Working in the UK after your studies
Visa Options for Tier 4 students

- Tier 2 General – skilled jobs with a Tier 2 sponsor
- Tier 5 – Temporary workers and Youth Mobility Scheme
- PhD route – Doctorate extension scheme (Tier 4)
- Tiers 1 – Entrepreneurs and Investors
- Other Options (only relevant to some)
Tier 2 Route

There are different subgroups of Tier 2:

1. **Main Route: Tier 2 (General), the provisions of which are summarised the Information Sheet.**

2. Intra-company transfers which could apply to you if you are employed by a multi-national company outside the UK which has a UK branch

3. Sportspersons

4. Ministers of Religion
Applicants switching into Tier 2 from a Tier 4 student visa are considered to be 'New Entrants', rather than 'Experienced Workers', and as a result the two salary thresholds which must be met (that specific to the job type, and the Tier 2 minimum threshold) are lower:

- Job offer from an employer who has a Tier 2 sponsor licence (Issue a Certificate of Sponsorship (CoS))
- The Tier 2 minimum salary threshold for a 'New Entrant' is £20,800 per annum, significantly lower than the 'Experienced Worker' threshold of £30,000 per annum.
- The salary thresholds specific to a Researcher role, for example, are £21,000 per annum for a 'New Entrant', and £27,200 per annum for an 'Experienced Worker'
- You have to prove that you have English language skills (your degree)
- You have to meet maintenance requirements
- You must also score a number of points.
To get a tier 2 visa you must have 70 points

A. **Attributes** – 50 points required
   • Certificate of Sponsorship (CoS) = 30 points
   • Salary – minimum of £20,800 (can be higher) = 20 points

B. **English Language** – 10 points (your degree)

C. **Maintenance** – 10 points
   • A bank statement to show £945 held for continuous 90 day period (3 months) OR A-rated sponsor certifies they will maintain and accommodate the applicant until the end of first month of employment. *Please note you must use your own funds you cannot use your parents bank statements.*
1. **Applying in the UK:** You can switch from a tier 4 visa to a tier 2 visa before your visa expires. This is a great advantage for students as you will have special provisions – in most cases no Resident Labour Market Test (RLMT) and new entrant salary level applies.

2. **Applying from your home country** – Resident Labour Market Test (RLMT) applies (restricted COS and points system apply) exception from RLMT if shortage occupation.

**What is the Resident Labour Market Test?**

This is the process an employer must follow before employing a person who is not a permanent resident of the United Kingdom, they must be able to prove that no suitably skilled settled worker could do the job (specific advertising requirements).
Tier 2 – Do I qualify for the RLMT exemption

Student exemption from the Resident Labour Market Test (RLMT),

**IF you apply in the UK before your Tier 4 visa expires**

AND:

- You must have one of these qualifications from your student visa.
- a UK bachelors degree
- a UK masters degree
- a postgraduate certificate in education
- a professional graduate diploma of education
- You must have completed at least 12 months of study in the UK towards a UK PhD, or have completed and passed a UK recognised bachelor or postgraduate degree or a PGCE (during your current leave, or a period of continuous leave which includes your current grant of leave)
Eligible jobs on the Tier 2 route

Employers

An employer who is on the Home Office list of Tier 2 (General) licensed sponsors can issue a certificate of sponsorship to a potential employee who would not otherwise be allowed to work in the UK. If you want to be in the UK under Tier 2, you must be sponsored by an employer who has a Tier 2 sponsor licence.

Shortage occupations

Shortage occupations are jobs that employers find difficult to fill using settled workers only. There is a list for the whole of the UK and a separate list that applies only to jobs in Scotland. This list, in Appendix K of the Immigration Rules, is regularly reviewed and does change following recommendations by the Migration Advisory Committee.

PhD level jobs

PhD level jobs are mainly research posts. You do not necessarily have to have a PhD in order to be offered a PhD level job, and some occupations that require a PhD are not on the list of PhD level jobs. They are still subject to the resident labour market test. However, the advertising requirements for PhD level jobs are more relaxed than for most other posts and an employer will be able to offer you employment if you are the best applicant even if settled workers who apply could undertake the work.

The list of these jobs is in table 1 of Appendix J of the Immigration Rules.
Eligible jobs on the Tier 2 route

Skill levels

If you are not already in the UK with Tier 2 or work permit immigration permission, the minimum skills level for most occupations is at degree level. The lists of jobs are in the Immigration Rules Appendix J. Table 1 (occupations skilled to PhD-level) and table 2 (occupations skilled to NQF level 6 and above).

Wage levels:

The lowest wage you can be paid for a Tier 2 (General) job is £20,800. The minimum wage for each different occupation varies and you will find the relevant wage for your job in the tables we refer to above in Skills levels of Tier 2 jobs. In many cases, the minimum wage is more than this, and you cannot be sponsored under Tier 2 if your job will pay less than the minimum wage associated with your occupation.

Please note, however, that if a Tier 2 CoS is being issued for longer than three years the applicant is considered to be an 'Experienced Worker', and the higher salary thresholds apply, even if they would otherwise be considered to be a 'New Entrant
Eligible jobs on the Tier 2 route

REGISTER OF SPONSORS (Tiers 2 & 5 and Sub Tiers Only)

Register of Sponsors Licensed Under the Points-based System

This is a list of organisations licensed to sponsor migrants under Tiers 2 & 5 of the Points-Based System. It shows the organisation’s name (in alphabetical order), the sub-tier(s) they are licensed for, and their rating against each sub tier. A sponsor may be licensed under more than one tier, and may have different ratings for each tier.

<table>
<thead>
<tr>
<th>Organisation Name</th>
<th>Town/City</th>
<th>County</th>
<th>Tier &amp; Rating</th>
<th>Sub Tier</th>
</tr>
</thead>
<tbody>
<tr>
<td>?What If Ltd</td>
<td>London</td>
<td></td>
<td>Tier 2 (A rating)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tier 2 General</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Intra Company Transfers (ICT)</td>
<td></td>
</tr>
<tr>
<td>@ Home Accommodation Services Ltd</td>
<td>London</td>
<td></td>
<td>Tier 2 (A rating)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tier 2 General</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Creative &amp; Sporting</td>
<td></td>
</tr>
</tbody>
</table>

Immigration Rules appendix J codes of Practice

Table 1: Occupations skilled to PhD level

Table 2: Occupations skilled to National Qualifications Framework (NQF) level 6 and above

Table 3: Occupations skilled to National Qualifications Framework (NQF) level 4 and above

Table 4: Occupations skilled to National Qualifications Framework (NQF) level 3 and above

Table 5: Occupations in which some jobs are skilled to National Qualifications Framework (NQF) level 3 and some jobs are lower-skilled

Table 6: Lower-skilled occupations

Table 7: Occupations which are ineligible for Tier 2 (General) and Tier 2 (Intra-Company Transfer) applications for reasons other than skill level

Table 8: Transition from SOC 2000 to SOC 2010 for applicants continuing to work in the same occupation

Table 9: Creative sector codes of practice
Tier 2 Application Process

• Once you have your Certificate of sponsorship from your employer, fill in online form.

• You need to maintain £945 in your bank account for 90 consecutive days (sponsor certification possible from A rated sponsors), timing?

• Deadline to apply in the UK is your visa expiry date

• Cost of application – Less than 3 years = Postal £677, PEO in person £1,267

• Cost of application – More than 3 years costs increases £1354, PEO £1944

• Payment of Immigration Health Surcharge - £200 per year (at time of application)

• Are you or have you been financially sponsored? Unconditional consent letter needed if in last 12 months and fully sponsored (fees and living costs).
The processing time for a Tier 2 application is:

- within 8 weeks for postal/online applications – usually quicker!
- within 10 days if you’re able to use the Tier 2 priority application service.
- usually on the same day if you use the premium service.

You’ll be contacted if your application is complex and will take longer, for example because:

- your supporting documents need to be verified
- you need to attend a credibility interview

Starting work – in some cases this is possible if agreed with your employer.
Useful links and resources Tier 2

This presentation will be emailed to you via the careers:

ISSO website: www.royalholloway.ac.uk/international/support/studentsupportservices/home.aspx

UKCISA website: www.ukcisa.org.uk - information and advice - working after studies. It is a good idea to register with them to get the latest immigration updates which could be applicable to you.

UK Visas and Immigration website (UKVI), www.gov.uk/browse/visas-immigration/work-visas – guides for each Tier 2 General:

Government Website: https://www.gov.uk/tier-2-general


The two types of Tier 5 visa which may be of particular interest to students

They are

• Temporary Worker - government authorised exchange
• Youth mobility scheme
You can apply for this type of visa if you want to come to the UK through an approved government authorised exchange scheme. All Higher Education Institutions who hold a Tier 5 Government Authorised Exchange (GAE) licence are permitted to use Tier 5 (GAE) for the following types of roles:

- **Work Experience Programme** – for internships and job shadowing. 12 month visa.
- **Research Programme** – for work on a specific scientific, academic, medical or government research project. 24 month visa.
- **Training Programme** – to carry out undertake a formal, practical training programme in Science and/or medicine. This would normally lead to a professional qualification. 24 month visa.
- **Overseas Government Language Programme** – for language teachers sponsored by their overseas government to carry out teaching placements in the UK. 24 month visa.

Whichever programme you apply for, you will need to be sponsored by a ‘licensed overarching body.'
Tier 5 GAE requirements

- Need to be sponsored by a licensed overarching body and be issued with a Certificate of Sponsorship
- Must meet the requirements of the individual scheme
- You can stay in the UK for up to 12 or 24 months (depending on the scheme you’re applying for)
- National minimum wage applies
- Switching into GAE only in specific circumstances, some GAE schemes allow application in UK.
- Maintenance requirement £945 for 90 days (or sponsor certification)
- VISA fee £235 by post/online OR £825 in person
- You must have one of the following:
  - a PGCE, PGDE, or UK bachelors or masters degree
  - completed at least 12 months study towards a UK PhD
Tier 5 Youth Mobility Scheme

Under the Youth Mobility Scheme, you can work in the UK for up to two years.

This scheme is available to nationals of Australia, Canada, Hong Kong, Japan, Monaco, New Zealand, Republic of Korea and Taiwan, and to British Overseas Citizens, British Overseas Territories Citizens and British Nationals (Overseas).

To be eligible for this scheme you must have the following:

• 18-30 year olds only
• £1,890 in your bank account on date of application
• No previous time in UK as a Working Holidaymaker or a Tier 5 (YMS) migrant
• Single period of leave for 2 years – you can work in the UK for up to 2 years
• Self-employment permitted but restrictions
• No switching in the UK, apply from home only
• No dependants allowed
Tier 5 applying in the UK.

In most cases, you cannot switch into this immigration category from within the UK. Instead, you need to leave the UK and apply for entry clearance. The only, very limited, exception is for those who apply under Tier 5 (Government Authorised Exchange) in order to undertake professional training or, since 1 October 2013, an internship.

**You can only apply in the UK if you meet these all these requirements.**

- you have student leave a valid (Tier 4 (General) visa.
- you have obtained a UK recognised degree during your most recent grant of leave
- you are being sponsored under Tier 5 (Government Authorised Exchange) either to undertake a period of postgraduate professional training or work experience which is required to obtain a professional qualification or professional registration in the same field as your UK qualification or you are being sponsored for up to 12 months to undertake an internship which directly relates to your UK qualification
- your employer does not intend to employ you in the UK once your training or work experience for which you are being sponsored has ended.
In order to find out which Tier 5 sponsors can offer internships, see the list of Tier 5 (Government Authorised Exchange) schemes and contact relevant sponsors to obtain full details of their internship programme.

Start researching relevant schemes - you need to find your own Internship or opportunity – work placements/contacts

• Contact the Tier 5 sponsor to ask for full details and find out how to apply
• Details of GAE schemes www.gov.uk/government/publications/tier-5-government-authorised-exchange-schemes
• Tier 5 GAE guidance, www.gov.uk/tier-5-government-authorised-exchange


Tier 5 Intern Scheme – run by GTI recruitment solutions, http://tier5intern.com/about-the-scheme, work experience scheme, employer needs to register with GTI

www.poststudy.org/scheme/tier-5-visa-scheme
Other options are Doctorate extension Scheme. This only applicable to PhD students. ( contact
our office if you are interested in the doctorate scheme.

• Apply in UK only, before your course ends via Tier 4 route – speak to an adviser 3 months before your thesis submission

• TIMING VERY important

• Apply after viva, once submitted corrections (if any), must apply before official completion – keep in touch with Research Student Administration Office re timing.

• Self-employment allowed.

• Do not need a job offer to apply for DES.

• 12 months duration – bridge Tier 2

• Maintenance £2,530, for 28 consecutive days

• Costs the same as Tier 4 (it is part of Tier 4), postal £457, in person £1047

• Are you financially sponsored? Consent letter needed if in last 12 months and fully sponsored (fees and living costs)

• Royal Holloway will continue to be your sponsor (monitoring requirements)
Tier 1 of the Points Based System offers several routes for working in the UK as what the Home Office terms a "high-value migrant“, there are a number of subcategories:

- **Tier 1 Graduate Entrepreneur** is aimed at students who have successfully completed a degree course in the UK and who wish to develop ideas or entrepreneurial skills by setting up a business in the UK. You need to be sponsored/endorsed by a university. Royal Holloway do not endorse this scheme but you can contact other universities who can endorse you. Tier 1 (Graduate Entrepreneur) authorised endorsing bodies are available on the government website: [www.gov.uk/government/uploads/system/uploads/attachment_data/file/472236/Report_Tier_1_Entrepreneurs.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/472236/Report_Tier_1_Entrepreneurs.pdf)

- **The Sirius program** helps international graduates with great business ideas to set up in the UK. [www.siriusprogramme.com](http://www.siriusprogramme.com), Email all-enquiries@siriusprogramme.com

- **Tier 1 Entrepreneur**: Unlike Tier 1 (Graduate Entrepreneur), Tier 1 (Entrepreneur) requires funds that you must invest in a business in the UK. However, you do not need a sponsor or an endorsing body. For more information read the policy guidance for [www.gov.uk/government/publications/guidance-on-application-for-uk-visa-as-tier-1-entrepreneur](http://www.gov.uk/government/publications/guidance-on-application-for-uk-visa-as-tier-1-entrepreneur)
Tier 1 exceptional talent:

You can apply for a Tier 1 (Exceptional Talent) visa if you’ve been endorsed in your field in science, humanities, engineering, medicine, digital technology or the arts as:

- a recognised leader (exceptional talent)
- an emerging leader (exceptional promise)


Tier 1 investor: You must have access to at least £2,000,000 in investment funds to apply.
The UK graduate job market is competitive. UK employers are looking for candidates with a good academic record and excellent English language skills. They'll also expect you to have a range of work-related skills and personal qualities needed for the job. You can develop these skills through:

• **work experience** – part-time work, voluntary work, summer placements, one-year industrial placements or internships

• **Reading** the *Recruiting International Graduates Employers guide*. May be useful. It's aimed at employers, but it highlights some of the concessions made for new graduates switching into this category and looks at misconceptions employers have. Make sure your prospective employer understands the rules as they apply to you as a current Tier 4 visa holder switching in the UK.

• **extracurricular activities** – get involved in activities outside your course such as student societies, sporting clubs and students' union committee work
Boost your employability

- **academic activities** – such as leading a group project or being a student representative for your course

- **Apply for jobs early.** Many companies have long recruitment processes, so apply for jobs early on in your final year.

- **Use your internationalisation to your advantage.** Think about what sets you apart as an international graduate, “You may have language or enhanced numeracy skills that home students don’t have.”
Boost your employability

• **Be flexible and resilient when rejected.** You may want to consider other career paths. “You might not get the job of your dreams, but if you can get anything it’s a step on the ladder,”

• **Network your way into a job.** Use your university careers service, and go to international student-focused careers fairs and introduce yourself. “Use alumni networks to contact past graduates from your country who are now working in the UK,” says David Gee, global employability manager at the University of the West of England.

• **Have a backup plan if you can’t stay in the UK.** If your struggling to find a job in the UK, it’s good to consider backup options at home. Sites like GradLink UK (www.gradlinkuk.com), specialise in linking international students who have studied in the UK with employers in their home country.

• **Work experience or working abroad.** www.prospects.ac.uk/jobs-and-work-experience
Careers & Employability Service

Careers advice How can the Careers & Employability Service help you?

To find out more about working in the UK and want to improve your skills and employability for when you return home?

The Careers & Employability Service provides a range of services to help you, including;

• One-to-one careers advice
• Discuss your career aspirations or issues
• Get your CV or application checked
• Events to improve your skills and help you learn about your job options
• Careers fairs
To Find out more information about visa routes
Please book an appointment. We are based in the International Building Room 009
Monday to Friday: 10am to 4pm
Email queries to internationaladvice@rhul.ac.uk
Any questions?