

EDF CLIMATE CORPS WORK AUTHORIZATION POLICY

In compliance with federal law, all EDF Climate Corps fellows extended an offer by one of our host organizations must be able to verify identity and eligibility to work in the United States and complete the required employment eligibility verifications document forms by the first day of employment. Host organizations may rescind an offer of employment if a fellow fails to obtain valid work authorization prior to the first day of employment. If a host organization chooses to rescind an offer of employment because a fellow failed to timely obtain work authorization, EDF makes no promises or representations that it will be able to identify alternative employment arrangements with another host organization.

Foreign national EDF Climate Corps fellows who must apply for work authorization typically do so through one of the three immigration programs listed below. Because these programs involve different eligibility standards, application requirements, and processing times, EDF Climate Corps has adopted policies specific to each program. Failure to abide by these policies may result in the termination of your application and/or your participation in the EDF Climate Corps program. All foreign national applicants who must apply for work authorization must identify so on their initial application. It is the applicant's responsibility to seek authorization from the correct immigration program, and to do so early enough to receive the required work authorization before your start date.

Curricular Practical Training (CPT)

- Students must contact their Designated School Official (DSO) after submitting an application to EDF Climate Corps. Applicants must determine from their DSO what is required to obtain valid CPT work authorization.
- After a match is confirmed, EDF will supply fellows with a confirmation letter. Fellows must immediately pursue CPT once this letter is received. Fellows must confirm in writing to EDF once he/she has obtained work authorization. **CPT work authorization must be obtained prior to June 3rd.**

Optional Practical Training (OPT)

- If chosen for an interview, please plan to apply for OPT as soon as is feasibly possible. Applicants for OPT may file their I-765 application up to 90 days before the end of their educational program. In order to be able to apply for OPT at this early date, you must speak with your DSO about obtaining the appropriate forms in early January. Moving to the interview stage does not guarantee that an offer will be made, **but as the OPT process can take up to four (4) months candidates are required to begin this process no later than March 1st.** If matched with a host organization, fellows applying for OPT must provide EDF with a copy of their I-765 receipt notice confirming that the OPT application was filed as early as possible (90 days before the end of fellow's educational program).

J-1 Visas

- Students are encouraged to reach out to their J-1 program to learn about the process to acquire work authorization after they submit their application.
- After a match is confirmed, EDF will supply fellows with a confirmation letter. EDF requests that fellows immediately pursue their work authorization once this letter is received and confirm with EDF that they have submitted all required paperwork. **As the J-1 work authorization process can take over two (2) months candidates are required to begin this process no later than March 20th.** As a reminder all fellows must obtain work authorization by June 3rd.

Finally, we highly encourage every applicant to apply for a Social Security number after they receive their work authorization as many host organizations will request this.