

# HIRING GLOBAL TALENT: THE WHY, THE HOW AND NEXT STEPS

## TOP 3 REASONS TO HIRE INTERNATIONAL STUDENTS

1

### THEY ARE HIGHLY MOTIVATED AND SKILLED

The motivation of international students who want to land jobs in the U.S. is off the charts! Motivated employees strive for more, take chances, and are valuable assets to every company. Companies with a high level of engagement report 22% higher productivity according to Gallup data.

2

### THEY BRING INNOVATION

As individuals who have had different upbringings and life experiences, international students bring a different perspective to the table, which fuels innovation and creativity. According to HBR, employees with a diverse background are 45% more likely to report that their firm's market share grew over the years and 70% more likely to report that the firm captured a new market.

3

### THEY HELP YOU GROW YOUR BUSINESS GLOBALLY

Understanding the subtle challenges in the use of English with non-native speakers, as well as the nuances of non-verbal communication, is critical to achieving business objectives when operating across cultures. International students possess language skills and a deeper understanding of cultural differences, which makes them clear assets for companies with a global presence.

## HIRING INTERNATIONAL STUDENTS IS NOT A GAMBLE

There is no need to treat the hiring of international students as a gamble. CPT and OPT are two forms of work authorization that allow employers to assess whether students are a good fit for the company, before committing to sponsorship.

CPT

Curricular Practical Training is a form of temporary work authorization that allows students to work (either part-time or full-time) during the time they are enrolled in an institution.

OPT

Optical Practical Training is a post-graduation period during which students are allowed to work. This period is one year long for non-STEM degree holders and three years with a STEM degree.

## WHAT HAPPENS NEXT?

Once the student's OPT period has ended, the employer has the option to sponsor the employee so that they can continue employment under a different type of visa. While the H-1B visa is the most commonly known one, depending on the candidate, there are other options available as well. Provided that an employer meets certain eligibility requirements, employers can petition for an EB2 or EB3 visa for skilled professionals or academics (a.k.a. Employment-Based Green Card).