Hiring International MBA Students

International MBA students make up about one-third of the full-time student population and represent some of the best and brightest management talent from more than 50 different countries. They excel academically and contribute significantly to the UCLA Anderson community through their wide range of knowledge and professional experiences. Furthermore, their language skills and cultural knowledge are invaluable resources in the increasingly global marketplace.

If you have not done so in the past, we urge you to get to know our talented pool of international students and consider them for employment within your organization. There are several ways you can connect with them through internationally focused student clubs, on-campus events and other activities. If you are coming on campus to recruit, we strongly encourage you to include international students among your interview candidates.

SHORT-TERM FULL-TIME POSITIONS: OPTIONAL PRACTICAL TRAINING (OPT)

Students holding F-1 visas may be employed full time for 12 months after graduation under the OPT. We work with students so that they have the Employment Authorization Document (EAD) by graduation so that they can begin work soon after the completion of their studies. This process does not have an annual quota or other restriction, and students do not need an offer to obtain the EAD. Once hired, the employer is only required to complete the I-9 form and provide a standard offer letter.

LONG-TERM FULL-TIME POSITIONS

When an employer decides to continue employing the international graduate beyond the OPT period of 12 months, it must petition for a Change of Non-Immigrant Status on behalf of the employee, most common being the H-1B visa. The H-1B visas are issued in three-year increments and may be extended for another three years, up to a maximum of six years. The employer’s petition to USCIS is straightforward and can be accomplished with relative ease.

Most employers use the services of an in-house counsel or immigration attorney in the visa application process, including the petitioning procedures. The Parker CMC can refer interested employers to Loke Walsh Immigration Law, a top immigration firm that has worked successfully with our students and alumni in the past.

WHAT ABOUT WORK ELIGIBILITY IN THE UNITED STATES?

Hiring international students for employment in the U.S. is easier than most people realize. The majority of international students have F-1 visas, and according to U.S. Citizenship and Immigration Services (USCIS), these students are allowed to work in the U.S. in positions that relate to their field of study. USCIS also makes provisions for the hiring of international students each year through a number of visa programs. In order to facilitate questions that you might have about these processes, you will find the basics for hiring international students outlined on this page.

INTERNSHIPS: CURRICULAR PRACTICAL TRAINING (CPT)

Students with F-1 visas can use this provision to work full time during the summer months between the first and second year of studies and part time during the second year. The employer only needs to provide information regarding the terms of the employment, and the student obtains work authorization from UCLA Dashew Center for International Students and Scholars.