

WHAT EMPLOYERS SHOULD KNOW ABOUT HIRING

INTERNATIONAL STUDENTS



EXECUTIVE SUMMARY

Hiring international Kelley students would be a wise investment especially for employers who have significant global reach or presence, or are considering to expand their international business initiatives. Our Kelley international students are not only well-equipped with practical, technical, and transferable skillsets, but are also bilingual (sometimes trilingual), interculturally competent, highly adaptive, and hard-working. Here is some helpful information on options to hire a diverse, strong workforce.

INTERNSHIPS

Curricular Practical Training (CPT)

is work authorization that allows international students to accept employment in their academic field after one year of full-time study.

EMPLOYER ROLE: Applying for CPT is solely the responsibility of the student. Employers will only need to provide an offer letter on company letterhead/official email with specific start and end dates, number of weekly working hours, complete physical address where the internship will take place, and a detailed description of student's job tasks/specific projects related to their major field/s of study.

STUDENT ROLE: Complete two academic semesters (fall & spring), enroll in classes for the same semester of employment/training, and submit employer offer letter, receive approval from academic advisor, career coach, and OIS.

COST & PROCESSING TIME:

FREE for employers & students. The process can take up to four (4) weeks.

FULL-TIME JOBS

Optional Practical Training (OPT) is

work authorization that allows international students who have graduated to gain practical work experience related to their major field of study.

EMPLOYER ROLE: Applying for OPT is solely the responsibility of the student. OPT can be granted to the student with or without an offer of employment.

STUDENT ROLE: Meet with OIS and apply for OPT up to 90 days before expected program completion date. The applications for OPT need to be received by USCIS no later than 60 days after the completion of the academic program requirements. Must wait until you have received OPT (EAD) card and the start date on the card is current before beginning any paid/unpaid practical training.

DURATION: Twelve (12) months

COST & PROCESSING TIME:

FREE for employers. The process can take up to three (3) to six (6) months.

LONG-TERM JOBS

H-1B Visa: Applications for H-1B visas are submitted to the USCIS by the sponsoring company on behalf of international employees. Every year, only 65,000 H-1B visas are given out to candidates who have completed undergraduate degrees, and an additional 20,000 are available for those who have completed graduate degrees and above in the U.S.

EMPLOYER ROLE: The employer is responsible for filing the H-1B application on behalf of global employees. Many companies utilize experienced immigration attorneys/firms to facilitate the process.

DURATION: H-1B visas are initially granted for three (3) years, and can be renewed for a total of six (6) years.

COST & RECOMMENDED TIMELINE:

Including attorney and USCIS application fees, total cost to apply for an H-1B visa runs between \$5,000 - \$7,000.

The earliest date to apply for an H-1B is April 1. H-1B visas continuously have been in high demand, so it is strongly recommended that USCIS receives applications on April 1. Approved H-1B visas are effective October 1.

RESOURCES

Indiana University-Office of International Services (OIS): ois.iu.edu

***IU Immigration Bridge** (proactive, competitively-priced partnership with IU and top immigration law firm Fragomen, Del Ray, Bernsen & Loewy LLP: <https://ois.iu.edu/living-working/employment/bridge.html>)

United States Citizenship and Immigration Services (USCIS): www.uscis.gov

Kelley Undergraduate Career Services

OTHER VISA OPTIONS TO CONSIDER

H-1B Cap Exempt Visa: Higher education institutions, some non-profits, non-profit research organizations, and governmental research organizations do not fall under the annual 85,000 H-1B cap. Citizens of Chile & Singapore, through a treaty with the U.S., are provided with a special allocation of H-1B visas.

TN-1 Visa: Nonimmigrant visas for Mexican & Canadian citizens

E-3 Visa: Specialty occupation visas for Australian citizens

L-1A/B Visa: Intracompany transfers for managers and above or specialized knowledge positions