

Employer hiring options for international students

EMPLOYER ROLE	STUDENT ROLE & DURATION	WORK AUTHORIZATION
No sponsorship needed	• Internship Student in school, during studies	CPT
	• Full-time role after graduation 1 year	OPT
	• Full-time role for STEM graduates 2 year extension (after 1 year OPT)	STEM-OPT
H-1B sponsorship	• Full-time 3-6 years	H-1B
Green card	• Full-time Undefined	Candidate will become permanent resident
O-1 sponsorship	• Full-time 3 years, with 1-year extensions available For extraordinary ability in the sciences, arts, education, business, or athletics	O-1
L-1 sponsorship	• Full-time 5-7 years Work at overseas office of a US company for 1 year, return to the US on L-1	L-1

KEY

No sponsorship needed

Sponsorship needed