

WHY HIRE INTERNATIONAL STUDENTS FOR AN INTERNSHIP?

Are international students eligible to do an internship?

YES. F-1 visa students can apply for curricular practical training (CPT) work authorization if they are receiving Skidmore College credit for the internship. If CPT is authorized by the Skidmore international advisors, the international student can work for the internship employer. Generally, F-1 students must complete two semesters before eligibility, and the experience must be related to their major.

Why should I hire an international student?

International students bring a range of unique advantages that can enrich your organization, including a global perspective, diverse skill set, multilingual abilities, and creativity. Their experiences navigating different cultures and environments foster adaptability and innovation, which can drive fresh solutions to complex problems. Additionally, international students are eager to gain real-world experience. They can contribute to your team through programs like CPT and OPT without requiring employer sponsorship during their training period.

Do I have to sponsor an international student for their internship?

NO. CPT authorization by the Skidmore international advisors allows the F-1 international student to work with the internship employer.

I do not want to fill out paperwork to hire an international student, what's required?

There is minimal paperwork that needs to be completed. For example, an introductory offer letter or form that includes key details (dates of internship, hours per week, duties & responsibilities) and I-9 Form, which an employer would customarily provide for non-international interns or employees. Skidmore will review this before granting the international student internship authorization. At the conclusion of the internship, we will need a letter from the employer that summarizes the student's performance during the internship.

How quickly can an international student start their internship?

From the time a student submits a complete CPT request, students can expect to receive approval within one week from the Skidmore Student Academic Services if they meet all eligibility requirements to start their internship.

How long can international students do an internship for?

Generally, enrolled students using CPT can obtain work authorization one semester at a time or during the summer vacations. CPT students are limited to working part-time (up to 20 hours/week) during the fall or spring semester. They may work up to full-time during the summer vacation period.

Does it cost money to have an international student to do an internship?

No, practical training has no costs for the employer or the student. The international student should be compensated accordingly if it is a paid internship.

WHY HIRE INTERNATIONAL STUDENTS FOR A JOB?

What's OPT?

OPT, or optional practical training, is work authorization recommended by a F-1 student's University and approved by the U.S. Department of Homeland Security (DHS-USCIS). F-1 students authorized for OPT are issued an "EAD" (Employment Authorization Document) from DHS.

How long can a student work on OPT?

Students on an authorized OPT period can engage in training directly related to their major and typically will be able to work for 12 months. A student with a STEM degree may be able to work up to 36 months if specific requirements are met.

How long does it take for the student to get OPT?

Processing times for DHS-USCIS vary but tend to take between 1.5 to 3 months. Post-completion OPT employment (i.e., after a student graduates) may only begin after a student completes their course of study in their respective degree and has the EAD in hand.

Is there a cost to support the student's OPT?

No, the employer incurs no costs for the OPT. The student is responsible for the filing fee with DHS-USCIS.

What are the requirements for an employer to sponsor OPT?

Employers do not have any additional reporting requirements for students on Post-Completion OPT.

What are the additional requirements to sponsor STEM OPT?

Students with STEM degrees may be eligible for an additional 24 months of employment authorization. STEM OPT does have some requirements for employers, including helping a student complete and maintain an I-983 training plan, reporting an end in employment, and the employer must be enrolled in E-Verify.

To learn more about the STEM OPT Extension, check out this link. It covers fields such as economics, psychology, and many others.
<https://www.ice.gov/doclib/sevis/pdf/stemList2024.pdf>

What happens after OPT ends for a student?

For a student to continue working after OPT ends, they must have some other form of U.S. work authorization, such as an employment-sponsored visa like an H1-B. Some employers sponsor work visas beyond an OPT, but this is not required. Alternatively, employers with multi-national offices can consider transferring successful employees to branches outside the U.S.