

On/Off Campus Employment

Characteristics of F-1 On-Campus Employment

Preconditions	Eligible immediately upon obtaining F-1 status; no waiting period.
Location	Must be considered “on-campus”
Duration	Can be used throughout period student is pursuing a full course of study
Hours per Week	Limited to 20 hours per week while school is in session; can be full-time during official school breaks.
Field/level of work	Can be in any on-campus position that does not displace a U.S worker; does not have to be related to course of study.
Offer of employment	Not required as a condition of eligibility
Effect on other work on campus	All 214.2(f)(9)(i) o-campus work is treated the same for the 20 hours per week limit; e.g., a teaching assistant working 15 hours per week can only work 5 additional hours per week in another on-campus job.
Approval process	Employment is “incident to status,” and does not require DSO or DHS approval. But See AM§ 10.20 “ <u>Social Security Numbers</u> ”, for a discussion of SSA requirements for obtaining a Social Security Number.
Miscellaneous	Employment must not displace a U.S. resident [8C.F.R. 214.2(f)(9)(i)].

Characteristics of F-1 Economic Hardship Employment

Preconditions	Must have been in F-1 status for at least one full academic year. Must prove to USCIS that employment is necessary due to severe economic hardship caused by circumstances beyond his or her control that arose after obtaining F-1 status.
Location	Is designed for off-campus employment but no specific prohibition on it being used on-campus.
Duration	Granted by USCIS in increments of one year at a time, or until the program end-date, whichever is shorter; Authorization ends if a student transfers schools. ↑ OI 214.2 (f) (14) (v); <u>SEVP Transfer FAQ, item 6.8</u>
Hours per week	Limited to 20 hours per week while school is in session; can be full-time during official school breaks.
Field/level of work	Can be in any job. Does not have to be related to course of study.
Offer of employment	Not required as a condition of eligibility.
Effect on other work	See the note: <u>The 20-hour per week limit and other kinds of employment.</u>
Approval process	Must apply for EAD from USCIS, receive EAD before employment begins.

Characteristics of F-1 Employment with an International Organization

Precondition	Student is eligible as soon he or she is in F-1 status; no 9-month waiting period. Available only while student is in F-1 status. Before completion of the educational objective.
Location	Must be with a qualified international organization
Duration	Granted by USCIS in increments of no more than one year, or until expected date of employment completion, whichever is shorter
Hours per week	Can be approved for full-time employment
Field/level of work	Does not have to be related to course of study, but international organization usually hire students for positions in their field of study
Offer of employment	Must have a written offer of employment from a qualifying international organization; In all likelihood, should not be for a position which would qualify individual for G status.
Effect on other work	See the note: <u>The 20-hour per week limit and other kinds of employment</u>
Approval process	Must apply for EAD from USCIS, and receive EAD before employment begins
Miscellaneous	Must continue to maintain full course of study in F-1 status during the period of employment

Characteristics of Curricular Practical Training (CPT)

Precondition	Student must have been lawfully enrolled on a full-time basis at a DHS-approved school for one full academic year before being eligible for CPT. Exception exists for graduate students whose programs require immediate curricular training. Available only while student is in F-1 status, before completion of the educational objective. Students in English language training programs are ineligible for CPT.
Location	Students may engage in CPT only for specific employer, location and period approved and recorded by DSO in SEVIS.
Duration	Depends on the specific period granted by the DSO. May be granted by DSO in increments of no more than one year, or until expected date of employment completion, whichever is shorter. No cumulative maximum, except that it can only be approved before completion of the academic objective.
Hours per week	Can be approved for part-time (20 hours or less) or full-time (over 20 hours).
Field/level of work	Must be an integral part of an established curriculum, in the student's field of study.
Effect on other work	Use of <i>full-time</i> CPT for one year or more eliminates eligibility for Optional Practical Training. Use of part-time CPT does not affect eligibility for Optional Practical Training. (See AM § 3.35.2 " <u>Effect of use of CPT on eligibility for OPT</u> ")
Approval process	Must receive written authorization from DSO, who records authorization in SEVIS and issues SEVIS I-20 with notation, before work begins. USCIS approval is not required.
Miscellaneous	Must continue to maintain a full course of study in F-1 status during the period of employment, but exception may exist for some CPT.

Characteristics of F-1 Optional Practical Training (OPT)

Preconditions	Student must have been lawfully enrolled on a full-time basis at an DHS-approved school for one full academic year before being eligible for OPT. Available both before and after completion of the educational objective, but different rules apply to pre- and post- completion OPT. Students in English language training programs are not eligible for OPT. F-1 “border commuter students” are eligible only for OPT following completion of the course of study.
Location	Students may engage in OPT for any employer for the duration of OPT authorization, as long as the employment qualifies under OPT standards.
Duration	Cumulative maximum of 12 months per educational level. Part-time OPT is deducted from the 12 month limit at 50%.
Hours per week	20 hours/week limit for pre-completion OPT done while school is in session and student still has coursework to complete. Over 20 hours/week can be requested for pre-completion OPT done during official school breaks or after student has completed all coursework required for the degree while the student is completing a thesis or dissertation. For post-completion OPT, only full-time OPT can be requested.
Field/level of work	Must be directed related to the student’s course of study; should also be commensurate with the level of the student’s study.
Offer of employment	No offer of employment is required, but the student is expected to work or be actively seeking employment after the OPT EAD is issued.
Effect on other work	Prior use of full-time Curricular Practical Training for one year or more eliminates eligibility for Optional Practical Training (Also See AM § 3.35.2 <u>“Effect of use of CPT on eligibility for OPT”</u>)
Approval process	Must apply for and receive and EAD from USCIS with assistance of DSO before work begins. EAD application must be properly filed with USCIS before the student’s program completion date. Student must begin application procedures sufficiently in advance to allow the DSO to update the SEVIS record with the recommendation, and to ensure that I-765 accepted by USCIS prior to the student’s program completion date.