



ROSS International
Students

Global Success

The International Student Advantage

Companies often mistakenly overlook international students when recruiting from business schools. At Ross, international students typically make up a large portion (33% of MBA and 15% of BBA programs) of the student body. These students represent a large pool of talent that is distinct from the domestic students:

High Student Selectivity. It takes an extra degree of talent and initiative to apply, be selected, and attend a program abroad. Through this highly selective process, only the most qualified students get through and represent the top talent of their native countries.

Familiarity with International Business. International students are adaptable in working in new environments. The students have experience adjusting to new cultures through their time as a student, and most students who work in the U.S. adapt to the work style here very quickly. These students also give the employer the flexibility to operate abroad with the work force needed to operate in a global environment.

At Ross, the significant international student presence is representative of the global business environment. We are confident our international business students are among the best in the world, and can contribute to the success of any organization.

How to Hire an International Student

Most international students hold either an F-1 (student) or J-1 (exchange visitor) visa while studying in the United States. Employers typically hire international students in one of two ways:

Practical Training. Students holding either the F-1 or J-1 visa are permitted to work in the U.S. via the “Practical Training” program. (The U.S. Citizenship and Immigration Service (USCIS) defines practical training as paid employment related to a student’s field of study.) Typically, employers and students use “Practical Training” for summer internships and for employment in the period after graduation while applying for the H1-b visa. **Students hired by an employer in the U.S. for practical training do not need to change their visa status and the employer is not required to process any visa paperwork in this regard.**

H-1b Visa. Graduates on an F-1 or J-1 visa can continue to be employed in the U.S. after the “Practical Training” period expires if the Company applies for and receives an H-1b (temporary worker) visa from the USCIS. This visa allows the graduate to work in the U.S. for up to six years, but only for the company that submitted the petition to the USCIS.

For information on
Practical Training and H-1b visas, visit
www.uscis.gov/portal/site/uscis/



Practical Training

What must a student do to be hired via practical training?

A student on an F-1 visa secures permission for practical training by obtaining an EAD (Employment Authorization Document) from the USCIS.

- An International Student Advisor assists students in this process at the University of Michigan International Center.
- Permission for practical training may take a few weeks to a few months to be granted.
- **Students on an F-1 visa can work up to 12 months in the U.S. via practical training, either before completing their degree or after graduation.**
- A student with J-1 visa status receives authorization for practical training directly from the International Student Advisor after receipt of a job offer. **Students on a J-1 visa are eligible for 18 months of practical training before completing their degree or after graduation.**

What must an employer do to hire a student under practical training?

Employers must complete an I-9 form, just as they would for any new employee. No additional paperwork is required to hire an international student under practical training.

Must employers withhold taxes when they hire an international student via practical training?

Employers should withhold federal and state income taxes, but should not withhold Social Security contributions, unless the person has become a tax resident of the U.S..

Is the process the same if an employer wants to hire an international student for a summer internship?

Yes. Practical training can be used before or after graduation. Also, a student can use part of their time allotment during the summer and save the remainder for use after graduation.

The Employer Role in Obtaining an H-1b Visa

H-1b visa status allows employers to hire international candidates for occupations that require the theoretical and practical application of highly specialized knowledge and a minimum of a bachelor's degree. Employers should apply for an H-1b visa petition at least four months before practical training expires. Many employers do this routinely.

Applying for H-1b status for an employee is a two-step process:

1. The employer must file a Labor Condition Application (LCA) with the Department of Labor to certify that the rate of pay is equivalent to the prevailing wage rate for the specific occupation and job title. Approval of an LCA takes about seven working days.
2. The employer must file a petition for H-1b status with the USCIS. At the Eastern Center in Vermont, the processing time for H-1b petition is typically three to five months (average is three months).

Reach International Students

The Office of Career Development is ready to advise companies on effective ways to reach Ross' international students. Suggested strategies include:

- Use the practical training or academic training period as an "extended internship" to evaluate the graduate's qualifications for H-1b sponsorship. Remember, during the six-year H-1b period, the graduate may only work for your firm.
- Post job schedules for candidates.
- Target international clubs for presentations on international opportunities.

For more
information

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Leading in Thought and Action

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