



Employer's guide to hiring Minnesota State University, Mankato International Students for Internships and Post-graduation Employment

Hiring international students from Minnesota State University, Mankato for Internships

Curricular Practical Training (CPT)

CPT is work authorization that allows F-1 student visa holders to accept employment in their academic field after being enrolled for an academic year as a full-time student for undergraduate students. Graduate students may start earlier.

Duration/timing of employment

You may offer an internship for summer or during the Fall or Spring semesters. The student would need to be enrolled for a course for credit supervised by a faculty member during each of those terms. During the semester, the student must be enrolled full-time; therefore, most internships during Fall or Spring are part-time. Full-time internships during the summer are common. *One consideration, if a student works full-time for a full 12 months on CPT work authorization, they will not be eligible for Optional Practical Training (OPT) work authorization post-graduation.*

Employer's role

You need to provide an offer letter which specifies the location/address of that internship site.

Student's role

The international student will submit CPT work authorization application through Kearney International Center once they receive an offer. The international student adviser will print out a SEVIS I-20 that meets the requirements for I-9 employment eligibility with the work authorization on page 3.

Cost to the employer

No cost

Processing time

May take up to 3-5 business days, but is usually less. The Kearney International Center can produce the I-20 once the student provides the CPT form completed by the faculty member, registers for that academic credit, and submits the offer letter.



Hiring international students for full-time employment upon graduation

Optional Practical Training (OPT)

OPT is work authorization that allows F-1 student visa holders who have graduated to gain practical work experience related to their major field of study.

Duration/Timing of Employment

Up to 12 months post-graduation. An additional 17 month extension is potentially possible for students graduating in STEM fields if you are enrolled in E-Verify.

Employer Role

No action required

Student Role

Student will contact the Kearney International Center and submit an application to United States Citizenship & Immigration Services (USCIS). Student pays processing fee of \$380 [cost as of 10/2013].

Cost to Employer

No cost

Processing Time

On average 45-60 days (may take up to 3 months) with students being encouraged to apply as early as 90 days prior to graduation to avoid any delay.

Permission to adapt material provided by Olin Business School, Washington University in St. Louis, 10/14/2013

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