sponsor them for their work permits".

Sahil Dhingra

Founder & CEO, DeepReel Technologies Inc.



"International students are really creative, hardworking, and dedicated. They come with this added edge of knowing how people from different countries function. They're constantly brimming with ideas. If you have travelled a bit or moved countries, it reflects in your ideas and personality. The VISA requirements and restrictions mean that they place a lot of importance on the work that they do".

Nino Sarishvili

Co-founder, Simple Studying



"International students use their global experiences and are eager to get things done. We have found that many candidates have this mentality of using their international experiences across the globe in their work."

Dhruvin Patel

Optometrist & Founder, Ocushield®

Hiring Support Resources:

- 01 University Careers Employer Engagement Teams
- 02 UK Council for International Student Affairs (UKCISA)
- 03 UK Visas and Immigration (UKVI)
- 04 Sponsorship, employer and education helpline telephone: 0300 123 4699
Monday to Thursday, 11 am to 3pm



More ways to engage with international talent

Internships | Placements

Hiring international students for short-term work experience opportunities like internships or placements helps you test and train them.

- If you have short-term project requirements, international students can fill in as part-time interns or on placements.
- If they perform well and fit well with the organization's culture, you can consider offering them a long-term or full-time role.

Remote work | Contract Work

There are certain skills only international candidates can offer (ex: translation or local geography expertise). You can work with international students on a contractual basis while they are on their Graduate Route. You can then continue to work with them as remote, independent contractors.

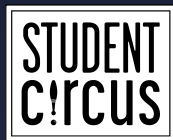
 remote

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 GLOBALIZATION PARTNERS

 oyster

 Multiplier



Who are we?

Student Circus is a 360-degree platform extending employability support and resources to international students across **50+ partner universities** and higher education institutions through its visa-enabled Jobs Board, Country Career Guides, Immigration Guides, and Webinar sessions.

Let's get started: Hire **International Student and Graduates?**

We can help you tap into a network of **75,000 international students** and graduates at top UK Universities.

Read "Employer FAQs" under the section Immigration Guide on our website for real-time updates.

Contact us: hello@studentcircus.com

   @StudentCircusUK

 /company/student-circus

