



Hiring International Students

Most international students are eligible to work as interns. They offer employers language skills, unique global viewpoints and cross-cultural awareness of world markets.

Internships

Authorization is granted by the university's International Students and Scholars Office (ISSO) through Curricular Practical Training (CPT). Students may participate in multiple CPT experiences during their college experience.

The employer provides an offer letter to the student specifying the detailed terms of employment and completes an Internship Memorandum of Understanding. The internship must relate to the student's academic program and be for academic credit. It is the student's responsibility to have CPT authorized by the university, a process that typically takes a minimum of two weeks. This comes at no cost to the employer.

Volunteer Experience

Volunteer experiences provide opportunities to gain knowledge of a career field and specific skills. Organizations cannot hire an international student as an unpaid intern or volunteer if they generally pay a U.S. citizen to do the same work.

Full-Time U.S. Employment

After graduation, international students are usually eligible to gain practical experience of up to 12 months of full-time employment in their field through Optional Practical Training (OPT). Students typically apply for an Employment Authorization Document the semester before graduation at no cost to potential employers.

After a student's OPT or CPT, a different type of work visa is required. The common temporary working visa, the H-1B, can be obtained for three years and extended for a combined total of six years.

Your organization can file for an H-1B petition for a student already working under OPT or CPT. The H-1B is only one option. For example, some employers may support the employee getting a green card/permanent residency.

	INTERNSHIPS CPT for F-1 Status	FULL-TIME EMPLOYMENT OPT with F-1 Status	FULL-TIME EMPLOYMENT Employer-Sponsored H-1B Status
Time Allotment/ Duration	After completing two semesters/ one full academic year and before graduation, students can have multiple part/full-time internships.	After 2 semesters/1 academic year and completing degree, students can work up to 12 months full time. (36 months in approved STEM fields)	Valid for three years and can be extended for an additional three years.
Student Requirements	Begin Curricular Practical Training (CPT) application process 2-3 weeks before internship begins after receiving an offer.	Begin Optional Practical Training (OPT) application 3 months prior to anticipated start date.	Students cannot apply on their own, but must work with employer to provide documents required for visa sponsorship.
Employer Requirements	None, except providing an offer letter and completing a brief Internship Memorandum of Understanding.	None	Follow steps toward H-1B visa sponsorship.
Cost to Employer	\$0	\$0	Varies between \$2,000-\$5,000, not including filing and attorney fees.