

HIRING INTERNATIONAL GRADUATE STUDENTS

Vanderbilt University's international students represent some of the best and brightest management talent from around the world. Their language skills and cultural knowledge are invaluable resources in a global marketplace. They are proven risk takers, adaptable and driven to succeed at the highest levels.

For more information or questions regarding hiring international students, please contact the [Owen Career Management Center](#) or [Vanderbilt University's International Student & Scholar Services \(ISSS\)](#).

SUMMER INTERNSHIPS

Most of our international students hold F-1 visas, making MBAs eligible for summer internships in the U.S. without work visa sponsorship, and with no expense and minimal paperwork on your company's part. Vanderbilt provides the work authorization through [Curricular Practical Training](#) related to their area of study; the employer only has to provide an offer letter on official letterhead, including:

- company name and address where the student will work
- position title
- brief job description
- starting and ending dates
- name of immediate supervisor (if known)
- how position is relevant to the student's course of study
- whether the position is full- or part-time

Timing: Students can begin work after the last day of exams, provided Vanderbilt's authorization to work is on the student's I-20 visa certificate prior to employment start date.

Cost: There is no cost to the employer for handling the authorization.

SHORT-TERM EMPLOYMENT AFTER GRADUATION

Students with an F-1 visa who have finished 2 consecutive semesters can apply for a maximum of 12 months of U.S. work authorization through Optional Practical Training (OPT) related to their area of study. The student is responsible for all application procedures and fees, so this process is not time-consuming or costly for recruiters. International students are not required to have an official offer before applying for this type of work authorization. Students who have an earlier STEM degree granted in the US may be eligible for a OPT STEM extension of an additional 24 months. The Vanderbilt Master of Science in Finance program is STEM certified.

Timing: The student must receive an employment authorization card from the U.S. Citizenship and Immigration Service (USCIS) and can begin working within the dates shown on the card.

Cost: There is no cost to the employer for handling this paperwork. The student pays the filing fee to USCIS to receive the work authorization card.

LONG-TERM EMPLOYMENT IN THE U.S.

Many international students are such strong candidates that organizations choose to sponsor them for long-term employment in the U.S. beyond the short-term OPT period. Though citizenship situations vary, most human resources departments are familiar with the process involved in obtaining an H-1B visa or other work visas.

Timing: Start date varies depending on the work location.

Cost: The cost to the employer varies depending on company's number of full-time equivalent employees. Filing fees must be paid by the employer.

+1 million

INTERNATIONAL STUDENTS IN THE US IN THE 22-23 ACADEMIC YEAR



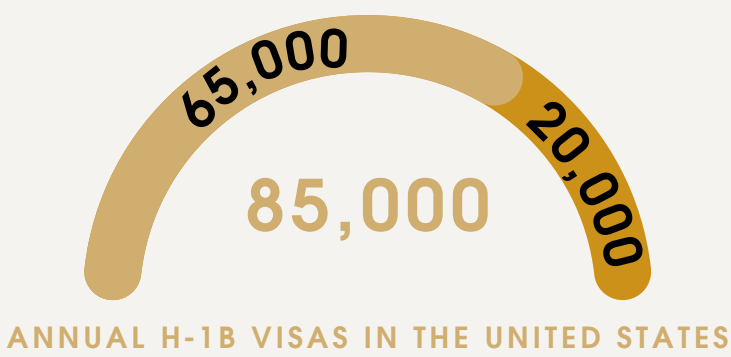
1 icon = 10,000 STUDENTS

The majority of international students are in the United States on F-1 visas. Here are some key points to keep in mind throughout your hiring processes.

Graduates also have work authorization in the United States for one to three years (pending STEM certification) following graduation under [Occupational Practical Training \(OPT\)](#). The start date will vary by student as they can choose a date to begin employment that is within 90 days of graduation.

If the student's graduate degree is STEM designated, the position is STEM eligible, and the employer is enrolled in E-Verify, it is possible to apply for a two-year extension of his or her OPT. [Here, you can learn more information or search to see if your company is already enrolled.](#)

- In order to obtain the two-year STEM OPT extension, the employer and student must complete a Form I-983 training program, which is submitted to the school for approval. Once it is approved, the student receives a new I-20 with STEM OPT endorsement and must apply for an extension of employment authorization with USCIS.
- It is ultimately the decision of the Department of Homeland Security to approve these benefits. [Review the Department of Homeland Security's webpage about the STEM extension.](#)



ANNUAL H-1B VISAS IN THE UNITED STATES

Since the category was created in 1990, Congress has limited the number of H-1Bs made available each year. [The current annual statutory cap is 65,000 visas](#), with 20,000 additional visas for foreign professionals who graduate with a master's degree or doctorate from a U.S. institution of higher learning.

While a graduate is working under OPT, the employer can register the graduate in the annual H-1B lottery, which is open for a two-week period in March every year.

There is an annual lottery because there is a limit to the number of H-1B visas available each year. Employers will be notified if H-1B petitions have been selected in the last week of March and H-1B petitions for selected registrations will be accepted from April 1 to June 30 of that year.

If selected and a petition is filed, the work authorization for the graduate will be automatically extended until September 30 while the petition is being processed.

MORE ON H-1B VISAS

An employer who is classified as a research institution will be exempt from the annual H-1B limit (e.g. the application will not be part of the "lottery").

If the graduate receives the H-1B visa, it is valid for three years and can be extended another three years.

IF A STUDENT'S H-1B IS NOT SELECTED OR DENIED AND THEY CANNOT EXTEND THE OPT, THE EMPLOYER MAY DO THE FOLLOWING...

- Transfer them to a related office in another country. After one year, it may be possible for the employer to transfer the employee back to the U.S. on an L-1 visa as a manager, executive or worker of specialized knowledge.
- Sponsor the graduate for an O-1 visa for individuals of extraordinary ability if the graduate can show at least three of the eight criteria for extraordinary ability.
- At any point, the employer may choose to begin the green card process for the graduate although there are substantial backlogs for nationals of China and India. During this time the student/graduate must maintain status in the United States.

STUDENTS WHO ARE FROM AUSTRALIA, CHILE, SINGAPORE, CANADA OR MEXICO HAVE DIFFERENT WORK AUTHORIZATION OPTIONS, WHICH MAY MAKE THEM EASIER TO HIRE...

- Australia: E-3 visa for professionals can be obtained by the graduate when providing an offer letter from an employer.
- Chile & Singapore: Exempt from the H-1B Cap resulting in a high likelihood of receiving the H-1B visa.
- Canada & Mexico: TN visa for citizens of Canada & Mexico can be obtained by the graduate when providing an offer letter from the employer and the graduate will work in an occupation listed on the TN schedule.

Additional Resource: [Interstride Blog](#)
