

Hiring Internationals

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Fast Facts

- 2009-10 Foreign Student Enrollment: 4608*
- Primary Majors:
 - Business—30%
 - Performing Arts—7%
 - Computer Sci—5%
 - Social Sciences—7%
 - Education—6%
- Graduating seniors—11%
- Projected Internship candidates (grad & undergrad)—up to 3,000 students

*Represents Bloomington campus only. System-wide enrollment: 6344

Step-by-Step

- ✓ Include international students in your applicant pool
- ✓ Interview them just as you would Americans
- ✓ Ask student about work permission
- ✓ Rely on the student to obtain the necessary permission
- ✓ Enjoy a productive, dedicated, reliable new professional

Expanding Your Candidate Pool

Indiana University is attracting and educating a record number of international students. In light of current unemployment figures, hiring these international students would be an effective way to fill open positions with qualified, educated, highly-motivated personnel.

In the 2009-2010 academic year, international student enrollment at Indiana University-Bloomington is at a high of 4,608, an increase of 7% from the previous year. Over 30 percent of these students are in the Kelley School of Business, with the remainder

scattered among all majors. As a group, they perform well in terms of the grades they earn (Undergraduate GPAs averaging 3.1, on a 4-point scale). The skills needed to perform at this level would be an asset to any company.



If your company is thinking globally, these students provide the staffing you need. In *Capitalizing on the Global Workforce* (1997) Schell & Solomon present six basic characteristics of successful global workers: acceptance, knowledge, positive emotions, lifestyle, interaction and communication. International students fit this profile perfectly. Companies that are globalizing can use student cross-cultural expertise, as well as the personal characteristics that made them successful in the US. If they return to their home countries, businesses will have local contacts at least, on-site overseas employees at best, and international liaisons in any case. It's a win-win situation!

Employment Options

International students are eligible for internships (pre or post-graduation), or short-term employment (up to a year) with virtually no requirements placed upon the employer.

With a little more effort and minimal expense, employers may hire international students for up to six years (in three-year blocks).

If, at any point, the employer wishes to sponsor an international for a more permanent position, that, too, is possible. These transitions from one visa status to another can be seamless, if both employer and employee think ahead. Please see the hiring chart on the next page.

Do you get long-term commitments from your current employees?

Visa Regulations Pertaining to Hiring Foreign Nationals

Employment Type	Maximum Length Of Employment	Visa Type	Student Eligibility	Employer Requirements
Internships, some research positions, prior to graduation	PT (20 hrs) for unlimited time period, most students OR FT, for 12-18 months (J-1)	Academic or Curricular Practical Training	Work must relate to a course or satisfy a graduation requirement. Must be related to academic program.	Provide job description and, in some cases, internship evaluations.
Post Graduation Employment	FT, 12 months OR FT, 18-36 months for some grad students, cumulative w/above	Optional Practical Training (F-1) Academic Training (J-1)	Graduating Students Coursework completed	Provide job description.
Non-immigrant Work Visa	Five years 3 yrs., renewable for up to 6 years Three years, renewable	J-1 researcher/professor H-1B (temporary worker) Cap issue TN (NAFTA partners)	Bachelor's degree minimum	F-1's apply to DOL & DHS, may require attorney services; 3-4 month process.* No requirement that Americans be recruited or preferred. \$1500 fee J-1; quick and free!
Immigrant Visa	No limits	Permanent Resident or "Green Card"	Immigrating students or grads, varies	Sponsorship, working thru DOL & DHS, is possible.

* Premium processing is now available. For an additional fee of \$1,000, H-1B's can be processed in 2 weeks.

Valuable Assets

By completing a course of study at an American institution, international students demonstrate a wide variety of skills. They are completely bilingual, and many speak multiple languages; they have adapted to life in another culture; they have excelled academically, and have lived independently. They possess a sense of determination and tenaciousness, and, whether they are planning to remain in the US long-term, or return home after gaining significant experience, they are driven to build skills and succeed at the highest levels. They are often well-networked in their home countries and can assist companies who are globalizing.

Exxon actively recruits U.S.-educated internationals for positions worldwide. They are among our top-performers and essential to continued growth in our global business.

*David Kingston, Vice President, Planning
ExxonMobil Refining & Supply*

Aren't these precisely the qualities you're looking for in your candidates?

Indiana University Resources

Ready to review some international student resumes? Do you have additional questions on the hiring process or visa regulations? We're ready to help!

Contact the appropriate career center (www.indiana.edu/~cppdirs/cppdir.htm) as your first step. Let them know that you would like to include international students in your recruitment process.

If you have a specific need, contact the Office of International Services (OIS) at 812-855-9086, or Lschrade@indiana.edu about accessing specific nationalities or majors.

Visa questions? If we can't answer your question at OIS, we will refer you to an appropriate source of information.



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