



welcome**TLC**

ADVANCING AN INCLUSIVE AND GLOBAL
TOLEDO-LUCAS COUNTY

GUIDE TO HIRING IMMIGRANTS

Welcome TLC has been working since 2013 to advance an inclusive and global Toledo-Lucas County. We are housed in Toledo-Lucas County Public Library in partnership with Lucas County, and are governed by a cross-sector steering committee of partners.

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WHY HIRE INTERNATIONAL TALENT?

Welcome TLC connects employers to work-authorized international talent in Toledo, highly skilled in STEM, business, and global languages and cultures to help meet your hiring needs.

STEM Talent

International talent in Toledo has higher levels of educational attainment, particularly in STEM, than the U.S.-born population.

Retention

A recent study found that refugee employees consistently had turnover rates 7 to 15 percentage points lower than the overall workforce.

Workplace Diversity

A more diverse workplace can help attract and retain top talent, as well as drive creativity and innovation.

Global Supply Chain

International talent can bring language, skills, local knowledge, and personal & professional connections to expedite product and service delivery.

Consumer Diversity

If your consumer growth includes overseas markets or diverse communities within the US, international talent understands these consumers and can make your message resonate.

The international talent pool in Toledo is young, growing, and skilled in diverse sectors. Many potential employees are also fluent in English. Metro Toledo is home to:

- Nearly 4000 international students, about half studying in STEM fields, and nearly a third in business, marketing, and finance.
- Skilled immigrants who are work-authorized and trained in STEM fields or trades but currently underemployed.
- International employees of Toledo-based companies and their spouses.

HIRING INTERNATIONAL TALENT

Hiring international talent can make sense for a number of business reasons, but did you know that it really isn't as difficult as you may think? Here are four ways to make international talent work for you!

International Students

Hire international students currently studying at a U.S. institution as part of their study program--no lengthy sponsorship process required!

Refugees

Consider resettled refugees--they do not require sponsorship, and they have brought their education, skills, and experience with them to the United States.

International Graduates

"Try out" an international student before making an additional commitment to sponsor them for a longer -term visa. International students in most areas of study are eligible to work for 12 months after completing their degree at a U.S. institution. STEM graduates can work for up to 36 months!

Legal Counsel

Connect to legal counsel to help you identify different visa options for your talent needs.

For questions, more information, or guidance on connecting with an immigration attorney, please contact Welcome TLC's Workforce and Economic Development Committee:

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U.S. WORK VISA TYPES

ELIGIBILITY & REQUIREMENTS

Note: These are only some of the most common visa types, not an exhaustive list. Legal permanent residents ("green card holders"), refugees, and some asylum seekers are fully work-authorized and do not require visa sponsorship.

VISA TYPE	F-1/CPT	F-1/OPT	H-1B	H-2B
Primary Basis for Eligibility	Current enrollment at a college or university in the U.S.	Current enrollment at a college or university in the U.S. for at least one academic year.	Holds the specific type of degree required for a professional position in a specialty occupation offered by the employer; employer agrees to sponsor.	Employer sponsorship to fill a seasonal or one-time need.
Specific Requirements	Must be an integral part of the student's degree program; must have completed at least one academic year of study.	Must work in field of study.	Position requires a specific degree; employer agrees and has means to pay at least the prevailing wage; employer must agree to certain attestations. Only 85,000 visas issued per fiscal year.	U.S. employer has a need which is temporary, seasonal, or one-time; not sufficient workers able and willing to fill the need; H-2B recipient intends to remain in the US only temporarily.
Employer Involvement	Low	Low	High	High
Fees for Employer	None	None	Filing fees: \$1710-\$2460; Attorney fees: \$2500-\$5000	Filing fees: \$475-\$1700 Attorney fees: \$2500-\$5000 Also cover travel and visa costs
Salary Requirement	>minimum wage	>minimum wage	Prevailing wage as set by Department of Labor.	Prevailing wage as set by Department of Labor.
Timing	Must occur before end of student's academic program; student must secure a specific opportunity before CPT can be authorized.	Must have requested employment start date within 60 days of graduation. Initial grant of OPT for 12 months; STEM degrees eligible for additional 24 months (total of 36).	Must file petition to enter lottery, typically by April 1. If selected in lottery and requirements are met, H-1B will begin Oct. 1.	Must begin process 180 days prior to start date of need, but should consult an attorney earlier because of high demand.
Benefits	Allows employer to evaluate student's work with little work and no additional cost to employer. Particularly useful for part-time work.	Allows work on OPT while employer files H-1B petition. With STEM extension, potentially 3 chances at H-1B lottery before OPT expires.	No need to show that no American workers are available. Straightforward process if requirements are met. Allows employer to sponsor for permanent residency.	Allows foreign workers to fill positions American workers do not want or cannot fill; typically the only option for unskilled labor.
Length of Stay	Until completion of program of study as long as the school authorizes CPT.	12 months after completing program of study; up to 36 months with STEM extension.	Initial 3 year approval; can be extended an additional 3 years. Beyond 6 years, employer must sponsor for permanent residency.	Typically limited to 10 months at a time, unless it is a one-time need.