

Why Should I Hire an  
**International  
Student?**



## Top Talent

There is a reason why tens of thousands of employers choose to recruit with USC. **Our graduates are known for their excellence**, and they go on to be leaders, and even **award winners**, in their respective fields. For our international student population, there is the added challenge of having to learn and adapt in a new country and culture, and often in their second language. Succeeding at USC requires **drive, perseverance, adaptability, and hard work**.

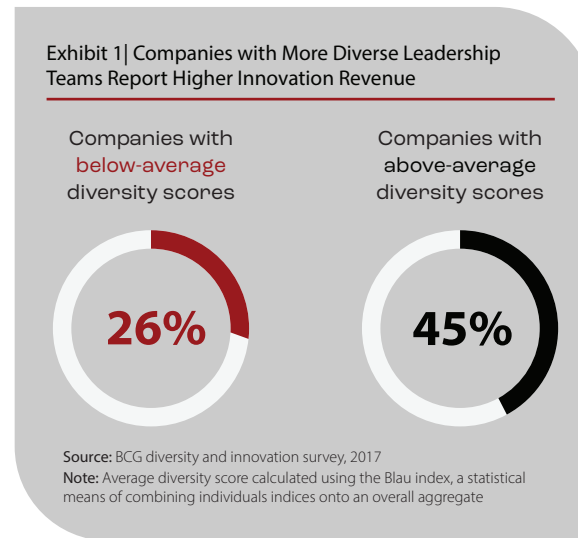
## Stability

**International graduates are loyal:** due to visa requirements, they are less likely to switch jobs because it could impact their immigration status. **72% of international students surveyed by Interstride** said they hoped to start their careers in the U.S. after graduating, and most of those remaining indicated that they were deterred by the challenging employment environment. So, when offered jobs by domestic employers, international graduates tend to be grateful and eager to demonstrate their value.

## Diversity

In their **2018 study**, Boston Consulting Group (BCG) found that organizations with above-average diversity on their leadership teams reported **19% more innovation revenue and 9% higher earnings before**

**interest and taxes (EBIT)** than those with below-average leadership diversity (see Exhibit 1 below). Among the six dimensions of diversity BCG measured, one of the top contributors to these positive outcomes was **diversity in national origin**.



## Support the U.S. Economy

**NAFSA: Association of International Educators reported** that during the 2020-2021 academic year, **international students contributed \$28.4 billion to the U.S. economy and supported 306,308 jobs** through their education and living expenses. Since so many international students hope to stay and work in the U.S. after graduation, hiring them allows them to continue contributing to the U.S. economy. This also increases their return on investment, which encourages future international students to study in the U.S., thus driving a continuous source of growth for the U.S. economy.

## Global Competitiveness

Hiring an international graduate can make your organization **more competitive in the global marketplace**. Their international experience comes with knowledge of different cultures and markets, exceptional communication skills, and even multilingual competency. They bring new perspectives that can help your team solve problems, grow your consumer base, and innovate new products.

## What If I Can't Sponsor an International Graduate's Employment Visa?

There are still options! **OPT (Optional Practical Training) or STEM OPT** are employment statuses that allow international students to **stay after graduation and work in the U.S. for up to 12 or 36 months**, respectively, under their student visa. As with any internship, these options give employers the opportunity to "try out" a candidate to see if they are a good fit before deciding to invest in them longer-term. International students can also be paid for part-time internships during their degree program through **Curricular Practical Training (CPT)**.



**Have any questions?**

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