



# Employer's Guide to Hiring International Students

Obtaining work authorization for international students is **EASY!**

## Are international students legally authorized to work in the US on an internship/co-op?

- **YES!**
- No additional steps beyond the offer letter are required by the employer. Employment authorization is issued directly by Ivanhoe International Center.
- Employment must be directly related to the student's major area of study.
- International students on F-1 status qualify for Curricular Practical Training (CPT) for an internship/co-op.
- International students on J-1 status qualify for Academic Training (AT).

## Are international students legally authorized to work in the US after graduation?

- **YES!**
- No additional steps are required by the employer. The Ivanhoe International Center helps the students apply for this work authorization.
- Employment must be directly related to the student's major area of study.
- F-1 students have full US work authorization as part of Optional Practical Training (OPT) and a student could work up to three (3) years after graduation.
- J-1 students have full US work authorization through Academic Training (AT). Time allowed is based on the academic program.

## Are international students eligible for long-term US employment?

- No, after a student's OPT or AT duration, a different type of work visa is required.
- Students in STEM fields have up to three (3) years work authorization until they need a different type of work visa

## What is the difference between F-1 and J-1 status?

- Both are temporary, nonimmigrant statuses.
  - F-1 is for students in US academic degree programs;
  - J-1 is for exchange students/visitors.

***For more information or questions, contact us at:***

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