Employers Guide to Hiring an International Student

Who are 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

Are they legally eligible to work in the U.S.A?
- 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).

What are the advantages of hiring an International Student?
- Multilingual
- Proven English skills and ability to understand American culture
- Can excel in diverse workplaces
- Highly motivated
- Technical expertise
- Diversify and enhance your organization

How do I connect with qualified International Students?
- Posting in Handshake, UVM’s job/internship platform
- Career Fairs & Networking Events
- Hosting a job shadow student
- Tabling or Information Session
- Alumni Panels & Site Visits

What are the hiring steps I need to take as an employer?
- Interview international student
- Make a written job offer to the international student
- Wait until student's authorization is approved from UVM
- Complete I-9 and other hiring paperwork once the authorization has come through.

Student work authorization while pursuing a degree?
- Curricular Practical Training (CPT): This permits F-1 student visa holders to accept an internship or employment in their academic field after one year of study.
full time study at UVM. Work/Internship can be paid or unpaid, students must have been in the USA for a minimum of one academic year and options are limited to part-time employment during the semester, but students can work full-time during university breaks, including the summer.

**Student work authorization upon graduation?**

- **Optional Practical Training (OPT):** This permits F-1 student visa holders who have graduated to gain practical work experience related to their major field of study for up to 12 months. 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, that is 3-years.

- **Academic Training (AT):** 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.

**How can I extend student’s employment after practical training ends?**

- International students who have worked for a company on OPT or AT and wish to continue employment in a more permanent way need to switch from a student-based employment authorization to an employment-based authorization. Most commonly, an H1B temporary worker visa if they continue working with their employer.

- There is an annual limit of H1B visas nationally for organizations that are not universities or research institutes. To obtain an H1B, the employee must be sponsored by an employer, apply for the visa during the annual cycle which opens on April 1\(^{st}\), and 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.

**Additional Resource:**

UVM Office of International Education (OIE): [https://www.uvm.edu/oie/immigration](https://www.uvm.edu/oie/immigration)

*Responsible for assisting students and faculty engaged in study abroad programs and assisting international students, scholars, faculty and staff*

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