

A GUIDE FOR U.S. EMPLOYERS ON HIRING UC SAN DIEGO INTERNATIONAL STUDENTS





The following information is designed to give prospective and current employers information related to hiring UC San Diego international students, specifically on:

- The ease of procedures when hiring UC San Diego international students for internships or full-time opportunities while enrolled or after graduation
- How the UC San Diego Career Center can support employers' recruiting efforts
- International students' F-1 and J-1 work authorization options

UC San Diego
CAREER CENTER

The UC San Diego Career Center consults students and alumni on their career and life design and provides comprehensive resources, programs, and coaching on internships, employment, graduate school, and career development.

Along with consulting students and alumni, we offer a wide range of services tailored for employers that provide access to UC San Diego's extremely talented students and alumni. Career and Networking Fairs, On-Campus or Virtual Recruiting, Employer Information Sessions, and various networking events, are some of the many services we provide to employers. The UC San Diego Career Center does not screen students' immigration status for employers, we can, however, consult with employers on effective ways to recruit UC San Diego international students.

UC San Diego
**INTERNATIONAL STUDENTS
AND PROGRAMS OFFICE**

The International Students & Programs Office (ISPO) strives to enrich the academic, research, and intercultural experiences of international students, provide the highest levels of knowledge and expertise in advising and immigration services within a welcoming and supportive environment, and advance global education and engagement efforts, in partnership with campus departments and units, at UC San Diego.

ISPO offers advising services and programs to students and works with students and employers on assisting students to secure employment authorization in the U.S. Our advising principles are based on student success, empathy, diversity, equity, & inclusion, integrity, transparency, compliance, engagement, collaboration, excellence, quality, and innovation.



Why Hire UC San Diego International Students?

- Increase workplace diversity
- Leverage multilingual skills and broaden international presence, a vital need for companies to compete in a global economy
- Gain the ability to work with and within a diverse population
- Interact with bright and highly motivated students skilled in technical fields
- Enhance globalization efforts

In addition, international students are ideal candidates for short-term projects, and there is minimal hiring paperwork.

Visa Statuses

International students generally have F-1 student visa status. Some international students have J-1 student visa status and requirements. The immigration regulations for F-1 and J-1 are different.

• F-1 Students

F-1 students are eligible to obtain employment authorization using “practical training” which is employment in their field of study.

• CPT

- Curricular Practical Training (CPT) is employment authorization before graduation which is issued by the educational institution on the Form I-20 (a U.S. government document which verifies a student’s admission into the institution).
- CPT is generally available to students who have completed one year of study in the U.S., are registered in a course that will give them credit, and allows part-time employment during the academic year and full-time employment during academic breaks (including summer). An exception exists for full-time work in the academic year for graduate students whose program has advanced to candidacy.

• OPT

- Optional Practical Training (OPT) is employment authorization generally after graduation which is issued by the United States Citizenship & Immigration Services (USCIS) on an Employment Authorization Document (EAD card).
- OPT is generally available to students who have completed a degree program and allows up to 12 months of full-time or part-time employment. A 24-month extension is allowed for students who majored in a Science, Technology, Engineering, or Math (STEM) field (see below).

• STEM OPT

- STEM (Science, Technology, Engineering, or Math) OPT 24-month Extension is issued by the USCIS on an Employment Authorization Document (EAD card).
- Students are eligible for STEM OPT Extension as long as the employer is registered with the E-Verify program which requires checking all employees who are hired to see if they have legal status to work. EAD card issuance may take as long as 3 months to be issued by USCIS but as long as the student has filed with USCIS before their current EAD expires, they can continue working up to 180 days past that date until the STEM EAD is adjudicated.

• J-1 Students

- J-1 students are eligible to obtain employment authorization using “academic training” (AT) which is employment in their field of study.
- AT – Academic Training is available both before graduation and after graduation. Before graduation, AT is allowed part-time during the academic year and full-time during breaks. After graduation, AT is allowed either full-time or part time.
- The total amount of time allowed depends on the duration of the exchange program up to 18 months. Students with Ph.D. degrees may be extended for a total of 36 months. Some J-1 students have a two-year home residency requirement that must be either waived or fulfilled before they can pursue some other employment options.



FREQUENTLY ASKED QUESTIONS

Q: What does an employer need to do to hire an F-1 student on CPT?

A: Employers need only prepare a job offer letter.

Q: What does an employer need to do to hire an F-1 student on OPT?

A: For the first 12 months of initial OPT, the employer does not have any paperwork responsibilities beyond hiring the employee. If the employee then wants to extend the OPT for an additional 24 months (available to STEM majors), the employer is required to complete a Training Plan on form I-983 that is submitted to the school the employee last attended. More information about the I-983 is here:

[studyinthestates.dhs.gov/employers-stem-opt-reporting-requirements.](https://studyinthestates.dhs.gov/employers-stem-opt-reporting-requirements)

Q: Can I offer a job to an international student who does not have work authorization?

A: Yes, a job offer can be made, but the student may not begin working before getting the employment authorization.

Q: What if I want to continue to employ international students after his/her OPT expires?

A: With some planning ahead, an employer can “sponsor” an international student using the H-1B visa category. The H-1B is a temporary working visa for workers in a “specialty occupation.” The job must require at least a bachelor’s degree and the employer must pay prevailing wage. Other visas categories may be appropriate as well. Consultation with a qualified immigration attorney is highly recommended.

Q: Doesn’t an employer have to prove that international students are not taking jobs from a qualified American?

A: Not if a person is working with F-1, J-1, or H-1B status. Employers must document that they did not turn down a qualified American applicant for the position only when they wish to hire a foreign citizen on a permanent basis and sponsor them for a “green card” (permanent resident status).

Q: Can I hire international students as volunteer interns?

A: Normally, if the internship involves no form of compensation and is truly voluntary, the students may volunteer without obtaining employment authorization. If, however, the internship provides a stipend or any compensation, students must obtain employment authorization prior to starting the internship.

Contact Us

with questions regarding recruiting UC San Diego international students

UC San Diego Career Center

Phone: (858) 534-3751

<https://career.ucsd.edu/employers-recruiters/index.html>

careercenter@ucsd.edu for general inquires

hireucsd@ucsd.edu for recruiting inquiries

UC San Diego International Students & Programs Office

Phone: (858) 534-3730

<http://istudents.ucsd.edu/>