US Job-Search Tips and Work Authorization for International Students and Postdocs

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International Students & Scholars Office
Career Offices: Undergraduates

- **Arts & Sciences**: 172 Goldwin Smith
- **Agriculture and Life Sciences**: 140 Roberts
- **Architecture, Art & Planning**: 103 Barnes
- **Engineering**: 201 Carpenter
- **Hotel**: 180 Statler
- **Human Ecology**: 172 MVR
- **ILR**: 201 Ives
- **University-wide**: 103/210 Barnes
Career Offices:
Research Master’s and PhD students

- **Agriculture and Life Sciences**: 140 Roberts
- **Engineering**: 201 Carpenter
- **Hotel**: 180 Statler
- **ILR**: 201 Ives
- **University-wide**: Gaeun Seo, at 103/210 Barnes

**Professional Master’s Students**: Visit your program office
Career Services: Postdocs and Graduate Students Interested in a Postdoc

• **Christine Holmes, Director of Postdoctoral Studies:** Caldwell Hall, [ch18@cornell.edu](mailto:ch18@cornell.edu)
Today’s Agenda

- Reality and Opportunities in the US Job Markets
- Job Search Resources
- Company Research Resources
- Work Authorization Requirements in the US
Typical Career Paths of Int’l Students

- **Internship**
  - CPT in the US
  - In another country

- **Employment after graduation**
  - OPT (US: 12 or 36 months for STEM) or other markets

- **Work Permit**
  - H1B (85,000 quota/year) or other markets

- Permanent Resident (Green Card) → Citizenship
Job Opportunities in the US

• Employers’ reaction to INTL candidates...**
  • **20% of 2,000 US Companies:** “modestly serious to very serious about hiring international students with bachelor’s degrees or advanced degrees for full time positions”
  • **Another 20%**: “consider a well qualified international student for a certain position once in a while”
  • The rest of the 60% “not interested at this time” (15%, we are NOT permitted to recruit them)

**College Employment Research Institute Report, 2013**
Job Search Resources on Campus

• **Handshake**
  o Internships, part time & full time jobs, on-campus interviews
  o Events, career fairs, and employer contacts
  o Advanced search options: Work authorization, Degrees (BA, MS, PhD)

• **Student Employment** (Office of Financial Aid and Student Employment)
  o On-campus part-time and internship job search

• **Alumni Funded Summer Internships**
  o Blumenthal Internship Program (Only for Undergraduate Students)
  o Atkinson Center Summer Internship Program (Both UG & G)
US Job Search Resources

• Full time/ Internship Search
  – Simplyhired.com
  – Indeed.com
    : jobs, internships, & company reviews

• Internship Search
  – www. experience.com
  – Internships.com
Global Job Search Resources

- **Monster International**
  - Connects you to 51 affiliated job sites in 44 countries

- **Going Global** *(log in with a Cornell IP address)*
  - Job/internship lists
  - Country-specific information to find employment opportunities

- **Idealist** (Non-profit sector)

- **UN Jobs**
A lot of Resources...!
Now I know where to begin my job search...

But,
How Can I Find Employers Sponsoring Me?
Identify “International-Friendly” Employers

Finding employers sponsoring H1B visa by using

• Myvisajobs.com
  – The best site to track employers’ H1B and Green Card sponsorship trends
  – 2017 H1B Visa Reports
    • Top 100 H1B Visa sponsors
    • Job titles/occupations received H1B Visas in 2017

• Going Global
Company Research Resources

- UniversumGlobal.com: Employer rankings (World/national/regional rankings)
- Hoover’s: Comprehensive company profiles
- Vault: Company info, industry reports, & internship reviews (Enter through CCS)
- Glassdoor: Employer reputation, interview questions, & salary
- Uniworld: U.S. companies operating in foreign countries or foreign countries with operations in the U.S.
Job Search Suggestion 1
INTL Friendly Company-driven Way

1. Identify INTL friendly companies via
   - Myvisajobs.com job title or industry search
   - Handshake advanced search, work authorization

2. Use LinkedIn to find and connect with people working for those international friendly companies
   - Alumni, people came from your country

3. Search openings and meet recruiters from those companies during the career fairs
Job Search Suggestion 2
People-driven Way

1. Using LinkedIn keyword search to find people who have similar backgrounds and see employers they work for

2. Check the trend of visa and green card sponsorship of these employers through Myvisajobs.com

3. Connect with these people – reach out, do an informational interview, and find out if any opportunities are coming out
What is Informational Interviewing?

Conducting conversations with people working in the field of your interest for information and advice.

**Informational Interview**
- Conducted to gather information and advice
- **YOU** ask the questions
- **YOU** guide conversation
- Focus is on information; not a specific job

**Job Interview**
- Conducted to evaluate suitability for a job opening
- **Employer** asks the questions
- **Employer** guides conversation
- Focus is on a specific job opening and determining fit
Job Search Demonstration

- Case: Master’s student in Communication
- INTL Friendly Company-driven search
- People-driven Search
Final Advice

- This is not a straightforward process, so you’ll need to dedicate time to your job search
- Widen your career options (e.g., working in a third country or own country)
- Start Early!
- Build your networks!
- Visit your career office—we’re here to help you!
- Talk to the ISSO about visa regulations
Upcoming Workshop!
Interviewing Skills for International Students and Postdocs
Thursday, August 24
5:15 pm
175 Warren Hall

Please wait until the end of the presentation if you have any questions about job search!
International Students & Scholars Office (ISSO)
B-50 Caldwell Hall

Hours: Mon, Tues, Thurs, Fri: 9:00-4:30;
Wed: 1:00-4:30

On the web: www.isso.cornell.edu

By email: isso@cornell.edu
Work Authorization
F-1 & J-1 Students

• “Maintaining” Status
• F1 Practical Training
• J-1 Academic Training
• Other Work Visas
“Maintaining Your Status”

• Enroll full time
• Update your address when you move
• Keep your documents valid: extend I-20 or DS-2019!
• Do NOT work off campus without authorization
F1 Off Campus Work Authorization

There are two types of “Practical Training” Work Authorization:

- **Curricular Practical Training (CPT)**
- **Optional Practical Training (OPT)**

The training/work must be in your major field of study and NOT your minor.
F-1 Curricular Practical Training (CPT)

- CPT Work Authorization is most often used for internships **if you are eligible**.

- EASY-application is through ISSO instead of USCIS

- Can be used for **PAID** internships, cooperative education job, a practicum, or any other work experience

If the job is **UNPAID** you don’t need work authorization!
F-1 Curricular Practical Training (CPT) Eligibility Requirements

http://isso.cornell.edu/students/working-us/f1-internships-cpt

- Must be enrolled for at least one full academic year
- Work must be REQUIRED for your degree
  or
- You must receive credit in a course
F-1 Curricular Practical Training (CPT) Eligibility Requirements

- Work must be required for the degree (for example, hotel students are required to have 800 hours of work experience)

- Must receive academic credit in a course (such as NMI510; ILR599; Law673 or independent study)

- The work will form an integral part of the research for the graduate student’s thesis or dissertation
F- 1 Curricular Practical Training (CPT)

- May only be used before graduation, while still in degree program
- Full-time during the summer or winter break
- Part-time during the academic year (limited to 20 hours total per week, including any on-campus work)
- If they are getting credit for a course, students work full time in summer and take a specific course in the fall
- CPT will NOT affect OPT unless you work cumulatively more than 12 full months of full time CPT
F-1 CPT Application Procedures

- Must have job offer in order to apply
- Go to ISSO web site view video and download CPT app: [http://isso.cornell.edu/students/working-us/f1-internships-cpt](http://isso.cornell.edu/students/working-us/f1-internships-cpt)

  Complete application—have academic advisor sign off on it, and bring completed application to the ISSO at least two weeks before you start working. Application can be submitted via email [isso@cornell.edu](mailto:isso@cornell.edu).

- MUST get work authorization prior to working!! Will require new CPT I-20, passport and I-94 card to complete I-9 Employment Eligibility Form with employer
F-1 CPT Work Authorization

- ISSO Advisor will issue you a new I-20 with work authorization on page 3
F-1 Optional Practical Training (OPT)

If you are not eligible for CPT an alternative would be to apply for “pre-completion” OPT.
F-1 Optional Practical Training (OPT)

- Eligible for OPT after being enrolled full time for one academic year
- Practical training must be in your field/major
- May be used before you graduate or after graduation
- 12 months total per degree level

(After graduation, students in STEM (science, technology, engineering and math) fields may be eligible for additional 24 months)
F-1 Optional Practical Training (OPT)

- Time used before graduation is deducted from the 12 months

- Should have specific dates of employment, as you do not want to request more time than you need for the work
F-1 OPT Application

Procedures: Apply Early

- Pick up application from ISSO or download from our ISSO web site: isso.cornell.edu

- Submit request for I-20 online or bring completed application to the ISSO. We will create a new I-20 and you will send your application to USCIS along with fee
F-1 Optional Practical Training (OPT)

• Apply early. It could take 3 months to receive your Employment Authorization Card (EAD/OPT Card)

• You cannot apply more than 120 days before the start date you choose

• Must submit application to USCIS within 30 days of issue date of new I-20 from ISSO
F-1 Optional Practical Training (OPT)

• You cannot begin work until you have the OPT card in hand and have arrived at the start date on the card

• OPT card is required to complete the I-9 Employment Eligibility Verification form with employer
J1 Work Authorization

• “Academic Training”
  – For practical training in your field
  – Either in summer vacation or after graduation

• Download or pick up application at ISSO

• Come to the ISSO with application and job offer letter.
J-1 Academic Training

• ISSO issues you work authorization letter for “Academic Training”

• Total time available is 18 months

• Additional 18 months may be possible for postdoctoral research positions
Other Visa Categories

Come to the workshop: “Visas After Graduation”

• E  Treaty trader/investors
• H  Temporary Worker
• J  Exchange Visitor
• L  Intra-company Transferees
• O  Persons of Extraordinary Ability
• TN NAFTA professionals (Mexico and Canada)
TN Visa

North American Free Trade Agreement (NAFTA)
For Canadians and Mexicans

Requires at least a baccalaureate (bachelor's) degree or appropriate credentials demonstrating status as a professional see list of professional occupations.

• Visa issued for a maximum of three years at a time depending on the job offer dates, and is renewable indefinitely

Canadian citizen applies at a port of entry with the following:

• evidence of Canadian citizenship
• documentation of professional qualifications, (diplomas, degrees, transcripts). These must show that the educational requirements for the above professional occupations have been met.
• letter or contract from hiring company that includes: a description of the professional-level activity in which the visitor will be engaged; a full description of the nature of the job duties that the visitor will be performing; the anticipated length of stay; and the salary
• $50 fee.
• the visitor must be otherwise admissible under U.S. immigration law.
H-1B Temporary Worker Visa

- H1B questions?
- H1B Basics:
  - 6 years
  - Employer specific
  - Portable
  - Dual intent
- U.S. Permanent Residence
H-1B Application Procedures

- File Labor Condition Application (LCA) -- Employer must pay higher of prevailing or actual wage; no adverse work conditions for US workers

- File H-1B petition (Form I-129)

- Overall processing time frame:
  - 3-4 months normally
  - Premium processing possibility: 2 weeks
H-1B Advantages

- **Duration:**
  - 6 year maximum
  - 1 year stay outside U.S. refreshes 6 yrs
  - additional H extensions if green card started by end of 5th year

- **Time to work toward green card**
- No advertising or test of the U.S. labor market
- H-1B portability when change employers
H-1B Disadvantages

- Tied to one employer
- Not flexible like F-1 OPT
- Paperwork, cost and delay
- October 1st start date + cap race
- “Self-sponsorship” can be difficult
- Must work to maintain status
- Fees:
  - $825 – cap-exempt
  - $2,325 – cap-subject
  - $1,125 – expedite
  - $3,000 – legal fee
What is the H-1B “cap”? 

- 65,000 per fiscal year
- Of 65,000, 6,800 carved out for Chile and Singapore
- Separate 20,000 for graduates with U.S. master’s degree or higher
- **Race for H cap visas**
  - Quota year: October 1 to September 30
  - Apply Earliest: April 1 (6 months before)
  - Past years’ H-1B quota filled very quickly, sometimes within days of the April first deadline
    - If needed, USCIS conducts “lottery” to select cases to be considered for H-1B approval
H-1B Cap Exemptions

- Lower filing fees/apply any time
- College/university employees
- Related or affiliated nonprofit entities (i.e. university teaching hospitals)
- Nonprofit research organizations
- Government research organizations
- Prior cap H-1B holders
- J-1 shortage area waived doctors
Visas After Graduation

March 1st
Goldwin Smith Hall, Hollis E. Cornell Auditorium Room 132, 7:00-9:00 pm
Presented by the Miller Mayer law firm and ISSO Staff.