



# INTERNATIONAL STUDENTS MAKE WORLD-CLASS EMPLOYEES

Companies often overlook international students when recruiting from business schools, but these ambitious, highly-skilled applicants offer distinct advantages over their domestic peers:

## Pre-screened for Success

It takes an extraordinary amount of talent and initiative to apply to and attend a program abroad. Our international students successfully completed a competitive and selective application process and represent the best of their native countries.

## A Global Perspective

International students are accustomed to adapting to new environments and cultures, and most students who work in the U.S. adapt to the American work style very quickly. These students can expand your competitiveness in the global marketplace through the formation of an “in house” workforce abroad.

At Ross, our significant international student presence mirrors the global business environment. We are confident our international business students are among the best in the world and will contribute to the success of your organization. Contact us at: [rossrecruiterrelations@umich.edu](mailto:rossrecruiterrelations@umich.edu) to access our talented international students.

# FAQs

## Hiring Options for International Students

Most international students are in the U.S. on the basis of F-1 (student) or J-1 (exchange visitor) status. Employers typically hire international students in one of four ways:

**“PRACTICAL TRAINING”** Depending on whether the student holds F-1 or J-1 status, he or she is normally eligible for a period of Optional Practical Training, Curricular Practical Training, or Academic Training. Students holding either F-1 or J-1 status may work in their fields of study during Practical Training. Students hired by a U.S. employer for Practical Training do not need to change their immigration status, and the employer is not required to process any visa paperwork.

**H-1B STATUS** Graduates on an F-1 or J-1 visa can continue to be employed in the U.S. after the Practical Training period expires if the company receives H-1B (temporary status) approval from U.S. Citizenship and Immigration Services (USCIS). H-1B status allows the graduate to work in the U.S. for up to six years (authorization is granted in increments of up to three years), but only in the position for which the petition was filed with USCIS.

**TN VISA STATUS** TN status is available to Canadian and Mexican students engaged in professional level business activities for (renewable) periods of up to three years. The TN status requires no formal petition to USCIS, but the occupation must be included in Appendix 1603.D.1 of the NAFTA treaty to qualify. Unlike the H-1B status, there is no maximum number of TN visas available, and there are no application fees for the employer.

**E-3 STATUS** E-3 is a visa category designed for nationals of Australia that is similar to the H-1B visa. The E-3 visa is renewable indefinitely, two years at a time, and does not require a formal USCIS petition.

For more information on Practical Training, H-1B and TN and E-3 status, visit [uscis.gov](https://uscis.gov)

**Would hiring international students involve more paperwork?** Not initially. The U-M International Center and the student handle the paperwork involved in securing the F-1 or J-1 work authorization.

**Are there added expenses associated with international students?** The only cost to the employer hiring international students on an F-1 or J-1 visa is the time it takes to select the best candidate. You may actually save money, as the majority of international students are exempt from Social Security and Medicare tax requirements.

**Do international students need work authorization before I can hire them?** No. International students must have work authorization before they begin employment, not before they are offered employment. In fact, some students require a written job offer to apply for work authorization. Many students start their applications while they are interviewing. Students can provide an estimate of when they expect to receive work authorization.

**Do I have to prove that international students are not taking jobs from qualified Americans?** American employers are not required to document that a citizen of another country did not take a job from a qualified American if the employee is working on the basis of F-1, J-1, TN, or H-1B status. Employers must document that they did not turn down a qualified American only when pursuing a green card.

**Can I employ international students after their student work authorization expires?**

You can continue to employ international students by applying for and receiving H-1B status with USCIS. Students can also continue to work under the TN and E-3 categories, which do not require USCIS approval (see details at left).

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## Connect with Us

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