Each year, the W. P. Carey School of Business welcomes students from diverse countries and cultures, who bring unique perspectives and awareness to their classes, fellow students, and future employers. Hiring from this candidate pool may require additional considerations, but the Graduate Career Center can help connect you with our incredible international students and navigate the process of considering them for internships and employment.

Much like domestic graduate students, international students most frequently seek:
- Full-time MBA internships during the summer between the first and second year, as a program requirement
- Full-time employment post-graduation

**Internships**
After completing one academic year, international students on an F-1 visa are legally permitted to pursue opportunities in the U.S. as part of their Curricular Practical Training (CPT), receiving course credit for their internship. As an employer, your only requirement is to provide an offer letter outlining the terms of employment. It is the student's responsibility to receive university authorization for internships, a process that typically takes two weeks or less.

**Full-time Employment**
Upon graduation, international students are legally permitted to pursue up to 12 months of full-time employment in their field as part of their Optional Practical Training (OPT). The employment period can be up to 36 months with an applicable STEM extension. In order to be considered for full-time positions, students must obtain authorization from USCIS and apply for the OPT extension.

At the completion of the OPT period, an employer would sponsor a work visa (H1-B) to retain an international employee. H1-B status is valid for three years and can be renewed for another three-year term.

**Home Country Employment**
In addition to seeking employment in the U.S., many international students pursue opportunities in their home country, where they have unrestricted work authorization. Utilizing 12 months of OPT in the U.S. is recommended for training, prior to the candidate returning abroad.

**About H1-B visa sponsorship**
Each year the USCIS makes available a limited number of visas and announces a cutoff date once the annual quota is reached. Petitions filed before the cutoff date, but after the quota has been filled, will be processed the following cycle.

A common misperception is that the H1-B visa process is cumbersome or confusing. In fact, the precedent for international students to obtain a temporary U.S. work authorization is longstanding and well-established, and the application process is straightforward, helping you fill positions throughout your organization with unique, qualified talent.

**Additional Resources/References**
- U.S. Citizenship and Immigration Services
  uscis.gov
- U.S. Department of Labor
  studyinthestates.dhs.gov/17-month-opt-stem-extension
- U.S. Immigration Guide for Employers
  workpermit.com/us/us_h1b.htm

**contact us**
W. P. Carey School of Business
Graduate Career Center
480-727-0685
wpcareygcc@asu.edu

wpcarey.asu.edu/recruit
Internships
CPT on F-1 visa

Timing/Duration
Upon completing the first academic year, MBA candidates are required to complete 200 hours of summer internship

Full-time Employment
OPT on F-1 visa

After graduation, up to 40 hours per week, for up to 12 or 36 months (STEM OPT)

Full-time Employment
Company-sponsored H1-B visa

Initial term of three years, which can be renewed for another three years

Student Obligation
Obtain CPT authorization from the university upon receiving an offer

Apply for OPT with the USCIS in the final semester (90 days before graduation)

Work with employer to provide documents required for visa sponsorship

Employer Obligation
None from a work authorization standpoint beyond considering qualified international applicants as the employer would domestic applicants

Willingness to diversify and retain talent pool through H1-B visa sponsorship

Cost to Employer
None

None

$2,300 – $7,500 (dependent on optional legal services)

Frequently Asked Questions

Q: Are international students permitted to work in the U.S.?
A: Yes. International students are legally permitted to pursue internship and full-time employment opportunities in the U.S. after completing one full academic year at W. P. Carey.

Q: Is there extra paperwork to file when hiring international students?
A: No. Students are required to obtain authorization from the university for internships and from the USCIS for full-time employment post-graduation. Employers will need to process paperwork only at the time of H1-B visa sponsorship.

Q: What are CPT and OPT?
A: CPT (Curricular Practical Training) and OPT (Optional Practical Training) are legal employment classifications students can use to pursue employment opportunities while in school and after graduation, respectively.

Q: When and why do students need visa sponsorship?
A: Upon graduation, international students remain on an F-1 visa and can be employed full-time for up to 12 or 36 months of OPT. To retain talent beyond this period, the employer sponsors a work visa (H1-B). Sponsoring an H1-B visa is usually a simple process. Such visas remain valid for an initial period of three years and can be extended once for another three-year period.

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