

U.S. Employer's Guide to Hiring
Top International Talent from
Olin Business School

Why hire international talent from Olin?

To capitalize on an ever globalizing marketplace, companies are relying more and more on international talent and employees with a global mindset.

- The Olin Business School is home to many international students from more than 30 countries who represent the top scholars in their home countries.
- Olin students have global perspective, technical expertise, multilingual fluency, and cross-cultural savvy.
- These students offer the very best combination of a top U.S. education coupled with firsthand knowledge of regional and national business practices and customs of their home to Olin.

Olin talent will be your company's next best asset.

How to hire international talent from Olin - *INTERNSHIP*

Curricular Practical Training (CPT)

Work authorization that allows F-1 student visa holders to accept employment in their academic field after being enrolled for an academic year as a full-time student.

Duration/Timing of Employment: May be used for a summer internship or a Fall/Spring semester internship. Please note, students using CPT during the academic year must maintain a full-time enrollment status at the university. Also, if a student works full-time for a full 12 months on CPT work authorization, they will not be eligible for Optional Practical Training (OPT) work authorization post-graduation.

Employer Role: No action required

Student Role: Student will submit CPT work authorization application through Olin academic program office once they receive an offer

Cost to Employer: No cost

Processing Time: May take up to five business days, but usually less

How to hire international talent from Olin – *Full-Time Employment*

Optional Practical Training (OPT)

Work authorization that allows F-1 student visa holders who have graduated to gain practical work experience related to their major field of study.

Duration/Timing of Employment: Up to 12 months post-graduation

Employer Role: No action required

Student Role: Student will submit an application to United States Citizenship & Immigration Services (USCIS)

Cost to Employer: No cost

Processing Time: On average 30-60 days (may take up to 3 months) with students being encouraged to apply as early as 90 days prior to graduation to avoid any delays

How to hire international talent from Olin – *Long-Term Employment*

H1-B Visa

A temporary non-immigrant visa reserved for specialty occupations

There are 85,000 H1-B visas available every year with 20,000 of that number designated for international employees who have earned an advanced degree (masters, MBA, PhD).

Duration/Timing of Employment: the H1-B visa is initially granted for a three year period, but may be renewed for an additional three years for a total of six

Employer Role: The employer is responsible for filing the H1-B application on behalf of the international employee through the Department of Labor and the United States Citizenship and Immigration Services (USCIS) department

Cost to Employer: Filing fees cost on average, \$1,500 - \$2,500 per employee

Processing Time: The earliest date to apply for an H1-B visa is April 1st, which, once approved become effective October 1st

Employer Obligations: The employer must post a notice for 10 days at the work site stating that you are hiring an H1-B worker, providing information about the job and must pay the international employee the same wage and benefits that are provided to U.S. workers in similar jobs. Please note, there is no requirement to advertise the position or determine if a U.S. worker is eligible for that position.

* For those employees who have a break in work eligibility following the expiration of their OPT work authorization prior to receiving their effective H1-B visa, there is a “cap gap” measure that allows an employee to continue working while they wait for the H1-B visa to be processed.

How to hire international talent from Olin – *Helpful Resources*

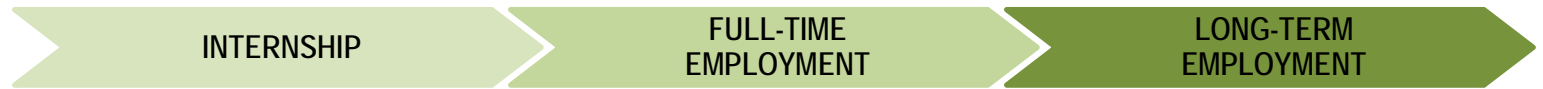
From the Olin Business School:

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United States Citizenship and Immigration Services – [Click here](#)

For specific legal advice, please contact an immigration attorney.

Summary



Type of Work Authorization/Visa	Curricular Practical Training	Optional Practical Training	H1-B Visa
Definition	Work authorization that allows F-1 student visa holders to accept employment in their academic field after being enrolled for a year as a full-time student.	Work authorization that allows F-1 student visa holders who have graduated to gain practical work experience related to their major field of study	A temporary non-immigrant visa reserved for specialty occupations There are 85,000 H1-B visas available every year with 20,000 of that number designated for international employees who have earned an advanced degree (masters, MBA, PhD).
Duration/Timing of Employment	Summer internship <u>or</u> Fall/Spring Semester internship* <i>* Please note, students using CPT during the academic year must maintain full-time enrollment status at the university. Also, if a student works full-time for a full 12 months on CPT work authorization, they will not be eligible for Optional Practical Training (OPT) work authorization post-graduation</i>	Up to 12 months post-graduation	H1-B visa is initially granted for 3 year period, but may be renewed for an additional 3 years for a total of 6* <i>* For those employees who have a break in work eligibility following the expiration of their OPT work authorization prior to receiving their effective H1-B visa, there is a "cap gap" measure that allows an employee to continue working while they wait for the H1-B visa to be processed.</i>
Employer Role	No action required	No action required	The employer is responsible for filing the H1-B application on behalf of the international employee through the Department of Labor and USCIS
Student/Employee Role	Student will submit CPT work authorization application through academic program office once they receive an offer	Student will submit an application to United States Citizenship & Immigration Services (USCIS)	No action required
Cost to employer	No cost	No cost	Filing fees cost on average, \$1,500 - \$2,500 per employee
Processing Time	Up to five business days (usually less time)	On average 30-60 days (may take up to 3 months) with students being encouraged to apply as early as 90 days prior to graduation to avoid any delays	The earliest date to apply is April 1 st and approved H1-B visas become effective October 1 st