

FACTSHEET: GRADUATE TRAINEE

**SMITH
STONE
WALTERS**

Immigration Practice

ABOUT THIS GUIDE

The Graduate Trainee visa forms part of the UK's Global Business Mobility (GBM) immigration route for overseas businesses who need to temporarily send workers to the UK for a specific purpose that cannot be done by a settled worker.

A Graduate Trainee visa allows you to come to or stay in the UK to work for your employer in their UK branch. Your job must be eligible and part of a graduate training programme for a managerial or specialist role. From 11 April 2022, this visa has replaced the Intra-Company Graduate Trainee visa.

This guide outlines who is eligible for a Graduate Trainee visa and how to apply.

ELIGIBILITY REQUIREMENTS

To qualify for a Graduate Trainee visa, you must:

- Be an existing employee of an organisation that's been approved by the Home Office as a sponsor.
- Have worked for your sponsor outside the UK for at least 3 months immediately before you apply.
- Have a 'Certificate of Sponsorship' (CoS) from your employer with information about the work you will do in the UK.
- Do a job that's on the list of [eligible occupations](#).
- Be paid at least £23,100 or 70% of the 'going rate' for your job - whichever is higher.

HOW LONG YOU CAN STAY

You can stay in the UK with a Graduate Trainee visa for whichever is shorter of:

- The time given on your certificate of sponsorship plus 14 days
- 12 months.

You cannot extend your visa, but you can apply for another Graduate Trainee visa from outside the UK.

You can only stay in the UK for a maximum of 5 years in any 6 year period if you've spent time on any of the GBM routes, including the predecessor ICT routes.

PERMITTED ACTIVITIES

With a Graduate Trainee visa, you can:

- Work for your sponsor in the job described in your CoS
- Study
- Bring dependant family members with you, if they are eligible
- Do voluntary work
- Travel abroad and return to the UK.

You cannot:

- Access public funds
- Change jobs
- Have a second job
- Apply to settle permanently in the UK.

If your application is successful, you will receive a full list of what you can and cannot do with a Graduate Trainee visa.



HOW TO APPLY

You must [apply online](#) for a Graduate Trainee visa.

You can **only** apply for this visa from **outside the UK**. You cannot apply to change ('switch') to a Graduate Trainee visa from inside the UK because you need to have worked for your employer overseas for 3 months immediately before you apply.

As part of your application, you will need to prove your identity and provide your supporting documents. How you do this depends on where you're from and what type of passport you have. You will either:

- Attend an appointment at a Visa Application Centre (VAC) to have your fingerprints and photograph taken
- Use the 'UK Immigration: ID Check' app to scan your identity document, if you are eligible.

HOW MUCH IT COSTS

When you apply for a Graduate Trainee visa, you will need to have enough money to:

- Pay the visa application fee – It costs £259 to apply.
- Pay the Immigration Health Surcharge (IHS) – The IHS is currently £624 per year, or £470 per year for under 18s.
- Support yourself in the UK – You will usually need to show that you have at least £1,270 in your bank account (unless you're exempt).

Note: The visa application fee and the IHS must also be paid for any accompanying dependants.

PROCESSING TIMES

You can apply for a Graduate Trainee visa up to 3 months before the day you are due to start work in the UK (this date is listed on your CoS). Once you've applied online, proved your identity and provided your documents, you'll usually get a decision on your visa within 3 weeks.

If you need to go to an appointment, you may be able to [pay for a faster decision](#).

SPONSORSHIP FEES

Employers transferring staff to the UK on a Graduate Trainee visa should be aware of the applicable sponsorship fees.

For sponsor licencing fee purposes, the Graduate Trainee route is classified as a 'Temporary Worker' route. This means that organisations applying for a licence to sponsor Graduate Trainees on or after 11 April 2022 will pay the standard fee for a Temporary Worker sponsor licence, regardless of their size or charitable status. CoS assigned to workers on this route will be charged the standard Temporary Worker CoS fee (£21).

Unlike the Senior or Specialist Worker route, sponsors are **not required** to pay the Immigration Skills Charge (ISC) for Graduate Trainees.

Please contact Smith Stone Walters for more information on this route.

This document is copyright of Smith Stone Walters. Reproduction or usage by third parties without written consent is prohibited. Smith Stone Walters and/or its representatives cannot be held responsible or liable for any errors or inaccuracies, or for any consequences arising therefrom. Valid at the time of issue, subject to change by the Home Office.