

Note: This information is not legal advice and regulations periodically change. Please consult an ISS advisor.

Brief Overview of Employment Options for International Students

- On Campus Employment - Valid F-1 or J-1, school campus only, 20 hrs. per week during school, full time during breaks
- **CPT (Curricular Practical Training)** - Valid F-1 status, off campus employment/internship directly related to major
- OPT (Optional Practical Training) - Valid F-1 status, 12 months during or after completion of degree; Position must be directly related to major

WHAT IS CPT?

- Curricular Practical Training (CPT) gives international students work authorization during their program of study to engage in **off-campus** internships to gain practical experience in their major.

Frequently Asked Questions

Am I eligible for CPT?

- ✓ Currently in valid F1 visa status
- And**
- ✓ Currently in your major
- And**
- ✓ Must be enrolled full time for 1 academic year
- And**
- ✓ Internships must be either a mandatory program requirement, OR tied to a credit-bearing course

How many hours can I work? If you are doing your internship during your:

- ✓ Vacation Quarter: You can work part or full-time (up to 40 hrs/week)
- ✓ Academic/Graduation Quarter: You can work part-time (up to 20 hrs/week)

Does CPT affect my chance to do OPT after I graduate?

- ✓ Maybe. If you do an accumulation of 12 months of full-time CPT (which rarely happens), then you wouldn't be eligible to apply for OPT.

KEY THINGS TO KNOW

Be aware of illegal questions

Employers can't ask you. In the U.S., it is illegal for employers to ask questions about your immigration status, age, race, nationality, religion, sexual orientation, marital status or disability (flip over to see more details).

Ensure that you fully understand your work authorization options under your immigration status and respond accurately.

- Employers are allowed to ask you:
- ✓ Are you authorized to work in the United States?
If you are on CPT or OPT, you can answer "yes".
 - ✓ Do you need visa sponsorship?
If you are on CPT or OPT, you **DON'T** need visa sponsorship. You're authorized to work.
 - ✓ Do you need visa sponsorship in the future/permanently?
This question is about H1B work visa. You answer "yes" if you need visa sponsorship in the future.

Inquiry Area	Illegal Questions	Legal Questions
National Origin/ Citizenship	<ul style="list-style-type: none"> - Are you a U.S. citizen? - Where were you/your parents born? - What is your "native tongue"? 	<ul style="list-style-type: none"> - Are you authorized to work in the U.S.? - What languages do you read/speak/write fluently? (This question is legal only if this ability is relevant to the performance of the job.)
Race/Color	All questions regarding an individual's race/color will be deemed illegal under state and federal laws.	None!
Citizenship	Generally, an employer should not inquire as to the citizenship of an individual or require that an individual present proof of citizenship prior to the interview.	An employer may inquire as to whether an applicant is authorized to work in the United States