Why hiring international students is a smart business decision

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In today's competitive talent market, forward-thinking employers are discovering a valuable resource that many overlook: international students from top business

schools. At Tulane's Freeman School of Business, our international students bring exceptional qualifications, diverse perspectives, and global experience that can transform your organization—all while being surprisingly straightforward to hire.

The Value Proposition is Clear
Freeman's international students don't just meet our rigorous academic standards; they exceed them. These candidates typically bring broader educational backgrounds and training experiences than their domestic counterparts. More importantly, they inject cultural awareness and global perspectives into your workplace—qualities that are increasingly essential as businesses expand internationally and serve diverse customer bases.

Hiring is Easier Than You Think
Despite common misconceptions, hiring international students involves no additional costs or paperwork for employers during their authorized CPT or OPT/STEM OPT work periods. Here's what makes it simple:

For Internships:

- Zero cost to employers
- No special paperwork required
- Students can work up to 12 months through various programs
- Full-time schedules allowed during school breaks

For Full-Time Positions:

- No hiring costs for employers
- Students can work up to three years before requiring sponsorship (one year of Optional Practical Training plus two years of STEM extension)
- Only minimal requirements for STEM positions: E-Verify enrollment and a formal training program

Addressing Common Concerns
Many employers hesitate due to uncertainty about regulations and processes. The reality is much simpler than perceived. The most complex requirement — for STEM OPT extensions — involves preparing a training program that aligns with the student's academic learning, something most structured employers already provide informally.

Processing times are also somewhat predictable: Tulane handles initial recommendations within 1-2 weeks. Federal processing can take 4 months, but students with the financial resources can opt for premium processing, which offers processing in 30 business days or less.

A Strategic Advantage

Freeman's international students represent countries from Colombia to Kazakhstan, bringing language skills, cultural competencies, and global networks that can open new markets and opportunities for your business. In an era where companies increasingly operate across borders, these students offer immediate access to international perspectives and connections.

The school's STEM designation means business students qualify for extended work authorization, providing employers with longer-term talent retention—a significant advantage in today's tight labor market.

Why STEM OPT is good for small business

The Bottom Line

Hiring Freeman international students isn't just about doing good; it's about doing well. These students offer exceptional qualifications, diverse perspectives, and global experience with minimal administrative burden. As businesses compete for top talent, those who embrace international students gain access to a pool of highly qualified candidates that others may overlook.

Ready to explore this opportunity? The Freeman Career Management Center stands ready to connect you with outstanding international talent who can drive your business forward in an increasingly global marketplace.