

Hiring International Students: A Guide for US Employers

Recruiting International Students in the US

Hiring international students is a simple and straightforward process. In most cases, the application is the responsibility of the student, not the employer. Hiring F-1 students does not automatically make employers obligated for future sponsorship.

UWM's international students typically hold F-1 (foreign student) visas. F-1 visas allow students to work in the United States in their field of study with proper authorization before and after graduation.

Internships:

Curricular Practical Training (CPT)

- Hiring F-1 Students for internships is free and easy for employers and does not require employer "sponsorship."
- Students can apply for work authorization (called CPT) in their field after two terms of full-time study.
- CPT authorization can be full-time or part-time.
- Applying for CPT is the responsibility of the student, not the employer. The application won't be completed until both student and their academic/faculty advisor have completed their parts and submitted it.
- UWM requires a copy of the official offer letter confirming the details of the internship, employers need to provide this letter.

Full-Time Positions:

Optional Practical Training (OPT)

- F-1 students may be eligible for 12 months of work authorization (called OPT) after completing their degree. Students who have completed a STEM-designated degree may be eligible to apply for an additional 24 months of STEM OPT extension.
- Students must work a minimum of 20 hours per week to maintain OPT requirements.
- Applying for OPT is the responsibility of the student, not the employer.
- Employers can confirm the eligibility of their employees electronically through the [E-Verify system](#).

Optional Continuing Employment after OPT:

H-1B Visa (Temporary Work)

- The H-1B Visa (Temporary Work) is an employer-sponsored visa for foreign nationals employed in a "specialty occupation" which includes any position that requires a degree.
- Students with H-1B Visas may be eligible for up to six years of employment with the sponsoring employer.
- The employer is responsible for filing the petition on behalf of the international employee for the H1-B visa. The process is detailed on the [US Citizenship and Immigration Services website](#).

For more information visit [our website](#) by scanning this QR code:

