



Reasons to hire International Students:

- **Minimal paperwork required**
- **Employment authorization possible for up to 7-9 years**
- **Talented multicultural and multilingual employees**

Many employers are concerned about liability issues related to the employment of international students due to changes in federal laws governing non-citizens. Getting permission for international students to work in the U.S. is not as difficult as many employers think.

Where can I find additional information?

- Optional Practical Training (OPT) and Curricular Practical Training (CPT)
<http://www.towson.edu/academics/international/isso/students/employment.html>
- H1B: Temporary Nonimmigrant worker Visa
<http://www.uscis.gov/working-united-states/temporaryworkers/temporary-nonimmigrant-workers>
- Green Card (Permanent Residency)
<http://www.uscis.gov/greencard>
- Tax Information
<http://www.irs.gov/publications/p519/index.html>

Please feel free to consult our office if assistance is needed in hiring an international student or graduate of Towson University.

International Student & Scholar Office (ISSO)

www.towson.edu/isso

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Employer's Guide to Hiring International Students

What is an International Student?

They are students who are in the US on F-1 or J-1 visas. The F-1 and the J-1 are non-immigrant visa categories for individuals who will be studying in the U.S. To obtain these visas, students must be admitted to an approved educational institution and provide proof of both financial support for the duration of their program and that they do not intend to settle in the U.S. Towson University enrolls over 500 international students.

Employment Options for Students

Curricular Practical Training (CPT)

An F-1 student may receive authorization to participate in an internship or practicum as part of their degree. The work can be part-time during the academic year and may be part or full-time during academic breaks.

Optional Practical Training (OPT)

OPT is employment that is directly related to an F1 student's major. It is intended to provide a student with practical experience in their field of study after they complete their degree program. Students are authorized for up to 12 months of OPT. As the approval process can take up to 90 days, students should apply for OPT at least 3 months before they desire to start employment.

A student cannot begin OPT employment until they have received the Employment Authoriza-

tion Document (EAD Card) from United States Citizenship and Immigration Services (USCIS) and the start date indicated on the card has occurred.

Optional Practical Training (OPT) STEM Extension

If a student holds a STEM degree and works for an e-Verify company, they may be authorized for an additional 24 months of OPT. This extension requires the completion of a training plan by the student **and** employer.

**There is no cost to
the employer for
OPT or CPT.**



Long-term Employment: Changing to a Different Visa

Employment must be terminated at the end of the authorized period of practical training. However, in many cases, the employer may sponsor the student for a change of visa status to one which allows further employment. If the application is approved by the USCIS, the student may continue to be employed. The H1-B is the most common work visa.

H1-B (Temporary Worker) Visa

Application for the H-1B visa is made by the employer through the Department of Labor and the USCIS. A person can be on an H1-B visa for up to 6 years. There is no requirement that U.S. workers be recruited or preferred for H-1B positions, but the H1-B is intended for professional employment. The application process can take 3-4 months. Legal advice is strongly suggested as the process is quite complicated.

Taxes

Unless exempted by a tax treaty, F-1 students earning income under practical training are subject to applicable federal, state, and local income taxes. Information on tax treaties may be found in IRS Publication 519 (link on the back of this booklet). F-1 students are exempted from social security and Medicare tax requirements. However, if F-1 and J-1 students are considered "resident aliens" for income tax purpose, social security and Medicare taxes should be withheld.