

International Students A Guide for Employers

Recruiting International Graduates



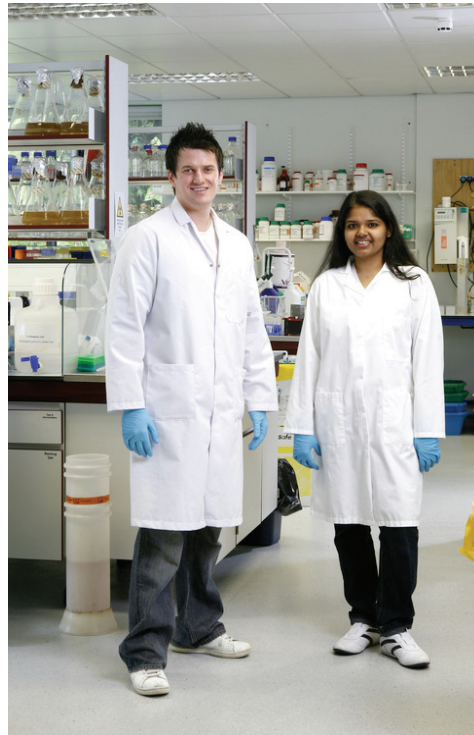
“At PricewaterhouseCoopers LLP (PwC) we are not just looking for one type of person but for those from many different backgrounds with a variety of skills. We have core competencies that we look for and it is not just the degree students can offer but also the ideas and enthusiasm they can bring. Applicants who stand out are those who have done research and are well-prepared. International students successfully prove themselves in a number of our core competencies by displaying commitment, flexibility, motivation and courage. As a global firm, we value students with language skills and welcome applications from international students.”

PricewaterhouseCoopers LLP

Why Employ International Students?

Benefits to your Business

- In an ever increasingly **global market place** international students can help your business **compete** and gain new worldwide opportunities.
- Having employees who understand other **cultures** from an insider's perspective will give you **insights** into international business practice and ideas on how to fit your products and services to meet customers' needs
- Having a **diverse** workforce will help you relate better to your diverse customer base
- **Multi-lingual** skills of your staff can give you an edge over your competitors
- International students can help you gain new **overseas contacts** and networks and develop new markets
- International students are very **motivated** to succeed. They have shown determination and initiative to come and study in the UK and live outside their own culture and many are very keen to work in the UK after they have graduated
- The majority of our international Students are postgraduates and many already have **experience** of working in the global market place often at a managerial or professional level
- Many are studying on Engineering, I.T., Scientific or Business courses, which means they can bring these **technical skills and knowledge** to your business



Where are our International Students from?

We have over 7000 international students from 143 countries studying at the University of Sheffield, which makes up over a quarter of the student population. The largest national groups come from China and Hong Kong, Malaysia, India, Korea, Singapore, Nigeria, and Saudi Arabia. Most of these countries are amongst the world's fastest developing economies and /or markets into which British business is very keen to expand. We also have substantial numbers of students from Europe.



How can I employ an international student?

Most of our students will be here in the UK on a Tier 4 visa which allows them to remain in the UK for the duration of the course plus 4 months. If they want to stay in the UK to take up a graduate role they will need to make an application in the appropriate category. There are a range of options for you to employ our international students and the processes are relatively straightforward. We outline the main schemes below:

Tier 2 (General) Migrants

If you already hold a sponsor licence under Tier 2 of the Points Based System, or wish to apply for one, you will benefit from **special post study provisions** for employing international graduates based in the UK:

1. You do not have to conduct the Resident Labour Market Test in relation to any international student graduate who applies for a Tier 2 visa directly from their Tier 4 (student) visa here in the UK. This means that if the international student applicant is the best person for the job you can select them without having to offer the post to a 'suitably qualified' UK/EEA national.
2. There is no cap on the number of Certificates of Sponsorship you can issue to applicants applying to 'switch' in the UK from Tier 4 to Tier 2.
3. The graduate must be paid the new entrant salary rate for the industry as specified in the Codes of Practice (these are available at <https://www.gov.uk/government/publications/sponsorship-codes-of-practice-for-skilled-workers>).

In regard to Tier 2, when can Sheffield graduates apply?

For the majority of graduates they can only apply after they have been **awarded** their degrees. At the University of Sheffield the timescale for awards will be:

- Undergraduates – Mid- July
- Masters - Late November/early December
- PhDs - These can be at any time of the year and you can sponsor a PhD student before they have completed their degree as long as they have completed at least 12 months of their course.

Tier 4 (Doctorate Extension Scheme)

This option is only available to PhD students. They can apply for a 12 month work visa which allows them to work for any employer in any level job for the duration of the visa. They will be allowed to start to work full time as soon as they have been awarded their degree provided they have submitted their visa application. They are also allowed to do freelance/consultancy work on this visa. If the job is for longer than 12 months they can then apply for a Tier 2 visa with the benefits of switching from Tier 4 as outlined above.



Tier 5 Government Authorised Exchange (GAE)

If you wish to employ a graduate for a limited period of time (usually up to a year) on an internship, then the Tier 5 option may be of relevance to you. The job must be a skilled role, supernumerary, temporary, and pay at or above the level of the national minimum wage. The visa is organized through a GAE sponsor on behalf of employers. A list of GAE sponsors is at <https://www.gov.uk/government/publications/tier-5-government-authorised-exchange-schemes>

Other routes

Some of our students will have other visa statuses which will allow them to work in the UK without needing a Tier 2 sponsor. For example:

- A dependant visa of another student or migrant worker
- Partner of a British citizen or person with permanent residence (settled status)
- Partner of an EEA national
- Permanent residence on the grounds of 10 years long residence
- UK ancestry



These applicants will be able to show you one of the required documents under the Prevention of Illegal Working regulations that they have a right to work. For further information on this please see: <https://www.gov.uk/check-job-applicant-right-to-work>.

We offer all our international students access to specialist immigration advice to help identify other possible routes to remain lawfully in the UK to work after their studies.

How we can help you

The Careers Service

The University of Sheffield Careers Service provides a range of services to employers, from advertising vacancies through to providing information and advice to organisations wishing to establish or strengthen their profile amongst our global community of students. We have a dedicated team of employer-liaison staff who can give advice on recruitment strategies.

Advertising online-

Our **free online vacancy service** enables you to promote graduate jobs appropriate for finalists as well as immediate vacancies aimed at recent graduates.

Students can receive email alerts of new vacancies which are added to the system that match their requirements. They can also register to receive RSS feeds of the latest vacancy information as soon as it is published.

For more details visit our website at <http://www.sheffield.ac.uk/careers/employers/plan/international>

You can also contact our Employer Liaison Team: -

Tel: 0114 2220900 (or +44 114 2220900 from outside the UK)

Email: employers@sheffield.ac.uk

Our normal opening hours (UK time) are: Monday - Friday: 9.00am - 5.00pm.

Student Advice Centre

We provide a full support service to our students who wish to apply under Tier 2, Tier 4 Doctorate Extension Scheme and Tier 5 including a full check of their visa applications. In addition we are able to identify other possible categories which allow a student to work without needing a Tier 2 visa such as being here as a dependant of another student or as a family member of a UK/EEA national. Employers are welcome to look at our information provided to students at: <http://ssu.unioncloud.org/student-advice-centre/immigration/working-after-studies>

Other Organisations

The Home Office provides a specialist support service for employers who want to check whether a person is allowed to work legally in the UK. This includes explaining the meaning of passport stamps for instance. You can visit the Home Office website at -

<https://www.gov.uk/uk-visa-sponsorship-employers>

You can also contact UK Visas and Immigration at :-Tel: 0300 123 4699

