



USA

Employment-Based Green Cards

Build a permanent residence pathway through extraordinary ability, national interest or employer sponsorship.

XIPHIAS Immigration | Residency - Citizenship & Corporate Services



About United States Skilled Immigration

United States employment-based immigration offers permanent residence pathways for priority workers, advanced-degree professionals, people of exceptional ability, skilled workers and other qualifying employees and families.

The principal routes include EB-1, EB-2 and EB-3. Requirements vary by category and may involve extraordinary-achievement evidence, a United States employer, permanent labor certification, an approved immigrant petition and visa availability.

Eligibility

- Qualify under an EB-1, EB-2 or EB-3 category
- Meet education, experience or achievement criteria
- Obtain employer sponsorship when the category requires it
- Complete PERM labor certification when applicable
- Have an immigrant visa available
- Meet medical, security and admissibility requirements

Program Overview



Program Type

Employment-Based
Permanent Residence



Minimum Investment

Not Required



Processing Time

Varies by Petition and
Visa Availability



Physical Presence Required

Required to Establish U.S. Residence

Visa availability depends on category, priority date, country of chargeability and the monthly Department of State Visa Bulletin.

Key Benefits

- Direct pathway to lawful permanent residence
- EB-1A and eligible NIW applicants may self-petition
- No PERM requirement for EB-1 or approved NIW
- Routes for professionals, researchers and executives
- Eligible spouse and children may immigrate
- Permanent residents may work for employers



Employment-Based Green Card Pathways

United States skilled immigration includes first, second and third employment-based preferences. Each category has distinct petition, sponsorship, labor-certification, evidence, priority-date and visa-availability requirements for qualifying applicants and families.

- **EB-1A** — Extraordinary ability: Requires sustained national or international acclaim and work in the field. A job offer and labor certification are not required.
- **EB-1B** — Outstanding professors and researchers: Requires international recognition, three years of teaching or research experience and a permanent position with an employer.
- **EB-1C** — Multinational managers and executives: Requires overseas managerial or executive employment and a related United States employer.
- **EB-2 NIW**: Applicants need an advanced degree or exceptional ability. USCIS may waive the job offer and labor certification when the endeavor has substantial merit and national importance, the applicant is well positioned, and waiver benefits the United States.
- **EB-3**: Covers skilled workers, professionals and other workers through employer sponsorship and, generally, PERM labor certification.

Process

- 1 Route Assessment**
Identify the correct preference category, evidence standard, sponsor and current visa availability.
- 2 Evidence Planning**
Collect qualifications, employment records, achievements, publications, recommendations and relevant corporate evidence.
- 3 Labor Certification**
Where required, the employer completes prevailing-wage, recruitment and PERM procedures.
- 4 Immigrant Petition**
File Form I-140 with USCIS and the applicable supporting evidence.
- 5 Priority Date**
Track visa availability through the monthly Department of State Visa Bulletin carefully.
- 6 Residence Application**
When eligible, file Form I-485 or complete immigrant-visa consular processing.
- 7 Final Review**
Complete medical, biometrics, security and interview requirements before the final government decision.

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