

# HIRING INTERNATIONAL STUDENTS

## AT LAKE FOREST COLLEGE

Hire the best talent from all over the world for your organization.  
The process is easier than you think!

### INTERNSHIPS

#### CURRICULAR PRACTICAL TRAINING (CPT)

- No sponsorship required. Employers must provide an offer letter explaining the details of employment (The Career Advancement Center can provide a template upon request.)
- International Students can complete internships related to their course of study while in school as part of CPT
- Internships can be paid or unpaid
- Students can work up to 20 hours per week during the academic year and full-time during the summer break

### FULL-TIME OPPORTUNITIES

#### OPTIONAL PRACTICAL TRAINING (OPT)

- No sponsorship required. Students may request an employment verification letter from your organization
- OPT authorizes international students to work for **one year** after graduation without employer sponsorship. Students with STEM majors may be eligible to apply for two additional years of work authorization, for a total of **three years** of employment authorization
- Students must work at least 20 hours per week

#### CONTINUING EMPLOYMENT: THE H1-B VISA

Employers can retain employees beyond OPT by obtaining an H-1B Visa. Applications for the H-1B visa are submitted by the employer to U.S. Citizenship and Immigration Services. H-1B visas are initially given for a period of three years, but they can be further extended. The employer is responsible for filing the application on behalf of the international employee.

#### STEM OPT EXTENSION

Students in the following majors at Lake Forest College may be eligible to apply for additional work authorization following graduation:

- Biology
- Biochemistry and Molecular Biology
- Chemistry
- Computer Science
- Data Science (pending approval)
- Economics
- Environmental Studies
- Math
- Neuroscience
- Physics
- Psychology

*For STEM OPT, please consult with Human Resources and/or Legal to discuss employer responsibilities.*



### INTERNSHIPS

Juniors and seniors (CPT)



### FULL-TIME

1 year OPT

2 year STEM OPT  
Extension  
(if applicable)

H1-B Application

NO SPONSORSHIP REQUIRED

SPONSORSHIP REQUIRED



## WHY SHOULD I HIRE AN INTERNATIONAL STUDENT?

International students are uniquely positioned to bring many essential qualities to your team:

### Diversity and multiculturalism

With their varied backgrounds, international students bring new ideas and experiences to your team, driving innovation and creative solutions. They can foster a team with knowledge of world issues and an understanding of different cultures and societies.

### Adaptability and leadership

International students are ready to face new challenges and have the courage to tackle the unknown. They have the ability to persevere and adapt to new changes, as well as to flourish in leadership roles.

### Multilingual and cross-cultural communication skills

Helping your team to compete in a global economy, these students bring valuable foreign language skills and the ability to navigate cultural nuances.



**LAKE FOREST  
COLLEGE**

## MYTHS ABOUT HIRING INTERNATIONAL STUDENTS

### Hiring international students is costly and complicated.

False: Hiring international students involves no fees and involves minimal paperwork for the first year of work (only an offer letter is required for internships). Once sponsorship through an H-1B visa is required, fees will apply, but by that time you will be able to make an informed decision about whether to proceed with the application process for the employee.

### International students can only work in my company on a short-term basis.

False: International students can work without sponsorship during their program and for at least 12 months following graduation. Students with STEM majors (Science, Technology, Engineering, Math) may qualify to apply to work for up to three years after graduation.

### Employers must prove that U.S. citizens cannot fill a role before they can offer to international students.

False: When hiring a student with an F-1, J-1 or H-1B visa (nearly all international Lake Forest students have F-1 status), employers are not required to document that a citizen of another country did not take a job from a qualified American.

“ When hiring, I look for individuals who can bring diverse perspectives to our team. Many international students at Lake Forest College have great problem solving, technical, and critical thinking skills. This combination with a liberal arts background makes them ideal candidates. ”

— David C. Wiers  
*President, Satori Energy*