

Hiring International Students

The **F.W. Olin Graduate School of Business at Babson College** is home to a **diverse community of international students**, each **eager to contribute their unique skills and perspectives to the workforce**. There are many benefits to hiring international talent. This guide has been created to answer your questions regarding the hiring of our international students.

Benefits

One of the main benefits of hiring international students is the *diversity of perspectives* they bring to your organization. These students come from a wide range of cultural and educational backgrounds, and they can offer a *unique set of experiences and insights* that can help your company grow and innovate.

With the growing globalization of the workforce, hiring international students can provide a *competitive edge* to companies looking to expand their business and tap into new markets. It is an opportunity to *increase diversity and inclusion* within your organization and to increase your pool of qualified talent.

What Should Employers Know?

- **International students do not require visa sponsorship to take part in an internship or full-time job**, but they do need to apply for **Curricular Practical Training (CPT) or Optional Practical Training (OPT)**
- At Babson, international students can apply for CPT for internships
- Graduating international students are eligible to **apply for OPT for up to 12 months on a student visa** and many have **an additional two years with a STEM eligible degree**
- **Applying for CPT and OPT is solely the student's responsibility**
- **There is \$0 cost to the employer for CPT or OPT or STEM OPT**

What is the Employer's Role?

For CPT

- For internships, the employer is required to provide an offer letter to the international candidate
- The training opportunity must be related to the student's degree
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For OPT

- The employer must have an employment opportunity related to the student's degree

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- For the 24-month STEM OPT Extension, the employer must be enrolled and in good-standing with E-Verify (www.e-verify.gov)

What if I Want to Continue to Employ International Students After Their F-1 Work Authorization Expires?

As one option, employers can register to petition for an H-1B for incoming and current employees.

An employer can hire international students to continue working for them in the H-1B visa category for six years (authorization is granted in two, three-year periods). The H-1B is a temporary work visa, with an application to USCIS. The employer is responsible for all fees associated with filing the H1B Visa petition.

Additional Visa Information:

Each case is unique, and as you and the employee are preparing to transition from OPT to another Visa, it's important to seek **legal advice from an immigration attorney** to make informed decisions based on your circumstances. Other common work visas include TN Visa from Mexico or Canada, or an H-1B1 from Chile or Singapore.

You can find more information on sponsorships and on hiring international students on the Babson College website:

<https://www.babson.edu/glavin-office/isss/employment/for-employers-hiring-international-students/>

Additional information can be found on the United States Citizenship and Immigration Services web page: <https://www.uscis.gov/working-in-the-united-states>