

EMPLOYMENT OPTIONS for International Students

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CONTACT INFORMATION

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COLLEGE-DESIGNATED ISSO ADVISORS



Elliot Uhl

Advisor for:

Advisor to the Colleges of Agriculture and Life Sciences, Veterinary Medicine, and Interdepartmental Majors



Katherine Worley

Advisor for:

Advisor to Mechanical, Electrical, Computer, and Software Engineering



Gene Manhattan

Advisor for:

Advisor to College of Business, Design, and Human Sciences



Immigration 101: CPT, OPT, Oh my!



IMMIGRATION 101 OVERVIEW

Students have many training/employment opportunities before employer sponsorship!

During Program	After Program	Beyond OPT/STEM OPT Period
<p>CPT</p> <ul style="list-style-type: none">• Up to 12 months full-time (no limit for part-time)• Typically designed for internship or co-op with specific start and end dates• Authorized by school – only requires a detailed job offer letter	<p>OPT</p> <ul style="list-style-type: none">• 12-month authorization period• Student applies with U.S. government (~ 90 days) <p>STEM OPT</p> <ul style="list-style-type: none">• 24-month extension• Must be STEM-eligible major• Must be paid and 20+ hours per week• E-Verify enrollment, I-983 reporting requirements	<p>H-1B</p> <ul style="list-style-type: none">• Employer sponsorship• 3-year period with possibility of 3-year extension <p>Personal Status Options</p> <ul style="list-style-type: none">• Employee may have further status options depending on nationality or extraordinary ability in their field

CURRICULAR PRACTICAL TRAINING (CPT)

Employer Role: Issue a job offer letter and complete I-9

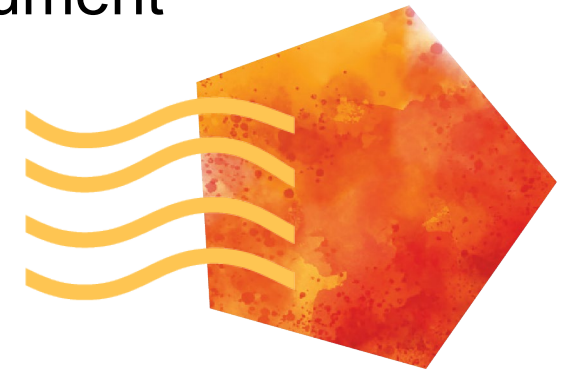
Cost for Employer: \$0

- Designed as fixed-term work authorization – internships, co-ops, etc.
- Typically authorized one term at a time
- Must be directly related to student's major
- Authorized by the International Students and Scholars Office (ISSO)
- Cannot exceed 364 days of full-time CPT per educational level (or impacts future employment eligibility)

CPT PROCESS FOR STUDENT

1. Receives job offer
2. Enrolls in CPT-related course
3. Applies for CPT authorization from ISSO
4. Receives new immigration document with CPT authorization
5. Completes I-9 with employer using new immigration document

*Typically completed in 1-2 weeks



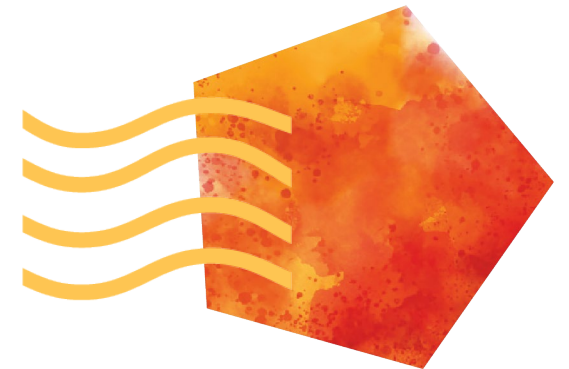
OPTIONAL PRACTICAL TRAINING (OPT)

Employer Role: Complete I-9 after EAD start date

Cost for Employer: \$0

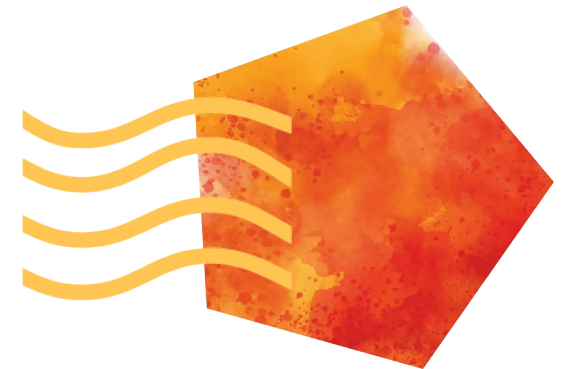
Duration: Typically 1 year

- Work authorization for after completion of program
- EAD card issued by U.S. Citizenship and Immigration Services (USCIS)
- Qualifying employment is flexible: full-time, internships, contract, etc.



OPT PROCESS FOR STUDENT

1. Applies for OPT up to 3 months before finished with program
2. Sends application to USCIS (\$410)
3. Receives EAD card after application is approved
4. Uses EAD to complete I-9 with employer
5. Report employment to online Portal account



STEM OPTIONAL PRACTICAL TRAINING EXTENSION (STEM OPT)

Employer Role: E-Verify, I-983, Reporting Requirements

Cost for Employer: \$0

Duration: 2 year Extension

- Major must be STEM designated by Department of Homeland Security (DHS)
- Must be paid employment and 20+ hours per week
- I-983 Training Plan
 - Details role, objectives, oversight, assessment, etc.
 - Student's responsibility to update – employer signs off on any change

J1 STUDENTS: ACADEMIC TRAINING

Employer Role: Complete I-9 after EAD start date

Cost for Employer: \$0

Duration: Up to 3 years depending on education level

- Similar to CPT/OPT process but for students in J-1 status
1. Receives job offer
 2. Enrolls in AT-related course (if degree not yet completed)
 3. Applies for AT authorization from ISSO
 4. Receives new immigration document with AT authorization
 5. Completes I-9 with employer using new immigration document

HIRING INTERNATIONAL WORKERS BEYOND OPT

H1B

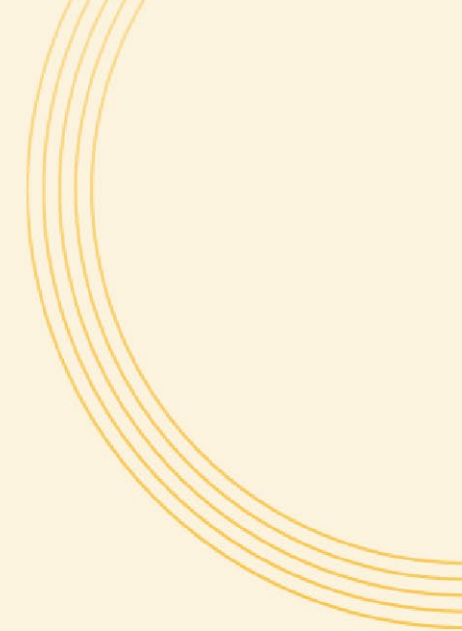
- Employer sponsored
- Lottery based
- Typically register for lottery in March, start date of October 1
- Valid for up to 6 years
- Many employers choose to work with immigration attorney

Other Status Options

- Status options exist for persons of extraordinary ability of citizens of certain countries (example: O, EB, TN, E-3, etc.)
- Personal application by individual – encouraged to work with immigration attorney



Job & Internship Seeking Tips from Career Services



Career Services at Iowa State University

Get in touch with your college's Career Services Office before the Career Fair!

Undergraduate Business Career Services

Raisbeck Career Services Center
1320 Gerdin Business Building
bc@iastate.edu
515-294-2542

Graduate Business Career Services

Dr. Charles B. Handy Graduate Programs Office
1420 Gerdin Business Building
gradbuscs@iastate.edu
515-294-5133

College of Agriculture and Life Sciences

0015 Curtiss Hall
mikegaul@iastate.edu
515 294-4725

College of Design Career Services

297 College of Design
designcareers@iastate.edu
(515) 294-4390

Engineering Career Services

3200 Marston Hall
ecs@iastate.edu
515 294-2540

Human Sciences Career Services

131 MacKay Hall
hscareers@iastate.edu
515-294-0626

LAS Career Services

411 Morrill Rd
lascs@iastate.edu
515-294-8691

Graduate College Career Services

Contact Karin Lawton-Dunn
gradcareers@iastate.edu
515-294-6954

EVALUATE YOUR UNIQUE EXPERIENCES

Reflect on skills and experiences you possess that domestic students may not have:

- Flexibility
- Language adaptability
- Cultural adaptability
- Problem solving
- Ability to function with ambiguity
- Listening and observation
- Awareness of global issues
- Independence and confidence
- Assertiveness
- Perseverance
- Organization
- Communication across cultural and language barriers

DISCLOSING THAT YOU'RE AN INTERNATIONAL STUDENT

Never lie about your immigration status

- U.S. employers value honesty and directness

Many international students disclose immigration status on first or second interview

- Establish yourself as competitive candidate

Employer may have strict policies about hiring international students

- May be convinced otherwise if educated on process
- Make sure you have knowledge of your employment authorization so that you can educate employer

ILLEGAL INTERVIEW QUESTIONS

Questions about age, race, religion, place of birth, disability, marital status, and children are illegal in the United States.

Examples of illegal interview questions

- Are you a U.S. citizen?
- What is your visa type?
- What is your place of birth?
- What is your marital status?
- What is your native language?
- What is your religious affiliation?

If question is not clearly worded, ask employer to rephrase the question or explain what they are asking

Be a Proud International Student!

- Confidence and a great attitude will help employers see your potential.
- You have skills and experiences that make you unique – own these skills, as this will help you stand out!

QUESTIONS?