

# CAREER FAIR: Networking & Identifying International Friendly Companies

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# ISSO & BCS

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**BUSINESS CAREER SERVICES**  
**OUR JOB IS JOBS**



# Immigration 101: CPT, OPT, Oh my!



# IMMIGRATION 101 OVERVIEW

F-1 Students have many training/employment opportunities before employer sponsorship!

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

# **F-1 STUDENTS: CURRICULAR PRACTICAL TRAINING (CPT)**

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

**Cost for Employer: \$0**

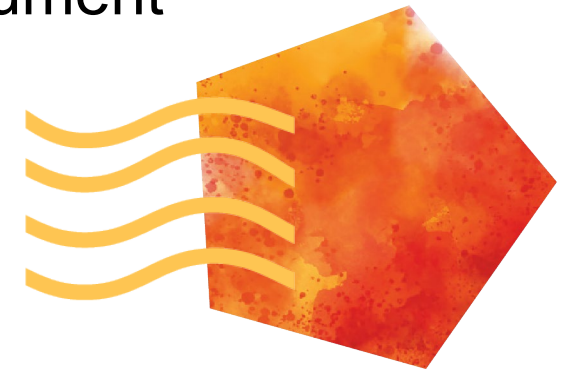
- Designed as fixed-term work authorization – internships, co-ops, etc.
- Typically authorized one term at a time
- Must be directly related to student's major
- Authorized by the International Students and Scholars Office (ISSO)
- Cannot exceed 364 days of full-time CPT per educational level (or impacts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

# CPT PROCESS FOR STUDENT

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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



# **F-1 STUDENTS: OPTIONAL PRACTICAL TRAINING (OPT)**

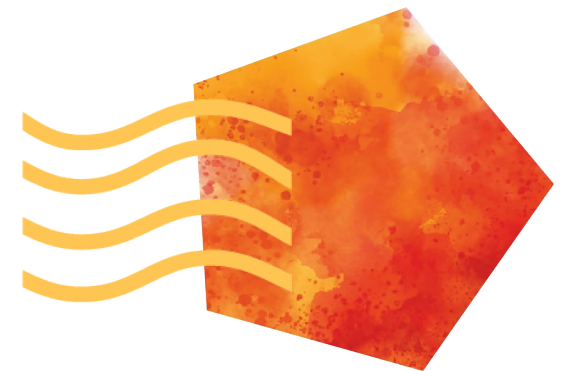
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**Employer Role: Complete I-9 after EAD start date**

**Cost for Employer: \$0**

**Duration: Typically 1 year**

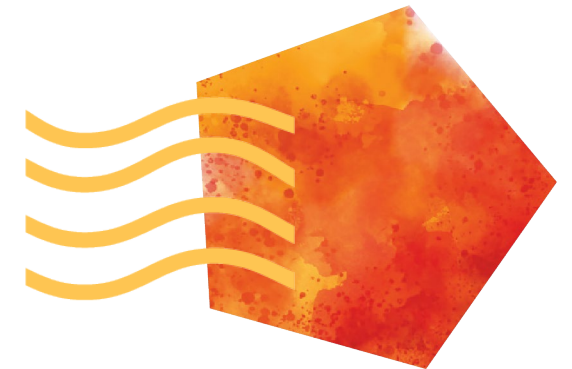
- Work authorization for after completion of program
- EAD card issued by U.S. Citizenship and Immigration Services (USCIS)
- Qualifying employment is flexible: full-time, internships, contract, etc.



# OPT PROCESS FOR STUDENT

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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





# F-1 STUDENTS: OPTIONAL PRACTICAL TRAINING STEM EXTENSION (STEM OPT)

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

**Cost for Employer: \$0**

**Duration: 2 Year Extension**

- Must have STEM designated major
  - STEM Major on I-20 must be recognized by Department of Homeland Security
- 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

# J-1 STUDENTS: ACADEMIC TRAINING (AT)

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**Employer Role: Complete I-9**

**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

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## 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 or 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  
[bcs@iastate.edu](mailto:bcs@iastate.edu)  
515-294-2542

## Graduate Business Career Services

Dr. Charles B. Handy Graduate Programs Office  
1420 Gerdin Business Building  
[gradbuscs@iastate.edu](mailto:gradbuscs@iastate.edu)  
515-294-5133

## Graduate College Career Services

Contact Karin Lawton-Dunn  
[gradcareers@iastate.edu](mailto:gradcareers@iastate.edu)  
515-294-6954

## College of Agriculture and Life Sciences

0015 Curtiss Hall  
[mikegaul@iastate.edu](mailto:mikegaul@iastate.edu)  
515 294-4725

## College of Design Career Services

297 College of Design  
[designcareers@iastate.edu](mailto:designcareers@iastate.edu)  
(515) 294-4390

## Engineering Career Services

3200 Marston Hall  
[ecs@iastate.edu](mailto:ecs@iastate.edu)  
515 294-2540

## Human Sciences Career Services

131 MacKay Hall  
[hscareers@iastate.edu](mailto:hscareers@iastate.edu)  
515-294-0626

## LAS Career Services

411 Morrill Rd  
[lascs@iastate.edu](mailto:lascs@iastate.edu)  
515-294-8691

## College of Veterinary Medicine

2270A Vet Med  
[schminke@iastate.edu](mailto:schminke@iastate.edu)  
515-294-0772

# EVALUATE YOUR UNIQUE EXPERIENCES

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**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

# ONE-MILLION-DOLLAR QUESTION

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**Will you now or in the future  
require sponsorship?**

# DISCLOSING THAT YOU'RE AN INTERNATIONAL STUDENT

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## **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

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**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**



# Networking activity + LinkedIn



# Tools for Successful Company Search

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# Tips and Tricks

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## Find Jobs at US Universities, Cap Exempt H1Bs

- Another great way to work in America on H1-B Visa is to find a job at a non-profit research institution or a University. Typically, most non-profit higher education institutions do not fall under H1B Visa annual cap restrictions, so they are free to sponsor anyone as long as they have a job and believe that you are the right candidate. The H1B sponsored by such Universities or non-profit research institutions is called cap-exempt H1B.

## Find Jobs at Global Consulting Companies

- Global Consulting companies like TCS, WIPRO, Infosys, Accenture, etc. have a large workforce that works on H1B visas. These are multinational companies(MNCs) that have various kinds of roles ranging from IT roles to accounting. Usually, if you are based outside of the US and plan to work in the US, working for these companies could be your best bet.

## 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?