

GLOBAL RECRUITING & HIRING INTERNATIONAL MBA STUDENTS

ANDERSON STUDENTS BRING DIVERSE GLOBAL PERSPECTIVES

Whether you are a U.S. or international company that is seeking talent for your U.S. and global offices, we invite you to connect with UCLA Anderson, where there is quite literally a world of talent.

Anderson international MBA students have a breadth of experience, receive customized career prep, undergo academically rigorous training and possess advanced cross-cultural skills.

UCLA Anderson is renowned for our global focus on management education, as well as our strategic location in Los Angeles. In addition to core coursework, Anderson full-time MBA students must complete an international course requirement prior to graduation. Opportunities to fulfill this requirement include taking an international elective course, such as Global Marketing Management or International.

Business Strategy. Another option for students is to complete our unique field study capstone project through an international project, which enables them to partner with an international organization to solve a key strategic problem. Rounding out the global focus, UCLA Anderson's faculty members are involved in a broad range of international research and consulting activities.

Companies that have hired Anderson students for global opportunities include Amazon, The Boston Consulting Group, Citibank, Goldman Sachs, Google, JD.com, Johnson & Johnson, McKinsey & Company, Rakuten, Samsung and Tencent.

The Parker Career Management Center (CMC) offers many opportunities for employers everywhere to connect with Anderson students. We look forward to working with you. For more information on hiring international students for U.S. offices, please refer to the other side of this document.

The Anderson MBA is STEM certified, which means our F-1 international students can work for up to three years in the U.S. with post-graduation Optional Practical Training (OPT). Employers that hire authorized graduates do not need to sponsor or pay any visa fees during that period.

RECRUITING AT UCLA ANDERSON

WAYS TO CONNECT WITH STUDENTS

Company Presentations

Company presentations and office hours are effective ways to meet and educate students about career opportunities within your organization. These are usually held during lunchtime or in the evenings throughout the school year.

Virtual Recruiting Events

If you are unable to visit campus to host an event, you can host a virtual presentation or office hours, which give you the ability to interact remotely with students in real time.



Resume Collection Service

If you are not able to interview on campus, we recommend the resume collection option using our Online Recruiting System. We will post and promote the position for the target student audience, collect applications and forward them to you. If needed, we can assist you with conducting on-campus or virtual interviews.

Online Job Board

Post on our on-line job board, accessed by both students and alumni.

International Student Identity Clubs

The Parker CMC will assist you in connecting with the appropriate student clubs to meet your targeted recruiting needs.

Days-On-The-Job (DOJs)/Industry Treks

UCLA Anderson has several student clubs that organize international company visits. In prior years, the Parker CMC has supported student-organized trips to Hong Kong, Shanghai and Miami.

For more information on the above options, you can review our most recent *Recruiting Strategies* brochure.

If you would like us to contact you or your international recruiting representative, please email Chrissy Ercole at chrissy.ercole@anderson.ucla.edu



HIRING INTERNATIONAL STUDENTS

International MBA students make up about one-third of the full-time MBA student population and represent some of the best and brightest management talent from more than 40 different countries. They excel academically and contribute significantly to the UCLA Anderson community through their wide range of knowledge and professional experiences. Their language skills and cultural knowledge are invaluable resources in the expanding global marketplace.

With the STEM certification of the Anderson MBA, employers now have more options and less risk in hiring our international students upon graduation. If you have not done so, we urge you to get to know our talented pool of international students and strongly encourage you to include them among your candidates for employment within your organization for both U.S. and overseas opportunities.

WORK ELIGIBILITY IN THE UNITED STATES

Hiring international students for employers <https://t.e2ma.net/click/9oicdh/tgpnaj/tojcwbtb> in the U.S. is easier than most people realize. The majority of international students hold F-1 visas, and according to U.S. Citizenship and Immigration Services (USCIS), they are allowed to work in the U.S. in positions that relate to their fields of study. Below are some of the various options.

INTERNSHIPS: CURRICULAR PRACTICAL TRAINING (CPT)

Students with F-1 visas can use this provision to intern full time during the summer months between their first and second year of studies and part time during the school year. Employers must provide information regarding the terms of employment for students to obtain work authorizations from the UCLA Dashew Center for International Students and Scholars.

THREE YEARS OF F-1 OPTIONAL PRACTICAL TRAINING (OPT) WITH STEM

Students holding F-1 visas may be employed full time for 36 months after graduation under STEM OPT. The Dashew Center works with students to secure an Employment Authorization Document (EAD) by graduation so that they can begin work soon thereafter. This process does not have an annual quota or other restrictions, and students do not need an offer to obtain an EAD. The employer is required only to complete the I-9 form and provide a standard offer letter for any international hire with an EAD.

NEW: FOUR ADDITIONAL MONTHS OF J-1 ACADEMIC TRAINING WITH STEM

Students holding J-1 visas may be employed using whatever remaining Academic Training work authorization they have (after perhaps using AT for internships during their program) to work full-time after graduation under a STEM J-1 Academic Training extension of around four months. The Dashew Center works with students to submit the STEM extension request to the appropriate government agency for review and approval. This process does not have an annual quota. The employer is required only to complete the I-9 form and provide a standard offer letter for any international hire with Academic Training authorization. The STEM extension will allow many J-1 students to seamlessly continue their work with your organization since they can apply for this extension up to three months beforehand.

H-1B WORK AUTHORIZATION

When an employer decides to continue employing an international graduate beyond the OPT period of 36 months, it must petition for a Change of Non-immigrant Status on behalf of the employee, most commonly an H-1B visa. H-1B visas are issued in three-year increments and may be extended for another three years, up to a maximum of six years. The Parker CMC can refer interested employers to Loke Walsh Immigration Law, an immigration firm that has worked successfully with our students, alumni and employers in the past. Please contact us if you would like a referral.

TN VISAS (CANADIAN + MEXICAN CITIZENS)

Another work visa option that may be available for many international students from Canada and Mexico is the TN visa. It is quicker and less expensive to obtain than the H-1B. However, the TN visa has different regulations from H-1B. It does not allow for dual intent, i.e., a straight path from TN to future employment-based green card filing. Hiring an international student from Canada or Mexico might present several options beyond F-1 OPT or J-1 AT (e.g., TN, H-1B, E, O-1) for continued work authorization.