

# IM IMPACT

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GUIDE TO THE HIGH  
POTENTIAL INDIVIDUAL VISA

## **WHAT IS A HIGH POTENTIAL INDIVIDUAL (HPI) VISA?**

The UK's High Potential Individual (HPI) visa allows recent graduates from select top global universities to work in the UK without needing a job offer or sponsorship.

### **KEY POINTS:**

- A self-sponsored visa for recent graduates of eligible international universities
- Valid for 2 years, or 3 years for those with a PhD or equivalent
- Employers can hire without sponsorship costs or compliance duties
- Useful for accessing graduate talent, but long-term planning is needed to retain workers after the visa ends
- HPI holders can work for an employer or be self-employed
- To stay in the UK beyond the HPI visa, a switch to another visa route is required

**Migrate UK provides end-to-end support including verifying qualification eligibility, advising on English language and financial requirements, and reviewing immigration history for suitability.**

# HPI REQUIREMENTS AND ELIGIBILITY

## GOOD CHARACTER

Applicants must meet basic character and conduct standards, including having a clear immigration history and not posing any concerns to public interest or safety.

## EDUCATIONAL

Applicants must have earned a bachelor's or postgraduate degree within the past 5 years from a top-ranked overseas university listed on the Home Office's Global Universities List, which is based on major global ranking systems.

## FINANCIALS

Applicants must have held at least £1,270 for at least 28 consecutive days before the application date, unless they have been in the UK with lawful status for at least 12 months.

## ENGLISH LANGUAGE

Applicants who are not the nationals of a majority English speaking country must demonstrate English language skills at B2 level in reading, writing, speaking and listening under the CEFR frameworks.

## FAQ'S

### Q: What are the advantages of the High Potential Individual Visa?

A: Benefits include the right to live and work in the UK, access to diverse career opportunities, and possible routes to permanent residency and citizenship.

### Q: What is the difference between the High Potential Individual visa and the Global Talent route?

A: The High Potential Individual visa is for recent graduates from top global universities seeking work in any UK job, while the Global Talent visa targets current or emerging leaders in specific fields like digital technology.

### Q: Can I apply for a HPI visa if I studied at a prestigious university in the UK in the past 5 years?

A: No, if you studied at a UK university you are not eligible for a HPI visa. You may be able to apply for a Graduate visa instead.

### Q: What happens if my application is rejected?

A: If your application is refused, you will be provided with a detailed explanation. You may have the option to appeal the decision or submit a new application after resolving the reasons for the refusal.

# TIPS TO PREPARE FOR YOUR HPI APPLICATION

APPLYING FOR A HPI VISA IS AN IMPORTANT STEP IN YOUR IMMIGRATION JOURNEY. HERE'S A GUIDE TO HELP YOU ENSURE YOUR APPLICATION IS COMPLETE AND ACCURATE.

## GATHER KEY DOCUMENTATION

### **Proof of ID & lawful status:**

- A valid passport or travel document
- If you have an eVisa, provide a copy of your previous BRP or visa vignette to evidence your lawful status

### **Proof of Qualifications**

- Degree certificates/transcripts

### **Proof of UK accommodation:**

- Hotel booking/rental agreement

### **Financial Evidence:**

- Bank statements/financial sponsorships letters

## MEET MANDATORY TEST REQUIREMENTS

### **English Language Proficiency:**

Applicants aged 18 or over must prove B2 level skills in all 4 components unless already evidenced in a prior visa application.

#### **Exemptions:**

- Nationals of majority English-speaking countries
- Under 18, 65 or over, or hold certain academic qualifications
- Granted humanitarian protection or similar exemptions

### **Tuberculosis (TB) Testing:**

Applicants from countries listed in Appendix T of the Immigration Rules must provide a TB clearance certificate from an approved centre before submitting their visa application to enter the UK.

## PROVIDE ADDITIONAL DOCUMENTS

### **If applying with dependants**

- Proof of your relationship with your partner and children.
- Additional funds to support your family.

The exact documentation may vary depending on your circumstances, therefore expert advice should always be sought first

# HPI VISA APPLICATION PROCESS



## Preparing the application form

Complete the visa application form. Make sure all information is accurate and up to date, along with collating all the required documents to support the application.

1



## Signing and declaring application form

Once it is ready to be filed this will then lead to paying the Immigration Health Surcharge (IHS) fee ranging from £2,070 to £3,105 depending on duration & the visa application fee of £880.

2



## Book an appointment

to enrol your biometric data, where you will have your fingerprints and photo taken.

3



## Upload supporting documents

Such as passport, financial evidence, and test certificates to the application center's portal before the scheduled appointment

4

# PROCESS TIMES

## STANDARD SERVICE

= 3 Weeks from Overseas  
= 8 Weeks within the UK

## **PRIORITY SERVICE** (if available)

= 5 Working Days

**£500 Additional Charge**

## **SUPER PRIORITY SERVICE** (if available)

= 1-2 Working Days

**£1000 Additional Charge**

# ONCE YOUR APPLICATION IS SUCCESSFUL

If you applied from overseas after 30th October 2025, your decision email or letter will tell you how to access your eVisa to see the permission you have been granted before you travel to the UK and whether you will get a vignette (visa sticker in your passport).

# WHAT HAPPENS AFTER GAINING AN HPI VISA

## YOU CAN:

- Work in most jobs
- Look for work
- Be self-employed
- Do voluntary work
- Bring dependants if they are eligible
- Study if your chosen course is not eligible for a Student Visa.

## YOU CANNOT:

- Apply for most benefits (public funds)
- Work as a professional sportsperson
- Extend this visa
- Apply to settle in the UK



# HOW CAN MIGRATE UK HELP?

At Migrate UK, we understand that the application process can be confusing and overwhelming. Our team of experienced immigration lawyers are on hand to provide tailored guidance and support throughout your HPI application journey.

Depending on the level of service you require, we offer the following services.



## CONSULTATION

- ✓ Phone / video call where we discuss your suitability and eligibility for a High Potential Individual visa
- ✓ Outline of the application process
- ✓ Written summary post call

## CHECK & ADVISE

- ✓ Check your supporting documents and offer recommendations, if applicable
- ✓ Check your completed application form and offer revisions, where needed
- ✓ Instructions for submission of application

## FULL REPRESENTATION

- ✓ Preparation of application form and supporting letter templates on your behalf
- ✓ Submission, booking biometric appointment and uploading all documents to UKVI on your behalf
- ✓ Upon approval, we will provide instructions for your entry/stay in the UK

For a full description for each service, please refer to our guide attached.



## CONSULTATION £300 +VAT

- ✓ Phone / video call where we discuss your suitability and eligibility for a global talent visa
- ✓ Outline of the application process
- ✓ Written summary post call

## CHECK & ADVISE £750 +VAT

### Consultation package plus:

- ✓ Phone/Video call where we discuss your suitability and eligibility for a HPI visa
- ✓ Check your supporting documents and offer recommendations if applicable
- ✓ Check your completed application form and offer revisions if needed
- ✓ Instructions for submission of application

## FULL REPRESENTATION FROM £1300 +VAT

- ✓ Phone/Video call where we discuss your suitability and eligibility for a HPI visa
- ✓ Preparation of application form and supporting letter templates on your behalf
- ✓ Discuss options available for expediting decision making and associated UKVI costs. Submission of application either by client or by legal representative using client's payment and provide copy of application form as evidence of submission
- ✓ Book biometric data enrolment appointment. Advice on location and premium services.
- ✓ Upload all supporting documents to relevant section within the online portal within the timelines stipulated.

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By entrusting your visa application to our legal partner Migrate UK, you can ensure that your case is handled professionally, reducing the risk of delays or refusals

## THANK YOU

Contact us for an assessment or a quote on [info@migrate-uk.com](mailto:info@migrate-uk.com) or 01235 645800.



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