

International Recruiting Guide

Each year, the Rady School of Management welcomes high-caliber students from around the world to its MBA and specialized master’s programs. All Rady degrees are STEM-designated.

With their global experiences, diverse perspectives and rigorous Rady education, international students have much to offer to U.S. employers. The Career Management Center at Rady and the UC San Diego International Students and Programs Office are available to help companies, both big and small, connect with international students and navigate the hiring process.

International students are legally permitted to pursue internship and full-time employment opportunities while they are on the F-1 student visa.



- Full-time or part-time internships after completion of one academic year: Students are responsible for obtaining curricular practical training (CPT) authorization, a legal employment classification that students can use to pursue employment while in school.
- Full-time employment after graduation: International students are required to obtain optional practical training (OPT) classification from USCIS to be considered for full-time positions after graduation. Employers sponsor candidates for H-1B status if they want to retain them beyond the expiration of the OPT.

	Internships <i>CPT on F-1 visa</i>	Full-time Employment <i>OPT on F-1 visa</i>	Full-time Employment <i>Company-sponsored H-1B visa</i>
Timing/ Duration	Up to 40 hours per week after completing the first academic year	After graduation, at least 20 hours but no more than 40 hours per week, for up to 12 months or 36 months with STEM extension	Initial term of three years, which can be renewed for another three years
Student Obligation	Obtain CPT authorization from UC San Diego upon receiving an offer	Apply for OPT with USCIS in final quarter (90 days before graduation)	Provide employer the documents required for visa sponsorship
Employer Obligation	Work authorization is issued by UC San Diego. A job offer letter is the only paperwork required from the employer to hire an international student for a summer internship.	No paperwork is required for the first 12 months of initial OPT. To extend the OPT for an additional 24 months (STEM degrees), the employer is required to complete a Training Plan (Form I-983) that is submitted to the school the employee last attended.	Willingness to retain international talent pool with H-1B visa sponsorship and follow the petition filing process by USCIS
Cost to Employer	None	None	Varies between \$3,854-\$7,165

GRADUATE PROGRAMS

- Full-time Master of Business Administration (MBA)
- Part-time Master of Business Administration (Flex MBA)
- Full-time Master of Science in Business Analytics (MSBA)
- Part-time Master of Science in Business Analytics (Flex MSBA)
- Master of Finance (MFin)
- Master of Professional Accountancy (MPAc)



Where We Stand

EMPLOYER FREQUENTLY ASKED QUESTIONS

Are international students legally authorized to work in the U.S.?

Yes. International students on F-1 visas are legally permitted to pursue internship, part-time and full-time employment opportunities in the U.S. after completing one full academic year at the Rady School.

Does hiring international students involve excessive paperwork on the part of the employer?

No. Students are required to obtain authorization from the university for internships and from the USCIS for full-time employment after graduation. Required employer paperwork is minimal. Please refer to the table on the reverse side (Employer Obligation).

When and why do students need employer sponsorship for obtaining an H-1B visa?

Once they graduate, international students remain on an F-1 visa and can legally work full time for a period of 12 months of OPT. A STEM extension allows a total of 36 months of employment with OPT status. Employers who want to retain talent beyond this period sponsor the H-1B work visa.

Is the H-1B process time consuming and complicated?

Sponsoring an H-1B visa is usually a simple and cost effective process. The employer does not need to prove attempts were made to recruit U.S. citizens and permanent residents first. Such visas remain valid for an initial period of three years and can be extended once for another three-year period.

ADDITIONAL RESOURCES

- UC San Diego International Students and Programs Office
ispo.ucsd.edu
- Department of Homeland Security
studyinthestates.dhs.gov/stem-opt-hub
- U.S. Citizenship and Immigration Services
uscis.gov
- U.S. Immigration Guide for Employers
workpermit.com/us/us_h1b.htm

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