Benefits of hiring UNC Charlotte International Students

- Local resource to fill recruitment needs
- Candidates with legal, verified work credentials
- Demonstrated, proven English language literacy and communication skills
- Diverse viewpoints and experiences bringing global perspective to your company
- International students proven to have adaptability, flexibility and initiative
- Technical expertise
- Demonstrated drive to succeed
- International students on STEM Optional Practical Training (OPT) provides up to 3 years of legal U.S. work eligibility, without the need for employer sponsorship

UNC Charlotte International Student Stats:

- Enrollment: almost 2,000 international students from nearly 100 countries
- Top fields of study: College of Engineering (with 500+), College of Computing & Informatics (500+), College of Business, and College of Liberal Arts and Sciences
- About 1,300 international students on Optional Practical Training
- Top 3 countries represented: India, China, Saudi Arabia

Disclaimer: The contents herein is information based on current UNC Charlotte enrollment data and immigration & hiring law as of August 2018. These laws can change and it is important to obtain the most up to date information from sites like: www.uscis.gov/opt. This guide does not serve as legal advice and is for informative services only.
Internships/Co-Ops during Degree Program

Curricular Practical Training (CPT) for F1 Students:

What is it?
- An employment authorization status which allows international (F1) students who have completed at least 1 academic year, the option to legally work as an intern at a U.S. company while they are in college.

How much will it cost?
- No cost to employers - except salary/hourly pay for the work.

What immigration paperwork do I need to complete?
- No immigration paperwork for employer; student is solely responsible for the CPT application and cannot begin working until they obtain authorization from the International Student & Scholar Office (ISSO) and University Career Center (UCC) or Academic Department.

How long can the international employee work?
- Semester by semester basis.
- Part-time (20 hrs or less per week) during Fall/Spring.
- Full-time option during the summer.

What does my company need to do?
- Provide employment offer letter to student on company letterhead with the following:
  - Prospective CPT employer's name.
  - Physical location/address of proposed internship (no P.O. Boxes).
  - Position title and description.
  - Start date and end date of employment.
  - Is work part-time (20 hrs/wk or less) or full-time (over 20 hrs/wk)?
  - Indication of how and how often the work will be supervised (if remote work).
  - Request a copy of the CPT I-20 document from the student for your I-9 records.

Resources:
https://career.uncc.edu/CPT
https://isso.uncc.edu/current-students/employment/f-1-curricular-practical-training-cpt
Employment After Graduation

Optional Practical Training (OPT) for F1 Students:

Did you know that many international students can legally work with a U.S. Employer, for up to 3 years at no extra cost to the employer?

What is it?
• An employment authorization status which allows international students to legally work at a US company after they have graduated college
• Employment must relate to graduate’s major field of study

How much will it cost?
• No cost to employer - except salary/hourly pay for work

What immigration paperwork do I need to complete?
• No immigration work for company: graduating student is responsible

How long can the international employee work?
• Up to 12 months (STEM majors may extend - see STEM OPT on page 4)

What does my company need to do?
• Request a copy of the Employment Authorization Document (EAD) from the student for your I-9 records
• Student cannot begin work until they receive the EAD card

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Resources:

https://isso.uncc.edu/current-students/employment/f-1optional-practical-training-opt
STEM OPT For F-1 Students

What is it?
• An employment authorization status which allows international students with Science, Technology, Engineering & Mathematics (STEM) degrees to legally work in the STEM field at a U.S. company after graduating from college, and completed the regular OPT program

How much will it cost?
• No cost to employer - except salary/hourly pay for work

What immigration paperwork do I need to complete?
• No immigration work for employer

How long can the international employee work?
• Up to 36 months (24 months added on to traditional 12 months)

What does my company need to do?
• Ensure that student is employed, or provide employment offer letter
• Provide E-Verify and ensure that student has Employer Identification Number (EIN).
• Complete form I-983 training plan for STEM OPT students
• Request a copy of the Employment Authorization Document from the student for your I-9 records

About the Contributors
University Career Center (UCC)
We are committed to providing comprehensive, innovative services and resources for diverse populations of students, alumni, and employers that prepare UNC Charlotte graduates for the competitive global market. We serve all international students and host a variety of international student services/programs/events. Our office also oversees the CPT program in conjunction with the ISSO on campus.

Charles Rose Jr., UNC Charlotte ’14 Alum
I launched SmartCollegeGuide.com in 2017 – one year after launching my book “Journey To Success: Defy The Odds & Realize Your Dreams.” The book shares my journey of overcoming obstacles as an international student from the Bahamas to the USA, where I’m currently employed. I work with international students to help them get employed in the USA to gain experience and offer value in their field of study.

International Student & Scholar Office (ISSO)
We provide information, services and programs that help international students and visiting scholars achieve their individual educational and personal goals and that foster an appreciation for a culturally diverse learning environment in the larger University community.

Resources:

Contact Us:
University Career Center, UNC Charlotte, career@uncc.edu
International Student and Scholar Office, UNC Charlotte, intlss0@uncc.edu

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