

The purpose of this guide is to inform U.S. employers about

LEGAL NOTICE: *This guide is not intended to and does not serve as legal advice; it is for informational purposes only. CU Boulder's International Student and Scholar Services Office serves CU Boulder international students directly and cannot provide immigration advice to potential employers. Content is subject to change. Employers are advised to consult an experienced U.S. immigration attorney with any additional questions.*

CU Boulder Career Services and International Student & Scholar Services: How we support employers and international students

Career Services:

CU Boulder ISSS:

Why Hire International Students?

- **Diverse perspectives:**
- **Global experience:**
- **Adaptability and resiliency:**
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Important Note: Employers should note that a Social Security Number alone is not sufficient proof of work authorization for international students. It is critical that employers confirm an international student's work authorization prior to the employment start date to prevent any liability for the student and the employer in the future.

F-1 Students

Curricular Practical Training (CPT) for F-1 students

What is it?

Duration/Hours of Employment

CPT Processing Time

Student's Role

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colorado.edu/isss/students/current-students/f-1-student-overview/curricular-practical-training-cpt

colorado.edu/isss/myisss-studentscholar-portal

Proof of Authorization

Employer's Role

colorado.edu/isss/students/current-students/f-1-student-overview/curricular-practical-training-cpt

Optional Practical Training (OPT) for F-1 students

What is it?

» Pre-Completion OPT:

» Post-Completion OPT:

24 Month STEM Extension of Optional Practical Training (OPT) for F-1 Students

What is it?



Proof of Authorization

Employer's Role

For information about Employer's Training Obligation, please see:

uscis.gov/working-united-states/students-and-exchange-visitors/students-and-employment/stem-opt

studyinthestates.dhs.gov/form-i-983-overview

studyinthestates.dhs.gov/students-stem-opt-reporting-requirements

colorado.edu/isss/students/current-students/f-1-student-overview/stem-optional-practical-training-opt-extension

J-1 Students

Internships/Jobs - Academic Training (AT) for J-1 students

What is it?

Duration of Employment

Processing Time

Student's Role

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Proof of Authorization

Employer's Role

colorado.edu/isss/student-resources/current-students/j-1-overview/j-1-employment-and-training

Long-Term Employment in the U.S.

uscis.gov/working-united-states/temporary-nonimmigrant-workers

uscis.gov/working-united-states/permanent-workers

