Hiring International Students at Yale

Yale University Students

- F-1 students may work "on-campus" [1], 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, i.e. IIE, LASPAU, etc, the student must first obtain permission from their sponsor before accepting on-campus employment.
- 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** [2].
- The F-1 and J-1 on-campus employment benefits end the day a student graduates or completes their studies at Yale.

Yale University Alumni

- Yale international students on F-1 visas may work at Yale after completing their degree only IF they are going to work in a position related to their major AND have received authorization from the Department of Homeland Security (DHS) in the form of an Employment Authorization Document (EAD.) This is called **Optional Practical Training** [3] and the employment is limited to 12 or 29 months depending on the field of study.
- Yale international students on Yale’s J-1 visas may work at Yale after completing their students only IF they are going to work in a position related to their major AND have received authorization for their J-1 program sponsor (either Yale/OISS or another J1 sponsor). This is called **Academic Training** [4] 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.
- **Please note:** When the student's work permission (EAD) ends, the university does not sponsor visas for C&T positions and with very few exceptions rarely sponsors M&P positions.

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 **CPT or** [6] Curricular Practical Training or authorization from DHS for **OPT or Optional Practical Training**, [3]
- Enrolled J-1 students from other U.S. institutions may only work at Yale University only if they have authorization from their J-1 program sponsor in the form of **academic training or hardship employment** [7] (both authorizations will be in the form of a letter from the J program sponsor.)
- The rules for hiring graduates of other U.S. colleges or universities are the same as hiring graduates of Yale University – see above.
- Hiring departments need to inform OISS through **OISS Connect** [5] when hiring an international students from a U.S. college or university other than Yale.
- **Please note:** When the student's work permission (EAD) ends, the university does not sponsor visas for C&T positions and with very few exceptions rarely sponsors M&P positions.

**Hiring Students on STEM OPT** [8]

- F-1 students with degrees in the fields of Science, Technology, Engineering or Math (STEM) may be eligible for an extension of their Post-Completion OPT work permission. There are **many details about the new STEM OPT** [8] regulations that need further clarification. Before making any plans to be employed on STEM OPT please speak to your **adviser in OISS** [9].