

International Recruiter Guide



The Weatherhead School of Management educates highly competitive students from all over the world. The Career Management Office at Weatherhead is here to help employers connect with our students and navigate the process of considering international candidates.

Hiring International Students – The Basics

Much like domestic graduate students, international students pursuing Weatherhead graduate degrees most frequently seek:

- Full-time internships during the summer between the first and second year as well as part-time opportunities during the second year
- Full-time employment post-graduation

When and How Long Can International Students Work in the U.S.?

While in School

Upon completing one academic year 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). The employer is only required to provide an offer letter outlining the 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 as part of their Optional Practical Training (OPT). Students in STEM-related programs are eligible for up to 36 months of full-time employment as part of the 24-month STEM OPT extension. Once again, the employer bears no responsibility but to treat international students just as the employer would domestic students when hiring decisions are made. After OPT ends, students will need an H1-B visa to continue employment.

Hiring International Students Is Easier Than You Think

	Internships <i>CPT on F-1 visa</i>	Full-Time Employment <i>OPT on F-1 visa</i>	Full-Time Employment <i>Company-sponsored H1-B visa</i>
Timing/ Duration	Before graduation, up to 40 hrs/week after completing two semesters or one full academic year	After graduation, up to 40 hrs/week	Initial term of three years, can be extended to six years
Student Obligation	Obtain CPT authorized by the University upon receiving an offer	Apply for OPT with the USCIS in the final semester (90 days before graduation)	Work with employer to provide documents required for visa sponsorship
Employer Obligation	None beyond treating international applicants as the employer would domestic applicants from a work-authorization standpoint		Willingness to diversify and retain talent pool by following some very easy steps towards H1-B visa sponsorship
Cost to Employer	None	None	\$2,200 – \$3,200

Employer FAQs

Q: Are international students permitted to work in the U.S.?

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

Q: Is there extra paperwork to file when hiring international students?

A: No. Students are required to obtain authorization from the university for internships and from the USCIS for full-time employment post-graduation. Employers will need to process paperwork only at the time of H1-B sponsorship.

Q: What are CPT and OPT?

A: CPT (Curricular Practical Training) and OPT (Optional Practical Training) are legal employment classifications students can use to pursue employment opportunities while in school and after graduation, respectively.

Q: When and why do students need visa sponsorship?

A: Upon graduation, international students remain on an F-1 visa and can be employed full-time for up to 12 months of OPT. To retain talent beyond this period, the employer sponsors a work visa (H1-B). Sponsoring an H1-B visa 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.



Q: How cumbersome can the H1-B process be?

A: Contrary to popular belief, the sponsorship process is typically smooth and cost-effective. The employer does not need to prove attempts were made to recruit U.S. citizens and permanent residents first.

Q: Are international students really able to communicate effectively and fit into American work culture?

A: Only students with strong English skills are admitted to graduate programs at Weatherhead. Most international students must score well on a standardized English language test, typically the TOEFL, to be accepted. Given today's globalized business environment, students arrive at Weatherhead already familiar with American work culture 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	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.



To learn more about partnership opportunities at Weatherhead, and to discuss a customized recruitment strategy, contact:

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Additional Resources

U.S. Citizenship and Immigration Services www.uscis.gov

U.S. Immigration Guide for Employers www.workpermit.com/us/employee.htm

U.S. Department of Labor www.dol.gov



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