CAREER FAIR: Networking & Identifying International Friendly Companies

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ISSO & BCS

BUSINESS CAREER SERVICES
OUR JOB IS JOBS

IOWA STATE UNIVERSITY
International Students and Scholars Office
Immigration 101: CPT, OPT, Oh my!
# IMMIGRATION 101 OVERVIEW

F-1 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>
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<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>
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<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>
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<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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<td></td>
<td>• Must be STEM-eligible major</td>
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<td></td>
<td>• Must be paid and 20+ hours per week</td>
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<td>• E-Verify enrollment, I-983 reporting requirements</td>
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F-1 STUDENTS: 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*
F-1 STUDENTS: 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
F-1 STUDENTS: OPTIONAL PRACTICAL TRAINING STEM EXTENSION (STEM OPT)

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)

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

**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
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
515-294-2542

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

Graduate College Career Services
Contact Karin Lawton-Dunn
gradcareers@iastate.edu
515-294-6954

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
ers@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

College of Veterinary Medicine
2270A Vet Med
schminke@iastate.edu
515-294-0772

Make appointment in Cy Hire
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
Will you now or in the future require sponsorship?
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
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

IOWA STATE UNIVERSITY
International Students and Scholars Office
Networking activity + LinkedIn
Tools for Successful Company Search

- United States
- Going Global
- LinkedIn
- Global Network
Tips and Tricks

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?