

# Hiring International Talent After Graduation (or before!)



# Post-Graduation Work Authorization: OPT (Optional Practical Training)

- Available for F-1 international students after each degree level
- 12 months of full-time work authorization
- Applies to all majors
- **No Sponsorship Required!**



# STEM OPT Extension

- Additional 24 months for degrees in Science, Technology, Engineering, or Math
- Lifetime limit of 2 periods of STEM OPT.
- Total of 3 years of U.S. work authorization
- Enables long-term project planning and workforce stability

Includes:

Health care tech, engineering, logistics, data analytics, financial modeling.

VIEW FULL LIST HERE:

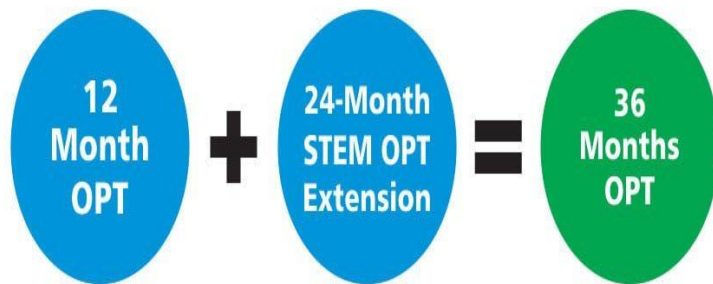
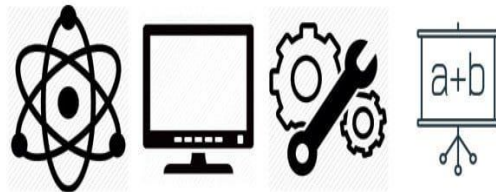
<https://www.ice.gov/doclib/sevis/pdf/stemList2024.pdf>

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# STEM



# Hiring International Students – What is CPT?

Curricular Practical Training (CPT): Work Authorization for F-1 Students Before Graduation

What Employers Should Know: NO SPONSORSHIP REQUIRED!

- CPT allows international students to work while still enrolled in school.
- Must be integral to the student's degree program.
- Can be part-time or full-time. Full-time CPT for 12 months will exhaust OPT.

## How Employers Benefit:

- No government filing or cost — student handles approval with their university
- Access to talent early in the academic pipeline
- Great option for internships, externships, project-based roles

## Industries that actively use CPT

- Health care (e.g., clinical rotations, health tech internships)
- Aerospace & engineering (e.g., summer design internships)
- Industrial supply (e.g., operations and logistics co-ops)
- Financial consulting (e.g., analytics and accounting internships)

### Quick Tip:

*Ask candidates if they're eligible for CPT when discussing internships!*

*\*Requires school approval and must be related to the student's field of study.*



# H-1Bs

- Specialty Occupations (that require at least a bachelor's degree).
- Degree **MUST** be related to the job offered.
- Very popular for STEM fields.
- **LOTTERY!**
  - 85,000 spots.
- Preference for U.S. Master's Students.
- Lottery registration takes place in March for the upcoming "fiscal year" beginning October 1st.
- Up to 3 year validity.

## Employer Tip:

Hiring on OPT/STEM OPT allows multiple attempts (up to 4) at the H-1B lottery!



# TN Visas

- Available to Canadian and Mexican Nationals.
- Valid for 3 years at a time and can be extended indefinitely.
- List of qualifying occupations (and qualifying degrees and licenses for those occupations)
- Quick processing — often issued at the border
- Common for roles in finance, healthcare, engineering, R&D, supply chain



# IMMIGRANT VISAS (green cards)

There are 2 Main Types:

Employment-Based (Today's Subject!)

And

Family-Based (Marriage, Child, Parent, Sibling)



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# Most Common Types of Employment-Based Immigrant Visas:

## EB-2: Advanced Degree & Exceptional Ability (*Labor certification required*)

- **EB-2 (Advanced Degree):** Master's degree (or bachelor's + 5 years of experience).
- **EB-2 (Exceptional Ability):** Significant expertise in sciences, arts, or business.

## EB-3: Skilled Workers & Professionals (*Labor certification required*)

- **Professionals:** Jobs requiring a **bachelor's degree**.
- **Skilled Workers:** Jobs requiring **2+ years of experience**.
- **Other Workers:** Jobs requiring **less than 2 years of training**

## Visa Bulletin & Wait Times

Depends on:

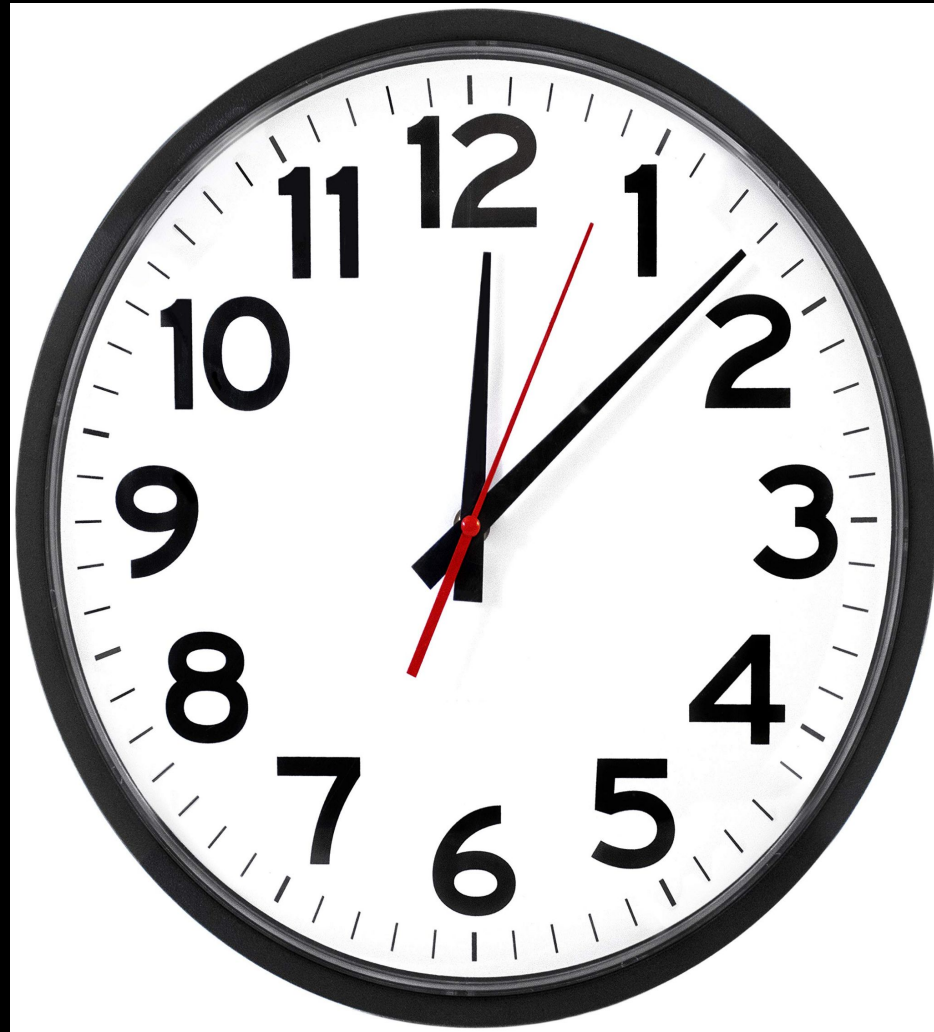
- Country of birth.
- EB category (level of education required by the job and possessed by the applicant)
- Priority date (filing order).

Current Trends:

EB-2 & EB-3 wait times longer for some countries (India, China)

Early planning = less disruption

OPT/STEM OPT can be used to bridge green card timeline, while simultaneously applying for the H-1B lottery every year to minimize risk.



# Dates for Filing Chart (Relevant for Adjusting Status in the U.S.)

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Employment-based	All Chargeability Areas Except Those Listed	CHINA-mainland born	INDIA	MEXICO	PHILIPPINES
1st	C	01JAN23	15APR22	C	C
2nd	15NOV23	01JAN21	01FEB13	15NOV23	15NOV23
3rd	01MAY23	22DEC20	08JUN13	01MAY23	01MAY23
Other Workers	22JUL21	01JAN18	08JUN13	22JUL21	22JUL21
4th	01FEB21	01FEB21	01FEB21	01FEB21	01FEB21
Certain Religious Workers	01FEB21	01FEB21	01FEB21	01FEB21	01FEB21
5th Unreserved (including C5, T5, I5, R5)	C	01OCT16	01APR22	C	C
5th Set Aside: (Rural: NR, RR - 20%)	C	C	C	C	C
5th Set Aside: (High Unemployment: NH, RH - 10%)	C	C	C	C	C
5th Set Aside: (Infrastructure: RI - 2%)	C	C	C	C	C

# Final Action Chart - When the Immigrant Visa (or Green Card) Can actually be Issued

Employment-based	All Chargeability Areas Except Those Listed	CHINA-mainland born	INDIA	MEXICO	PHILIPPINES
1st	C	15NOV22	15FEB22	C	C
2nd	01SEP23	15DEC20	01JAN13	01SEP23	01SEP23
3rd	01APR23	01DEC20	22MAY13	01APR23	08FEB23
Other Workers	08JUL21	01MAY17	22MAY13	08JUL21	08JUL21
4th	U	U	U	U	U
Certain Religious Workers	U	U	U	U	U
5th Unreserved (including C5, T5, I5, R5, NU, RU)	C	08DEC15	15NOV19	C	C
5th Set Aside: Rural (20%, including NR, RR)	C	C	C	C	C
5th Set Aside: High Unemployment (10%, including NH, RH)	C	C	C	C	C
5th Set Aside: Infrastructure (2%, including RI)	C	C	C	C	C

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Please reach out with your immigration questions to attorneys Nazly Mamedova (for general immigration) or Julia Healy (for business immigration).



- Nazly can be reached at [nazly@nazlylaw.com](mailto:nazly@nazlylaw.com).
- Julia can be reached at [julia@nazlylaw.com](mailto:julia@nazlylaw.com).

We look forward to supporting you in your future endeavors!