

CAREER MANAGEMENT CENTER

KELLOGG EMPLOYER GUIDE

HIRING INTERNATIONAL
STUDENTS

HIRING A KELLOGG INTERNATIONAL STUDENT IN YOUR ORGANIZATION CAN PROVIDE:

DIVERSE PERSPECTIVES

Kellogg international students come from many cultures, countries and backgrounds, providing them with unique and diverse perspectives to bring to organizations where they work.

ADAPTABILITY

Kellogg international students have traveled from their home country to live and study in the U.S., providing them with the ability to be flexible in a new environment and persist in the face of challenges.

GLOBAL COMPETENCY

Kellogg international students have cross-cultural communication skills and multilingual networks from their home countries, all of which contribute to an enhanced global competency.

International students account for approximately

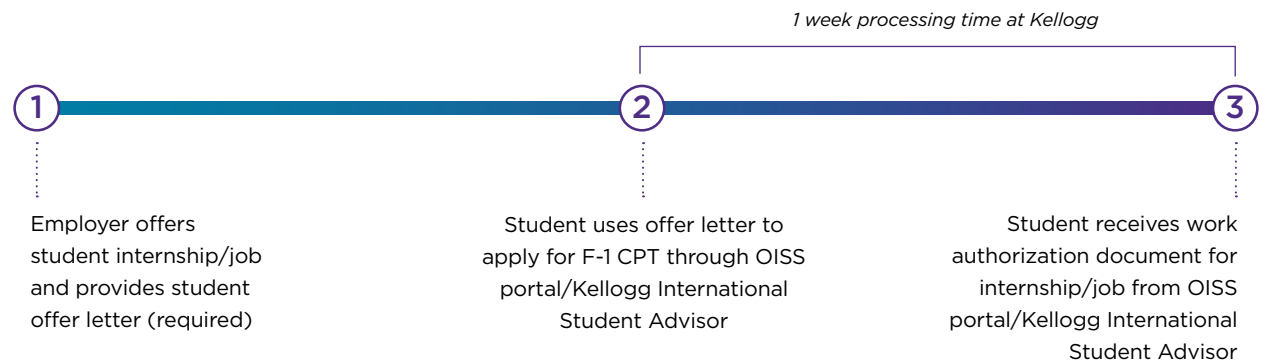
35%

of Kellogg's full-time student population, and bring a wealth of talent and diverse perspectives.

PRIOR TO GRADUATION

HIRING AN INTERNATIONAL STUDENT FOR AN INTERNSHIP

F-1 CURRICULAR PRACTICAL TRAINING (F-1 CPT)



PRIOR TO GRADUATION

FREQUENTLY ASKED QUESTIONS ABOUT HIRING INTERNATIONAL STUDENTS

Is it legal to hire an international student to work as an intern while they are still in school (prior to graduation)?

Yes. International students in F-1 status are eligible to participate in F-1 Curricular Practical Training (F-1 CPT) during the summer between the first and second year of their program. The students apply for the F-1 CPT authorization with Kellogg's International Student Advisor.

What type of paperwork and cost is involved in hiring an international student?

The employer does not need to incur any additional costs to hire an international student using F-1 CPT, and Northwestern Kellogg's International Student Advisor will support and authorize student's F-1 CPT applications. The only thing that a company will need to produce is an offer letter containing a few key details about the student's internship. Specifically, the offer letter needs to be written on company letterhead and include the student's start date, end date, hours per week, and the address of the location where the student will work. This should be a letter, please do not submit contracts.

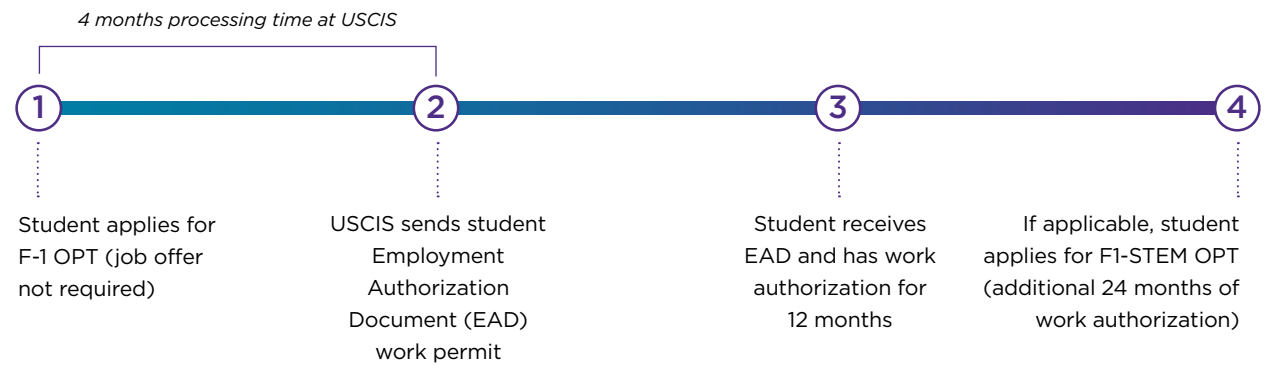
What does the hiring process look like if the student is on a J-1 student visa instead of an F-1 student visa?

Students on a J-1 visa can work under a program called J-1 Academic Training (J-1 AT) which may allow them to work part-time during their program of study. Students can check with Kellogg's International Student Advisor to verify their eligibility.

POST-GRADUATION

HIRING AN INTERNATIONAL STUDENT FOR A FULL-TIME JOB

F-1 OPTIONAL PRACTICAL TRAINING (F-1 OPT)



FREQUENTLY ASKED QUESTIONS ABOUT HIRING INTERNATIONAL STUDENTS

Is it legal to hire an international student to work after they have graduated?

Yes. Students in F-1 status are eligible for 12 months of F-1 OPT and the additional 24 months of F-1 OPT STEM extension.

Kellogg's MBA degree is a STEM designated degree. The Kellogg MBA degree would afford an F-1 international student the opportunity to work in the U.S. for up to three years (36 months). This opportunity would include the initial 12 months of F-1 OPT and the additional 24 months of the F-1 OPT STEM extension.

What type of paperwork and cost is involved in hiring an international student?

Kellogg's International Student Advisor will support the students' F-1 OPT applications. The employer does not need to incur any additional costs to hire an international student using F-1 OPT.

At what point should an employer seek outside counsel for international student employment sponsorship?

With advanced planning, an employer can pursue H-1B status/visa or other status/visa options to allow international students to continue employment beyond their F-1 OPT periods. Employers should plan to contact their HR department or seek outside immigration counsel for hiring international students.

OTHER QUESTIONS ABOUT HIRING INTERNATIONAL STUDENTS

Does an employer have to prove that international students are not taking jobs from a qualified American?

No, American employers are not required to document that a citizen of another country did not take a job from a qualified American if that person is working under an F-1 or J-1 status.

What is the cost of the E-Verify program and how can I enroll in the program?

There is no cost to register in the E-Verify program. Information on E-Verify and the enrollment procedure can be found on the USCIS website at e-verify.gov

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RESOURCES

To recruit international students for full-time jobs, internships or to post a job, contact:

KELLOGG CAREER MANAGEMENT CENTER

847.491.3168

cmc@kellogg.northwestern.edu

kellogg.northwestern.edu/career/employer.aspx

Additional Resources

Department of Homeland Security (DHS)

dhs.gov

Study in the States

studyinthestates.dhs.gov

U.S. Citizens and Immigration Services (USCIS)

uscis.gov

American Immigration Lawyers Association

aila.org

Information about additional visa types can be found on NAFSA's Visa Classifications chart.

[NORTHWESTERN OFFICE OF INTERNATIONAL STUDENT AND SCHOLAR SERVICES](http://northwestern.edu/international)

northwestern.edu/international

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