

UK SPONSORSHIP ROADMAP: GRADUATE VISA TO SKILLED WORKER

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STAGE 1: Graduate Visa Period (Year 0-2)

- Employee can work full-time in any role, including as a Maintenance Engineer
- No employer sponsorship required
- Employer should track visa expiry and assess long-term needs

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STAGE 2: 12 Months Before Expiry

- Employer applies for Skilled Worker sponsor licence (if not already held)
- Confirm role eligibility (SOC code, salary, duties)
- Employee prepares documents (passport, degree, etc.)

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STAGE 3: 3-6 Months Before Expiry

- Employer issues Certificate of Sponsorship (CoS)
- Employer pays CoS fee and Immigration Skills Charge
- Employee applies for Skilled Worker visa from inside the UK

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STAGE 4: After Visa Approval

- Employee switches to Skilled Worker visa (valid 3-5 years)
- Employer fulfils sponsor duties (reporting, compliance)
- Employee can work long-term and apply for ILR after 5 years



Example Timeline



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|-------------------------|-----------|---|
| SEPT 2024 | • • • • • | Graduate visa begins |
| SEPT 2025 | • • • • • | Start planning for Skilled Worker sponsorship |
| MAR 2026 | • • • • • | Apply for Certificate of Sponsorship (CoS) and visa |
| JUNE 2026 | • • • • • | Graduate visa expires |
| JUNE 2026 onward | • • • • • | Continue working under Skilled Worker visa |
| JUNE 2031 | • • • • • | Eligible for Indefinite Leave to Remain (ILR) |