F-1 International Student Employment
Information for Employers

F-1 international students sponsored by the University of Oregon may be authorized for off-campus employment under specific limitations and circumstances. The following is information reflecting common employment authorization categories. For more information about F-1 student employment, please contact the Office of International Affairs, University of Oregon at (541) 346-3206 or via email at intl@uoregon.edu.

☐ Curricular Practical Training (CPT)

F-1 students may be authorized for curricular practical training, or employment in the form of academically meaningful off-campus internship or practicum experiences, provided they are enrolled in academic programs that offer academic credit or have internship requirements. Authorization for curricular practical training is granted by a Designated School Official (DSO) at the University of Oregon, Office of International Affairs, and is reflected on the page 3 of the student’s Form I-20, indicating the location and dates of authorized employment.

☐ Optional Practical Training (OPT)

Under Optional Practical Training, an F-1 international student present may be authorized to pursue full- or part-time training opportunities, which may include paid employment. Training opportunities must be directly related to the student’s major field of study as reflected on the student’s Form I-20. Optional Practical Training is typically limited to a maximum duration of 12 months. Any F-1 student authorized for OPT must be able to present a valid and unexpired Employment Authorization Document (EAD) card, issued by the US Citizenship and Immigration Services, upon commencing employment. Employment authorization commences with the start date indicated on the EAD card and terminates with the expiration date of the EAD card.

☐ STEM Optional Practical Training (STEM OPT)

F-1 students who have successfully completed degrees in certain STEM (science, technology, engineering, and mathematics) fields may be eligible for a 17-month extension of their initial 12 months of standard OPT authorization. Eligible students must provide appropriate documentation, including an offer letter from an employer confirming job duties relevant to the student’s field of study, and the employer’s participation in the US Department of Homeland Security’s E-Verify program as well as the employer’s E-Verify number. For more information about the E-Verify program, please go to http://www.uscis.gov/e-verify/employers. A student approved for STEM OPT must present a valid Employment Authorization Document (EAD) card issued by the US Citizenship and Immigration Services.

OTHER INFORMATION

I-9 Employment Verification Requirements


Social Security and Medicare Taxes

Certain students on F-1 student visas who have been authorized for employment under CPT or OPT may be considered non-resident aliens for U.S. taxation purposes, and as such not subject to Social Security or Medicare taxes. In general, F-1 students are considered non-resident aliens for tax purposes for the first five tax years of physical presence in the United States. Please consult Internal Revenue Service Publication 519, at http://www.irs.gov/uac/Publication-519,-U.S.-Tax-Guide-for-Aliens-1, for relevant provisions.