



### THE TEXAS MBA: INTERNATIONAL

In today's global business environment, international students hold the distinct advantage of having a global perspective only someone who has lived and/or worked on more than one continent can possess. With around a quarter of all Texas MBAs hailing from various countries around the globe, our international students' unique blend of countries, cultures, races and religions bring depth to our program. Companies who hire Texas MBA international students value their effectiveness on the world stage and their ability to act ethically and responsibly within a global context. Recruiters are impressed by their ability to think strategically at an international level.

Top Inset and picture below: Students showcase their culture during International Night, a popular annual MBA fall event.



## Hiring Interns

### HOW DO I HIRE AN INTERNATIONAL INTERN?

**Curricular Practical Training (CPT)** is temporary employment authorization available to students holding F1 visas after 2 semesters of full-time academic study. Students can work full-time for up to 11 months on CPT and authorization can also be granted for part-time work.

**Employer Role:** Employers interview candidates as usual and produce an offer letter to the selected international intern. The offer letter must be on company letterhead and contain: the company address where the work will be performed, the intern's title, a description of job duties, salary, internship start and end dates, supervisor's name and title, hours per week (full-time or part-time) and the signature of the person extending the offer.

**Cost:** There is no processing fee for the employer.

**Student Role:** The student works with the appropriate UT entities to handle the paperwork required by the U.S. government.

**Work Authorization:** Proof of work authorization can be verified through the I-20 form, which the International Office will update to allow working privileges within the dates specified in the offer letter. The intern can then secure a Social Security number by taking his or her paperwork to any local Social Security office.

### ADVANTAGES OF HIRING AN INTERNATIONAL INTERN

**Expanded diversity** within your internship program that can affect the overall experience of the entire internship team. UT education combined with their multicultural and multilingual skills make them a potential asset to U.S. employers.

**Demonstrated insight** into international markets that can better equip your company to compete for global market share.

**Increased productivity** as interns work on projects that full-time employees do not have the time or resources to explore.

## Hiring Graduates

### HOW DO I HIRE AN INTERNATIONAL STUDENT AFTER GRADUATION?

**Optional Practical Training (OPT)** is temporary employment authorization available to students holding F1 visas after they graduate. Graduates can work up to 12 months on OPT in a field related to their academic coursework.

**Employer Role:** OPT can be granted to the student with or without an offer of employment. Therefore, employers do not need to file any paperwork on the student's behalf. Students are prompted to apply for OPT two to three months before graduation so they can begin working upon graduation.

**Cost:** There is no processing fee to employers. Students pay a nominal fee to the Department of Homeland Security to secure an Employment Authorization Document (EAD) card.

**Student Role:** The student handles collection of documents necessary to apply for OPT.

**Work Authorization:** The application process typically takes 60-90 days to complete after which an Employment Authorization Card (EAD) is given as proof of work authorization. It is not recommended that students travel internationally while OPT is pending.



## Employing a Global Workforce

**H1B Visa** is the most prevalent work visa with 65,000 available for students who completed a Bachelors degree (in the U.S. or abroad) and an additional 20,000 available for those who completed a Masters or PhD (in the U.S.). Applications are taken as of April 1 for the following fiscal year beginning October 1 and are accepted until the available H1B allotment has been filled.

**Employer Role:** Companies must file the H1B application on behalf of the international employee. Many companies find that securing an experienced immigration attorney can make the application process go more smoothly.

**Cost:** Total expenses can be as low as \$5,000 to \$7,000, inclusive of legal and application fees.

**Duration:** H1B visas are authorized for up to 6 years.

### OTHER VISAS

- The **L1 Visa** is an intra-company transfer visa. Employees must work at the same or an affiliated company outside of the U.S. for a minimum of one year before being transferred into the U.S. The spouse of an L1 visa holder will also have the right to work in the U.S. under an L2 visa.
- The **TN Visa** is available for Canadian or Mexican citizens who will be working in the areas of accounting, economics or management consulting.
- The **E3 Visa** is for Australians working in professional positions in the U.S.A.

### ADDITIONAL INFORMATION

- American Immigration Lawyers Association [www.aifa.org](http://www.aifa.org)
- Immigration Attorneys [www.martindale.com/Find-Lawyers-and-Law-Firms.asp](http://www.martindale.com/Find-Lawyers-and-Law-Firms.asp)
- United States Citizenship and Immigration Services (USCIS) [www.uscis.gov](http://www.uscis.gov)
- Immigration and Customs Enforcement (ICE) [www.ice.gov](http://www.ice.gov)
- Department of Homeland Security (DHS) [www.dhs.gov](http://www.dhs.gov)

### UNIVERSITY CONTACTS

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### MBA EMPLOYER RELATIONS

Our team within MBA Career Management is focused on enhancing your recruiting experiences at McCombs. We can help create a customized, efficient and effective recruiting strategy to meet your recruiting needs.



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