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].
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Links
[1] https://oiss.yale.edu/immigration/f-1-students/employment/f-1-on-campus-employment
[3] https://oiss.yale.edu/node/279
[4] https://oiss.yale.edu/employment-taxes/employment-for-international-students/j-1-students/academic-training
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