RECRUITING UMKC INTERNATIONAL STUDENTS

Recruiting and Hiring UMKC International Students

All international students who are neither U.S. citizens nor Permanent Residents enroll in academic programs under one of two non-immigrant student visa types: F-1 or J-1. The majority of international students are F-1 visa holders.

HIRING FOR SUMMER INTERNSHIPS

Below are some criteria and details to be aware of when selecting/interviewing international applicants for summer internships.

Curricular Practical Training (CPT):

Work authorization that allows F-1 student visa holders to accept employment in their academic field after one year of full-time study.

Applying for CPT is solely the responsibility of the student and therefore requires no action on the part of the hiring organization.

Duration of Employment:

The internship start and end dates must correspond to the University's summer term.

Cost and Processing time:

There is no cost to the employer. The processing and approval time for CPT is typically 5-10 business days.

HIRING FOR FULL-TIME EMPLOYMENT

Below are some criteria and details to be aware of when selecting/interviewing international applicants for full-time employment.

Optional Practical Training (OPT):

Work authorization that allows F-1 student visa holders who have graduated to gain practical work experience related to their major field of study.

Applying for OPT is solely the responsibility of the student and therefore requires no action on the part of the hiring organization.

Duration of Employment:

12 months for F-1 graduates

Cost and Processing time:

There is no cost to the employer. The processing and approval time takes an average of 30-60 days but can take as long as three months. Therefore students are encouraged to apply as early as 90 days prior to graduation.

Hiring Long Term

Below are some criteria and details to be aware of when hiring international employees with H-1B visas.

H-1B VISA:

Applicants for H-1B visas are submitted to the USCIS by the sponsoring company on behalf of the international employee. Only 65,000 H-1B visas are given out for candidates who have completed undergraduate degrees, and an additional 20,000 are available for those who have completed graduate degrees in the United States.

The employer is responsible for filing the H-1B application on behalf of the international employee. Many companies find that retaining an experienced immigrationattorney is helpful to facilitate the process.

Duration of Employment:

H-1B visas are initially granted for three years, but can be renewed for a total of six years.

Cost and Processing time:

Inclusive of attorney and USCIS application fees, the total cost to apply for an H-1B visa is between $5,000-$7,000. The earliest date to apply for an H-1B is April 1. Approved H-1B visas become effective Oct. 1.

CONTACT US AT UMKC CAREER SERVICES

We hope this guide will help introduce you to the talented students at UMKC and the services our office provides its employer partners. Our staff looks forward to working with you as you start developing a relationship with UMKC!

LOCATION
Atterbury Student Sucess Center
Second Floor
5000 Holmes
Kansas City, MO 64110

CONTACT
career.umkc.edu
816-235-1636

HOURS
Monday–Thursday:
8 a.m.–7 p.m.
Friday: 8 a.m.–5 p.m.

* Fall and Spring Semester, otherwise 8 a.m.-5p.m.

UMKC
UNIVERSITY OF MISSOURI KANSAS CITY