Hiring Tier 4 Students for Full-Time, Permanent, Post-Study Work

**STUDENT**

- Is the student currently studying in the UK on a Tier 4 student visa?

**YES***

- Has the student completed and passed a UK degree at a recognised Tier 4 licence holder institution?

**YES***

- The student is exempt from the Resident Labour Market Test and can be issued an unrestricted Certificate of Sponsorship by a Tier 2 licensed sponsor.

*LBS international, graduating students can answer “YES” to both questions.

**EMPLOYER**

- Is the employer a Tier 2 licensed sponsor?

**NO**

- The employer must apply for a Tier 2 licence in order to be able to employ the applicant. Visit www.ukba.homeoffice.gov.uk for more details.

**YES**

- The employer issues an unrestricted Certificate of Sponsorship - there is NO limit on unrestricted Certificates of Sponsorship.

- Applicant submits a leave to remain application under Tier 2 to UKBA.

- Applicant can commence full-time, permanent work as soon as the Tier 2 visa application is submitted.

Following programme completion, but prior to graduation or applying for Tier 2, students can work on a full-time temporary basis on their Tier 4 visa. Tier 4 visas are valid for 4 months post-graduation.

Full UKBA policy and process details can be found at: www.ukba.homeoffice.gov.uk