Why Hire a UVM International Student?

Who Are the UVM International Students?
Top countries of origin: China, Canada, India, UK
Top fields of study: Biological Sciences, Accounting, Chemistry, and Engineering
53% Undergraduate - 24% PhD - 13% Masters - 10% Exchange

What Are the Advantages of Hiring International Students?

• Multilingual Work/Internship can be paid or unpaid
• Proven English skills and ability to understand American culture
• Have courage to tackle the unknown
• Can excel in diverse workplaces
• Considered to be among the brightest and most highly motivated from their home countries
• Have technical expertise
• Help to diversity and enhance your organization

Are International Students Legally Eligible to Work?
YES! Federal regulations permit the employment of international students on F-1 (international student) and J-1 (exchange visitor) statuses within certain limits. Students in these statuses may work off-campus in jobs and internships directly related to the field of study with appropriate authorization from the UVM Office of International Education and, when appropriate, the United States Customs and Immigration (USCIS).

While pursuing a degree, international students may be eligible for practical training opportunities that support their academic objectives. The criteria for these opportunities are:
• Must be directly related to student’s degree program and have a clear link to curriculum
• Work/Internship can be paid or unpaid
• Student must have been in the USA for a minimum of one academic year
• Limit to part-time employment during semester, but can work full-time during university breaks

Upon completion of degree, international students may apply for a work authorization linked to their student visa status.

• F-1 Students: The F-1 work authorization after graduation is called Optional Practical Training (OPT) and allows students to work up to 12 months in a position related to their field of study. Students in STEM fields working for an e-Verify employer may be eligible for a 17-month extension of OPT upon completion of the first year.
• J-1 Students: The J-1 work authorization is called Academic Training (AT), and allows students to work in a position related to their field of study. Students completing a Bachelor’s or Master’s degree may apply for up to 18 months of AT. Students in PhD programs may be eligible for a total of 36 months of AT. Exchange students generally can engage in 4-9 months of AT, depending on degree program.

What Do Employers Have to Do?
1. Make a written job offer to the international student
2. Wait until student’s authorization is approved
3. Complete I-9 and other hiring paperwork once the authorization has come through.

Can I Extend the Student’s Employment After Practical Training Ends?
Many international students who have worked for a company on OPT or AT wish to continue employment with the company in a more permanent way. If so, the student would need to switch from a student-based employment authorization to an employment-based authorization. Most commonly, international students obtain an H1B temporary worker visa if they continue working with their employer.

For organizations that are not universities or research institutes, there is an annual maximum limit of H1B visas nationally. To obtain an H1B, an employer must sponsor the employee for this immigration status. The annual application cycle opens on April 1st each year, and employers are urged to file as close to this date as possible. An attorney can help determine eligibility and prepare the H1B application.

If a student has questions about a possible “gap” in employment between student-based practical training and an H1B, he/she should contact the UVM Office of International Education for guidance on timeline questions. They cannot advise on the filing of H1B.

How YOU Can Connect with our Students?
Job Fairs Networking Events Catamount Job Link
On campus information sessions/workshops/panels/recruiting

Still Have Questions?
Kimberly Ead * International Student Career Counselor * 802-656-0108 * kead@uvm.edu

What Globally Expanding Companies Say about UVM International Employees

They brought experience, culture, and enthusiasm.
- New Breed Marketing

I would highly recommend for any company to consider hiring an international student, as we have found they bring knowledge equivalent or greater than those who we have employed that had direct experience in the workforce.
- Data Innovations

International candidates have brought more worldly ideas and views on problems and potential solutions for our clients.
- ipCapital Group

In statistics (and in many other technical fields) if you restrict yourself to only those who are already US citizens or permanent residents, you eliminate a large portion of the qualified applicants. If you need technical people for the work you do and you are (or trying) to reach a world market but don’t already have a company culture that appreciates diversity, you are probably not going to be competitive.
- Precision Bioassay