

Frequently Asked Questions

Is it illegal for international students to work in the U.S.?

No. International students on F-1 and J-1 visas may be permitted to work in jobs related to their major field of study with prior authorization from USCIS and/or their ISA.

Does hiring international students involve a lot of extra paperwork and costs?

No. The student works with BABSON COLLEGE to obtain work authorization for internships and/or employment immediately after graduation. No extra paperwork other than an employment offer letter is needed to hire international students for the periods they are allowed to work in student status.

If employers choose, they may file for the H-1B visa to allow the student to continue working after the student status-related work authorization has expired.

Do we have to prove that international students are not taking jobs from U.S. citizens?

No. Employers are not required to prove this if the individual is working with an F-1, J-1, or H-1B visa. Only when the employer is sponsoring an individual for permanent residency ("green card") do they have to prove that a qualified U.S. citizen was not turned down for that job.

What Can Babson Do to Help?

- Answer questions you may have regarding work authorization options for Babson students
- Provide examples of employee/ employer relationships where Babson international students have been successfully recruited and are legally employed while making considerable contributions to their employers.
- Provide a list of immigration attorneys in the Boston area



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*International Student &
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Hiring International Students

Information for
Employers



Global Program Services
Babson College

Hiring International Students

Some employers may have concerns about employing international students in the United States. This may be due to the complexity of United States Citizenship and Immigration Service (USCIS) regulations, or concern with time limitations on employment authorization.

In reality, getting permission for an international student to work in the U.S. is a fairly straightforward process. Please read this brief summary of employment authorization options to learn how you can hire diverse, productive, talented, and educated individuals, without hassle.

Eligibility

Most international students are eligible for work authorization connected to their student visa (F-1 or J-1). Students may be employed full , or part-time in a position that is related to their field of study. For F-1 students, there are two types of Practical Training work authorization which require little or no involvement on the part of the employer. J-1 students may apply for Academic Training employment authorization.

Optional Practical Training (OPT)

F-1 Students

OPT is recommended by the International Student Advisor (ISA) and authorized by USCIS for up to 12 months. The average processing time for this application is two to three months. Students should apply directly to USCIS well in advance of the desired start date, and may not begin employment until they have received authorization.

Curricular Practical Training (CPT)

F-1 Students

Many Babson students are able to participate in internships by applying for CPT. CPT is authorized by the ISA for students participating in curricular-related employment. Authorization is noted on the student's Form I-20 with exact beginning and ending dates. Processing time for this application is approximately 2 weeks.

Academic Training

J-1 Students

Academic training is recommended by the student's Academic Advisor and authorized by the ISA . Academic training may not exceed the student's length of time studying in J-1 status, and is limited to a total of 18 months.

What will the student have as proof of employability?

For Optional Practical Training , the student will also have an approval notice and an Employment Authorization Document (EAD) issued by United States Immigration & Citizenship Services.

For Curricular Practical Training, the student will have a Form I-20 which states on pg. 3 the dates, employer and location for which CPT is authorized

For Academic Training, the student is authorized by his/her International Student Advisor, and will receive an extended Form DS-2019 and an Employment Eligibility Letter.

It's Easy...

For the aforementioned types of work authorization, employers do not have to file any paperwork with USCIS. Authorization may be obtained for full or part-time positions. **The student and BABSON COLLEGE will work together to obtain the employment authorization.**

Continued Employment Authorization through the H-1B Visa

The H-1B visa allows individuals to work in the U.S. for up to 6 years. Employers who want to continue employing international students after their F-1 or J-1 visa-related work authorization has expired often use this type of visa. In most cases, an immigration attorney will be required to obtain the H-1B visa.

Here are some highlights:

Basic Requirements:

- Salary must meet the prevailing wage as defined by the Department of Labor.
- A bachelor's degree is a minimum normal requirement for the position.

H1-B Cap: Each year there is a limit on new H1-B visas available.

H-1B Processing Fees: There are various fees for the H1-B process including a filing fee, an anti-fraud fee, attorney fees, and employment fund fees.

Processing Time: Approximately 3 months (*Premium processing- 15 day processing for extra fee*)

