

## Employer's Guide to Hiring International Students

*“At Skidmore, we teach students to solve problems holistically, see the interrelatedness and complexity of issues, and bring their powers of creativity and rigorous analysis to bear in crafting solutions. To say that we educate students to be independent and creative problem-solvers, students who aren't restricted to looking at things in traditional ways, isn't an aspirational promise; it's demonstrably what we do.”*

- Philip A. Glotzbach  
President  
Skidmore College

### Why Hire Skidmore International Students?

We strongly encourage companies to consider international candidates. Each student brings diverse skill sets and backgrounds to meet your organization's goals. They contribute to the nation's workforce with unique, global perspectives to give you a competitive edge. Here are some benefits that international students bring to your organization and reasons to consider them in your recruiting strategy:

**International candidates speak the language** of the countries where organizations are doing business or seeking new opportunities for growth.

**They have knowledge**



Creative Thought Matters

**of markets, business practices, and cultures** of difference companies.

**They bring valuable new perspectives and problem-solving skills** to the way companies do business. They have already learned how to live in a culture other than their own, and can bring that skill set to the workplace.

International students who want to study and work in the US or another foreign country **have tremendous adaptability and**

**perseverance.** They are accustomed to managing change after having to adjust to another part of the world with different customs or a different way of life.

If an international student has a **specialized skill set or range of global experiences** that the employer desires, he or she may be a great fit.

### Why Liberal Arts Matter

Skidmore has always trained both the mind and the hand. Along with traditional academic study, students engage in bridging experiences such as internships, mentoring, job shadows,

service learning, independent research, group projects, civic engagements, and global exchanges. Skidmore graduates can add immediate value with these key skills:

- Productive collaboration
- Written and verbal communication
- Analytical thinking and creative problem solving



Skidmore College Career Development Center has assembled this overview to address common questions regarding the hiring of international students. International students make up **4% of overall enrollment**, and include students from **46 countries**. These talented students meet the same academic standards as US students.

### Before Graduation

#### Volunteer Experiences

Volunteering provides opportunities for students to gain knowledge of a field and skills.

#### Internships

Skidmore international students are eligible for paid internship opportunities through **Curricular Practical Training (CPT) and Pre-Completion Optional Practical Training (OPT)**.

CPT may be authorized if the paid employment is required or an integral part of an internship or practicum. College credit

must be received for these experiences while enrolled in courses such as IN 100 (through the Office of Academic Advising) or professional internship courses within academic departments (i.e. MB 399, PY 399, and PS 399).

CPT is employer and duration specific, and must be authorized by Skidmore international student advisors **PRIOR** to the commencement of employment. CPT authorization is done at the campus level by a PDSO or DSO and does not require adjudication by SEVP/USCIS.

OPT allows the student to work for any employer. Most students are eligible for a total of 12 months of OPT during their degree program. OPT can be part-time while school is in session, or full-time during breaks. OPT can be used during the degree program (such as for a summer internship) or can be used after graduation. OPT used during the degree program is subtracted from OPT time available after the degree is completed.

**It is the responsibility of the student to monitor their OPT status.**

### Employment at Graduation – Practical Training Options

International students are typically eligible to gain practical work experience to supplement their academic programs. A student must request and receive work authorization prior to beginning any employment. **Students may begin to submit requests 90 days prior to graduation.** They do not need to know their post-graduate plans for this application.

#### Optional Practical Training (OPT)

OPT is a benefit available to students who are in the F-1 immigration classification. This program enables them to gain experience in their field of study for a period of twelve months (or less, depending if OPT was used during their undergraduate). Authorization is granted by U.S. Citizenship and Immigration Services

(USCIS).

#### Questions regarding OPT can be directed to:

Subhan Ali  
Darren Drabek  
International Student and Scholar Advisors  
Office of Student Academic Services  
Skidmore College  
mali1@skidmore.edu  
ddrabek@skidmore.edu  
(518) 580-8150

### Post Practical and Academic Training Options

International students who are no longer eligible for student-related training may have other options available to them.

#### Temporary Worker (H1-B Visa)

Employers intending to hire a foreign national may

petition US Citizen and Immigration Services (USCIS) for an H1-B visa. Though generally valid for up to three years, it may be extended. USCIS issues 65,000 new H-1B approvals each year (October 1 through September 30). Petitions

from academic and non-profit organizations are allowed and are not included in the 65,000 limit.

# Frequently Asked Questions

Here are some answers to commonly asked questions about hiring liberal arts talent that your organization requires:

### **What is and F-1 visa?**

F-1 is for studying in US academic programs, and is the most common for international students.

### **Are international students legally authorized to work in the US for summer internships?**

Yes, international students on an F-1 student visa qualify for Curricular Practical Training (CPT), or can tap into their Optional Practical Training (OPT).

### **Are international students legally authorized to work in the US after graduation?**

Yes, F-1 students have full US work authorization as part of Optional Practical Training, for up to 12 months. Students must apply for authorization up to 90 days prior to graduation. Students cannot legally begin a position until this authorization is received.

### **Do I have to complete any paperwork to hire a student on CPT or OPT?**

No, the employer does NOT need to complete any paperwork. Work authorization formalities are undertaken by the student and Student Academic Services at Skidmore College.

### **Do students need a green card (permanent US residency)?**

No, a green card, or immigrant visa classification, only confers permanent US residency status. Work authorization is issued independently from any type of residency status.

### **Are international students eligible for long-term US employment?**

After a student's OPT duration, a different type of work visa is required. The most common temporary working visa, the H-1B, can be obtained initially for three years and extended once for a combined total of six years. Your company can file for an H-1B petition for the student already working under OPT, allowing for the student to apply for a change of status.

To learn about other visa options, visit the US Department of Labor website.

### **How do I post a job or recruit for international students at Skidmore?**

All job and internship posting are listed with the Career Development Center without charge, and can be submitted to Shelly Bouchard (mbouchar@skidmore.edu). The CDC will provide notation if international students are especially encouraged to apply.

### **I have more questions. Who can I ask?**

Employers who have more detailed or specific questions are urged to contact Mark Rhoads, Immigration Attorney. Mark provides **free consultation** for both students and employers.



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### Career Development Center Mission Statement

Skidmore's Career Development Center is committed to supporting all students and alumni through the creative process of integrating their liberal arts education and experiences into a satisfying career. In keeping with the College's founding principle of linking theoretical with applied learning, we help students and alumni develop self-knowledge, cultivate partnerships on and off campus, prepare for experiential opportunities—such as internships, collaborative research, and community involvement—and manage their careers pro-actively. We encourage students to build skills and participate in engaged liberal learning practices early in their Skidmore experience, and we offer guidance to both students and alumni in forging meaningful careers for a world of rapid change.

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### Recruit with Skidmore

The following no-cost options are available:

#### **Campus Interviewing:**

Interview a full schedule of applicants in beautiful Saratoga Springs, NY.

#### **On-site Interviews:**

Offers the convenience of interviewing selected candidates at your office, either in person or via Skype. We set up an online resume collection for students, and you select those applicants you wish to interview.

#### **Information Sessions**

Enhance student awareness of your company and promote future opportunities.

#### **Information Tables**

Booked in Case Center, Skidmore's bustling campus activity building. Information tables allow for spontaneous, informal interactions with a broad range of students.

#### **Job and Internship Postings**

Opportunities are listed in our online recruiting system, e-mailed to students and alumni, and promoted through our online social media. We can send resumes to you in on batch or on a rolling basis.

#### **Questions?**

Contact Cori Houry at 518-580-5791 to make arrangements.

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