Skilled Worker - New Entrant eligibility

Will this Skilled Worker visa take the **total time** the individual has held a Tier 2, Skilled Worker and/or Graduate over 4 years **(applies whether or not the 4 year period is continuous)***?

- Yes
  - Are they aged 25 or under?
    - Yes
      - Is the role defined by SOC Codes 2111 - 2119, 2162 or 2311?
        - Yes
          - Do they currently hold a Tier 4 or Student visa?
            - Yes
              - Are they an Undergraduate or Masters student?
                - Yes
                  - Have they completed their course or, if not, are they within 3 months of their CAS end date?
                    - Yes
                      - Not eligible to switch into Skilled Worker yet
                    - No
                      - Can be defined as a 'new entrant'
                - No
                  - Did this visa expire within the last 2 years?
                    - Yes
                      - Not eligible to switch into Skilled Worker yet
                    - No
                      - Can be defined as a 'new entrant'
            - No
              - Was their most recent permission as a Tier 4, Student or Graduate visa holder?
                - Yes
                  - Not eligible to switch into Skilled Worker yet
                - No
                  - Can be defined as a 'new entrant'
          - No
            - Do they currently hold a Graduate visa?
              - Yes
                - Not eligible to switch into Skilled Worker yet
              - No
                - Can be defined as a 'new entrant'
        - No
          - Cannot be defined as a 'new entrant'
    - No
      - Do they currently hold a Tier 4 or Student visa?
        - Yes
          - Can be defined as a 'new entrant'
        - No
          - Cannot be defined as a 'new entrant'
  - No
    - Is the role defined by SOC Codes 2111 - 2119, 2162 or 2311?
      - Yes
        - Are they an Undergraduate or Masters student?
          - Yes
            - Have they completed their course or, if not, are they within 3 months of their CAS end date?
              - Yes
                - Not eligible to switch into Skilled Worker yet
              - No
                - Can be defined as a 'new entrant'
            - No
              - Did this visa expire within the last 2 years?
                - Yes
                  - Not eligible to switch into Skilled Worker yet
                - No
                  - Can be defined as a 'new entrant'
          - No
            - Do they currently hold a Graduate visa?
              - Yes
                - Not eligible to switch into Skilled Worker yet
              - No
                - Can be defined as a 'new entrant'
      - No
        - Cannot be defined as a 'new entrant'

* You’ll need to find out if they’ve ever held a Tier 2, Skilled Worker or Graduate visa and, if they have, its start and end dates.

~ if the employment contract is for more than 4 years, the University could still sponsor the individual up to the maximum length of time (ie for up to 4 years including any Tier 2, Skilled Worker or Graduate visa they held currently or have held in the past). However, after the 4 years, they would not be eligible for the 'new entrant' rate and their salary would need to meet the 'no tradeable points' minimum in place at the time.