

International Student Employment Timeline

Topic	F1 Enrolled in school CPT	F1 pre-completion or Post-Graduation OPT	H1B1 Worker's Visa For Profit Company	H1B1 Worker's Visa Non-Profit Organization (universities or hospitals)	PR Permanent Resident Green Card
General	<ul style="list-style-type: none"> • Unlimited P-T • Limit of 11 months & 29 days F-T to avoid elimination of OPT • Unlimited F-T if sacrifice OPT 	<ul style="list-style-type: none"> • 12 months total, per level of education • Part-time or Full-time 	<ul style="list-style-type: none"> • Granted any period for up to 3 years • Renewable for any period for up to 3 years • 6 years maximum in H status 	<ul style="list-style-type: none"> • Granted any period for up to 3 years • Renewable for any period for up to 3 years • 6 years maximum in H status 	Granted for 10 years Renewable Does not provide Citizenship
Who Applies?	Individual Applies after receive job offer through DSO <i>Must enroll in at least 1 cr hr for summer & 3 cr hrs AY</i>	Individual Applies without job offer through DSO & Immigration Services	Employer Applies after individual accepts job offer through Immigration Services	Employer Applies after individual accepts job offer through Immigration Services	Individual applies through Employment based with PERM or Individual applies through...
Timing of application process	Need 2 to 3 days lead time	Need 90 days lead time	Can file application after April 1, 20xx Suggest expedited processing to ensure within quota	Can file at any time Exempt from quota	Suggest consulting immigration attorney
Start Date	Approval by DSO at School based on letter of offer	Approval granted by Immigration Services based on date chosen by applicant	10/1/20xx (Operates with federal fiscal year)	Start date depends on Employment offer	Will depend on date granted
Travel Concerns	No restrictions on travel	Travel should only commence once EAD received & job offered in writing; must have valid F1 visa	If status granted in U.S., international travel requires visit to Consulate with entire original H1B application (copied) & original approval notice in hand to obtain visa stamp	If status granted in U.S., international travel requires visit to Consulate with entire original H1B application (copied) & original approval notice in hand to obtain visa stamp	While in-process, requires Advance Parole (form I-131) Fee = \$170
USCIS limit of numbers approved	No limit on number granted; most F1s eligible	No limit on number granted; most F1s eligible	65,000 + 20,000 advanced degree earned in U.S. 85,000 total each FY	Not subject to quota	See Visa Bulletin at http://travel.state.gov/visa/frvi/bulletin/bulletin_3046.html
Fees & Forms	No fee Contact ISSS or http://www.dept.kent.edu/oia/iss/fcpt_rec.pdf http://www.dept.kent.edu/oia/iss/fcptinfo.pdf	I-765 fee = \$180	I-129 fee = \$190 Anti-fraud fee = \$500 I-907 (Expedite) = \$1000 Additional Training fee up to \$1500 Plus lawyer fees	I-129 fee = \$190 Anti-fraud fee = \$500 I-907 (Expedite) = \$1000 Plus lawyer fees	I-140 fee = \$195 I-485 fee = \$315 Plus lawyer fees