

## Sponsorship for Work Authorization FAQ

	<b>Sponsorship Not Available</b>	<b>Sponsorship Available</b>
Can we add a statement to the posting regarding sponsorship?	Yes, the department shall add "Sponsorship for work authorization is not available for this position" to the posting.	A statement is not required to be added to a posting when work authorization sponsorship is available. However, a unit can choose to specifically state sponsorship for work authorization is available.
When a candidate answers " <b>no</b> " to the question "Are you legally authorized to work in the United States?" and " <b>yes</b> " to the question "Do you or will you require sponsorship for work authorization to work for the University of Illinois?" is the hiring unit allowed to ask further questions?		Yes, the additional questions may include: <ol style="list-style-type: none"> <li>1. What is your current immigration status?</li> <li>2. When does that status expire?</li> </ol>
When a candidate answers " <b>yes</b> " to the questions "Are you legally authorized to work in the United States?" <b>and</b> "Do you or will you require sponsorship for work authorization to work for the University of Illinois?" is the hiring unit allowed to ask further questions?	Yes, the additional questions may include: <ol style="list-style-type: none"> <li>1. What is the basis of your current work authorization?</li> <li>2. When does the work authorization expire?</li> <li>3. Have you ever been in J-1 status?</li> </ol>	
When a candidate answers " <b>yes</b> " to the question "Are you legally authorized to work in the United States?" and " <b>no</b> " to the question "Do you or will you require sponsorship for work authorization to work for the University of Illinois?" is the hiring unit allowed to ask further questions?	No further questions may be asked about their immigration status. It is likely they are a U.S. citizen or a permanent resident.	
When a candidate answers " <b>no</b> " to the questions "Are you legally authorized to work in the United States?" <b>and</b> "Do you or will you require sponsorship for work	The applicant likely misunderstood the questions and additional follow-up may be needed.	

<p>authorization to work for the University of Illinois?”</p>		
<p>If a candidate can only be employed for a minimum time (e.g., OPT, CPT, etc.) and would need sponsorship at some point, does the hiring unit still need to consider the candidate if the position does not allow for sponsorship?</p>	<p>If the candidate meets the eligibility for sponsorship, the hiring unit will need to consider the candidate if they don't need sponsorship at the time of hire.</p> <p>Work authorization is very fact specific, please contact <a href="#">Laura Czys</a> if there are additional questions.</p>	
<p>If a position is not eligible for sponsorship, but a candidate applies that the hiring unit would like to hire but needs sponsorship, can they be hired?</p>	<p>No, the advertisement would state “Sponsorship for work authorization is not available for this position,” therefore the candidate would not qualify for the position.</p>	
<p>A hiring unit makes an offer to someone who needs H-1B and ISSS states the minimum qualifications are too broad to be considered as a specialty occupation. Should the unit revise the job description to make the minimum qualifications more specific?</p>	<p>The hiring unit should not make a change to the job description after the position has been posted as this could change the applicant pool. If the hiring unit would like to make a change to the job description, it should be based upon the job and not the person. The search would need to be closed without a hire and a new search posted with the new requirements.</p>	

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