

# HIRING INTERNATIONAL STUDENTS AT FOSTER



Foster School of Business international students have been hired by hundreds of middle-market and large organizations to fulfill their recruiting needs for internships and full-time positions.

This talented pool of candidates consists of 9% of our undergraduate population and 60% of our Specialized Masters students who come from around the globe and bring diversity and unique qualities to the workplace.

Foster international students have adapted to a new culture and living environment while succeeding in classes usually conducted in their non-native language. These students bring a global perspective and competency in two or more languages; additionally, many graduate students have work experience in a global market.

These unique backgrounds, experiences, and successes can translate into valuable resources for your company. The following information will help you easily navigate the process of hiring international candidates.

## BEST PRACTICES FOR HIRING INTERNATIONAL CANDIDATES

### LONG TERM IN THE U.S.

Companies, both large and small, have experienced the benefit of an expanded candidate pool and enhanced expertise that comes with considering all qualified candidates at the Foster School of Business regardless of visa status. In some cases, those same companies find that the best candidate for the job is one who ultimately requires visa sponsorship.

For companies with long-term, local needs in the United States, the best option is often to hire the candidate on a temporary basis using Optional Practical Training (OPT) and ultimately sponsoring the candidate for an H-1 B visa. The straightforward process of hiring a candidate on OPT and transitioning to an H-1 B visa is described within this document under "Work Authorization Options".

### INTERNATIONALLY

Global organizations recognize the benefit of hiring Foster students for international opportunities based on the candidate's preference or the company's need. In cases where the company is looking to return a graduate to their home country, Foster has the resources to help advertise opportunities, identify candidates and arrange a series of virtual interviews between the candidate studying in the U.S. and the company's international office to facilitate a smooth international hiring process.

### CONTACTS

For more information on recruiting Foster talent:  
Alys Lease | [alease@uw.edu](mailto:alease@uw.edu) | (208) 301-3881

To post a job or on-campus interview schedule with Foster email [bizhire@uw.edu](mailto:bizhire@uw.edu)

# WORK AUTHORIZATION TYPES

- 1 CURRICULAR PRACTICAL TRAINING (CPT):** For international students studying on an F-1 visa, CPT is intended to provide hands-on, practical work experience in situations where the work serves as an integral part of a student's academic program. Students can work part-time or full-time during the academic year and the summer quarter (mid-June to August/September) after the completion of one academic year. Although, the academic advisor/department will have to approve that the student can do full-time CPT and still maintain 12 credits for undergrads and 10 for grads.

*There is no cost to the employer for the CPT visa application, and students are responsible for submitting all paperwork.*

- 2 OPTIONAL PRACTICAL TRAINING (OPT):** For international students studying on an F-1 visa, OPT is intended to provide hands-on practical work experience and is authorized by U.S. Citizenship and Immigration Services for a maximum of 12 months following graduation (*for most business programs*). Undergraduate students enrolled with an Information Systems option and MS in Information Systems, MS in Supply Chain Management, and MS in Business Analytics programs are eligible for a STEM extension authorizing them to work for a total of 36 months. OPT is a low-risk way for companies to hire an international student full or part-time and allows for a smooth transition to a work visa (ideally H-1B). Hiring a student on OPT/ STEM OPT, even without H-1B, still provides them 3 years with a lower chance than a U.S. citizen of the student departing due to the unemployment days restriction. Since students only have 90 days of unemployment on OPT and 60 on STEM, they may be less likely to depart a specific company.

*There is no cost to the employer for the OPT visa application, and students are responsible for submitting all paperwork.*

- 3 H-1B VISA:** The H-1B visa is available to foreign nationals who a) have at least a U.S. bachelor's degree or foreign equivalent and b) will be working in a job that requires at least a bachelor's degree and is related to the student's field of study. This visa will allow for up to 6 years of employment, and approvals can take as few as 15 days. Employers can petition for a work visa while the employee is on OPT to secure their employment for a longer period.

## COMMON MYTHS ABOUT HIRING AN INTERNATIONAL STUDENT

**MYTH: International students require sponsorship for a summer internship.**

**FACT:** International students can work without sponsorship through Curricular Practical Training (CPT) or Optional Practical Training (OPT). There are no additional costs beyond the typical expenses related to recruiting any employee.

**MYTH: Obtaining a visa for an international student is far too complicated and expensive.**

**FACT:** Hiring an international student on an H-1B visa is easier than you think! The visa cost is only a fraction compared to the overall value of finding the best candidate for your role. The total cost of a qualified immigration attorney and filing fees for a 3-year H-1B visa ranges from \$3500-\$5000, depending on the organization's size.

**MYTH: U.S. based organizations must first offer the job to or prove that it cannot be filled by a U.S. citizen before they can offer it to an international student.**

**FACT:** U.S. employers do not need to explore the U.S. labor market before filing petitions on behalf of students.

**MYTH: There are only a small number of H-1B visas available each year and it is far too competitive.**

**FACT:** There are 65,000 H-1B visas available each year, plus an additional 20,000 for international students who complete their graduate studies in the U.S. If any of your potential employers are non-profits or institutions, the cap does not apply to them, so students are much more likely to get H-1B.