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### 3.33

## On-Campus employment

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F-1 students are generally permitted to work part-time on the premises of the school that issued their currently valid I-20, while they are attending that school and maintaining their F-1 status, subject to the restrictions discussed in this section. This type of employment is "incident to status," and does not require DSO authorization or updates to the SEVIS record.

8 C.F.R. § [214.2\(f\)\(9\)\(i\)](#)

*Practice Note School on-campus employment policies* . Schools should develop institutional interpretations, policies, and procedures regarding on-campus employment that take into account the restrictions discussed in this section.

**Resource 3-be** Quick-reference: Characteristics of F-1 on-campus employment

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<b>Preconditions</b>	Eligible immediately upon obtaining F-1 status; no waiting period
<b>Location</b>	Must be considered "on-campus"
<b>Duration</b>	Can be used throughout period student is pursuing a full course of study
<b>Hours per week</b>	Limited to 20 hours per week while school is in session; can be full-time during official school breaks
<b>Field/level of work</b>	Can be in any on-campus position that does not displace a U.S. worker; does not have to be related to course of study
<b>Offer of employment</b>	Not required as a condition of eligibility
<b>Effect on other work on campus</b>	All 214.2(f)(9)(i) on-campus work is treated the same for the 20 hour per week limit; e.g., a teaching assistant working 15 hours per week can only work 5 additional hours per week in another on-campus job

<p><b>Approval process</b></p>	<p>Employment is "incident to status," and does not require DSO or DHS approval. But <a href="#">See AM § 10.21 "Social Security Numbers"</a>, for a discussion of SSA requirements for obtaining a Social Security Number.</p>
<p><b>Miscellaneous</b></p>	<p>Employment must not displace a U.S. resident [8 C.F.R. 214.2(f)(9)(i)].</p>

### 3.33.1

#### Types of on-campus employment

Regulations permit the following kinds of on-campus employment:

##### 3.33.1.1

#### Work on the school premises, employed by the I-20 issuing institution

On-campus employment includes work done as a teaching or research assistant as well as jobs in the school library, cafeteria, and administrative offices. If the school is the employer, the only general restriction on the type of work that can be done is that the work cannot "displace United States residents," which generally is interpreted to mean that an on-campus employer may not remove a U.S. worker to hire an F-1 student.

##### 3.33.1.2

#### Work on the school premises, employed by on-campus commercial firms

"On-campus" also includes employment with "...on-location commercial firms which provide services for students on campus, such as the school bookstore or cafeteria." The nature of the services being provided by an on-location commercial firm is important to consider, with the focus being whether the commercial firm provides *direct student services*. The regulation states that "[e]mployment with on-site commercial firms, such as a construction company building a school building, which do not provide direct student services is not deemed on-campus employment for purposes of this paragraph."

8 C.F.R. [214.2\(f\)\(9\)\(i\)](#)