



# Michigan State MBA

## MBA Career Services Center

## HIRING International Students

### ADVANTAGES

As globalization shrinks the world, it expands the pool of foreign nationals with unique skills to offer American and international corporations. Demonstrably, the Broad MBA Program has some of the best and brightest of these international students: With an average of 4.8 years of international management experience, 51% have technical/scientific backgrounds and 43% are fluent in 3 or more languages. Add the fact that they have not only studied but embraced American corporate cultures, and you have Broad MBAs who will smoothly adapt to your company's social environment and add significant value to its efforts. These international candidates also receive a time period of authorization as part of their student visas. Many employers are pleasantly surprised at how easy it is to hire international students who have completed their MBA in the United States.

### VISA HIRING

Hiring international students using the two simple visa options described here allows them to work for your company for up to seven years. Student visas can be converted to work visas easily. The "practical training" option allows employment for 12-18 months; the H-1B temporary worker visa extends employment for up to six years. There are also many other temporary visas which are appropriate in certain situations.

### INTERNSHIPS

Most international students are eligible to complete internships in the U.S. under "curricular practical training." Approval for this training is obtained through the Office of International Students and Scholars at MSU and requires no employer action,

except a letter of offer for the internship stating employment title, dates, location, salary, hours, and responsibilities. Further, the length of the internship normally does not reduce the time available for work following the student's graduation.

### LONGER-TERM EMPLOYMENT

Typically, a recent graduate may be sponsored by the employer for a new work visa status without interruption to employment, once approved by the Department of Homeland Security (DHS). International students who do not change to another visa type must terminate their employment and leave the U.S. at the end of the practical training period. Following is a description of the most common work visa.

### PRACTICAL TRAINING EMPLOYMENT

Broad School international students generally hold the F-1 (foreign student) visa; a few hold the J-1 (exchange visitor student) visa. In both cases, the DHS permits employers to hire students who have completed their studies in a status called "optional practical training" (i.e., temporary employment related to the student's course of study). Eligible students need not change their visa status to accept this type of employment. Advantages for employers include:

§ **Time Availability.** F-1 students may work up to twelve months and J-1 students up to eighteen months with this status.

§ **Little Paperwork.** All paperwork is handled by the student and MSU's Office of International Students and Scholars or the J-1 student's program sponsor. In most cases, the only paper work required is an offer letter from the employer.

§ **Savings.** No FICA contributions are required for international employees

### TEMPORARY WORKER (H-1B) VISA

Application for the H-1B, or "temporary worker" visa, is made by the employer through the Department of Labor and the DHS. Legal advice may facilitate H-1B applications. This visa is approved for three years and can be renewed for another three years. There is no legal requirement that U.S. workers be recruited or preferred over international workers who are hired under practical training or H-1B provisions. Legal stipulations cap the current number of H-1B visas at 65,000 per year (an additional 20,000 can go towards Master's level candidates).

### GREEN CARD INFORMATION

It is rarely necessary that an international student possess a green card before he or she can be employed. A temporary visa, such as practical training or H-1B, is sufficient for the student to work in the U.S. for up to seven years. If the employment continues after this, the person may be eligible for a green card based on employment or other non-work factors. Green card processing time varies greatly depending on the position, field, employee qualifications, and location.

### CONTACT

**The MBA Career Services Center can assist you with general questions and information.**

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