

Job Search for International Students

Immigration documents and procedures present complicated bureaucratic challenges for non-U.S. students and scholars. Employment opportunities for F-1 and J-1 international students are restricted. A few key things to be aware of:

- Never accept or engage in paid or unpaid off-campus employment, internships, fellowships, or other training without prior authorization from the PennWest Principle Designated School Official(s). [Learn more about work authorizations](#), including Curricular Practical Training (CPT), Optional Practical Training (OPT) and Academic Training (AT).
- Understand your visa status and what types of employment authorizations are available to you in order to clearly communicate your work eligibility to the employer.

As an international student, you may also face special challenges in getting internships and jobs in the U.S. Complex and changing immigration regulations, a lack of clear information about which employers hire international students, and cultural differences will require you to spend additional time and effort to learn about employment policies and practices that may affect you. Two articles, [Job Tips for International Students](#) and [How to Land a Job in the U.S.](#), offer useful advice.

You may have concerns about whether employers in the U.S. will hire international students. Online research and networking conversations can help you identify organizations that have hired international workers in the past. As you conduct online research to learn more, consider the following resources.

Employers Hiring International Students & Job Posting Sites

U.S. & Canada:

The Student and Exchange Visitor Program (SEVP) at the U.S. Department of Homeland Security captures data from SEVP-certified schools and active international students to create lists of **the top 200 employers** who hired [pre- and post-completion OPT students](#) (PDF), [STEM OPT students](#) (PDF), and [CPT students](#) recently.

Handshake

All PennWest students have a Handshake account. You can find employers in Handshake sponsoring work authorization for international students by selecting 'all filters' and choosing all/any of the options:

- Jobs that do not require US work authorization
- Jobs that are eligible for US visa sponsorship
- Jobs that are open to candidates with Curricular Practical Training (CPT) and/or Optional Practical Training (OPT)

My Visa Jobs

My Visa Jobs identifies employment opportunities for foreign nationals who want to live and work in the U.S. and Canada. Search annually updated lists of employers accepting H-1B visa holders. Sort lists by state, industry, or job title. This site also contains information about work authorizations and information about a variety of industries.

H-1B Employer Data Hub

Uniworld

Directory of Foreign Firms Operating in the U.S. (and American Firms Operating in Foreign Countries)

Once you have identified some international-friendly organizations, you need a plan for applying to jobs and networking with professionals at these organizations:

Global:

[InternationalStudent.com](https://www.internationalstudent.com)

Job and internship postings.

[Monster International](https://www.monster.com)

This site is part of Monster.com and provides 51 affiliated job sites in 44 countries.

[Eurojobs](https://www.eurojobs.com)

A multi-country job site covering Europe.

[Landing.jobs](https://www.landing.jobs)

Europe-focused job postings site with a work permit filter showing companies offering visa support.

[Worldwide Indeed](https://www.worldwideindeed.com)

This site is part of Indeed, focusing on international jobs in 63 countries.

[UNjobs](https://www.unjobs.org)

Discover career opportunities with the United Nations and intergovernmental organizations.

[HigherEdJobs](https://www.higheredjobs.com)

This site is part of HigherEdJobs, focusing on higher education jobs (faculty and staff) outside of the U.S.

American Culture

If you are new to the U.S., you likely have questions about U.S. workplace culture. One aspect of American culture that may be different from yours is [the importance of small talk](#). See [this quora.com Q&A on American culture](#), which includes [some things foreigners find strange about American culture](#).

Sharing your immigration status

Below are questions we often hear from international students who want to work in the U.S. after graduation.

Can employers limit their interviewing and hiring to U.S. citizens?

Sometimes, if citizenship is deemed to be an essential part of the position. The National Association of Colleges and Employers has [some helpful information on this topic](#).

Should I list my immigration status on my resume?

You do not need to list your immigration status on your resume. Your educational background and work history will display that you are an international student. You should never lie about your immigration status, but are not required to disclose it on your resume.

When in the hiring process do I reveal that I'm an international student?

Some employers adhere to strict policies against hiring foreign nationals. Others may prefer to hire U.S. citizens, but can be convinced otherwise. It is usually recommended that students wait until an employer asks, but be aware of whether the company has petitioned for visas in the past. If you are being asked to travel for an interview, it would be wise to ask, "Is this a position in which the company is willing to petition for an H1-B as I am currently in F-1 status?" For an additional perspective on this question, read [this excerpt from a presentation](#) (PDF) by Adrienne Nussbaum, Assistant Dean for International Student Services at Boston College.

Are there questions that are illegal for an employer to ask me?

An employer MAY NOT ask: "What is your visa type, nationality, place of birth?" or "Of which country are you a citizen?" or "What is your native language?" or "What language do you most often speak?"

An employer MAY ask: “Are you legally authorized to work in the United States?” or “Will you now or in the future require sponsorship for an employment visa?” or “Which languages do you read, speak or write?” (provided that foreign language skills are job related)

I am in F-1 status. What should I say when an employer asks about my work authorization?

Explain that you have the legal right to work in the U.S. for up to twelve months using Optional Practical Training (OPT) following graduation. The employer does not need to do anything in order for this to happen. If you have graduated with a degree in one of the STEM (Sciences, Tech, Engineering, and Math) fields, then share that you are eligible for a 24-month STEM extension of your OPT. If you do not have a degree in a STEM field or if you’ve completed your STEM extension, you should explain that your work authorization may be authorized for another three-to-six years with H-1B status. If the employer asks for more information, you should be able to clearly explain the H-1B process. To learn more, OGS hosts an H-1B session each semester. Helpful hint: Avoid using the word “sponsor,” instead use the word “petition” when speaking about H-1B status.