

International Student Retention



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Global Hub

The United States is a global hub for higher education, attracting **21 percent** of all students studying abroad.

The Catalyst

- STEM (Science, Technology, Engineering and Math) graduates are key to catalyzing and sustaining economic growth.
- These students offer skills critical to building a vibrant “knowledge” economy.

Why Immigrants?

In the words of economist Giovanni Peri, “immigrants expand the U.S. economy’s productive capacity, stimulate investment, and promote specialization that in the long run boosts productivity,” and “there is no evidence that these effects take place at the expense of jobs for workers born in the United States.”

Foreign Born Entrepreneurs

- **25 percent of high tech companies** in the U.S. from 1995-2005 had at least one immigrant founder.
- More than **40 percent of Fortune 500** companies in 2010 included at least one immigrant founder or the child of an immigrant founder.

Immigrant Founders

- Immigrants were key in the founding of **Proctor & Gamble** in 1837, **Pfizer** in 1849 and **U.S. Steel** in 1901 – as well as more recently **Intel, Yahoo, eBay, PayPal, Google, YouTube and Instagram**
- **Silicon Valley** embodies a well functioning entrepreneurial ecosystem - contributions of immigrants from around the world.

Immigrants- Patent Holders

- Highly educated immigrants are twice as likely to hold patents, three times as likely to start their own businesses (In Michigan, immigrants are 6x as likely to start their own businesses).

Immigrant- Entrepreneurs

- Immigrants are more entrepreneurial than their native-born counterparts.

Immigrant Retention Advantage

- If your company has little problem with employee retention or finding the qualified, long term employees that it needs to be successful, the immigration process should not be of concern.
- Employers have almost no liability at any step in the process. The F-1 student takes every risk, the company will complete the “green card” process.
- The out of pocket cost for this process is almost zero when compared to retention of a qualified, highly motivated employee for seven to twelve years.

Retention Advantage

Companies in almost every industry in the U.S. utilize international students as employees, based primarily on the retention advantage as well as the fact that most of the highly qualified students in many degree areas are F-1 students.

Reasons to Hire F-1 graduates

- Average college graduate leaves his/her first job in less than 2 years following graduation
- Legal system requires F-1 students to remain with employer for approximately 5+ years
- Over 85% of F-1 student hires are successful in completing immigration process
- Employer is free to terminate employment at any time for any lawful reason

Reason why your competitors Hire F-1 Immigrants

- 22 months is the average time spent by U.S. Citizens and permanent residents in their first job after graduation
- Six to seven years is the average time spent by F-1 students in their first time after graduation

Why International Students?

- Hiring an international student is an investment in America's economic future
- Michigan is moving towards diversified, highly technological economy .
- Need new, creative recruiting strategies that access previously untapped pools
- Not filling these positions will hinder the growth of Michigan

How they Contribute?

International students not only **contribute economic value**, they **build bridges** between the United States and other countries, **bring global perspectives** into U.S. classrooms and research labs; **support U.S. innovation** and support programming and services on campus for all students by **paying out-of-state tuition**, funded by non U.S. sources.

Attract Talent Now

- Right Now, the entire US is at a shortage of the right talents
- Let's learn to work within current regulations to keep these talents in Michigan
- Prevent them from becoming competitors, taking their companies and jobs out of the US
- Immigrant graduates are an **engine for innovation and job creation**



Push Immigration Reforms

Let's fix the antiquated laws,
And
We need to do it now.



Support and Participate in

**Global Talent Retention
Initiative (GTRI)**

Immigrant Talents Stay

Stop Brain drain

Retain the **future Innovators**
and **Job Creators**



**Innovation will
Restore American
Dream**