

## Hiring Student Visa Holders

### International Students from Other U.S. Colleges or Universities

- Enrolled F-1 students from other U.S. institutions may only work at Yale University if they have authorization from their school for either **Curricular Practical Training (CPT)** [1] or authorization from DHS for **Optional Practical Training (OPT)**.
- F-1 students graduating with degrees in STEM fields (Science, Technology, Engineering or Math) may be eligible for a 24 month extension of their Post-Completion OPT work permission (**STEM OPT**). There are [many details about the STEM OPT](#) [2] regulations that need further clarification. Before making any plans to hire an employee on STEM OPT please speak to your [adviser in OISS](#) [3].
- J-1 students from other U.S. institutions may only work at Yale University if they have authorization from their J-1 program sponsor in the form of [academic training \(AT\) or hardship employment](#) [4] (both authorizations will be in the form of a letter from the J program sponsor and include a notation on their DS-2019.)
- The rules for hiring graduates of other U.S. colleges or universities are the same as hiring graduates of Yale University – see below.
- Hiring departments need to inform OISS through [OISS Connect](#) [5] when hiring an international student from a U.S. college or university other than Yale.
- Continuing to work at Yale at the end of OPT or AT may be possible for an academic appointment. However, the university does not sponsor visas for C&T positions and with very few exceptions rarely sponsors M&P positions.

---

### Yale University Alumni

- Yale international students on F-1 visas may work at Yale after completing their degree only IF have received authorization from the Department of Homeland Security (DHS) in the form of an Employment Authorization Document (EAD) AND are going to work in a position related to their major This is called [Optional Practical Training \[6\] \(OPT\)](#) and the employment is limited to 12 months. An additional 24 months of OPT may be possible if the student has a STEM major.
- Yale international students on Yale's J-1 visas may work at Yale after completing their studies only IF have received authorization for their J-1 program sponsor (either Yale/OISS or another J-1 sponsor) AND they are going to work in a position related to their major. This is called [Academic Training \[7\] \(AT\)](#) and the period of validity will depend on the length of the students program.
- Hiring departments need to inform OISS through [OISS Connect](#) [5] when hiring a Yale University graduate.
- Continuing to work at Yale at the end of OPT or AT may be possible for an academic appointment. However, the university does not sponsor visas for C&T positions and with very few exceptions rarely sponsors M&P positions.

---

### Current Yale University Students

Federal regulations allow enrolled Yale international students holding either F-1 or J-1 status to work on campus during the academic year and in the summers between two academic years.

- F-1 students may work [“on-campus”](#) [8], i.e. for Yale University, up to 20 hours a week when classes are in session\* and full-time during the break periods.
- J-1 students may work “on-campus”, i.e. for Yale University, up to 20 hours a week when classes are in session\* and full-time during the break periods if their J-1 visa is sponsored by Yale University/OISS. If the student's J-1 program sponsor is not Yale University, e.g. IIE, the student must first obtain permission from their sponsor before accepting on-campus employment.
- While federal regulations allow F-1 and J-1 students to work up to 20 hours a week while school is in

## Hiring Student Visa Holders

Published on Office of International Students & Scholars (<https://oiss.yale.edu>)

---

session, [Yale policy](#) [9] states that students may not work more than 19 hours (combined for all jobs) in any week during the academic term. Exceptions are Ph.D. students, who may not work more than 10 hours (combined for all hourly jobs) in any week during academic terms unless they have the required permission of the director of graduate studies, in consultation with the appropriate associate dean.

- Hiring departments do not need to inform OISS when hiring an enrolled Yale University student, but should make sure the student has or has applied for a [U.S. social security number](#) [10] and completes the I-9 form.
- The F-1 and J-1 on-campus employment benefit ends the day a student graduates or completes their studies at Yale. To work at Yale after graduation, the students must have additional authorization, e.g. OPT or AT.

---

**Source URL:** <https://oiss.yale.edu/for-departments/hiring-international-students>

### Links

[1] <https://oiss.yale.edu/employment-taxes/employment-for-international-students/f-1-students/f-1-curricular-practical-training> [2] <https://oiss.yale.edu/for-departments/hiring-student-visa-holders/hiring-f-1-stem-opt-employees> [3] <http://oiss.yale.edu/about/contact-oiss> [4] <https://oiss.yale.edu/immigration/j-1-students> [5] <https://oiss.yale.edu/for-departments/oiss-connect> [6] <https://oiss.yale.edu/node/279> [7] <https://oiss.yale.edu/employment-taxes/employment-for-international-students/j-1-students/academic-training> [8] <https://oiss.yale.edu/employment-taxes/employment-for-international-students/f-1-students/f-1-on-campus-employment> [9] <https://your.yale.edu/policies-procedures/policies/3600-student-employment-and-student-stipends#:~:text=Students%20may%20not%20work%20greater,termination%20of%20a%20student's%20employment.> [10] <https://oiss.yale.edu/employment-taxes/applying-for-a-social-security-number-or-itin>