

USA STARTER KIT - VISA

1. OPT EAD

Temporary authorisation and will eventually need an H-1B transfer or new filing to stay long-term.

OPT stands for Optional Practical Training

EAD stands for Employment Authorisation Document, which is to be filed by the employer.

Apart from this, there are 20,000 from CAP Exempt (CAP exemption are people who have done a masters in one of these following subjects which are: Science, technology, engineering and math.)

There are 2 kinds of OPT. They are 1. GC EAD and 2. H4 EAD.

GC EAD provides similar work authorization to a Green Card but is a temporary status while the Permanent Residency (I-485) is pending.

2. H1 Transfers

To get a H1 resume, you need to check if the candidate has a copy of the I-797 and provide it if needed, which is basically their H1 copy and a valid US ID which is their Driver's license (DL)

This will let you know when they entered the country.

Then check which term the candidate is on.

H1 has 2 terms, each of 3 years.

1st term is for three years and the 2nd term is for 3 years.

If they have been in The USA for over 6 years, it's better; it usually means their I-140 is approved and they are just waiting for their Green Card.

Only after this, they will get indefinite H1 extensions every year.

3. Top Priorities

US Citizen

GC

GC EAD

H1

BEST WAY TO CHECK IS THE I-797

Ask candidate to also give LinkedIn profiles/link because 70-80% of the resumes are all worked up

Verify resumes against LinkedIn profiles to identify discrepancies, as some profiles may be exaggerated or inaccurate.

Another way to check, is to correlate both.

*Must also be a little careful with tech roles because you will get a lot of junk and hence sourcing will take time.