



# Employment Overview for F-1 Students

Employment is a benefit granted to eligible F-1 international students. The U.S. Department of Homeland Security permits F-1 international students to engage in employment based upon pre-authorization by either the school's international student office or USCIS (United States Citizenship and Immigration Services). Below is a brief outline of the different types of employment opportunities available to F-1 students. Students interested in employment should attend one of the employment workshops offered by De Anza International Student Programs (ISP) and speak to an International Student Advisor about the requirements at least one quarter in advance.

## I. On-Campus Employment

Student is eligible immediately upon obtaining F-1 status. On-campus employment can be used throughout the period the student is pursuing a full course of study. At De Anza, on-campus employment is limited to 19 hours per week, including summer. *All on-campus employment must be authorized by ISP.*

## II. Employment Based on Severe Economic Hardship

Student must have been in F-1 status for **one full academic year**. Must prove to U.S. Citizenship and Immigration Services (USCIS) that employment is needed due to **SEVERE** economic hardship caused by circumstances beyond the student's control. Must apply to USCIS for approval and show proof of hardship.

## III. Curricular Practical Training (CPT)

An F-1 student must have been "*lawfully enrolled on a full-time basis in an approved SEVP-certified college, university, conservatory, or seminary for one full academic year*" to be eligible for CPT. Employment must be an integral part of the curriculum (Co-op, externship course, internship course, etc.), directly related to the student's field of study, and required by the student's program. Authorized by ISP on a quarterly basis. Must maintain a full course of study during employment.

## IV. Optional Practical Training (OPT)

An F-1 student must have been "*lawfully enrolled on a full-time basis in an approved SEVP-certified college, university, conservatory, or seminary for one full academic year*" to be eligible for OPT. Employment must be directly related to the student's field of study and student must apply to USCIS for approval:

- F-1 visa students who are completing their educational objective (e.g., A.A./A.S. degree, ADT degree, or certificate of achievement-advanced) can apply for full-time work authorization under **Post-Completion Optional Practical Training**. Students can submit their application to USCIS as early as 90 days prior to the last day of their graduation term and as late as 60 days following the last day of their graduation term. Students are strongly encouraged to apply as early as possible as it can take approximately 90 days to receive work authorization from USCIS. The work must be related to the field of study completed.

## V. Employment with an International Organization

Student is eligible immediately upon obtaining F-1 status and while pursuing a full course of study. Employment must be with an international organization recognized by the International Organization Immunities Act (e.g., United Nations, World Bank, etc).