

EMPLOYER GUIDE

HIRING INTERNATIONAL STUDENTS

BUSINESS CAREER SERVICES

Disclaimer: This guide is not intended to and does not serve as legal advice and is for informational purposes only. Employers are advised to consult with an experienced U.S. Immigration Attorney regarding immigration questions and legal matters. Information contained in this guide is subject to change based on federal updates. For the most current and accurate information, please refer to the official websites of the relevant U.S. government agencies including the Department of Homeland Security (DHS), U.S. Citizenship and Immigration Services (USCIS), and the U.S. Department of State.



Mitch Daniels School of Business



MAY 2025

DID YOU KNOW THAT...

International students on F-1 or J-1 Student Visa are eligible to intern while pursuing their studies and work after graduation for 1-3 years before needing employer sponsorship?



BENEFITS OF HIRING GLOBAL TALENT



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Expand and Diversify your Talent Pool: About 18% of the student body at Daniels School of Business is international representing 70+ countries (Fall 2024).

Tap into Global Expertise: International students bring global market insights from their home country and region. Daniels MS international students have an average of 3.5 years of work experience.

Benefit from Unique Perspectives: Discover new approaches to business problems and inspire creative business solutions

Utilize Multilingual Skills: Most international students speak 2+ languages. Reach more clients and make deeper connections with those around the world.

Create a Loyal Employee: Organizations that hire global talent encourage those that invest in them to stay at the company longer.



“ We recognize the value of hiring international students from Purdue University. As a global company, we appreciate the unique perspectives and understanding these students bring to the workforce. Many students have prior work experience, which shortens the learning curve allowing them to contribute effectively on day one. I encourage companies to

EXPLORE THIS PIPELINE OF TALENT.”

- Purdue Employer Partner



**LEARN MORE ABOUT THE PROCESS OF
HIRING INTERNATIONAL STUDENTS**

MOST COMMON PATHWAY

EMPLOYERS HIRING INTERNATIONAL STUDENTS

1

Curricular Practical Training (CPT)

While pursuing a degree, students on a student visa can apply for work authorization an internship directly related to their major field of study through CPT (F-1).

2

Optional Practical Training (OPT)

After graduating, students on a F-1 visa can receive work authorization for up to 12 months under OPT with an additional 24 month extension for those with designated STEM degrees (for up to three years of work authorization).

3

H-1B Work Visa (Sponsorship)

Once work authorization ends, the student will need sponsorship from the employer to continue working. The most common work visa for college graduates is the H-1B. There are other work visa options for employers to consider based on the employee's country of citizenship and qualifications.

CPT / AT- INTERNSHIPS

Overview: The internship must be integral to the student's plan of study and can be full-time or part-time and paid or unpaid.

Student Requirements: The student will apply for Curricular Practical Training (CPT) or Academic Training (AT) according to the process on the International Student Services (ISS) website. Upon approval, the student will receive their I-20 (F-1) or DS-2019 (J-1) with employment authorization information. The student must also enroll in a zero credit internship course by following the process on our website.

Employer Requirements: There is no cost for the employer. The employer only needs to provide the student with a job offer letter. The letter must include the employer name, the employer's official address, the physical work location (if different), the start and end dates of employment, the hours per week, and a brief description of job duties (and how they relate to the student's major). It also must be on company letterhead and signed by the prospective employer.



OPT - POST GRAD FULL TIME EMPLOYMENT



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Overview: The OPT employment must be in a job related to the student's major field of study, be at least 20 hours per week, and any work performed must occur during the authorization period listed on the Employment Authorization Document (EAD). Remote work is allowed.

Student Requirements: The student will apply for Optional Practical Training (OPT) recommendation through ISS and for work authorization through USCIS, and neither require an offer letter to apply. Upon approval from USCIS, the student will receive their EAD card.

Employer Requirements: There is no cost or paperwork for the employer. The employer will simply follow the same I-9 procedures



STEM OPT - STEM EXTENSION

Overview: Students on OPT with a designated STEM major can apply for a STEM Extension (STEM OPT) for an additional 24 months. The position must be related to the STEM degree and the student must work at least 20 hours per week at a company enrolled in E-Verify.

Student Requirements: The student with a designated STEM degree can [apply for a STEM extension](#) by following the steps on the ISS website at least one month before the OPT expiration date listed on their EAD.

Employer Requirements: There is no cost, but the employer must be enrolled in E-Verify, complete the I-983 Training Plan paperwork with the student, and attest compensation commensurate with U.S. workers. Click here to read more about [STEM OPT Employer Requirements](#).



DANIELS STEM OPT ELIGIBLE DEGREES



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A majority of the residential degrees offered at Daniels School of Business are STEM-OPT eligible.

Please find the current list (as of July 2025) of STEM-OPT eligible degrees on this slide.

Please note: The STEM OPT-eligible degrees are based on the CIP codes assigned to each major as determined by the U.S. Department of Education. The [U.S. Department of Homeland Security's STEM Designated Degree Program List](#) (last updated July 22, 2024) governs which programs qualify for the STEM OPT extension. Eligibility is subject to change based on federal updates to this list.

Undergraduate STEM OPT Eligible Business Degrees

- BS Business Analytics and Information Management
- BS Economics
- BS Industrial Management
- BS Integrated Business and Engineering
- BS Quantitative Business Economics
- BS Supply Chain Information and Analytics
- BS Supply Chain Operations Management

Graduate STEM OPT Eligible Business Degrees

*Residential MS Programs Only.

- Master of Business Administration (One Year MBA)
- Master of Business and Technology (MBT)
- MS Business Analytics and Information Management
- MS Finance
- MS Global Supply Chain Management
- MS Marketing

H-1B SPONSORSHIP



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Overview: Allows employment for up to 6 years. With limited exceptions, new H-1B petitions are subject to a lottery. Since it is not guaranteed, it is recommended to apply each year while on OPT and consult an immigration attorney on back-up visa options if needed. (such as L-1, O-1, TN, etc.)

Student Requirements: Must have earned at least a U.S. Bachelor's Degree or foreign equivalent and working in a job that requires at least a Bachelor's Degree that is related to the degree.

Employer Requirements: The employer must submit a petition to USCIS. There is no need to advertise to U.S. workers, but the employer must post a notice for ten days at the worksite stating that the employer is hiring an H-1B worker and provide information about the job. Employers must pay prevailing wage (same wage and benefits provided to U.S. workers in similar jobs).

Timing: Every year in March USCIS accepts H-1B lottery entries called 'registrations' for the coming year's annual quota. Winners from the March entry period will be notified on or before April 1 and will have 90 days to file full petitions for the Oct 1 fiscal year start date. Regular processing times for the petitions are several months, but employers can opt to pay an extra fee for faster processing.

H-1B Quota: USCIS has an annual quota of 85,000 new H-1Bs each year. Of these, 20,000 are allocated for graduates with advanced degrees (Master's/Doctoral).

Cost: Base government filing fees vary on company size and typically range from \$2000-\$3500 plus attorney fees.

To Apply: It is recommended to work with an immigration attorney to help you file the H-1B petition.

Source: *McCandlish Holton Immigration Practice Group 'Easy Guide to Hiring Foreign Graduates'*

OPPORTUNITIES TO RECRUIT GLOBAL TALENT

We invite you to schedule a call to discuss your employer strategy and recruiting goals. We can help you identify the best options for engaging with top global talent.



REFERENCES / RESOURCES



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Purdue University Resources:

- **Business Career Services**: Visit the employer page of our website to learn more.
- **International Student Services (ISS)**: Read more about work authorization (CPT, OPT, STEM OPT, and AT) and find recent data within the Office of International Students & Scholars [Annual Enrollment Report](#).
- **Data Digest**: Find international student enrollment data
- **Purdue Center for Career Opportunities**: Learn more about recruiting non-business students at Purdue

Additional Resources:

- **AILA Immigration Lawyer Search**: Find an immigration attorney
- **McCandlish Holton Immigration Practice Group**: Employers can reach out to ask immigration questions free of charge to Crystal Malik at cmalik@lawmh.com.
- **Interstride**: International Student Careers Platform with employer resources on hiring international students.
- **GoinGlobal**: Global Career Platform; they offer immigration workshops for both students and employers
- **NAFSA**: The Association of International Educators; They host conferences and professional development opportunities as well as immigration training.



THANK YOU

Business Career Services looks forward to supporting you with your recruiting needs!

CONTACT US

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