

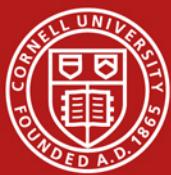


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*US Job-Search Tips and Work Authorization for International Students and Postdocs**

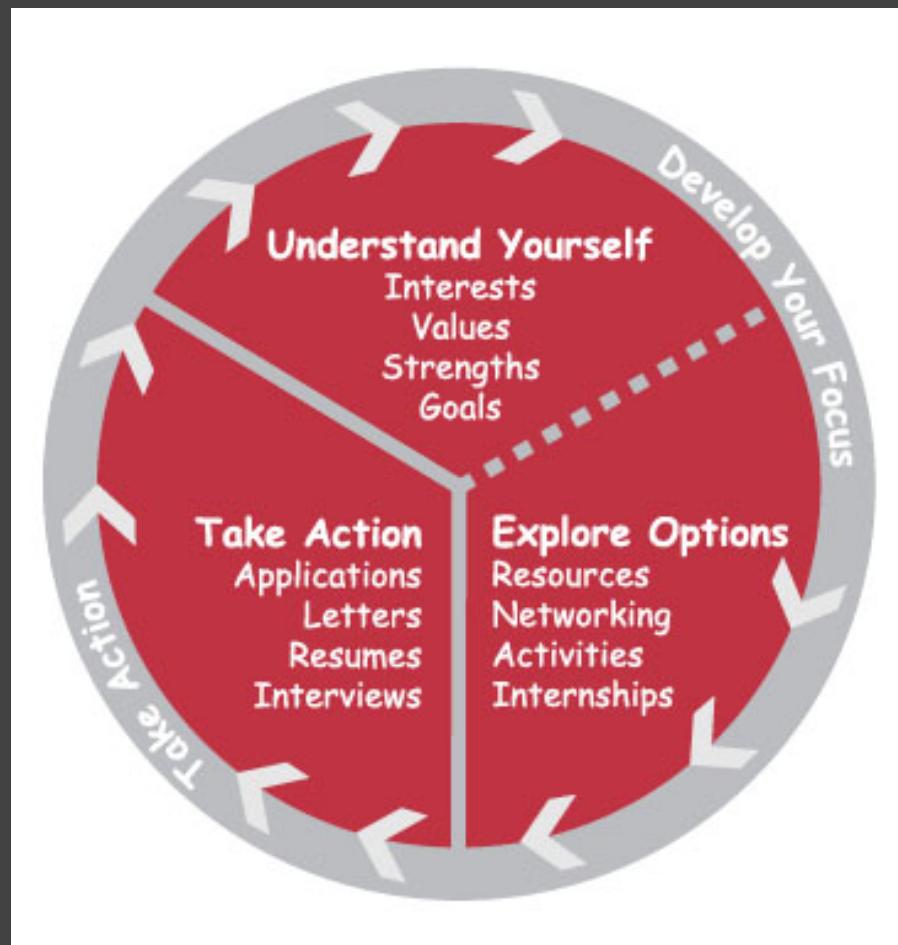
Anne Poduska, Cornell Career Services
Adriana Rovers, International Students & Scholars Office

*You will be emailed a copy of the presentation in one week



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Career Services: What Can We Help With?





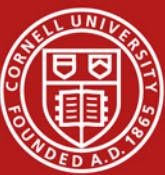
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Workshops and Events

- [CCS Event Calendar](#)
- [CCNet](#)
- [CCS Media Library of Workshops and Presentations](#)

Job-Search Strategies: Summer Jobs and Internships

January 21 and 23, 4:35 pm, Lewis Auditorium, Goldwin Smith Hall



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Job-Search Resources

- Websites

[Cornell Career Services](#)

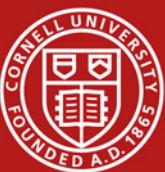
[College career office](#)

[CCS Link Library](#)

- Guides

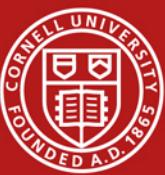
[Cornell Career Guide](#)

[CIPA International Student Guide for Employment in the US](#)



Career Offices: Undergraduates

- Arts & Sciences: 55 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 Barnes



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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: 103 Barnes

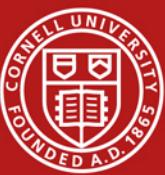
Professional Master's Students: Visit your program office



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Career Services: Postdocs and Graduate Students Interested in a Postdoc

- **Christine Holmes, Director of Postdoctoral Studies:**
Caldwell Hall, ch18@cornell.edu



Presentation Goals

- Discuss common challenges and issues international students and postdocs may face in their US job search
- Provide resources and suggestions to overcome these challenges
- Outline the work authorization requirements for working in the US after graduation



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Common Questions

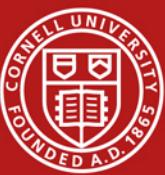
- Which employers will sponsor me?
- What job can I get as an international student or scholar?



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Considering Work Authorization: Finding Jobs and Employers

- [CCNet](#)
- Excel Spreadsheet on [CCS webpage](#)



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Considering Work Authorization: Finding Jobs and Employers

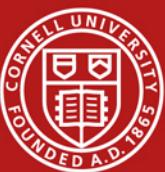
- H1B databases

[Myvisajobs.com](#)

[H1Bvisajobs](#)

[FindTheBest](#)

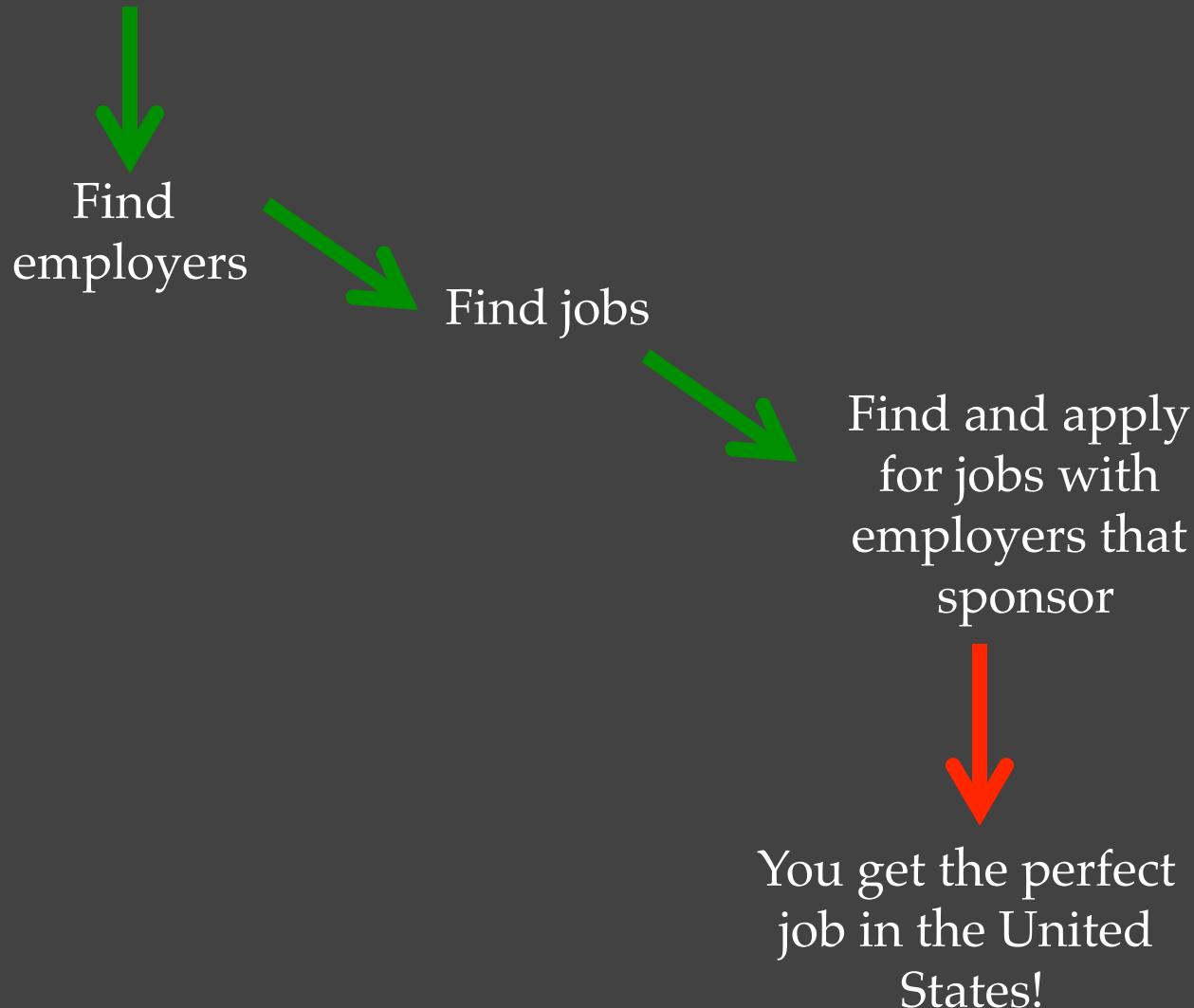
- Hear from friends, colleagues, alumni, recruiters

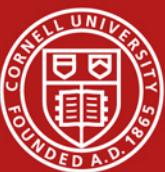


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Ideal Situation

Which employers sponsor visas?





Which employers sponsor visas?

Can't find employers that sponsor visas in your field

Can find employers

Can't find open job postings

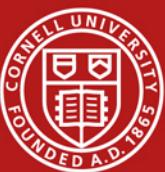
Can find jobs

Job postings want someone with more experience

You don't have time or energy to do this amount of research!

Found and applied for jobs with employers that sponsor

You're not getting any responses



Potential Challenges: General Advice

- There is no easy solution—for the job or career path you'd like, you might need to work outside of the US
- Identify what skills you have that would make you the most competitive applicant: buyer / seller model*
- Talk to people
- Set aside time for job search process
- Clarify your career goals and develop a back-up plan

* Power Ties: The International Student's Guide to Finding a Job in the United States by Dan Beaudry



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Potential Challenges

Which employers sponsor visas?



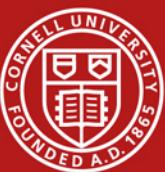
Can't find
employers that
sponsor visas in
your field



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Can't Find Employers Sponsoring Visas

1. Widen your list of employers
 - [Hoovers](#)



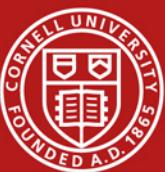
Can't Find Employers Sponsoring Visas

1. Widen your list of employers
2. Consider working in a different area / use wider definition of skills
 - O*Net
 - Google LinkedIn profiles



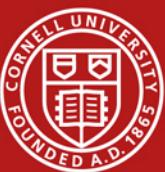
Can't Find Employers Sponsoring Visas

1. Widen your list of employers
2. Consider working in a different area / use wider definition of skills
3. Consider working abroad:
 - [Uniworld](#)



Can't Find Employers Sponsoring Visas

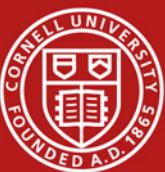
1. Widen your list of employers
2. Consider working in a different area / use wider definition of skills
3. Consider working abroad:
4. Talk to people:
 - [LinkedIn](#) / Alumni databases
 - Informational interviews



What is Informational Interviewing?

The process of conducting conversations with people for information and advice.

- A strategy to use when exploring career fields
- An effective way to build a professional network
- A way to evaluate an organization's overall fit for you
- A way to develop an effective job search strategy



What's The Difference?

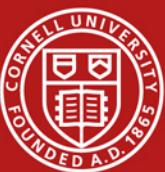
Informational Interview

- 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

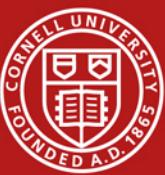
To learn more about informational interviewing,
look at our [CCS Media Library](#)



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Informational Interview Process

1. Find someone to speak with
2. Send them an email (or phone call) requesting an informational interview
3. Develop a list of questions for the interview
4. Conduct interview, send thank-you note



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Sample Email

Dear Mr. Rinat:

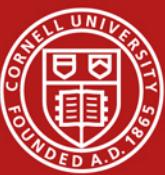
I am a sophomore at Cornell University in the College of Arts and Sciences, and I am majoring in anthropology. I saw in your LinkedIn profile that you were also an anthropology major at Cornell and are now working as a social media analyst at Saks Fifth Avenue. Since I am interested in a career involving social media and my anthropology knowledge, I would love to hear more about your current job and how your studies at Cornell prepared you for this career path.

Would it be possible to set up a time for a 20-minute informational interview? If so, I'm available next week, Monday-Friday, between 10 am and 6:30 pm.

Thank you for considering my request.

Regards,

Xinyan Zhou
607-255-1234



Which employers sponsor visas?



Can find
employers



Can't find
open job
postings



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Companies Sponsor but Don't Have Job Postings

1. Talk to individuals about when jobs might be posted
 - Recruiters on [CCNet](#)
 - Human resources representatives at companies
 - Alumni
 - Individuals in the field (LinkedIn)
 - Representatives at Career Fairs or information sessions
 - Career Services staff

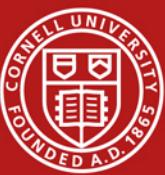


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Companies Sponsor but Don't Have Job Postings

1. Talk to individuals about when jobs might be posted

2. Find additional companies
 - [Hoovers](#)



Which employers sponsor visas?



Can find
employers



Can find
jobs



Job postings
want someone
with more
experience



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Companies Can Sponsor But Not For Entry-Level Job Postings

1. Talk to individuals in the field
 - Would you be competitive for higher-level jobs?
 - Could you gain experience (through courses, volunteering, internships) that would improve your chances?
 - Are there training programs?

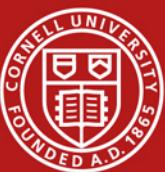


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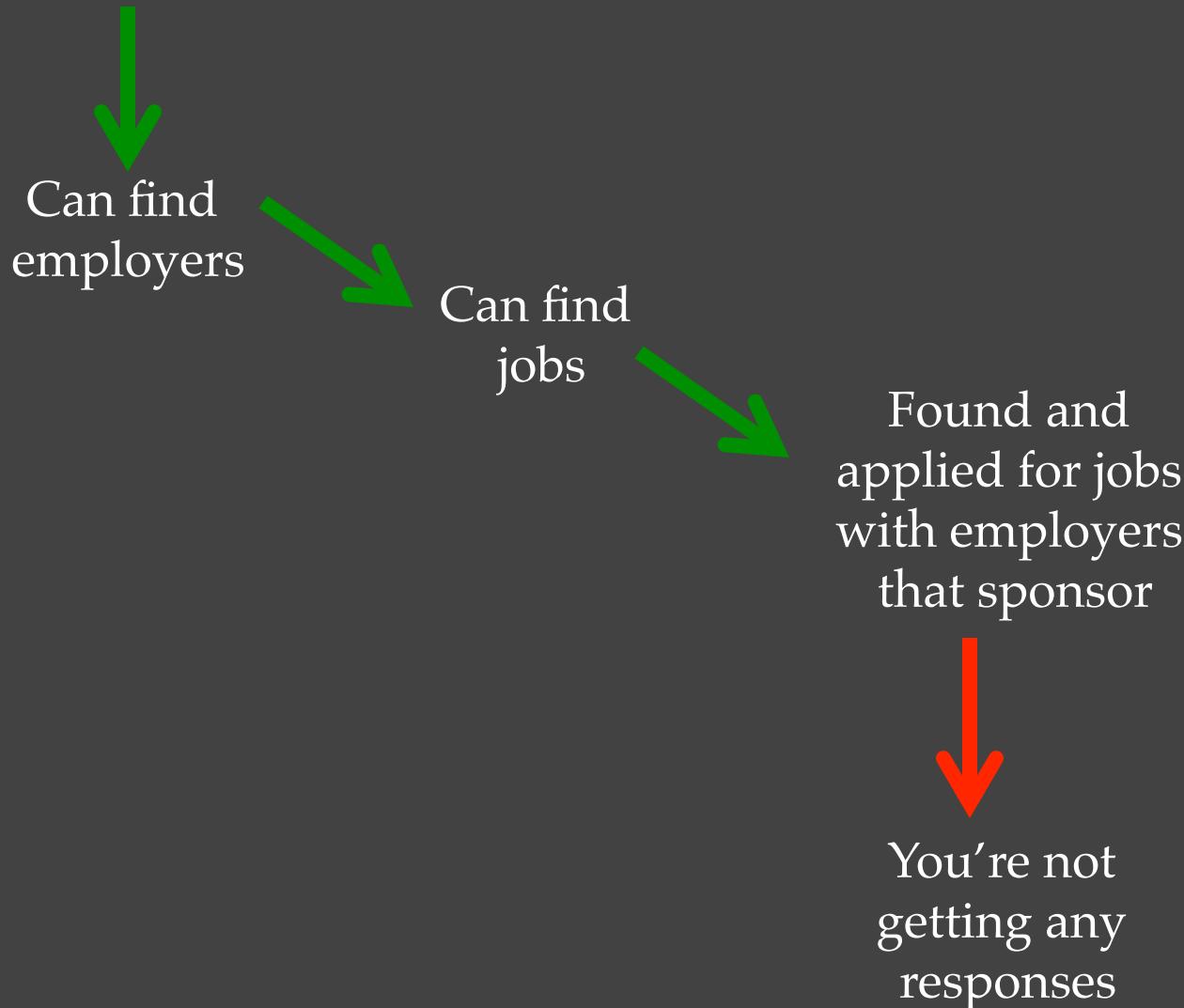
Companies Can Sponsor But Not For Entry-Level Job Postings

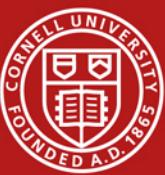
1. Talk to individuals in the field

2. Consider working abroad, moving back to the U.S.
 - Talk to individuals in your home country
 - Do informational interviews with individuals at multinational corporations



Which employers sponsor visas?





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You Found Employers and Job Postings But You Haven't Heard Anything!

1. Meet with someone in your career office
 - Bring resume, cover letter, job posting, and talk about approaches
2. Do informational interviews, ask for advice
3. Submit application to a real person



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Potential Challenges

Which employers sponsor visas?



You don't have
time or energy
to do this
amount of
research!



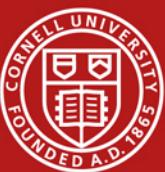
You Don't Have Enough Time

1. Decide how much time you realistically have to spend on this and set goals and a timeline
2. Know your OPT timeline
3. Talk to people (sometimes more efficient)
4. Schedule appointments with Career Office, friends, colleagues
5. Attend on-campus career events and workshops



Final Advice

- This is not a straightforward process, so you'll need to dedicate time to your job search
- Develop a backup plan either abroad / your own country
- [Learn more](#) about the job-search process
- Visit your career office—we're here to help you!
- Talk to the ISSO about visa regulations



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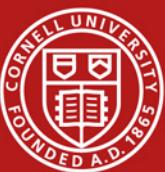
Work Authorization F-1 & J-1 Students

- “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



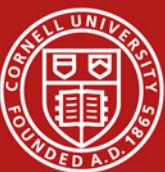
F1 Off Campus Work Authorization

There are two types of

“Practical Training” Work Authorization:

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

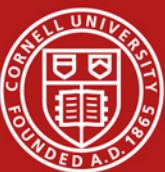
The training/work must be in your major field of study and NOT your minor.



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

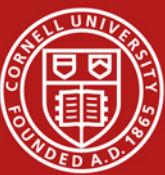
If the job is UNPAID you don't need work authorization!



F-1 Curricular Practical Training (CPT) Eligibility Requirements

<http://www.isso.cornell.edu/immigration/f1/curricular.php>

- 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



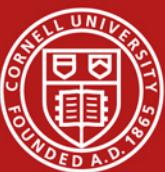
F- 1 Curricular Practical Training (CPT) Eligibility Requirements

- 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 and download CPT app:
www.isso.cornell.edu/immigration/f1/curricular.php Complete application—have academic advisor sign off on it, and bring completed application to the ISSO at least two weeks before you start working
- 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



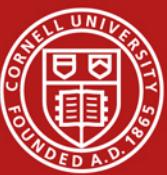
F-1 CPT Work Authorization

- ISSO Advisor will issue you a new I-20 with work authorization on page 3

Page 3

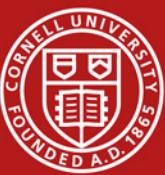
IF YOU NEED MORE INFORMATION CONCERNING YOUR F-1 NONIMMIGRANT STUDENT STATUS AND THE RELATING IMMIGRATION PROCEDURES, PLEASE CONTACT EITHER YOUR FOREIGN STUDENT ADVISOR ON CAMPUS OR A NEARBY IMMIGRATION AND NATURALIZATION SERVICE OFFICE.

FAMILY NAME: HILSMAN	FIRST NAME: SARAH	SEVIS
Student Employment Authorization:		
Employment Status: FULL TIME	Type: CPT	Student's Copy NC0000000000
Duration of Employment - From (Date): 06/09/2003	To (Date): 08/15/2003	
Employer Name: Lehman Brothers		
Employer Location: 745 7th Avenue New York, NY 10019		
Comments: Work is a training program in the field of Business Administration.		



F-1 Optional Practical Training (OPT)

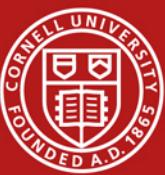
If you are not eligible for CPT
an alternative would be to apply for
“pre-completion” OPT.



F-1 Optional Practical Training (OPT)

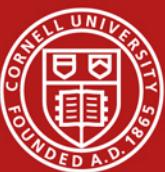
- Eligible for OPT after being enrolled full time for one academic year
- Practical training must be in your field/major
- May be used before you graduate or after graduation
- 12 months total per degree level

(After graduation, students in STEM (science, technology, engineering and math) fields may be eligible for additional 17 months)



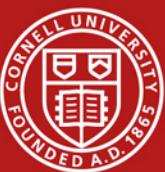
F-1 Optional Practical Training (OPT)

- 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



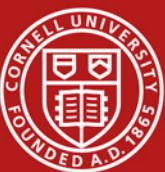
F-1 OPT Application Procedures: Apply Early

- Pick up application from ISSO or download from our ISSO web site: isso.cornell.edu
- Bring completed application to the ISSO. We will create a new I-20 and you will send your application to USCIS along with fee



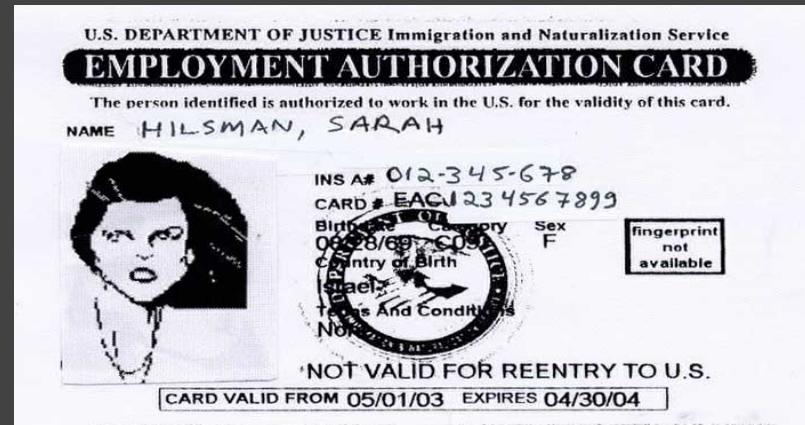
F-1 Optional Practical Training (OPT)

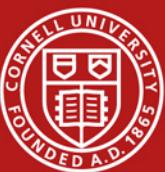
- Apply early. It could take 3 months to receive your Employment Authorization Card (EAD/OPT Card)
- You cannot apply more than 120 days before the start date you choose
- Must submit application to USCIS within 30 days of issue date of new I-20 from ISSO



F-1 Optional Practical Training (OPT)

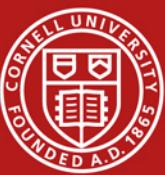
- You cannot begin work until you have the OPT card in hand and have arrived at the start date on the card
- OPT card is required to complete the I-9 Employment Eligibility Verification form with employer





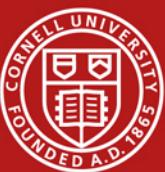
J1 Work Authorization

- “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

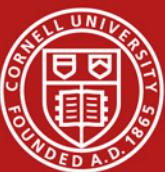
- ISSO issues you work authorization letter for “Academic Training”
- Total time available is 18 months
- Additional 18 months may be possible for postdoctoral research positions



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)

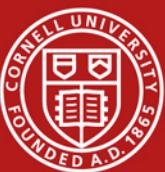
For Canadians and Mexicans

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

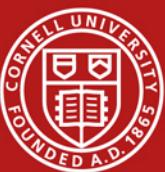
Canadian citizen applies at a port of entry with the following:

- 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.



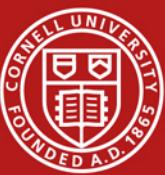
H-1B Temporary Worker Visa

- H1B questions?
- H1B Basics:
 - 6 years
 - Employer specific
 - Portable
 - Dual intent
- U.S. Permanent Residence



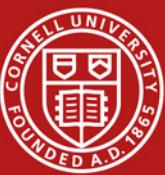
H-1B Application Procedures

- 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



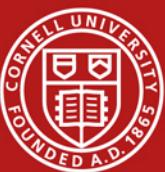
H-1B Advantages

- 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



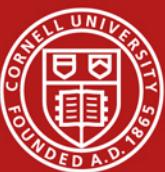
What is the H-1B “cap”?

- 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:
 - ❖ June 11, 2012 (FY 2013)
 - ❖ April 5, 2013 (FY 2014)
 - ❖ 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 waivered doctors



Cornell University

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