



Hiring an International Student or Recent Graduate

F-1 Optional Practical Training (OPT) is work authorization that allows international students who have graduated to gain practical work experience in their major field of study. STEM graduates qualify for an extension of this program and are able to work for up to 3 years before needing H1B visa sponsorship.

FOR
Employers

Hiring process is no different than hiring a domestic student

NO COST

OPT is valid for 12 months, renewable for an additional 24 months for STEM students

FOR
Students

Students are responsible for ensuring they apply for OPT and receive an Employment Authorization Document (EAD). This is done through the student's college or university and USCIS. The employee must have their EAD card in hand and complete an I-9 before they begin to work.

Students work with their designated school official (DSO) and employer to ensure they are maintaining their work authorization and complete all required documentation.

