



The Office of International Students & Scholars (OISS) advises international students on the F-1 and J-1 U.S. F-1 visa and the post-nominal "in-liaison" status when in the U.S. to ensure that their rights are protected.

Benefits of Hiring International Students

Our international students bring a unique, well-rounded global perspective to your business.

They have been exposed to multiple cultures and models, have country-specific knowledge, speak several languages, are adaptable and deal well with ambiguity.

Myths: Hiring International Students

Hiring an international student is complicated and costly.

It is not. It is a straightforward process with no sponsorship and no additional cost to the employer during their employment. Following graduation, F-1 students at UST can work under Curricular Practical Training (CPT) during their degree (full-time or part-time). J-1 students can work under Academic Training (AT) during their degree (full-time or part-time). There is NO cost to the employer for either of these work authorizations.

There is no paperwork involved in hiring an international student.

International students pursuing an internship or employment during their degree under CPT or Academic Training only require an offer letter from the employer and the necessary paperwork to their current field of study. OISS provides the I-20 or DS-2019 as proof of work authorization to bring to the employer to complete the I-9.

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International students can only work in compliance on a short-term basis.

F-1 students can work on CPT full-time for 11 months and 29 days or unlimited part-time while pursuing their degree. F-1 students can also work on OPT if they have completed a degree in Science, Technology, Engineering & Math. J-1 degree seeking students can work for 18 months during and/or after their degree. Therefore, F-1 students can work up to 4 years full-time (Science, Technology, Engineering & Math) with OPT sponsorship to continue work (combining CPT and OPT time).

Employers must interview U.S. citizens first before making an offer to international students.

Employers are not required to interview U.S. workers before making an offer to an international person.

There are many visa options available to international students, including F-1, TN, Permanent Residency (green card) and other visa options. Please consult with an immigration attorney.

Social Security Administration (SSA)

an international student has never worked in the US prior to your job offer, they will need to obtain their SSN but they are not required to. You (employer) can use a More information can be found here:

www.ssa.gov/pubs/10181.html

Students with F-1 and J-1 immigration status earning income and practicing training are subject to applicable, federal, state, and local income taxes.

Generally, F-1 and J-1 students are exempt from Social Security and Medicare taxes. However, if F-1 students are considered "resident aliens" for tax purposes, Social Security and Medicare taxes should be withheld.

For more information on taxes, please visit this website: <http://www.irs.gov/Individuals/International-Students-and-Scholars>

Resources

OISS Immigration Attorney session: Life after F-1 - www.stthomas.edu/oiss are welcome to attend.

Find an immigration attorney in the area: AILA - www.aila.org