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!
Students have many training/employment opportunities before employer sponsorship!

<table>
<thead>
<tr>
<th>During Program</th>
<th>After Program</th>
<th>Beyond OPT/STEM OPT Period</th>
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<tbody>
<tr>
<td><strong>CPT</strong></td>
<td><strong>OPT</strong></td>
<td><strong>H-1B</strong></td>
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<tr>
<td>• Up to 12 months full-time (no limit for part-time)</td>
<td>• 12-month authorization period</td>
<td>• Employer sponsorship</td>
</tr>
<tr>
<td>• Typically designed for internship or co-op with specific start and end dates</td>
<td>• Student applies with U.S. government (~ 90 days)</td>
<td>• 3-year period with possibility of 3-year extension</td>
</tr>
<tr>
<td>• Authorized by school – only requires a detailed job offer letter</td>
<td><strong>STEM OPT</strong></td>
<td><strong>Personal Status Options</strong></td>
</tr>
<tr>
<td></td>
<td>• 24-month extension</td>
<td>• Employee may have further status options depending on nationality or extraordinary ability in their field</td>
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<tr>
<td></td>
<td>• Must be STEM-eligible major</td>
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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
Get in touch with your college’s Career Services Office before the Career Fair!

<table>
<thead>
<tr>
<th>Career Services</th>
<th>Location</th>
<th>Contact Information</th>
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</thead>
</table>
| **Undergraduate Business Career Services** | Raisbeck Career Services Center | bcs@iastate.edu  
1320 Gerdin Business Building  
515-294-2542 |
| **Graduate Business Career Services** | Dr. Charles B. Handy Graduate Programs Office | gradbuscs@iastate.edu  
1420 Gerdin Business Building  
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 |
| **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 |
| **Engineering Career Services** | 3200 Marston Hall | ecs@iastate.edu  
515 294-2540 |
| **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:

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<tr>
<th>Flexibility</th>
<th>Independence and confidence</th>
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<tbody>
<tr>
<td>Language adaptability</td>
<td>Assertiveness</td>
</tr>
<tr>
<td>Cultural adaptability</td>
<td>Perseverance</td>
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<tr>
<td>Problem solving</td>
<td>Organization</td>
</tr>
<tr>
<td>Ability to function with ambiguity</td>
<td>Communication across cultural and language barriers</td>
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<tr>
<td>Listening and observation</td>
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<td>Awareness of global issues</td>
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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 of 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?