

Notre Dame MBA Career Development Employer Guide for Hiring International Students 2008-2009



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NOTRE DAME

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Hiring international students* from business schools is becoming more common as a competitive recruiting tool. Best-practice companies recognize international students offer a compelling combination of talent, expertise, and drive to succeed that can enhance a company in today's increasingly global business climate.

Companies that wish to benefit from changing economic conditions must employ workers who have the ability to apply knowledge to new situations and who are adept at divergent thinking on a global level. Students who come to the U.S. from other countries bring with them many skills and experiences that set them apart. They often have been exposed to multiple cultures and systems, are multi-lingual, mature, adaptable, and deal well with ambiguity.

This guide is designed to encourage Notre Dame MBA recruiters to include full-time graduates and alumni in their talent acquisition plans.

The University of Notre Dame recently completed an online survey of 104 employers and asked those that had hired international students to rank the students on performance. 89% of the respondents rated their performance as either excellent or above average.

PLEASE NOTE: *This Guide should be used for informational purposes only; it is NOT a substitute for professional legal advice.*

*Defined here as foreign national students who are studying in U.S. MBA programs and who do not presently have permanent authorization to work in the U.S.

Given recent news reports about H-1B visa quotas hiring international graduate students from the Notre Dame MBA Program is thought by some to be a daunting task. Employers and students often confuse the process of obtaining an H-1B visa with the process of applying for permanent residency and getting a "green card." These are different processes.

- A Notre Dame MBA student does not require an extra visa to work during the summer in between the First and Second Years of the MBA Program.
- With just a little paperwork, most Notre Dame MBA international graduates are eligible to work in the U.S. for a minimum of 12 months after graduation.
- To work in the U.S. for a period longer than 12 months, most Notre Dame International MBA students will be required to have an H-1B visa or other work authorization. Many are familiar with the requirements to obtain an H-1B visa and are willing to bear part or all or part of the cost of hiring an attorney and completing the paper work involved.

Internships are a prime time to hire an international student for your company because:

1. There is no cost to you for any sort of sponsorship, beyond the typical compensation package offered to MBA interns or associates;
2. There are no approvals needed from any government entity;
3. This allows you to hire bright, talented MBA students with the skill sets needed to make an instant contribution; and
4. Hiring for an internship gives you time to assess student performance and determine whether there is a fit for potential full-time employment.



This guide is designed, produced, and distributed by the Notre Dame MBA Career Development office. Please contact 574-631-8488 or mbarecruit@nd.edu with questions, suggestions, or comments.

Interested in hiring an international student for a summer internship?

Visa Type	Time Allotment	Cost	Other Considerations
F-1	Curricular Practical Training (CPT) covers the summer internship	No cost to employer	Students must apply and receive this authorization through the F-1 sponsor. Students should begin the application process at least 2-3 weeks prior to the internship for CPT.

Interested in hiring an international student for a full-time position after graduation?

Visa Type	Time Allotment	Cost	Other Considerations
F-1	Optional Practical Training (OPT) covers 12 months of full-time work post-graduation	No cost to employer	Students must begin the OPT application process up to 90 days prior to being enrolled for one full academic year, provided that the period of employment will not begin until the completion of the full academic year.
H-1B	Valid for three years initially, can be extended to six years	Cost varies, typically between \$2,000 - \$5,000	Only employers can apply for an H-1B visa, students are not eligible to sponsor or apply for their own H-1B visa. The current H-1B cap is set at 65,000 plus an additional 20,000 for International students that graduate with an MBA or higher from a U.S. university.

* EAD = Employment Authorization Document; USCIS = U.S. Citizenship and Immigration Services

** check Department of Labor website or with attorney for most up-to-date information

Myths and Realities of Hiring International Students for Employment in the U.S.

Myth	Reality
Hiring an international student is too much of a hassle and overly complicated.	Students are often prepared to do the majority of the work involved and pay a majority of the expenses.
Obtaining a visa for an international student is expensive.	The total current cost is anywhere from \$2,000 - \$5,000, depending on area of the country. Many MBA students are willing to pay a majority of the expenses.
Since September 11, getting the visa is time-consuming and difficult.	For jobs requiring a degree, H-1B processing times can be expedited and may take a minimum of 30 days.
Students on an H-1B visa can only work in the U.S. for one year.	Most students can work for up to six years on an H-1B visa.
The company first has to offer the job to a U.S. candidate, before they can offer it to a foreign national student.	H-1B is a non-competitive visa classification. Employers do not need to test the U.S. labor market before filling petitions on behalf of the employees.
Only a small number of students can be offered H-1B visas each year.	There is a quota of 65,000 H-1B visas available each year, plus an additional 20,000 for International students that graduate with an MBA or higher from a U.S. university. Check with the Department of Labor for the most up-to-date information.
The company needs to have immigration experts to hire a foreign employee.	Outside counsel can be hired to assist with the process. Law firms will prepare all the necessary documents and submit them to the U.S. immigration service on the company's behalf. If necessary, many students are prepared to undertake some or all of the work themselves, including hiring and paying for the lawyer.
What if I want to hire a student for an internship?	Most international students can get permission for U.S. internships prior to starting their internship.
Employees with H-1B cannot travel outside the U.S.	They can travel during the valid period of the visa.

Useful Links

Foreign Labor Certification:
<http://www.foreignlaborcert.doleta.gov/>

Find an Immigration Attorney in your Area:
www.aiala.org

U.S. Immigration Guide for Employers:
<http://www.workpermit.com/us/employee.htm>

U.S. Citizenship and Immigration Services:
<http://www.uscis.gov/portal/site/uscis>

