

HIRING INTERNATIONAL STUDENTS

Quick guide for co-op employers

Getting permission for international students to work in the United States is not as difficult as many employers think. Most international students are in the US on non-immigrant visas (F-1 and J-1). International students with these visa statuses are eligible to accept employment under certain conditions.

TYPES OF WORK AUTHORIZATION

Curricular Practical Training (CPT)

F-1 student visa

- Work done during a student's academic program to gain employment experience that is an integral part of their degree (e.g., co-op).
- Student applies directly with UC International. Five business day processing time and no fee. Work can be part or full time.
- Requires no sponsorship from employer or additional paperwork beyond an offer letter.

Optional Practical Training (OPT)

F-1 student visa

- Work typically done after graduation to pursue work experience in student's field of study.
- Student files an application with the US government with UC International assistance. Processing time is 90-120 days and student pays \$410 fee. Student cannot work until they receive an EAD card.
- Requires no sponsorship from employer. If student is on STEM extension, employer needs to be e-verifies and complete an I-983 training plan. No fees for the employer.

Academic Training (AT)

J-1 student visa

- Work done during or after an academic program to gain experience in student's field of study.
- Student applies directly with UC International. Five business day processing time and no fee.
- Requires no sponsorship from employer or additional paperwork beyond an offer letter.

SOCIAL SECURITY NUMBER

Students cannot apply for a social security number until they have a job offer and work authorization. UC International will assist them with the social security number application when they apply for work authorization. Once approved for employment, students can begin working, and continue to work, without a social security number for up to 90 days from their employment authorization start date while the application is pending.

FAQ

Do we need to pay money or file extra paperwork to hire intl. students?

No! International students can be employed with work authorizations that are benefits of their current immigration status. This requires no additional fees paid by the employer or paperwork beyond standard onboarding procedures.

How long can the student work?

- CPT is limited to how long the F-1 student needs to complete the academic requirement. This may be anywhere from one semester to longer depending on the program.
- Initial OPT allows F-1 students to work for 12 months. F-1 students in a STEM field are eligible to apply for an additional two years of work authorization.
- AT allows degree-seeking J-1 students to work for up to 18 months, and students completing a doctoral degree or a degree in a STEM field are eligible for up to three years. Non-degree J-1 students can work for the same amount of time they spent studying.

UC International is happy to answer questions about hiring international students.

- phone | 513-556-4278
- email | international.students@uc.edu

Full employers' hiring guide:

