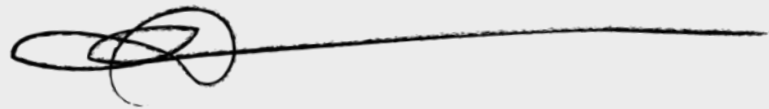


***I need global talent for my business?....
What if I want to hire an international graduate in
the UK?***



**Nicky Dean, Immigration Lawyer – Haq Solicitors
Amanda Conway, Careers Manager – Careers Service**

BURSARIES EVENTS VACANCIES NETWORKING RECRUITERS INSPIRATION
EXPERIENCE INTERNSHIPS SKILLS INFORMATION PLACEMENTS DECISION
SUCCESS ACHIEVE **MAKE THE MOST OF MANCHESTER** OPTIONS SUPPORT
DESTINATION CLARITY MOTIVATION PROSPECTS NEXT STEPS CHOICES
EXPLORATION REFLECTION FUTURE ADVICE GUIDANCE OPPORTUNITIES

What are your options?

When hiring international talent, there are three options :

1. NO action from employer
2. ACTION from employer
3. LIMITED action from employer

Top tips to avoid problems along the way.....!

Disclaimer: These slides are for information only and should not be relied on in place of legal advice

1. No action from Employer

Hiring a graduating student with Tier 4 leave



- **Undergraduates** can work 20 hrs p/w term time, f/t in holidays, f/t or p/t for 4 months between course ending and visa expiring
- **Postgraduates** can work 20 hrs p/w term time, f/t Easter/Xmas but NOT summer, f/t time after submitted dissertation
- **PhD students** can arrange up to 8 weeks leave per year

2. Action from Employer

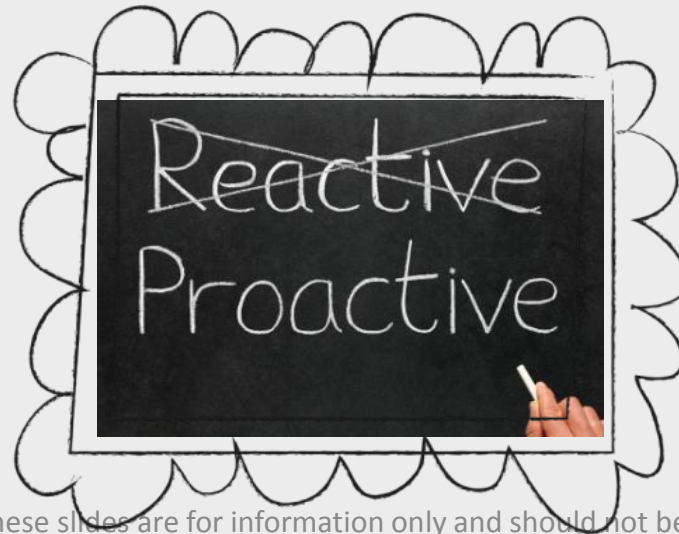
Top Tips!

- Students need their results in writing and sponsorship to apply for Tier 2
- BUT can start work while waiting for a decision from the Home Office
- WATCH OUT for minimum salaries

Sponsor a graduating international student under Tier 2
OR

Hire a Tier 4 student with leave under the Doctoral Extension Scheme (DES) with 1 year leave to remain

You can sponsor a PhD student at any time during their Tier 4 leave under Tier 2



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Top tip!

Apply for licence
before student visa
expires



2. Action from Employer – continued

Apply for Tier 2 licence – 2 easy steps

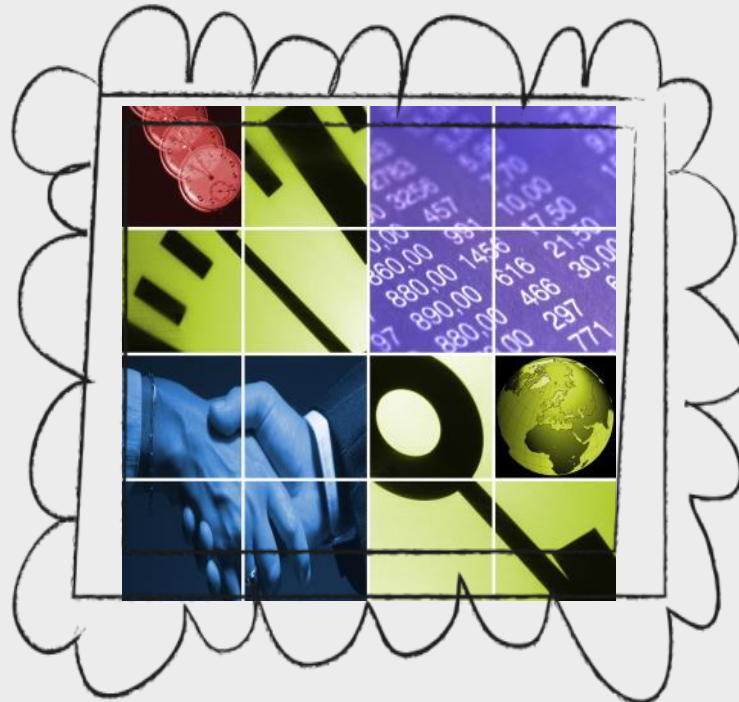
1. Gather together supporting documents, eg employers liability insurance certificate, corporate bank statements, registration with HMRC for PAYE and NI, evidence of lease
 2. Pay fee for application, £536 for SME, £1476 for large employer for online application.
- Cost of Certificate of Sponsorship £199
 - Typical processing time 2-4 weeks

Top tips!

- When issuing a Certificate be mindful of which Code you use from the Codes of Practice and that the job is NQF level 6
- Employer can tick box for maintenance for student
- Consider advantages of using an external rep, most employers prefer to do this

2. Action from Employer - continued

It can take 2-4 weeks for licence to be granted, but Certificate of Sponsorship can be issued by employer in as little as **20 minutes** (on a good day !)



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3. Limited Action from Employer

- Hiring an international student as an Intern, on a limited basis for 12 months maximum
- Join a Tier 5 sponsorship scheme, check the Tier 5 sponsor register <http://bit.ly/1HP51U5>
- Great for employers not on Tier 2 sponsor register, or simply needing international talent on a short term basis



Top tip!

Work must be
DIRECTLY related to
degree or skills gained
on degree

3. Limited Action from Employer - continued

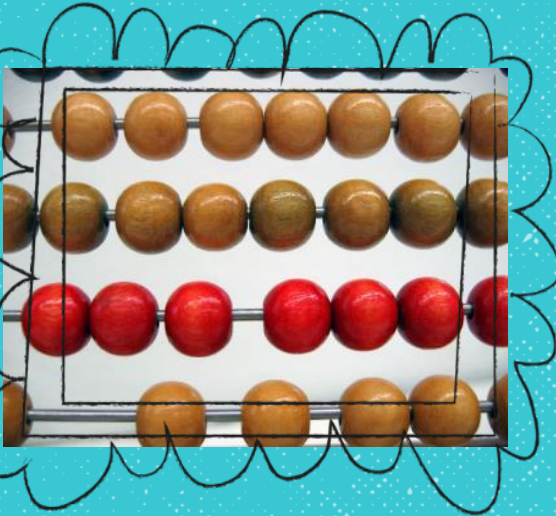
Advantages of Tier 5

- No minimum salary
- National Minimum Wage
- No Sponsor licence requirement
- Quick application process to join Tier 5 scheme
- Tier 5 scheme is the sponsor, not you



Top tip!

Tier 5 schemes are happy to advise students, help with visa applications and liaise with employers



3. Limited Action from Employer - continued

Employer confirms to Tier 5 scheme the role and the salary

- Fee is payable, in some cases either by student or employer
- Typical cost to join Tier 5 scheme, approx £600 - £1,000 depending on provider

Where can I go from here?

- If you want more information about Tier 2 or Tier 5
<http://bit.ly/1HP51U5>
- UKCISA website for plain English regarding working after studies
<http://bit.ly/1LMiDh1>
- Home Office Guidance regarding documents for employers to keep
<http://bit.ly/1d1uwUB>



Where can I find talent?

10,000 international students at The University of Manchester from over 140 countries



Find out more about their study specialisms from key countries.
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Where can I go for help?



Contact Details

Phone: 07580 455452

Email: nicky.dean@haqsolicitors.co.uk

Twitter: [@HaqSolicitors](https://twitter.com/HaqSolicitors)

LinkedIn: <http://uk.linkedin.com/in/nickydean>

Website: <http://haqsolicitors.co.uk/>