

## INTERNATIONAL STUDENT PROFILE

# CAPITALIZE ON INTERNATIONAL TALENT FOR YOUR ORGANIZATION

Fisher College of Business international students have been hired by over 200 small, middle market and large organizations over the past three years to fulfill their recruiting needs for internships and full-time positions. This talented pool of candidates, who represent 25% of the Fisher student population and come from 73 countries around the globe, brings diversity and unique qualities to the workplace.

Fisher international students have adapted to a new culture and living environment while succeeding in classes usually conducted in their non-native language. These students bring a global perspective and competency in two or more languages; additionally, many graduate students have work experience in a global market. These unique backgrounds, experiences and successes can translate into valuable resources for your company.

The following information will help you easily navigate the process of hiring international candidates.

### Graduate

Average GMAT score: .....	690
Average GRE score: .....	1357
Average GPA: .....	3.63

### Undergraduate

Average SAT score: .....	1190
Average ACT Score: .....	25.36
Average GPA: .....	3.38

\*Data based on Spring 2014 report of current students

## BEST PRACTICES FOR HIRING INTERNATIONAL CANDIDATES

### LONG-TERM IN THE U.S.

Companies, both large and small, have experienced the benefit of an expanded candidate pool and enhanced expertise that comes with considering all qualified candidates at the Fisher College of Business regardless of visa status. In some cases, those same companies find that the best candidate for the job is one who ultimately requires visa sponsorship. For companies with long-term, local needs in the United States, the best option is often to hire the candidate on a temporary basis using Optional Practical Training (OPT) and ultimately sponsoring the candidate for an H-1B visa. The straightforward process of hiring a candidate on OPT and transitioning to an H-1B visa is described within this document under "Work Authorization Options".

### INTERNATIONALLY

Global organizations recognize the benefit of hiring Fisher students for international opportunities based on the candidate's preference or the company's need. In cases where the company is looking to return a graduate to their home country, Fisher has the resources to help advertise opportunities, identify candidates and arrange a series of virtual interviews between the candidate studying in the U.S. and the company's international office to facilitate a smooth international hiring process.

### A Hybrid Approach

An increasingly popular approach to hiring international candidates from Fisher is a hybrid method. Many global organizations are taking the opportunity to hire international candidates on a short-term assignment in the U.S. and ultimately relocating the employees to their home country. This hybrid approach allows the employee an opportunity to experience the company's U.S. culture, while maximizing the benefit to the company's international operations.

Please contact us to discuss your options and begin establishing a comprehensive international recruiting strategy for your company today!



## WORK AUTHORIZATION OPTIONS

**Curricular Practical Training (CPT):** For international students studying on an F-1 visa, CPT is intended to provide hands-on, practical work experience in situations where the work serves as an integral part of a student's academic program. After 1 academic year, students can work part-time during the academic year or full-time during the summer vacation semester (early May - mid-August).

**Optional Practical Training (OPT):** For international students studying on an F-1 visa, OPT is intended to provide hands-on practical work experience and is authorized by U.S. Citizenship and Immigration Services for a maximum of 12 months following graduation. Students enrolled within the Master of Business Logistics Engineering (MBLE) program are eligible for a STEM extension authorizing them to work for an additional 17 months, a total of 29 months. OPT is a low-risk way for companies to hire an international student full or part-time and allows for a smooth transition to a work visa (usually H-1B).

**H-1B visa:** The H-1B visa is available to foreign nationals who a) have at least a U.S. bachelor's degree or foreign equivalent and b) will be working in a job that requires at least a bachelor's degree and is related to the student's field of study. This visa will allow for up to 6 years of employment and approvals can take as few as 15 days.

## COMMON MYTHS ABOUT HIRING AN INTERNATIONAL STUDENT

**Myth: International students require sponsorship for a summer internship.**

**Fact:** International students can work without sponsorship during their summer internship through Curricular Practical Training (CPT). There are no additional costs beyond the typical expenses related to recruiting any employee.

**Myth: Obtaining a visa for an international student is far too complicated and expensive.**

**Fact:** Hiring an international student on an H-1B visa is easier than you think! The visa cost is only a fraction compared to the overall value of finding the best candidate for your role. The total cost of a qualified immigration attorney and filing fees for a 3-year H-1B visa ranges from \$3500-\$5000, depending on the size of the organization.

**Myth: U.S. based organizations must first offer the job to or prove that it cannot be filled by a U.S. citizen before they can offer it to an international student.**

**Fact:** U.S. employers do not need to explore the U.S. labor market before filing petitions on behalf of students.

**Myth: There are only a small number of H-1B visas available each year and it is far too competitive.**

**Fact:** There are 65,000 H-1B visas available each year, plus an additional 20,000 for international students that complete their graduate studies in the U.S.

## CONTACTS

**For more information on recruiting global talent or for any questions, contact:**

Brittany Buxton-Graham, [buxton-graham.1@osu.edu](mailto:buxton-graham.1@osu.edu), 614.292.2415

**To post a job or on-campus interview schedule with the Fisher College of Business, contact:**

Susan Geier, [geier.3@osu.edu](mailto:geier.3@osu.edu), 614.292.8587

**For free information regarding the H-1B visa process, contact:**

Mark B. Rhoads\*, McCandlish Holton, PC, [MRhoads@lawmh.com](mailto:MRhoads@lawmh.com), 804.775.3824

*\*Mark B. Rhoads is not directly affiliated with the Fisher College of Business. Additional resources can be found via the American Immigration Lawyers Association ([www.aiala.org](http://www.aiala.org)).*