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 outside of the United States, our international students’ unique blend of countries, cultures, races and religions brings depth to our program. Companies that hire Texas MBA international students value their effectiveness on the world stage and are impressed with their ability to think strategically at an international level. Texas MBA international students distinguish themselves through high academic achievement, but also bring with them cross-cultural insight and experiences that can be leveraged by both big and small organizations wishing to compete in the global marketplace.
Hiring Interns

HOW DO I HIRE AN INTERNATIONAL INTERN?
Curricular Practical Training (CPT) Some international students are eligible for U.S. work authorization after completing their first year of the MBA program at McCombs without requiring visa sponsorship from an employer to work. Students who hold F-1 status are eligible to apply for CPT work authorization, while J-1 status students may qualify to apply for Academic Training (AT) work authorization. Both work authorizations are issued by The University of Texas at Austin International Office, therefore hiring an International Texas MBA requires no additional paperwork than when you hire U.S. workers.

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, exact 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. The student is responsible for collecting the required documents to apply for CPT. For a complete list of required documents, please see: http://world.utexas.edu/isss/forms/cpt.pdf. To apply for CPT, the student should schedule an appointment with an International Student Advisor at ISSS: http://world.utexas.edu/isss/advising#student.

Work Authorization: Proof of work authorization will be reflected on the I-20 form after applying for CPT.

Social Security: After obtaining CPT, and no more than 30 days before the internship start date, the intern may then apply for a Social Security Number (SSN) by taking his or her paperwork to any local Social Security office. For details on how to apply for an SSN, please see https://www.ssn-info.pdf. Note: if the intern already possesses a Social Security Card, there is no need to apply for another, as the card/number is valid for life.

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 is temporary employment authorization available to students holding F-1 status after they graduate. Graduates can work up to 12 months on OPT in a field related to their academic major.

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 three to four months before graduation so they can begin working upon graduation.

Cost: There is no processing fee to employers. Students pay a $150 service fee to ISSS before applying for OPT, and a $280 filing fee to the Department of Homeland Security to process an Employment Authorization Document (EAD) application.

Student Role: The student must attend the mandatory OPT Workshop offered by ISSS, which provides detailed guidance about the OPT process. Next, the student will collect the necessary OPT application documents and schedule an appointment with an International Student Advisor at ISSS to apply for OPT.

Work Authorization: The application typically takes approximately 90 days to process at US Citizenship and Immigration Services (USCIS), after which an Employment Authorization Card (EAD) is issued as proof of work authorization. It is not recommended that students travel internationally while the OPT application is pending. Students may only be employed during the dates as reflected on their EAD card.

STEM Extension of Optional Practical Training (OPT) is an extension of OPT employment authorization available to F-1s who graduated with prior U.S. degrees in the fields of science, technology, engineering or mathematics. To qualify, the graduate’s employer also must participate in E-Verify. STEM Extension of OPT can grant F-1 graduates an additional 24 months of OPT work authorization. This can be advantageous for MBA graduates with prior U.S. degrees in the STEM fields, whose job duties will be at least 50% related to their STEM degree.

Employer Role: Please refer to the US Department of State’s guidance for employers who hire STEM OPT workers: https://steminsistates.dhs.gov/stem/opt/hub

Student Role: For detailed information about the STEM OPT Extension application process, please visit the ISSS website: http://world.utexas.edu/isss/students/employment/f1/opt/stem

Employing a Global Workforce

H-1B Status is the most common employment visa status worldwide, available for candidates who are in the U.S. or abroad and an additional 20,000 available for those who completed a Masters or PhD (in the U.S.). H-1B petitions are submitted to USCIS by employers no sooner than April 1 for the following fiscal year beginning October 1 and are accepted until the available H-1B allotment has been filled.

Employer Role: Companies must file the H-1B petition 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. Employers cover these expenses.

Duration: H-1B status may be authorized for up to 6 years.

OTHER VISA STATUSES
L-1 Status is for intra-company transferees. Employees must work at the affiliate of an affiliate company of the same entity they worked previously. It is not recommended that employees travel to the U.S. before being transferred into the U.S. The spouse of an L-1 status holder, who would hold L-2 status as a dependent, is eligible to apply for an Employment Authorization Document (EAD) card for work authorization via USCIS.

TN Status is available for Canadian or Mexican citizens who will be working in the areas of accounting, economics or management consulting, as well as other professional areas as designated on the NAFTA profession list.

E-3 Status is for Australians working in professional positions in the U.S.

H-1B1 Status is a special quota of 6,800 visas available to citizens of Chile and Singapore. Similar to the H-1B, the H-1B1 applicant must be offered employment in a MBA-level occupation. H-1B1 visas can be renewed indefinitely and the applicant can apply for the visa directly at a U.S. embassy which decreases the processing time and cost of government filing fees.

ADDITIONAL INFORMATION
- American Immigration Lawyers Association www.aila.org
- United States Citizenship and Immigration Services (USCIS) www.uscis.gov
- Immigration and Customs Enforcement (ICE) www.ice.gov
- Department of Homeland Security (DHS) www.dhs.gov

UNIVERSITY CONTACTS
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The University of Texas at Austin International Student and Scholar Services
512-471-2477 | http://world.utexas.edu/isss/

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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