

YanoGlobal

H-2B Temporary Non-Agricultural Worker Program Guideline

The H-2B visa allows U.S. employers to temporarily hire foreign workers for non-agricultural jobs when there are not enough qualified U.S. workers available and the need is seasonal, peak-load, intermittent, or one-time. Common industries include hospitality, landscaping, construction, and seafood processing. YanoGlobal works with verified U.S. employers to sponsor candidates from the Caribbean, Central America, and South America through the full labor certification and petition process.

APPLICANT REQUIREMENTS

Personal Documentation

- Valid passport (6+ months validity)
- Passport-style photograph
- Birth certificate
- Proof of current address

Background & Character

- Police clearance / good conduct certificate (all countries of residence)
- Signed declaration of no criminal record

Work & Petition Forms

- Job offer letter from certified employer
- Form DS-160 (nonimmigrant visa application)
- Proof of intent to return home after employment ends
- Evidence of relevant work experience, if required

Medical & Other

- Medical exam results (if required)
- Vaccination records (if required)
- Signed YanoGlobal program agreement

EMPLOYER REQUIREMENTS

Eligibility Documentation

- Business registration/incorporation proof
- Federal EIN
- Proof of temporary, seasonal, peak-load, or one-time need

Job & Placement Documentation

- Detailed job offer letter with wage, dates, and duties
- Prevailing wage determination (DOL)
- Housing info, if provided
- Worksite address & supervisor contact

Labor Certification & Compliance

- Recruitment report (job postings, ads, results)
- Temporary labor certification (ETA-9142B) filing with DOL
- Form I-129 petition filing with USCIS
- Wage and working condition compliance confirmation

Timeline to Completion

- The overall process typically takes 3 to 5 months from filing to worker start date.
- Employment is capped at the certified period, often 3 to 10 months depending on the employer's seasonal or peak-load need, and workers must depart once it ends.

Key Forms Reference

Form	Completed By	Purpose	Avg. Cost
PWD (Prevailing Wage)	Employer	DOL-set minimum wage for the position	No fee
ETA-9142B	Employer	Temporary labor certification filing	No fee
I-129	Employer	Petition for a Nonimmigrant Worker	\$1,090-\$1,385
DS-160	Applicant	Online nonimmigrant visa application	\$205
Recruitment Report	Employer	Proof of U.S. worker recruitment efforts	\$500-\$800
Police Clearance Cert.	Applicant	Proof of good conduct from home country	\$0 - \$100

ESTIMATED TOTAL COST

Combining DOL and USCIS filing fees, recruitment/advertising costs, visa fees, and travel, the overall H-2B process typically costs \$3,000 to \$8,000 per position on the employer side, with applicant costs of a few hundred to around \$1,000 depending on travel and visa fees. Employers may also cover transportation and housing depending on job terms and DOL requirements.

Step-by-Step Sequence to Completion

The steps below show the required order of documents, forms, and actions across both the applicant and employer, from initial application through arrival and program start. The H-2B process is tied to a certified temporary need and generally moves faster than permanent employment-based categories.

#	Responsible	Step
1	Applicant	Complete YanoGlobal candidate profile and submit initial application
2	Applicant	Submit personal documentation: passport, photo, birth certificate, proof of address
3	Employer	Register with YanoGlobal as a verified sponsoring employer
4	Employer	Submit business registration, EIN, and proof of temporary/seasonal need
5	Both	YanoGlobal facilitates candidate-employer matching
6	Employer	Request prevailing wage determination from the Department of Labor
7	Employer	Conduct required recruitment of U.S. workers (job postings, ads)
8	Employer	File temporary labor certification (ETA-9142B) with the Department of Labor
9	Employer	Upon certification, file Form I-129 petition with USCIS
10	Applicant	Submit police clearance / good conduct certificate and background declaration
11	Applicant	Complete Form DS-160 online nonimmigrant visa application
12	Applicant	Pay visa fees and schedule consular interview
13	Applicant	Attend visa interview at U.S. embassy or consulate
14	Applicant	Receive H-2B visa
15	Applicant	Travel to the U.S. and complete admission at port of entry
16	Employer	Confirm start date and finalize onboarding logistics
17	Both	Employment begins for the certified temporary period
18	Applicant	Depart the U.S. at the end of the certified employment period