



F-1 students may be authorized for employment in the United States [within specific guidelines](#). Students must contact a [DSO](#) prior to participating in employment/internships/volunteerism to verify eligibility and the steps to apply. *Working without authorization will result in the immediate termination of your F-1 status – there are no exceptions or waivers.*

On-Campus Employment ✓ Eligible the first semester at Florida Polytechnic University. ✓ Students are responsible for conducting job search; hiring is not guaranteed. ✓ Employment must meet regulations for on-campus employment. ✓ Copy of employment offer letter must be sent to ISS prior to working. ✓ Can work up to 20 hours per week while school is in session, and up to 40 hours per week during school closures (e.g., summer/spring/winter breaks). ✓ Not required to be major related and does not count towards CPT or OPT.	Severe Economic Hardship (Off-Campus Employment) ✓ Must complete one academic year as a F-1 student to be eligible to apply. ✓ Students must make a good-faith effort to find employment on campus before applying. ✓ Can work up to 20 hours per week while school is in session, and up to 40 hours per week during school closures (e.g., summer/spring/winter breaks). ✓ Students must provide evidence of economic hardship based on unforeseen circumstances beyond their control; may work up to 20 hours per week. ✓ Requires DSO recommendation, USCIS application approval, and fee. ✓ Cannot work until approved by USCIS (can take three months or more)
Curricular Practical Training (CPT) ✓ Must complete one academic year at the current education level. ✓ Requires DSO, Registrar, and Internship Coordinator approval. ✓ Internship is required prior to approval; must be directly related to field of study. ✓ Students must be enrolled in the required internship course to participate. ✓ CPT can be part-time or full-time; however, one-year full-time CPT results in the ineligibility for post-completion OPT (post-OPT). ✓ CPT can be approved for up to one academic year; an extension may be requested thereafter.	Volunteerism vs. Unpaid Employment ✓ Volunteerism must meet the criterion of performing civically charitable or humanitarian work without promise, expectation or receipt of any form of compensation. ✓ Volunteerism cannot be related to a student's field of study. ✓ The F-1 Volunteer Verification Form must be submitted for DSO approval. ✓ Work that is not charitable/humanitarian or relates to the student's field of study is classified as unpaid work, which requires CPT approval. ✓ You may view the US Department of Labor (DOL) volunteer guidelines.
Pre-Completion Optional Practical Training (pre-OPT) ✓ Must complete one academic year at the current education level. ✓ Must be directly related to the student's field of study. ✓ A job offer is not required to apply. ✓ Will be deducted from post-OPT whether employment is secured or not. ✓ Requires DSO recommendation, USCIS application approval, and fee. ✓ Cannot work until approved by USCIS (can take three months or more) ✓ Eligible to work for up to 12 months; students may work 20 hours per week while school is in session and full-time while school is not session. ✓ Pre-OPT employment is deducted from post-OPT eligibility, regardless of full/part-time.	Post-Completion Optional Practical Training (post-OPT) ✓ Eligible to apply no more than 90 days prior I-20 end date. ✓ May only be used after completion of program of study. ✓ Must be directly related to the student's field of study. ✓ A job offer is not required to apply; however, students have up to 90 days to secure employment after the start date approved by USCIS. ✓ Requires DSO recommendation, USCIS application approval, and fee. ✓ Cannot work until approved by USCIS (can take three months or more) ✓ Approved for 12 months for part-time or full-time employment.



STEM OPT Extension

- ✓ Eligible after completing post-OPT; may apply up to 90 days prior to EAD end date.
- ✓ 24-month temporary employment authorization to commence immediately after post-OPT for students with designated STEM Degrees.
- ✓ Employment must be directly related to the student's field of study.
- ✓ Students may continue employment with post-OPT employers; if not, a STEM OPT employer is required to at the time of application.
- ✓ Employers and students are responsible for completing the I-983 Training Plan.
- ✓ Students must complete a validation report every six months, an annual self-evaluation, and a final evaluation at the commencement of STEM OPT.

International Organization (IO) Employment Authorization

- ✓ Must have completed one academic year at current education level.
- ✓ The position does not have to be related to your field of study, but the authorization cannot extend beyond your I-20 program end date.
- ✓ The position must be with one of the [approved organizations](#) recognized per 59 Stat. 669, International Organization Immunities Act.
- ✓ You must have a written offer that meets the IO requirements.
- ✓ Does not impact eligibility for participation in other types of employment.