



# Domestic Recruiters' Guide to Hiring International University of Illinois Students

Updated in July 2020



Since its founding in 1867, the University of Illinois at Urbana Champaign has been dedicated to educating and empowering students to become thriving professionals in the global community.

The University is comprised of 16 colleges and institutional units with a total enrollment of over 51,000 students from 110+ countries including the U.S.

Located in the twin cities of Champaign and Urbana, we are only 130 miles South of Chicago, 110 miles West of Indianapolis, and 150 miles Northeast of St. Louis.

## Why Hire International Candidates?

**Global Perspective**

**Cultural Diversity**

**Excel in Diverse Workplaces**

**Technical Expertise**

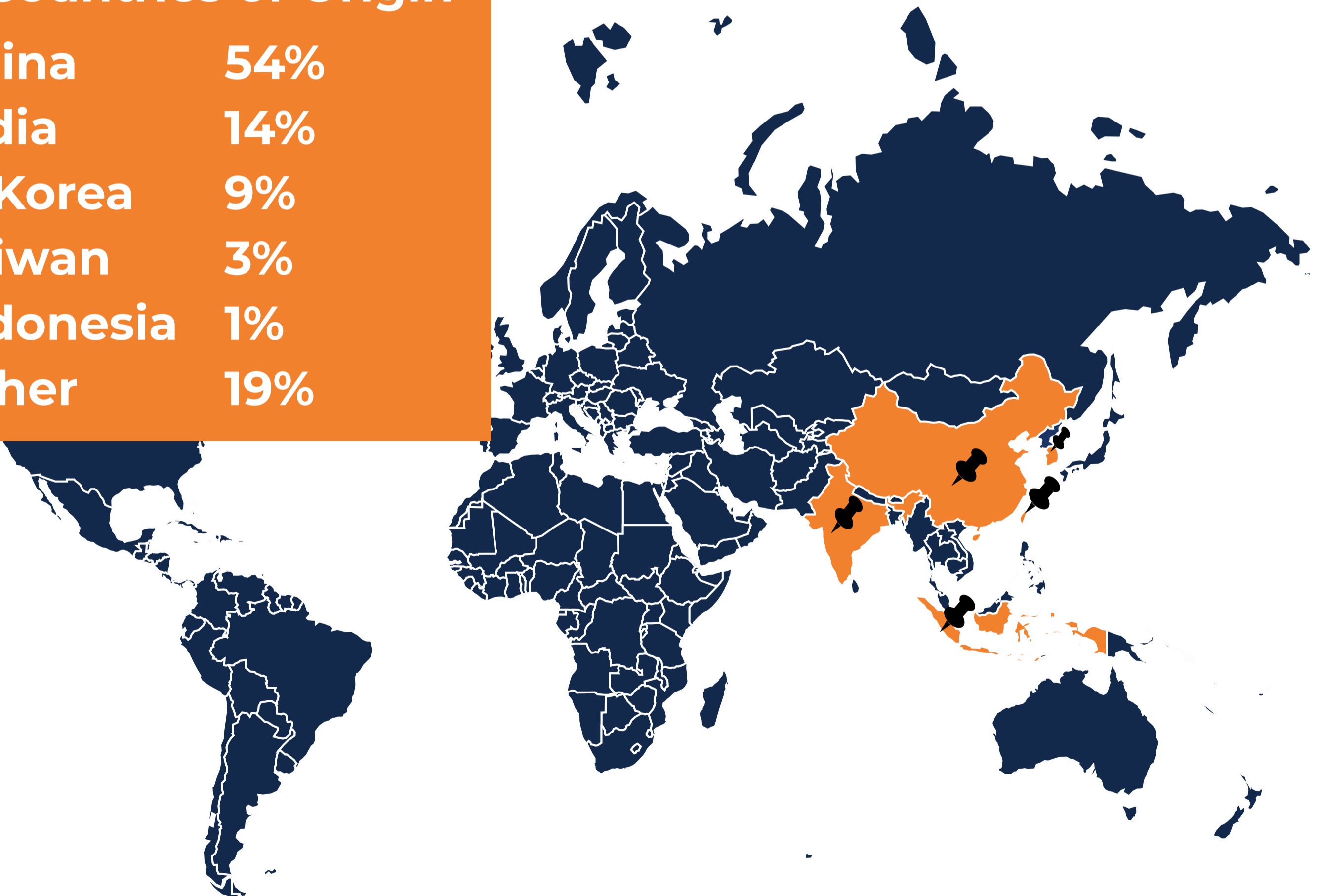
**Multilingual**

**Courage to Tackle the Unknown**

**Illinois also boasts an international enrollment of over 5000 undergraduate students and 5500+ graduate level students from all around the world.**

### Top 5 Countries of Origin

<b>China</b>	<b>54%</b>
<b>India</b>	<b>14%</b>
<b>S. Korea</b>	<b>9%</b>
<b>Taiwan</b>	<b>3%</b>
<b>Indonesia</b>	<b>1%</b>
<b>Other</b>	<b>19%</b>



Visit: <http://hireillini.illinois.edu/student-enrollment-data> to further explore our student enrollment data by ethnicity, degree level, or department

# Work Authorization

In the U.S., authorization required for international candidates varies based on the candidate's current visa status, the expected tenure of employment, and whether the candidate is a student or graduate. Likewise, responsibilities for requirements of each authorization type vary, with some authorizations requiring little to no additional work on the part of the employer. Categories and responsibilities for the most common authorizations are included here.

**The information below is accurate as of July 2020 and subject to change.**

## Employment While a Student:

Prior to graduation, off-campus employment related to a student's major field of study is allowed with some restrictions. The type of authorization and restrictions depend on the student's visa type.

Visa Status	Authorization Type	Initial Length	Possible Extension
F-1	Curricular Practical Training (CPT) *	Part-Time: Unlimited Full-Time: >12 months forfeits student's eligibility for OPT	Not Applicable
J-1	Academic Training (AT)	18 months max	18 months (PhD students only)

\* Please speak to International Student and Scholar Services about work authorization options.

## Employment After Graduation:

After graduation, students may initially work in a position directly related to their field of study with the appropriate authorization.

Visa Status	Authorization Type	Initial Length	Possible Extension
F-1	Optional Practical Training (OPT)	12 months max	Additional 24 months for STEM fields (2 STEM extensions per life time; 1 max per degree level)
J-1	Academic Training (AT)	18 months maximum (in relation to time accrued during program of study)	Additional 18 months upon completion of Doctoral degree
Employer Sponsored	H-1B	3 years	Up to 3 years

# Authorization Responsibilities

Below is a brief overview of common work authorizations and related responsibilities of students, employers, and the University of Illinois' International Student and Scholar Services (ISSS) office.

Please note that ISSS cannot backdate employment.

Due to the large number of international students at Illinois, ISSS strongly recommends that students submit e-form requests as soon as possible, as the typical processing time is five business days. Please plan accordingly.

Work Authorization	Student Responsibility	Employer Responsibility & Cost	Univ. of Illinois ISSS Office Responsibility
F-1 CPT	CPT application to ISSS	Job offer, job offer letter <b>NO COST</b>	I-20 with CPT authorization
F-1 OPT	OPT application to USCIS	Job in appropriate field that corresponds to degree level <b>NO COST</b>	OPT recommendation, OPT I-20
F-1 OPT STEM Extension (STEMx)	OPT STEMx application to USCIS  Form I-983 with employer (copy will be kept on file at ISSS)  If STEMx is approved by USCIS, complete Self-Evaluation on Student Progress with employer after first 12 months of extension period; Final Evaluation on Student Progress with employer after second 12 months of extension period; Update ISSS with any changes in employment	Complete Form i-983 with student  E-Verify participant  If STEMx is approved by USCIS, complete Self-Evaluation on Student Progress with employee after first 12 months of extension period; Final Evaluation on Student Progress with employer after second 12 months of extension period  <b>NO COST</b>	OPT STEMx recommendation, OPT STEMx I-20  Keep copy of Form I-983 on file; updated with current employers and evaluations
J-1 AT	AT application to ISSS	Job offer, job offer letter <b>NO COST</b>	DS-1029 with AT authorization, AT letter
H-1B	If employee is interested in H-1B status, should contact employer or immigration attorney	Sponsoring H-1B application  Costs include attorney and USCIS fees	Cap-Gap I-20, if requested

For more information about student employment, please visit the ISSS website:  
[http://iss.illinois.edu/students/employment/find\\_employ.html](http://iss.illinois.edu/students/employment/find_employ.html)

# Some Common Cultural Variations

Each country and culture brings its own set of social norms and behaviors. These cultural differences can become especially apparent during recruitment and work situations when people from various backgrounds may interact.

Category	Factors to Consider
Eye Contact	The level and meaning of eye contact may differ, as some cultures see direct eye contact as signs of aggression rather than respect.
Gender roles and interactions	Expectations of each gender in the home country vs. new country may differ; certain genders may be expected to interact with the opposite gender in a certain way.
Gestures & Body Language	Non-verbal communication, expressions, and personal space may have contrasting meanings.
Individualist and communitarianism conceptions of self and others	Some cultures may stress the importance of individualism while others emphasize the value of the community over the individual.
Language barriers	Many people come from non-English speaking countries, so language may be limited in various ways including vocabulary, grammar, written communication, etc.
Recognition	Some cultures may stress the importance of modesty in regards to behavior and work; others may champion personal achievement and recognition.
Time & Scheduling	Concept of time may have a different level of importance; cultures may be more or less strict about adhering to set schedules.
Uncertainty avoidance	Countries may have more or less levels of tolerating ambiguity in everyday life, workplace issues, and personal interactions.
Work relationships between authority figures and employees	Some countries may encourage or value healthy challenges to authority figures/supervisors; other countries, any kind of disagreement may be highly discouraged; daily interactions with supervisors may vary as well.

# ADDITIONAL RESOURCES

## International Student and Scholar Services (ISSS)

**F-1 CPT:** <http://iss.illinois.edu/students/employment/f1cpt.html>

**F-1 OPT:** <https://iss.illinois.edu/students/employment/f1opt.html>

**F-1 OPT STEM Extension:**

[https://iss.illinois.edu/students/employment/f1\\_optext.html](https://iss.illinois.edu/students/employment/f1_optext.html)

**J-1 AT:** <https://iss.illinois.edu/students/employment/j1academic.html>

## United States Citizenship and Immigration Services (USCIS)

**USCIS homepage:** <https://www.uscis.gov/>

**USCIS Working in the USA:** <https://www.uscis.gov/working-united-states/working-us>

**USCIS Temporary Workers (ALL):** <https://www.uscis.gov/working-united-states/temporary-nonimmigrant-workers>

**H-1B General Info:** <https://www.uscis.gov/working-united-states/temporary-nonimmigrant-workersuscis.gov/working-united-states/working-us>

**USCIS Case status checker:** <https://egov.uscis.gov/casestatus/landing.do>

**USCIS Green card info:** <https://www.uscis.gov/greencard>

## Department of Homeland Security (DHS)

**DHS – Study in the States:** <https://studyinthestates.dhs.gov/>

## National Association of Colleges and Employers (NACE)

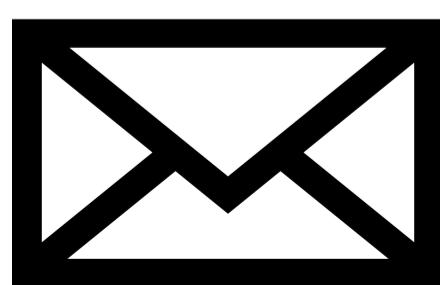
**NACE home page:** <https://www.naceweb.org>

**NACE – International Student Hiring:**

<https://www.naceweb.org/tag/international-students/>

## GET IN TOUCH WITH US

Brought to you by the University of Illinois at Urbana-Champaign  
Career Services Council



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