

# 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, or just need ideas that our *out of the box!* 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:** The H-1B visa costs between \$1,700 and \$6,500. The precise amount will depend on many variables like optional fees, attorney fees, and employment criteria.

Registration period opens first week of March. Usually, H-1B visas are effective October 1.

### RESOURCES

**\*IU Immigration Bridge** (proactive, competitively-priced partnership with IU and top immigration law firm Fragomen: <https://ois.iu.edu/student-employment/finding-a-job/bridge.html>)

**United States Citizenship and Immigration Services (USCIS):** <https://www.uscis.gov/working-in-the-united-states/information-for-employers-and-employees>

### 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

# What Kelley students offer: **business expertise and polished professionalism**



**KELLEY**  
SCHOOL OF BUSINESS

At the Kelley School of Business, students build business expertise and professional skills that create lasting momentum for their careers. Top employers tell us that Kelley interns and full-time employees contribute from day one, using a wide range of knowledge to tackle projects.

Kelley's rigorous undergraduate curriculum prepares all students for success. Here's how:

## **Analytical and Quantitative Skills**

- Calculus\*
- The Computer in Business
- Finite Math\*
- Integrated Core (I-Core)
- Statistics\*
- Technology and Business Analysis

## **Global Awareness**

- Business, Government, and Society
- Global Business Analysis/Immersion
- The Global Business Environment
- Integrated Core (I-Core)
- Study abroad experiences

## **Leadership and Communication Skills**

- Business Communication
- Business Presentations
- Kelley Compass 1, 2, and 3 (career prep courses)
- English Composition\*
- Integrated Core (I-Core)
- Strategic Management

## **Problem-Solving and Critical Thinking Skills**

- Accounting reporting and analysis courses
- Ethics and the 21st Century Business Leader
- Integrated Core (I-Core)
- Legal Environment of Business
- Fundamentals of Economics for Business I and II

*IU General Education requirements enhance the Kelley curriculum.*

*\*Course taught outside the Kelley School of Business*