

BENEFITS OF HIRING DIVERSE

International Students

“Some of the most successful start-up companies in the United States had at least one immigrant founder, including Uber and SpaceX. Two of America’s most iconic software companies, Microsoft and Google, are led by [people from India] who came to the United States as graduate students.”

- Ángel Cabrera, President of Georgia Tech, from The Washington Post, November 2018.

Highly Desired Qualities and Characteristics of International Students:

Resilient Work Ethic

Because of the many obstacles that international students face in their job search for domestic opportunities, they have learned the importance of being diligent, resilient, and highly motivated. They understand the need to work twice as hard as their domestic peers for their desired opportunities.

Adaptability

International students are often well-traveled and have lived in more than one country throughout their upbringing. As a result, international students have learned to be highly adaptable to different cultures, environments, and people.

Global Fluency

International students are often global citizens having extensively traveled or resided in more than one country, providing them a global fluency that is not teachable in a classroom setting. They bring new perspectives and ideas to the workplace since many have had successful work experiences in other countries.

Language Skills

Most international students are bilingual; they are fluent in English and their native language and understand that language skills are necessary to be successful in their academic and professional careers in the U.S.

Knowledge Enhancement

International students bring a global, cultural, political, and historical perspective that helps build vibrant and diverse work environments. According to [Visual Capitalist](#), “40% of American Nobel Prizes won in chemistry, medicine, and physics since 2000 have been awarded to immigrants” ([Lu, 2020](#)). This statistic shows that international students continue to help grow the knowledge economy in the U.S.

Economic Contribution

“Throughout the 2018-2019 school year, international students contributed \$41 billion to the U.S. economy, rivaling some of America’s largest exports” ([Lu, 2020](#)). According to NAFSA, \$41 billion is “a 3.8% increase in dollars contributed to the economy from the previous academic year” ([NAFSA, 2019](#)). As such, international students help contribute to America’s economy when they choose to bring their skills and knowledge to U.S. schools and organizations.

Job Creation

“23% of billion-dollar startup companies in the U.S. were founded or co-founded by an international student” ([Lu, 2020](#)). Many highly successful international entrepreneurs in the U.S. today have established amazing companies that provide hundreds and thousands of jobs. For example, Elon Musk who founded Tesla, SpaceX, and PayPal; Sergey Brin who co-founded Google; Satya Nadella who is the CEO of Microsoft; and Garrett Camp co-founded Uber.

CPT and OPT Guidelines:

As an employer, hiring international students can seem daunting. To make it easier, we have listed some general guidelines to keep in mind when it comes to hiring an international student.

[Curricular Practical Training \(CPT\)](#) for Current Students:

- Students can pursue off-campus paid internships during their studies
- Students can work part-time (20 hours a week) during the school year

[Post-Completion Optional Practical Training \(OPT\)](#) for Graduates:

- Graduates must pursue career opportunities that are related to their field of study/academic degree
- OPT authorization lasts up to 12 months. (STEM graduates are eligible for a 24-month extension, totaling 36 months of approved work authorization.)
- You can hire graduates for as few or as many hours as you need.

