

Hiring international students is much easier than you may expect. These bright, capable and hard-working candidates, who represent 78% of the A. Gary Anderson Graduate School of Management (AGSM) student population and come from 17 countries around the world, bring diversity and unique qualities to the workplace.

AGSM international students have adapted to a new culture while taking a full load of graduate-level classes, which are conducted in their non-native language. These students bring a global perspective and competency in two or more languages. These unique backgrounds, experiences and successes can translate into valuable resources for your company.

The following information will help you easily navigate the process of hiring international candidates.

### AGSM Academic Programs

Program	Time to Complete	Number of Students
Master of Business Administration (MBA)	2 years	200
Flex MBA	2+ years	35
Master of Professional Accountancy	9 months	40
Master of Finance	9 months	50

## Best Practices for Hiring International Candidates

### Positions in the United States

Experience the benefit of an expanded candidate pool and enhanced expertise that comes with considering all qualified candidates at AGSM regardless of visa status. In some cases, employers find that the best candidate for the job is one who ultimately requires visa sponsorship. For companies with hiring needs in the United States, a good option is to hire the candidate on a temporary basis using Optional Practical Training (OPT) and ultimately sponsoring the candidate for an H-1B visa. The straightforward process of hiring a candidate on OPT and transitioning to an H-1B visa is described in this document under “Work Authorization Options.”

### International Positions

Global organizations recognize the benefit of hiring AGSM students for international opportunities based on the candidate’s preference or the company’s need. In cases where the company is looking for a hire to return to their home country, AGSM has the resources to help advertise opportunities, identify candidates and arrange interviews between the candidate and the company to facilitate a smooth hiring process.

### Hybrid Approach

Another approach to hiring international students from AGSM is a hybrid method. Many global organizations are hiring international candidates on a short-term assignment in the U.S. and ultimately relocating the employees to their home country. This hybrid approach allows the employee an opportunity to have a work experience in the U.S. while maximizing the benefit to the company’s international operations.

**“We are happy to partner with the Graduate Career Development Center at AGSM in our headhunt as they made it really easy, efficient and simple. We have seven of their international student graduates employed and working for us right now....We take pride in being an equal opportunity employer and we are proud that we open opportunities to local and international students alike.”**

**-Paul B., Platinum Enterprise Solutions**

## Work Authorization Options

### Curricular Practical Training (CPT)

For international students studying on an F-1 visa, CPT is intended to provide hands-on, practical work experience in situations where the work serves as an integral part of a student's academic program. After spending a minimum of 9 months studying in the US, students can work part-time as an intern during the academic year or full-time during the summer quarter (mid-June to mid-September).

### Optional Practical Training (OPT)

For international students studying on an F-1 visa, OPT is intended to provide hands-on practical work experience and is authorized by U.S. Citizenship and Immigration Services. AGSM graduates are eligible to apply for 12 months of OPT. OPT is a low-risk way for companies to hire an international student on a full-time or part-time basis and allows for a smooth transition to a work visa (usually H-1B) if applicable.

### H-1B visa

The H-1B visa is the most common type of work visa available to foreign nationals who (a) have at least a U.S. bachelor's degree or foreign equivalent and (b) will be working in a job that requires at least a bachelor's degree and is related to the student's field of study. This visa will allow for up to 6 years of employment and approvals can take as few as 15 days, usually with a start date on or after October 1. Visit [www.uscis.gov](http://www.uscis.gov) for information on other types of temporary work visas.

## Common Myths about Hiring an International Student

**Myth:** International students require sponsorship for an internship.

**Fact:** International students can work without sponsorship during their internship through Curricular Practical Training (CPT). There are no additional costs beyond the typical expenses related to recruiting any employee.

**Myth:** Obtaining a visa for an international student is too complicated and expensive.

**Fact:** Hiring an international student on an H-1B visa is easier than you think! The visa cost is only a fraction compared to the overall value of finding the best candidate for your role. The total cost of a qualified immigration attorney and filing fees for a 3-year H-1B visa ranges from \$3500-\$7000, depending on the size of the organization.

**Myth:** U.S. based organizations must first offer the job to or prove that it cannot be filled by a U.S. citizen before they can offer it to an international student.

**Fact:** U.S. employers do not need to explore the U.S. labor market before filing petitions on behalf of students.

**Myth:** It is nearly impossible to get an H-1B visa for a recent graduate – it is far too competitive.

**Fact:** In addition to the 65,000 H-1B visas available each year, there are 20,000 H-1B visas specifically reserved for international students that complete their graduate studies in the U.S.

## Contacts

### For questions about recruiting international students for full-time jobs or to post a job at AGSM:

John Mattson, Director, Graduate Career Development Center  
(951) 827-6202  
[john.mattson@ucr.edu](mailto:john.mattson@ucr.edu)

Heidi Cuthbertson, Associate Director, Graduate Career Development Center  
(951) 827-3662  
[heidi.cuthbertson@ucr.edu](mailto:heidi.cuthbertson@ucr.edu)

### For questions about hiring international students for internships:

Dina Mouris, Career Counselor and Manager of Intern Programs  
(951) 827-3479  
[dina.mouris@ucr.edu](mailto:dina.mouris@ucr.edu)

### For general information about international students at the University of California Riverside:

International Student Resource Center  
(951) 827-4113  
[InternationalCenter@ucr.edu](mailto:InternationalCenter@ucr.edu)  
<http://internationalcenter.ucr.edu>

### For free information regarding the H-1B visa process, contact:

Mark B. Rhoads\*, McCandlish Holton, PC  
(804) 775-3824  
[MRhoads@lawmh.com](mailto:MRhoads@lawmh.com)

*\* Mark B. Rhoads is not directly affiliated with the A. Gary Anderson Graduate School of Business. Additional resources can be found via the American Immigration Lawyers Association ([www.aila.org](http://www.aila.org)).*