



Hiring UW International Students

Curricular Practical Training (CPT) (Internships before graduation)

Curricular Practical Training (CPT) allows international students studying in the United States on an F-1 student visa to gain practical work experience directly related to their field of study. CPT can be part-time or full-time, and typically takes the form of an internship.

CPT is not a "sponsored" visa, it is an employment benefit of a person in F-1 status.



CPT Application for more information

Employer Requirements

- Fill out Section IV of the UW CPT Application Form. The student should provide this to you with most of the form already completed. This should only take the employer 5 minutes to complete.
- The experience must be directly related to the students area of study
- The student must be formally offered the position in order for them to submit the CPT form
- The student must be signed up to receive academic credit for the experience (This is just an FYI as this is on the student to complete)

Optional Practical Training (OPT) (Full-time work post graduation)

Optional Practical Training (OPT) is a temporary employment benefit that allows an F-1 student visa holder to remain in the US and gain additional training and work experience in their field for at least one year after completion of their degree. This may be extended by 2 years for students within the STEM fields. **OPT is not a "sponsored" visa, it is an employment benefit of a person in F-1 status.**



OPT webpage for more information

Employer Requirements

- **For the first year of OPT Employers have no responsibilities** as students apply for OPT before they actually receive a full-time position
- **In order to apply for a 24 month STEM OPT extension** employers must work with the student to complete the Government Form I-983. This should take 20 - 30 minutes to complete
- Employer must be set up as an E-Verify Employer. This should take 5 - 10 minutes to complete.

H1-B Visa, Green Card, O Visa Sponsorship, etc (options for extending full time work)

There are many options after OPT (or even without OPT) which could include green card (USPR), O visa, TN visa, etc. H1B is not a required step in the immigration process, but is common. The type of visa or permitting required is dependant of the type of work your employee is doing. It is recommended to start this process quickly as obtaining these visas or permits may take time for your employees. Consider contacting an immigration attorney for more information and assistance.



Directory of Visa Categories for more information

Employer Requirements

- Different visas and permits have different requirements. Take a look at the listed options using the QR code above along with requirements for using employment as a reason to help your employee obtain a Green Card. As there are many possible options, choose the option that best fits your situation!