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An E-Verify Employer Must Run Students on Curricular Practical Training (CPT) Through the E-Verify System

DHS has advised that an E-Verify employer must run E-Verify queries on CPT students. CPT is employment that is part of a student's specified degree curriculum. The Designated School Official authorizes CPT for students before they can begin work by annotating their I-20 in accordance with the 8 CFR 214.2(f)(10)(i). Unlike Optional Practical Training, no employment authorization from USCIS is needed. DHS has conceded that the E-Verify system cannot automatically check a student's I-20 as E-Verify does not currently access SEVIS during the automated first step of the verification process. Thus, according to DHS, students under CPT will always be sent to secondary verification, but their employment eligibility should be confirmed within 24 hours provided the student's record can be located in SEVIS during secondary verification.