Employing International Students- A NEW approach for Ireland

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Why Recruit International Students?
What Employers Say:

• **DIVERSITY** - impact around diversity, international perspective and cultural awareness in the workplace.

• **TALENT** - there is less competition for excellent international students/graduates (who are often experienced).

• **SKILLS GAPS** - Plugging knowledge/skills gaps. Filling “difficult to fill” vacancies.

• **FUTURE PROOFING** - Meeting an immediate need and creating a pipeline.

• **REPUTATION** - Enhanced employer reputation/good place to work.
• Students with a “Stamp 2” on their Burgh Quay card, are permitted to work up to 20 hours per week during term time. Students get this stamp, not the employer.

• Students are permitted to work 40 hours per week during June, July, August, September and between 15\textsuperscript{th} December and 15\textsuperscript{th} January.
WHATS NEW? : The Third Level Graduate Programme

- Non-EU/EEA students who have graduated from Irish HEI’s after 1\textsuperscript{st} January 2017 at Level 8 or above may remain in Ireland to seek employment:

  Level 8 (undergraduate) - Honours Bachelor’s Degree
  Level 9 (postgraduate) - Master’s Degree/Graduate Diploma.
  Level 10 (postgraduate) – Doctoral e.g. PhD

- Applicants must hold a Stamp 2 card and must apply to TLGP within 6 months of obtaining their degree.

- While reference is made to ‘graduates’, students generally apply following the issuing of successful examination/degree results.

- **ALL** areas of work are included in the programme- need to be graduate level.

**NB: THERE IS NO WORK IN THIS PROGRAMME FOR THE EMPLOYER NOR DOCUMENTATION NEEDED. RESPONSIBILITY RESTS WITH THE STUDENT/GRADUATE.**
• On production of satisfactory results students obtain Stamp 1G “permission to remain”.

• Stamp 1G holders are permitted to work up to 40 hours per week. They are not permitted to operate a business or be self employed.

• NO requirement to possess an employment permit.

• During or after the TLGP the holder/employer may explore the option of a General Employment Permit or a Critical Skills Employment Permit.
How long can an International Graduate be employed for under the TLGP?

• Level 8 graduates may avail of TLGP for 12 months.

• Level 9 and 10 graduates may avail of TLGP for 24 months.
  
  – Permission granted for 12 months initially. Renewal subject to satisfying Burgh Quay that efforts made to access suitable graduate employment.

• Graduates can access the programme potentially on two separate occasions (after Level 8 and again after Level 9). Total stay in Ireland cannot exceed 7 years under TLGP.
Useful Websites

Full details of the Third Level Graduate Programme:

http://www.inis.gov.ie/en/INIS/Pages/Student%20Pathway
Files/Third%20Level%20Graduate%20Programme.pdf

Work Permits
http://www.inis.gov.ie/en/INIS/Pages/Employment%20(Permits%20etc.)

**NB: Information provided in this UCD presentation is a summary of current policy that is subject to change. Always check the details of the TLGP when recruiting international students**