



## Hiring International Students

The benefits of hiring international students are many. Most Westminster international students come with some or all of the following:

- International work experience
- Multicultural experience
- Multilingual skills
- Global perspective
- Global network
- Ability to reach a niche market
- High academic achievement

### Post-Graduation Visa Options:

#### **Optional Practical Training (OPT)**

- The position must be related to the student's major
- Usually done after the completion of a degree
- Could be an unpaid internship
- One year is permitted per person, per degree level
- Must be with an e-Verify employer
- Can be extended for 17 *additional* months for STEM majors
  - STEM = Science, Technology, Engineering, Mathematics

#### **H1-B Visa**

- Requires a sponsoring U.S. employer
- Length of visa: 6 months to a maximum of 3 years
  - May receive extension for total of 6 years
- Application process can take 6 weeks to 6 months
  - Application should be submitted before OPT or CPT period runs out
- Cap of 65,000 visas
  - Exempt from cap: higher education, non-profit research org's, government research org's
- 6800 H-1B's set aside for Chile & Singapore citizens

#### **Other visa options:**

- **E Visa Treaty** (List of countries with which the U.S. has this treaty: <http://1.usa.gov/1tYWjvq>)
  - Used if a company in the U.S. is owned by a company in the country of student's citizenship AND U.S. carries on substantial trade with the country  
(Example: BMW is a German company; a German graduate may work for BMW in the U.S. on an E visa)
  - Visa max = 2 years; unlimited renewal
- **L Visa**
  - Work for a branch office of a U.S. company overseas for at least one full year, then transfer BACK to a branch office of the company in the U.S. on an L-1 visa
  - Visa max = 5 years (7 yrs for manager/executive); initial 3 yrs, one (two for managers) 2-year renewal

#### **Internships:**

- May participate during Fall, Spring, or Summer terms
- Must have been student in U.S. for at least two semesters
- Position must directly relate to major
- WC Director of International Student Services grants approval **(NO COST)**
- Recommend <20 hours during school year; full-time OK during summer