Working in the UK as an international student or graduate

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What we will cover

• Things to be aware of regardless of visa status

• Some things to be aware of if you will require Tier 2 sponsorship

• Help from the Careers Service
National Insurance & Income Tax

• A National Insurance (NI) number is needed to work in the UK – you can start work without one, but tax deducted will be at an emergency (higher) rate

• To apply for one book an appointment with Job Centre Plus: call 0800 141 2075 Mon-Fri, 8am to 6pm

• NI deducted from earnings over £166 per week @ 12% (19/20)

• Income Tax deducted from annual earnings of £12,501+ (19/20)
Very important

- **NEVER** put your National Insurance number on your CV or other application materials
- The National Insurance number you are given is yours for life and is a key personal identifier for all manner of things, e.g. opening new savings or investment accounts
- See The UK Government’ advice on who can ask for it, and how to keep it safe

https://www.gov.uk/national-insurance/your-national-insurance-number
National Insurance & Income Tax

• HM Revenue and Customs
  https://www.gov.uk/student-jobs-paying-tax

• UK Council for International Student Affairs
  www.ukcisa.org.uk

• Tax Guide for Students
  www.taxguideforstudents.org.uk/
Careers Service perspective

• Vacancies & Opportunities [www.careers.cam.ac.uk](http://www.careers.cam.ac.uk)

• Whether opportunities are called vacation work, or internships usually open to international students

• Many will say nothing; some may say “eligible to work in the UK for the duration of the internship”; others may say “eligible to work in the UK”

• A small minority exceptions could include:
  - Opportunities with nationality &/or resident eligibility criteria
  - Internships for graduates that last beyond Tier 4 visa expiration date
Careers Service perspective on sponsorship

• **Main driver behind recruiter attitude to international applicants is “business need”:**

  ✓ Recruitment strategy based on recruiting top talent may mean a greater willingness to sponsor

  ✓ Scarce in demand skills may mean a greater willingness to sponsor

  ✓ Insufficient UK/EU applicants may mean more willingness to sponsor

• Not all jobs that require a degree meet the requirements for Tier 2 sponsorship under the immigration regulations

• Not all recruiters will have a Tier 2 sponsor licence

• Not all recruiters will have asked for sufficient unrestricted CoSs
Sectors that may be more willing to sponsor Tier 2 visas

- IT
- Engineering
- Data analytics
- Investment Banking, Fund Management, & Financial Services
- Management Consulting
- Economic Consulting
- Commercial Law
- .....skills shortages, e.g. medicine, teaching (some subjects)
- .....those seeking global leadership potential
- Academia (lectureships, postdocs)
Tier 2 skilled worker visas in 2018

• Sector breakdown
  - ICT 37%
  - Human Health, and Social Work  17%
  - Professional, Science & Technical  16%
  - Finance & Insurance 12%
  - Education (primary, secondary and higher education teaching) 6%

• The above 5 sectors = 87% of Tier 2 visas
Tough nuts to crack for ALL entry level graduates

- Recruiters who attract the number & quality of entry level applicants they need
- Recruiters not particularly active in graduate recruitment, e.g.
  - Think Tanks
  - Charities, social enterprises, campaigning organisations
  - Arts & Heritage; Media
  - Law (outside of the commercial solicitors & barristers)
  - Small Medium Enterprises (especially non-STEM)
  - Human Resources, Marketing Communications (especially outside of international graduate training schemes)

- The above may be uninformed/misinformed about Tier 4 to Tier 2 switching
Recruiters understanding of visa system

• Employers may not know about the facility to switch from Tier 4 to a Tier 2 visa they sponsor

• We try to educate them, e.g. Recruiters’ Section of www.careers.cam.ac.uk, and in discussions

• You may also need to “educate” them

• ……. but it is likely that only those who have a “business need” will be interested
CAREERS
SERVICE
TARGETING
Top Tips: where to direct your efforts

• Is your target employer on the Tier 2 (General) Register of Sponsors?

• Is the type of role you are interested in applying for on the Tier 2 Shortage Occupation List [https://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-k-shortage-occupation-list](https://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-k-shortage-occupation-list)?

• Does the type of job you are interested in applying for meet the Tier 2 sponsorship requirements, e.g. NQF6 or above? What is the minimum salary requirement for new entrants?

• Are there any additional nationality and/or residency requirements for the job?
Top Tips: refining your targeting

• Do they say anything on their website about recruiting international candidates?

  ➢ "The successful candidate must, by the start of their employment have permission to work in the UK"; “…..we welcome applications regardless of …..nationality……”; “Do you have the right to work in the UK?” “We are unable to sponsor Tier 2 visas…for this position”

  ➢ If not obvious check “eligibility” &/or FAQs

  ➢ Prioritize employers who work internationally, and particularly in contexts where your linguistic or cultural experience has some added value

• Check to see if your target employer has an earlier application deadline for international applicants
Being a competitive applicant in the UK recruitment market

Must meet recruiters’ threshold eligibility criteria, e.g. school &/or university grades, PLUS

• EVIDENCE that:
  • You understand what the job is and what is required to do it
  • You have what is required to do the job (what you have done, and how you have done it, and the result/impact/contribution of your actions)
  • You want to do the job
  • You will fit into the organisational culture
  • You have a compatible career motivation

In summary: evidence that you possess the right skills, experience, attributes and behaviours (competencies) & motivation
Particularly important if you will require sponsorship

• Don’t make your first Q “do you sponsor Tier 2 visas”, or “do you recruit international students”!

• Highlight any relevant in demand/scarce skills

• Give convincing answers to career motivation questions
  ➢ evidence of extracurricular involvement outside your own culture;
  ➢ evidence of personal involvement within the UK;
  ➢ awareness of recruiter’s talent strategy (e.g. growth and development outside the UK, skills shortages in the UK, developing future leaders for the UK, or for the global business)

• Making personal connections during recruitment (cultural fit)
Applying for UK opportunities – help from the Careers Service

- Website www.careers.cam.ac.uk portal to all we offer, including Career Sectors A-Z
- What’s On? diary; CamCareers email service - register your interests
- Vacancies & Opportunities (jobs & vacation work) ; and other, e.g. prospects.ac.uk; TargetJobs.co.uk;
- GradLink
- CV & Cover Letter Guide
- 1:1 Careers appointments (including interview practice)
Entrepreneurship

Cambridge has a strong reputation for innovation and entrepreneurship – the last Cambridge Technopole Report indicated that over 50,000 people are employed in 1500+ high tech businesses in the region. Cambridge and Silicon Fen are full of new ideas, great people and organisations that help foster entrepreneurship.

Because the Cambridge landscape is so rich in entrepreneurial activity it can be hard to know where to start. How you intersect with this ‘ecosystem’ will depend on you. Do you...

- have a business idea and want to take it forward now?
- need to learn more about entrepreneurship, as a possibility for your future?
- want to work for a start-up, to get an idea of what it’s like?
- plan to be self-employed - as a musician, tutor, photographer, consultant etc.?

The entrepreneurial career route is not for the faint-hearted, so be honest with yourself about your current skills, your personality and drive.

If you aren’t ready to do your own thing, there are a few grad-scheme-like programmes that you could join.

Get involved with some of the entrepreneurial student societies, go to talks and events, enter business plan competitions and generally talk to as many people as you can while you’re here. We can help you keep track of it all via our ‘Start-up’ CamCareers Emails.

Knowing how to get help, advice and mentoring is key to early success when starting your own business.
CAREERS SERVICE

JOB SEARCH
Beyond UK
International Examples

Tata Global Internships
www.gradlinkuk.com
Our Groups are a remarkable network of friendly and engaged alumni sharing a passion and commitment to Cambridge.

Alumni are eligible to join any of more than 450 volunteer-led Alumni Groups around the world. Please use the map or the search box to find your local Group.

Most Groups are able to offer a range of advice, hospitality and assistance to visiting alumni, students and academics travelling in the region. Contact the nearest Group's representative for information.

Search for a Group

Forthcoming Group events

- 25/10/17 - 7.30pm
  Lebanon - Alumni Gathering

- 25/10/17 - 6.00pm
  Sidmouth - Visit to Norman Lockyer Observatory

- 26/10/17 - 7.30pm
  Netherlands - Round table event

- 26/10/17 - 7.00pm
  Morocco - Alumni Drinks and Dinner

- 27/10/17 - 7.00pm
  New Delhi - OCSI DIALOGUES - The Culture of Start-ups in India

Alumni Group news

- San Diego Cambridge vs Oxford Lawn Bowling Match
- Successful launch of the Westlake forum
- San Diego Alumni bid farewell to new Cambridge Students
- Osbridge Alumni Forum In Fiji August 2017
- Cambridge students giving back in Fiji
Outside of the UK

- Location searches: Vacancies & Opportunities; Career Sectors A-Z; GoingGlobal; prospects.ac.uk; TargetJobs.co.uk; monsterjobs; – internships, jobs and advice

- Gradlink UK- India, ASEAN, China, Africa, Canada, Gulf, Bangladesh (different to our GradLink)

- Employers recruiting in the UK who have graduate programmes in other countries

- Networking: GradLink; University/College alumni groups

- Career Fairs in Asia: Aug, Shanghai, Hong Kong & Beijing for Chinese nationals

- 1:1 Careers appointments (including interview practice)