



**Careers and
Placements**

Recruiting international students – information for employers

Working during studies

How many hours a week can a student work?

Most students are permitted to work for up to 20 hours per week in term time (semesters) and full time in the University vacations. You can check their entitlement on their Biometric Residence Permit (BRP). [University semester dates](#) for undergraduate and postgraduate courses

Students are also entitled to undertake a full time placement provided it is an accredited part of their academic course.

Can students work more than 20 hours in one week if they have worked fewer hours the week before?

No. The rules are clear - 20 hours is the maximum permitted in any one week. They can't work 10 hours one week and more than 20 the following week.

Can I employ students full time during the summer?

Yes - If they are on an undergraduate degree, they are permitted to work full time during the summer vacation during or immediately after their course if they have a valid Student visa. For postgraduate students the summer period is still considered term time – so the 20-hour a week restriction will still apply. They are however allowed to work full time for four months from the end of their course until their visa expires. This is typically from the end of September until March.

If a student does not have a National Insurance Number can I still employ them?

Yes, provided the student has the right to work, you can employ them but they should apply for their NI number as soon as possible. They can start work before they have received their NI number.

Working after Studies

Do international students need visa sponsorship?

From 1 July 2021, international students who have successfully completed their course in the UK can apply for the **Graduate Route visa** to stay for up to two years (three years if they have a PhD) to work or look for work, without sponsorship from an employer. Employing someone with this visa offers you flexibility; you may wish to sponsor longer-term hires or candidates for graduate schemes on the Skilled Worker visa.

The **Skilled Worker visa** is the new points-based visa (which has replaced the Tier 2 visa). It offers greater flexibility than the old Tier 2 visa, in terms of skill level and visa renewals, and there is no visa cap or Resident Labour Market Test. Graduates entering employment straight after their degree, or switching from the Graduate Route visa, count as new entrants, attracting extra points towards the points-based visa application.

For more details please see the [Recruiting International Graduates](#) guide, and [visa information](#) on GOV.UK

As an employer I have a legal obligation to only employ people who have a right to work in the UK, so why does your vacancy policy state that you do not accept wording such as “All applicants must have the right to work in the UK” on vacancies?

We understand that this is confusing for employers and we know you have an important obligation to employ only those who have a legal right to work. However legislation to protect applicants against unfair discrimination has to sit alongside this obligation.

The effect of such wording can be to deter eligible candidates from even applying for a position as it is not possible under the immigration rules for an international graduate to have the correct visa option in place **before** they have successfully completed their course, and in the case of the Skilled Worker visa, have secured a job offer. Employers should not prevent a candidate from submitting an application even if they do not have the right to work at the time of making the application. The guidance in the **Commission for Racial Equality Statutory Code of Practice** states:

“Employers should, as far as possible, select applicants on the basis of merit and suitability to do the job – and address right to work issues at the last stages of selection.”

Therefore our suggested wording makes it clear that this permission must be in place at the start of their employment, but not before the application stage.

I still have questions – where can I go for help?

We may be able to help you in the first instance by answering initial questions and directing you to sources of information or further legal advice where necessary. Contact: careers-employers@york.ac.uk

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