HIRE AN INTERNATIONAL STUDENT

EXTEND YOUR REACH FOR TALENT
The Career Management Office at the Weatherhead School of Management welcomes employers interested in our international students. This snapshot of our highly competitive student body answers some of the pressing questions on the minds of hiring managers and HR departments when evaluating international candidates.

At Weatherhead, we take pride in our ability to attract a motivated set of professionals representing a wide array of countries, cultures, and ethnicities to our graduate degree programs. Our talented international graduate students offer extensive work experience in multinational organizations and multilingual teams. Companies who hire international students prize their divergent thinking on global issues, cross-cultural awareness of market dynamics, and flexibility when it comes to applying knowledge to today’s competitive, ever-changing business environment.
The Career Management Office is ready to help you find your ideal candidate, whether a domestic or an international student. We appreciate the concerns that employers have about hiring international students in particular. To that end, we provide the following services to employers to make the process easier.
CANDIDATE SELECTION
Small class sizes at Weatherhead allow us to get to know students personally. We regularly help employers hand-pick students based on mutual interests, past experience, organizational fit, and business needs. We can also develop a marketing plan to best promote your organization to our students.

FLEXIBLE STAFFING
Our international students are interested in a range of staffing options, including short-term projects, internships, and full-time opportunities.

WORK AUTHORIZATION PROCESS
We work closely with the International Student Services office at Case Western Reserve to proactively advise our international students on immigration, work authorization, and employment.
They come from over 25 different countries, reflecting the increasing interconnectedness of our world.
Hiring International Students: The Basics

Much like domestic graduate students, international students pursuing Weatherhead graduate degrees most frequently seek the following employment opportunities:

**INTERNSHIPS**
Full-time internships during the summer between the first and second years, as well as part-time opportunities during the second year, are highly sought-after.

**FULL-TIME EMPLOYMENT**
Graduate students are also open to career opportunities post-graduation.

**POINTS TO NOTE**

*While in School*
Upon completing one academic year (i.e., two full semesters) at Weatherhead, international students on an F-1 visa are legally allowed to seek full- or part-time internship opportunities as part of their Curricular Practical Training (CPT). A prospective employer is only required to provide an offer letter to the student specifying the detailed terms of employment. It is the student’s responsibility to have the CPT authorized by the university, a process that typically takes five business days.

*After Graduation*
Upon graduation, international students are legally permitted to pursue up to 12 months of full-time employment in their field of education as part of their Optional Practical Training (OPT). Students typically contact the U.S. Citizenship and Immigration Services (USCIS) to apply for their Employment Authorization Document (EAD) during the semester before graduation or shortly thereafter. Once again, a prospective employer bears no responsibility but to treat international students just as the employer would domestic students when hiring decisions are made.
## Hiring International Students Is Easier Than You Think

<table>
<thead>
<tr>
<th>Internships on F-1 visa</th>
<th>Full-Time Employment OPT with F-1 visa</th>
<th>Full-Time Employment Company-sponsored H1-B visa</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Timing/Duration</strong></td>
<td>Up to 40 hrs/week after completing two semesters or one full academic year and before graduation</td>
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<tr>
<td><strong>Student Obligation</strong></td>
<td>Obtain CPT authorized by the university upon receiving an offer</td>
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<tr>
<td><strong>Employer Obligation</strong></td>
<td>None beyond treating international applicants as the employer would domestic applicants from a work-authorization standpoint</td>
<td>Willingness to diversify and retain talent pool by following some very easy steps [1] towards H1-B visa sponsorship</td>
</tr>
<tr>
<td><strong>Cost to Employer</strong></td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

[1] For more details on the steps involved in a typical H1-B sponsorship process, please visit the USCIS website or contact the Career Management Office at Weatherhead for information on area immigration law professionals.
They bring with them an enriching variety of perspectives and experiences.
Open your doors to the best talent. Talk to an international student at Weatherhead.
Are international students permitted to work in the U.S.?

Yes. International students are legally permitted to pursue internship and full-time employment opportunities in the U.S. after completing two semesters or one full academic year at Weatherhead.

Is there extra paperwork that employers have to file to hire international students?

No. The students are required to obtain authorization from the university for internships and from the USCIS (for full-time employment post-graduation). Employers DO NOT have to complete any extra paperwork. Employers will need to process paperwork at the time of H1-B sponsorship.

What are CPT and OPT?

CPT (Curricular Practical Training) and OPT (Optional Practical Training), are legal employment classifications that students can use to pursue employment opportunities while in school and after graduation, respectively.
When and why do students need visa sponsorship?

Upon graduation, international students remain on an F-1 visa and can be employed full-time for up to 12 months of Optional Practical Training (OPT). To retain talent beyond this period, the employer sponsors a work visa. Sponsoring an H1-B visa for an employee is usually a simple process. Such visas remain valid for an initial period of three years and can be extended once for another three-year period.

How cumbersome can the H1-B process be?

Contrary to popular belief, the H1-B visa sponsorship process is typically a smooth, cost-effective process. The employer does not need to prove that attempts were made to recruit U.S. citizens and permanent residents first. Moreover, the cost of filing a sponsorship is typically under $5,000.
Are international students really able to communicate effectively and fit into American work culture?

We admit only students with strong English skills to graduate programs at Weatherhead. In addition to the GMAT, most international students must score well on a standardized English language test, typically the TOEFL, to be accepted. The Career Management Office also provides orientations and workshops to promote students’ development and assimilation. Furthermore, given today’s globalized business environment, students arrive at Weatherhead already familiar with American work culture (and other international work cultures) and are comfortable working in multicultural and multi-ethnic business teams.
## Other Myths about Hiring International Students

**Myth #1**  
H1-B is a time-intensive process  
Fact  
H1-B is a non-competitive visa classification. In other words, employers DO NOT need to actively recruit U.S. citizens before filing petitions on behalf of international employees.

**Myth #2**  
Hiring international students is costly  
Fact  
Initial CPT and OPT authorizations require NO funds from employers; H1-B sponsorship applications cost less than $5,000.

**Myth #3**  
Visa availability is limited  
Fact  
65,000 new H1-B visas become available every year, plus an additional 20,000 for students with U.S. graduate degrees.

**Myth #4**  
Extensive legal expertise is required  
Fact  
A company’s in-house legal team can easily prepare documents for submission to the USCIS; there is no need to hire outside counsel.

## USEFUL LINKS FOR EMPLOYERS

- Find an immigration attorney in your area: [www.aila.org](http://www.aila.org)
- U.S. Citizenship and Immigration Services: [www.uscis.gov](http://www.uscis.gov)
- U.S. Department of Labor: [www.dol.gov](http://www.dol.gov)
- Weatherhead Career Development Center: [weatherhead.case.edu/career](http://weatherhead.case.edu/career)

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Visit us on the web at weatherhead.case.edu/employers/recruiting/international
VISIT WEATHERHEAD

Case Western Reserve University is one of the country’s leading research institutions. Located in Cleveland, we offer a unique combination of forward-thinking educational opportunities in an inspiring cultural setting. Our leading-edge faculty engage in teaching and research in a collaborative, hands-on environment. Our nationally recognized programs include arts and sciences, dental medicine, engineering, law, management, medicine, nursing and social work. About 4,200 undergraduate and 5,600 graduate students comprise our student body. Visit case.edu to see how Case Western Reserve thinks beyond the possible.

The Weatherhead School of Management is different from other business schools. We are bold in our ideas, creative in our approach, and adaptive in our interactions within a changing business environment. We’ve enhanced traditional management education by integrating the fundamentals of business with ideas and practices that change individuals, organizations, and societies. Our graduates are ready to add immediate value to their organizations, their communities, and the world.

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