

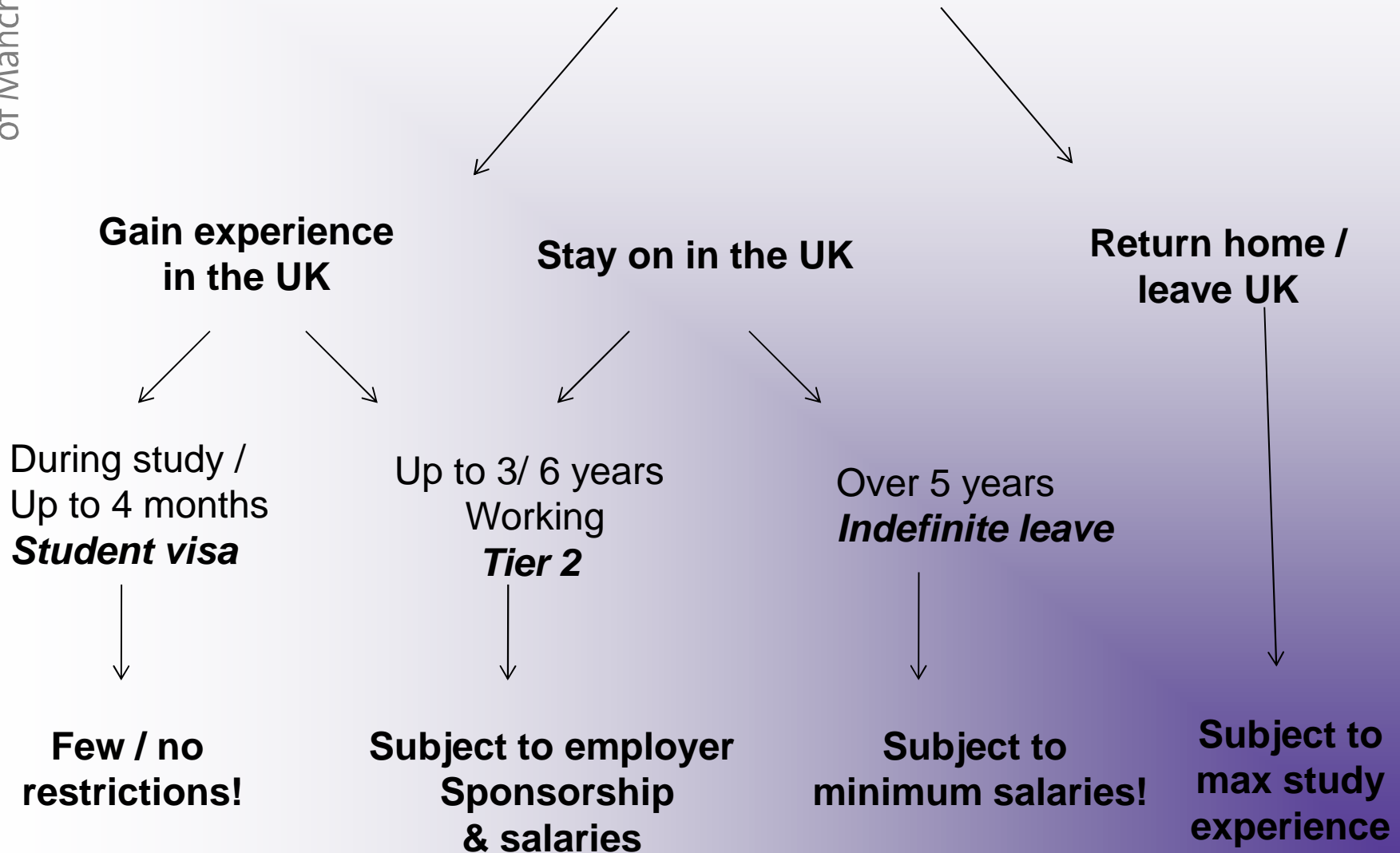
Employability

Careers support for international students



**Amanda Conway –
Careers Service**

Opportunities



Staying on in the UK

Tier 2 employer sponsored work visa

- **Good:** By-pass labour market test if apply before visa expires (previously main hurdle)
- **But:** Employer on Sponsor Register of Employers?
- **And:** Pass minimum salary & skill levels
 - (Codes of Practice on UKBA website)
- Graduate training programmes & similar roles likely to succeed.
- Benefit some types of students more than others
- Some students find it very difficult



A closer look at salaries from the Codes of Practice

Absolute minimum = £20,000pa

Or Codes of Practice salaries –

Chemist - £13 per hour

Physicist £15 per hour

Elect'l / Electronic Engineers £23,000

Chemical Engineer £25,000

Quantity Surveyor £17,000

Trainee Solicitor £14 -18,000

Actuary £42,500

Consultant £43,000

Web designer £26,000

Graduate developer £22,300

Programmer £26,000

Pharmacists (NHS / Community)
£20,700

Trainee Accountant (ACCA part 1)
£14,000

HE Teaching £23,500

Optometrists £11,500

5 years / indefinite leave – Absolute minimum = £35,000

Student strategies

1) Doing your research?

- Is the firm on the Sponsor Register?
 - Sponsor Register on UKBA site:
www.ukba.homeoffice.gov.uk/business-sponsors/points/sponsoringmigrants/registerofponsors/
- Does the job meet the defined skill requirements?
 - Codes of Practice for Tier 2:
www.ukba.homeoffice.gov.uk/business-sponsors/points/sponsoringmigrants/employingmigrants/codesofpractice/

Does the job meet the salary requirements?

- Codes of Practice for Tier 2:
- What are the salary uplifts for 3 years on and 5 years on?

2) Questions for the organisation?

- I saw you listed on the Sponsor Register, are you able to sponsor graduate positions?
- Have you sponsored graduate positions under tier 2 before?
(Does the firm need an allocation of Certificates of Sponsorship (CoSs)? / Is the firm new to sponsoring?)
- Are you aware of the changes to work visas from April, 2012 – including exemptions from the labour market test for new graduates?
- When do you typically require evidence of right to work in the UK?

3) Focus upon employability

- Core competencies, skills & experience – going beyond academic study
- Marketing yourself effectively – motivation, experience.
- Language, language, language!
- Early action! October onwards.



Which firms?

2012 is difficult to predict

- Typical sponsors likely to continue: Financial services, Banks, Consultancies
- Sectors keen to hire talent, likely to be receptive: Engineering
- Typically not sponsored in the past – FMCG, Multinationals – may take time
- Non-traditional entry routes will struggle – environmental conservation / media runners /
- Professional training experience required
- Mixed experience of SMEs, depending upon previous involvement in sponsoring visas (& 5 year salaries)

Tip:

- Have a “Plan B” – don’t rely on UK alone

Other options

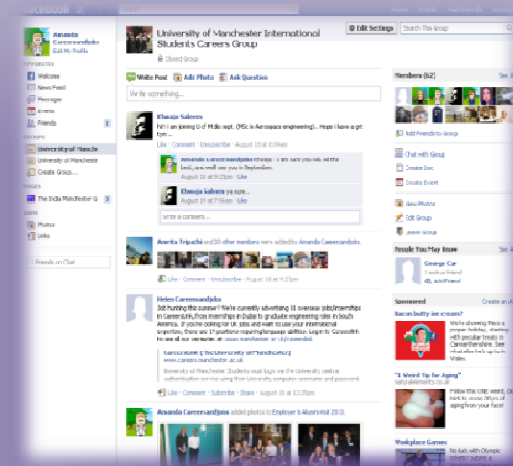
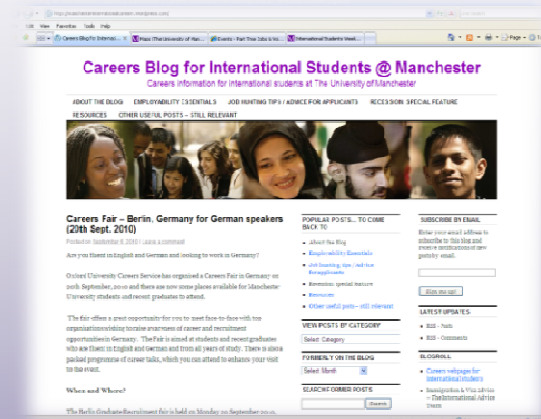
Tier 1 (Exceptional Talent) – *world leading potential*

Entrepreneur categories – *Graduate Entrepreneur*

Further study - *5 year rule!*

Careers support available

- **Core provision – (popular)**
 - Guidance, website, applications, vacancies
- **International resources:**
 - Website pages for international students
 - International Students Careers Week & workshop programmes
 - Mentoring from international alumni
 - Social networks: Facebook, Blog
 - Business networking evenings
- Reaching **prospective** students



Who can help ?

UKBA – UK Border Agency

Application forms/guidance for students & employers available from
www.ukba.homeoffice.gov.uk

UKCISA

Tel: 020 7107 9922 (Mon-Fri; 1.00pm – 4.00pm)

Guidance & information leaflets at: www.ukcisa.org.uk

International Advice Team, Student Services Centre

Tel: 0161 275 5000 (option 1)

www.studentnet.manchester.ac.uk/crucial-guide/academic

Nicky Dean – Slater Heelis Tel: 0161 975 3847 www.slaterheelis.co.uk /
nicky.dean@slaterheelis.co.uk

“Immigration” is in the **Crucial Guide Live**

“My Manchester” portal – bottom of the home page.

Listed under “I” for Immigration in “A-Z Help & Support”

Returning home / Going global

- UK/US companies overseas – popular choice
- Global competencies – *what is the difference?*
- Push for internship experience – common internationally
- Pre-masters work experience (2 years+)
- Engage in university life / work life / cultural mix
- Masters... *half the time, half the value?*
- Realistic expectations -

Overseas returners tend to develop
“invisible wings”

*“Don’t calculate your salary by the cost
of your education”*



The value of UK study?

- Reputation
- Language fluency
- Thinking skills (how to think, not what to think)
- Confidence & communication
- Business & working experiences
- Cultural awareness / open mindedness
- Independence, motivation & adaptability



Where is the USP?

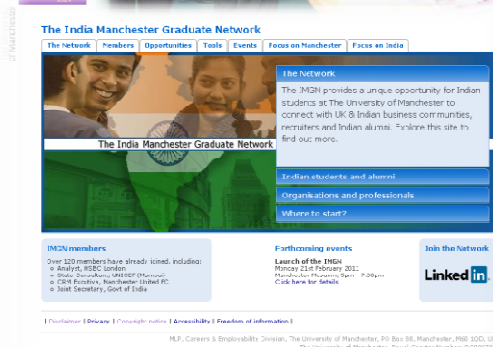
*Global graduates,
Global competencies,
“Global mindset”*



- **Work collaboratively** with people from diverse backgrounds - **excellent communication**
- Drive and resilience & **adaptability**
- Embrace **multiple perspectives** & negotiate across cultures/globe
- **Self awareness** & impact
- Form professional, **global networks**

“Global Graduates”: CIHE (2011)

Careers support available?



International **vacancies** – Over 500 adverts per year (Careerslink)

Events –

- International Students Careers Week – global panel of employers
- Pakistan Graduate Job Fair,
- China Roadshow (600 students)

International **resources** – Going Global / country pages

International alumni **mentors** (100)

Networks – India Manchester Graduate Network & China Manchester Graduate Network

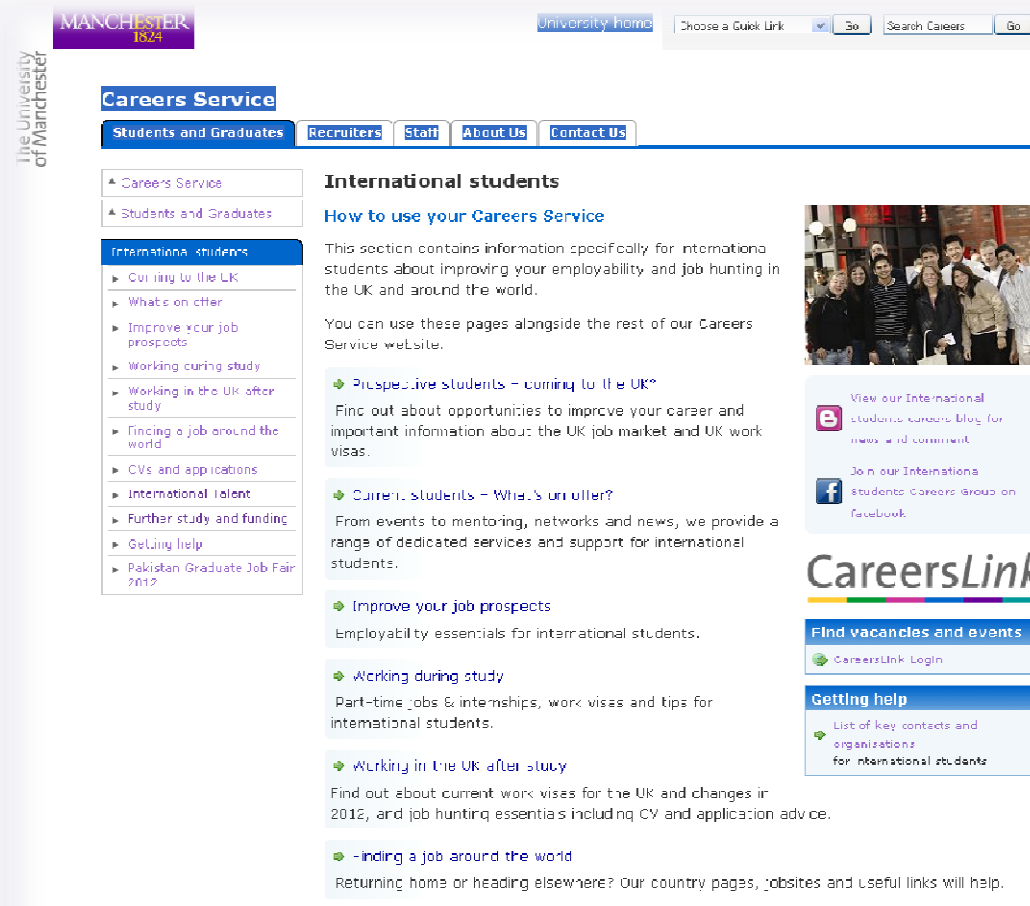
Anything else?



- Training & resources for employers
 - Research visits to employers
 - Access to immigration advice
- International Talent service for UK employers



Find out more?



The screenshot shows the 'Careers Service' page for international students. The header includes the University of Manchester logo and navigation links like 'University home', 'Choose a Quick Link', 'Search Careers', and 'Go'. The main navigation bar lists 'Students and Graduates', 'Recruiters', 'Staff', 'About Us', and 'Contact Us'. A left sidebar contains a tree view with 'International students' selected, showing sub-links like 'Coming to the UK', 'What's on offer', 'Improve your job prospects', 'Working during study', 'Working in the UK after study', 'Finding a job around the world', 'CVs and applications', 'International talent', 'Further study and funding', 'Getting help', and 'Pakistan Graduate Job Fair 2012'. The main content area is titled 'International students' and 'How to use your Careers Service'. It explains that the section provides information for international students about employability and job hunting in the UK and around the world. It lists four key areas: 'Prospective students - coming to the UK' (opportunities to improve career and UK work visas), 'Current students - What's on offer?' (events, mentoring, networks, and news), 'Improve your job prospects' (employability essentials), and 'Working during study' (part-time jobs, internships, work visas, and tips). It also mentions 'Working in the UK after study' (current work visas and job hunting essentials) and 'Finding a job around the world' (country pages, jobsites, and useful links). On the right, there is a photo of a group of students, a link to the 'International students careers blog', a Facebook link for the 'International students careers group', and a 'CareersLink' section with 'Find vacancies and events' and 'Getting help' links.

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www.manchester.ac.uk/careers/international