



## 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

Some employers have the following perceptions about hiring international students:

- Hiring complexities
- Lack of commitment to the job
- Lack of experience in America
- Communication
- Animosity

While it is fair to say that some of these are true in some cases, it is unfair to assume these of all international students. International students work hard throughout their college experience to be as much of a contender in the job search as the domestic students. The only difference is their citizenship.

### 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 - see handout)
  - 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