Recruiting International Students
Many employers express concerns about hiring international students in the United States. Many employers are unaware of the simplicity and benefits of hiring international students who are studying in the U.S. on a student or exchange visitor visa. These international students can work in their field of study during academic sessions, vacation periods, and after completion of study without the need to change their immigration status. Highly qualified foreign students bring to any organization new paradigms of thinking, strong work ethics, culture and ethnic diversity, adaptability, multiple languages, and a broad range of communications skills.

Advantage of Hiring International Students
- Proven English language ability and an understanding of American Culture
- Willingness to adapt to new situations
- Multiple language skills
- A United States education
- Demonstrated motivations

Employers do NOT have to:
- Sponsor a student for a green card
- Prove that no United States Citizen is available to do the job
- Complete any special paperwork

Before Graduation
Curricular Practical Training (CPT) is defined by the United States Citizen and Immigration Services as employment that is an “integral part” of a student’s course of study. This work experience may be required by the student’s degree program or may be an elective if it is an important part of the program of study. According to the immigration regulations, this employment may be an internship, cooperative education job, a practicum, or any other work experience that is either required for your degree (as defined in the course catalog) or for which academic credit is awarded. The student applies through IUPUI Office of International Affairs without the need for assistance from the employer.

After Graduation
Most students who complete or are near completion of their degrees in the United States are eligible to accept short-term employment in the United States. It is not necessary for them to change their visa status for this type of legal employment. The students simply apply to IUPUI Office of International Affairs or USCIS (United States Citizenship and Immigration Services) for their Employment Authorization Document (EAD) permits to do Optional Practical Training (OPT).

An employer needs to complete an I-9 form for any new international employee and check with the international student to be sure that he/she has a valid EAD card. The EAD card is issued by the USCIS upon receipt of a recommendation from the student’s school. Employers do not have to sponsor a student for a Permanent Residency, prove that no United States citizen is available to do the job, or complete any special paperwork for any employee.

You may extend the student's employment if an employer should want to retain an IUPUI International Graduate past the allowed employment period on the EAD card; it is possible to secure an H1-B Visa which can provide up to six additional years of employment.