



Thunderbird School of Global Management is the home of an incredibly diverse student body with a solid understanding of today's multicultural business world. About 70% of Thunderbird students come from outside the US, and bring with them knowledge and expertise from over 148 countries. With an average of 4 years work experience, international students offer a broad range of functional, industry and global experience, and are poised to add value to your organization.

## HIRING INTERNATIONAL STUDENTS IS SIMPLE

International students at Thunderbird typically hold F-1 (foreign student) or J-1 (exchange visitor student) visas. Do not let fear of the simple visa process prevent you from hiring the best and brightest graduates available. International students do not need to be permanent residents (green card holders) to work in the US. It is legal to hire a foreign national as long as the US Citizenship & Immigration Services (USCIS) has granted specific work authorization, and USCIS has made the process much less onerous for international students.

### Internships

#### **Q Can I hire international students as interns?**

Most international students attending Thunderbird have an F-1 student visa, which may allow them to work as interns.

#### **Q As an employer, what do I need to do during the summer?**

The employer is required to state dates of employment (at least 8 continuous 40-hour work weeks), work location, and provide a brief description of the internship. That is all.

#### **Q How about a work visa, what's the next step?**

Students who participate in internships apply for Curricular Practical Training (CPT) permission. CPT must be full time and is required to be an integral part of the established curriculum. A student is eligible for CPT after completing 2 trimesters of study. The Thunderbird Designated School Official is authorized by the USCIS to certify this permission for qualified interns once a position has been confirmed. It takes only 5-7 business days to complete the CPT authorization process. Thunderbird completes this work for you. A separate work permit is not needed under CPT.

### Full-time positions

#### **Q What do I need to do in order to hire international students as full-time employees?**

After graduation from Thunderbird, students with an F-1 visa are allowed to work for up to 12 months under Optional Practical Training (OPT). The USCIS authorizes this work permission upon the recommendation of the Thunderbird Designated School Official.

A smaller number of students hold J-1 visas that may allow them to engage in Academic Training (AT). This allows students to work in the US for up to 18 months, or the number of months they are engaged in their academic programs (whichever is shorter), without obtaining work authorization from the USCIS.

Under OPT or AT, there is no additional cost to the employer, special procedure to follow or additional forms to complete to hire international students into full-time positions after graduation, although the student does need to apply for a separate work permit which is routinely granted. Thunderbird assists the international student with this process.

### Long-term employment

#### **Q What is the H-1B visa?**

Employers who want to hire international students for long-term assignment(s) may sponsor them for a work visa. The H-1B visa is the most commonly used work visa and is available to foreign nationals who have at least a bachelor's degree, and are working in a position that requires at least a bachelor's degree. Typically, international students will first work for an employer on OPT for up to a year, during which time the process to change to H-1B status can be completed. H-1B Petitions are typically processed in 4 to 6 months. Premium processing will reduce the processing time to 15 days.

# Florida Foreign Graduate Work Activity Manual

**Camilla Rothe**



## Florida Foreign Graduate Work Activity Manual:

Florida Administrative Register ,2010-03      **Resources in Education** ,2001-04      Florida Administrative Weekly ,2004  
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**Resources in Education** ,1993      *Monthly Catalog of United States Government Publications* United States.  
Superintendent of Documents,1977 February issue includes Appendix entitled Directory of United States Government  
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include semiannual index      *University Record of the University of Florida* University of Florida,1914      *The*  
*Congregationalist* ,1917      Administration & Management ,1988      **Catalog** University of Florida,1914      The  
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McCormack,Elizabeth Trelenberg,2009-05-15 Peer reviewed and crafted to focus on contemporary topics and dialogues The  
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