

Enhance Your Workforce with International Student Interns



International students can offer employers a wide range of skills and abilities. Their world-class UAB education and their multi-lingual abilities make them a special asset to U.S. employers. International students have the initiative, flexibility, and experience to adapt to new situations.

Did you know? International students can participate in an internship or a short-term work assignment without sponsorship by you, the employer and there is minimal paperwork for an employer. All paperwork is handled by the student, the school, and U.S. Citizenship and Immigration Services (USCIS). This document is a brief overview of what is required to enhance your workforce with a UAB international student.

Internship

For an international student, an internship can be done using what is called Curricular Practical Training (CPT)

An UAB international student may apply for curricular practical training (CPT) if the internship is directly related to the student's major area of study. The internship can take place several times during the year:

1. The student's annual vacation and at other times when school is not in session if the student is currently enrolled and intends to register for the next term
2. While the school is in session, provided that practical training does not exceed 20 hours/week
3. After completion of the course of study

To be eligible, a student must have been enrolled as a full-time student for two full semesters (fall and spring semesters or one calendar year), and have maintained legal F-1 visa status during that time.

You will be required to submit to the UAB student a letter on official company letterhead that provides the following information:

1. Company name, address, and other identifying information
2. Whether or not the experience is an internship or a co-op

For curricular practical training (CPT), the school will make a notation on the students' copy of the I-20 form indicating that curricular practical training has been authorized, and specifying the duration and place of employment.

Proof of Work Authorization (Form I-9) The IRCA (the Immigration Reform and Control Act) requires that anyone hired by a U.S. employer after November 6, 1986, complete an I-9 form and present proof of U.S. citizenship, permanent residence status, or a valid passport along with a USCIS documents showing that employment has been authorized. Students in F-1 status who have been authorized to engage in Curricular Practical Training will present USCIS form I-20 (page 3) with a notation indicating the dates during which Practical Training has been authorized.

Post-Graduation Employment

Students who attend UAB on an F-1 visa can participate in Optional Practical Training (OPT) to receive hands-on work experience (work authorization) related to the academic field of study.

Students can participate in an OPT experience for 12-months without formal sponsorship from an employer.

Students who are enrolled in a STEM program can participate in OPT for 24-months. The benefit to you as an employer is retention. The Science, Technology, Engineering, and Math majors are in high demand and it likely that a new college graduate will be quickly recruited by another company once they enter the industry. With an international student, you have an assurance that this person will stay and contribute to your organization for two full years. Please see the additional information sheet on 24-month Stem Extensions available on our website at www.uab.edu/international.

Full-Time Employment:

An employer may petition for an H-1B visa through the [U.S. Citizenship and Immigration Services \(USCIS\)](http://www.uscis.gov). The H-1B visa initially provides for three years of professional employment and may be extended an additional three years. Students subject to 2-year home residence requirements are not eligible. Processing times may vary but can often take several months.

Additional Resources:

U.S. Citizenship & Immigration Services (USCIS) - www.uscis.gov

To recruit from UAB, post your internship or job opening at www.uab.edu/hireablazer

For more information on recruiting from UAB email hirestudents@uab.edu

UAB office of International Student and Scholar Services can be reached at international@uab.edu or via telephone at 205-934-3328