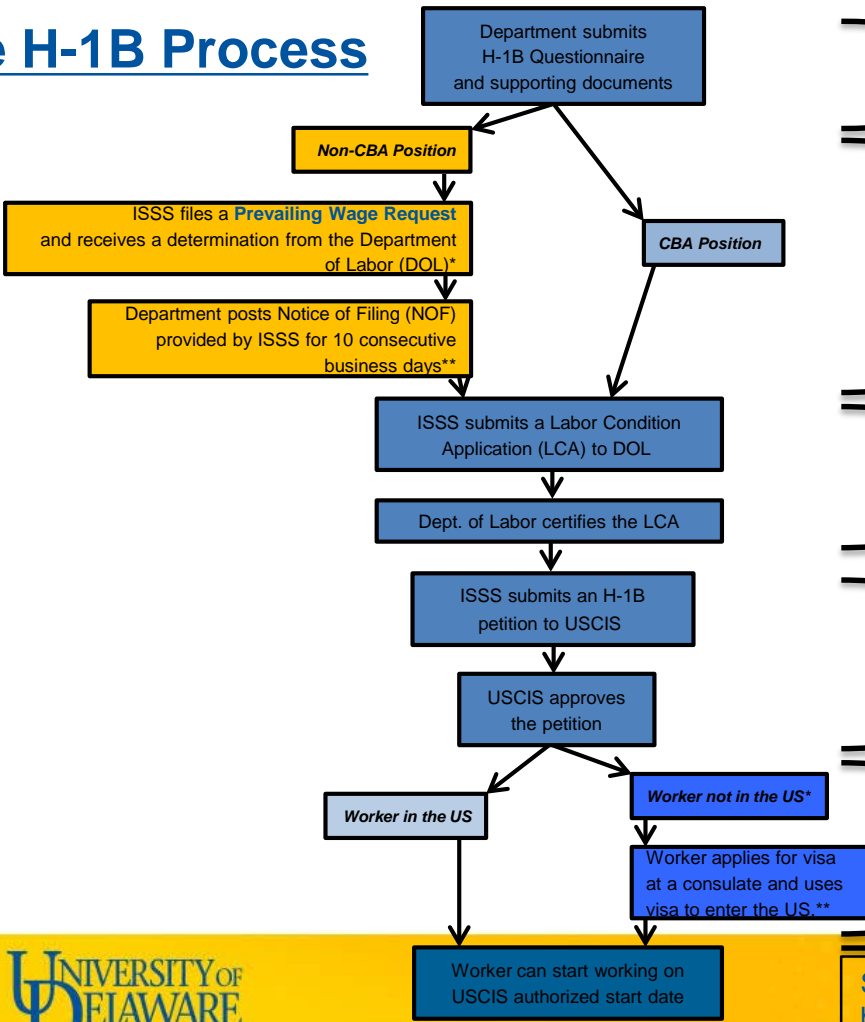


# The H-1B Process



**2 weeks\***  
Includes time for ISSS to do a first review of the documents  
\*Please note: if anything is missing, more time may be required before ISSS is able to move onto the next step.

**\*6 months (PWD)**  
\*Needed only if Non-CBA  
\*\* COVID-19: HR posts NOF on <https://careers.udel.edu/>

**2 weeks**

**3-5 Months\***  
**If Premium Processing (available) (+\$2,500) => 15 calendar days**  
\*Currently, regular processing times may fluctuate significantly. Please contact ISSS for the latest timeline when submitting a new case.

**2+ Weeks**  
\*Needed only if worker not in already in US. Exact wait times vary by consulate.  
\*\*COVID-19: further delays and potential inability to obtain a visa.

**Start process at least 8 months before you need the worker**

