



Employment Rules for F-1 Students

Global Engagement Office

International Students and Scholars



What you can expect:

- General introduction to employment rules for F-1 students
- Q & A Session
 - Save your questions to the end please!
 - And nothing personal!



Some context

- The U.S. feeling toward international students, international workers and international students working.
- The SCU international student profile.
- Unauthorized employment has serious consequences.
- A note about pay vs. “productive work”.
- SCU Recent Success Stories



Work Authorization for F-1 Students

GRADUATION



START OF
ACADEMIC
PROGRAM

AFTER 3
CONSECUTIVE
QUARTERS

AFTER
COMPLETION OF
DEGREE PROGRAM



On-Campus Employment

- **WHO** is eligible?
 - Any F-1 student who is properly maintaining his or her immigration status.
- **WHAT?!**
 - You do not need prior authorization from our office to work on campus (essentially). It does not need to be related to your studies.
- **WHEN** can I start?
 - Immediately (basically) up until the day you graduate (but not after).
- **WHERE** can I work?
 - Only on the SCU campus for SCU or a direct student service provider.
- **HOW** many hours can I work?
 - No more than 20 (really 19) hours per week during academic session. Up to 40 hours per week during breaks.



On-Campus Employment

● Good Examples

- Research / Teaching Assistant
- Student Assistant
- Library
- Dining Services
- Gym
- Bookstore

● Not Examples

- Uber, Tapingo, “contractor”
- Babysitting, dog walking, house cleaning etc
- Translating or editing papers for other students online
- Participating as a research subject, consultant, survey taker
- Working for outside companies doing temporary work on campus.
- Working from home or dorm room.



Off-Campus (Before Graduation)

- **Curricular Practical Training (CPT)**
- **Academically Integrated, part of a degree program.**
- **Must be enrolled in a credit bearing course that requires off-campus placement**
- **May or may not be able to get paid.**
- **Advanced authorization from our office is required.**
 - This involves an appointment and a new I-20 that shows your employer
- **Strictly limited, strictly controlled, strictly monitored.**
- **The laws change, so keep in touch!**
 - Workshops each term (and soon to be online)!



CPT (Curricular Practical Training)

- **WHO** is eligible?
 - Any F-1 student who is properly maintaining immigration status
 - AND who has properly completed a full academic year of studies
 - AND who is properly enrolled in a course that requires off-campus placement
 - AND who has received authorization from our office.
- **WHAT?!**
 - Yes, it's complex. Let's go over it again.



CPT (Curricular Practical Training)

- **Good Examples**

- Internships
- Externships
- Co-op
- Off-campus Capstone

- **Not Examples**

- Barista at Starbucks
- Uber driver / “contractor”
- Full time / permanent jobs



CPT (Curricular Practical Training)

- **WHEN** can I start?
 - Not for at least an academic year
 - AND not without our authorization (on your I-20).
- **WHERE** can I work?
 - Within commuting distance, generally at a job related to your degree.
- **HOW** many hours can I work?
 - No more than 20 hours per week during academic session.
 - Full time (40+ hours per week) during breaks.



Off-Campus (After Graduation)

- Optional Practical Training (OPT) and STEM OPT
- Before you graduate, you apply for an employment authorization card (we help).
- No job required to apply.
- 12 months of work (90 days to find a job)
- +24 months of work (60 days to find a job)
- Special considerations for STEM Students
- The laws change, so keep in touch!
 - Workshops every term (and soon to be online)!



OPT (Optional Practical Training)

- **WHO** is eligible?
 - Any F-1 student who has properly maintained immigration status
 - AND is set to graduate
 - AND has properly completed at least one full academic year of studies
 - AND has sought authorization from our office
 - AND has applied with USCIS for an EAD card.
- **WHAT?!**
 - Yes, it's complex. Let's go over it again.



OPT (Optional Practical Training)

- **WHEN** can I start?
 - Not until you apply, graduate and get your card in the mail.
- **WHERE** can I work?
 - Wherever you want – as long as the job is related to your field of study.
- **HOW** many hours can I work?
 - As much as you want (but try to strike a work-life balance).



OPT (Optional Practical Training)

● Good Examples

- Employment (full or part time) in a job related to your field of study.
- Internship / Externship

● What Happens If...

- I take more than 90 days to find a job?
- I use up all my OPT and want to stay in the U.S. ?

● Not Examples

- Barista at Starbucks
- Unpaid work
- Uber / “contractor”

● Other considerations

- Consulting / placement agencies
- Policies on work visa sponsorship
- Everify enrollment (if you're in a STEM field)



Notes and Discussion Points

- Rights and responsibilities
- American job search norms
- On campus resources
- Goals and future planning
- Timing considerations



Q&A