

BYU-Hawaii OPT/AT Philosophy

Our guiding philosophy when evaluating end-of-program OPT/AT opportunities is to favorably consider those which will help students fulfill the mission of the school by ultimately returning to their home region. We undertake a holistic review of each OPT or AT application. Many circumstances are considered, such as:

How will this opportunity enrich your educational experience?

How will this opportunity significantly increase your marketable knowledge, skills, or abilities?

How will this opportunity advance your career?

How will this opportunity help you return home?

Are there individual circumstances to consider why an OPT or AT is a good alternative for you?

Criteria

BYU-Hawaii may sanction international students to work in the United States for an established period of time after graduation. Students who hold an F-1 visa may apply for Optical Practical Training (OPT). Students who hold a J-1 visa may apply for Academic Training (AT).

A. Employment Opportunity Criteria

An employment opportunity which is connected to a company or industry in the student's home region is highly preferred. A student must have no outstanding balance with the University or have made payback arrangements prior to application. The following criteria must be met for a post-graduation employment to be considered.

The employment opportunity:

1. Must be related to the student's major
2. Must require an earned bachelor degree or equivalent skill level
3. Must significantly increase the student's marketable knowledge, skills and abilities.
4. Must have support from the student's faculty department chair or dean.

B. Campus Position Criteria

BYU-Hawaii or Polynesian Cultural Center departments must have an existing or an approved position prior to offering a job to a student. Positions must have a clear description of duties and

objectives. See *OPT & AT Post-Graduation Employment Procedure* for the steps to obtain position and/or candidate approval.

C. Employer Criteria

Providers will be screened to be eligible according to the Eligible and Ineligible Employer guidelines found in the Employer Recruiting Policy.

Examples of in-eligible employers include:

- Home based businesses.
- Temp agencies
- Non-career track positions, or positions which do not require a bachelor degree
- Network marketing organizations and franchise business opportunities; such organizations are those that engage in one or more of the following practices:
 - Sponsorship of an individual in setting up his/her own business for the purpose of selling products or services and/or recruiting other individuals to set up their own business, i.e. direct sales organizations.
 - Requirement of an initial investment from an individual, with the organization itself serving as an umbrella or parent corporation. The initial investment may be direct payment of a fixed fee, payment to attend an orientation or training session, and/or purchase of a starter kit.
 - Compensation is often or exclusively in the form of straight commission, fees from others under their sponsorship in the organization, and/or a percentage of sales generated by others.
 - Commission-only positions, with exception of those which requires licensure or professional certification recognized by the industry.
 - Positions which require door-to-door or networking sales and anything that can be construed as part of an employer network marketing stratagem.
 - Positions where the pay rate is less than the Hawaii state minimum wage.