

Hiring International Teachers

H1B Visa
&
J1 Visa



HIREFOX STAFFING AGENCY

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VISA PROGRAM FOR TEACHERS

J1 Exchange Visitor Program

H1B Non-Immigrant Visa



J1 EXCHANGE VISITOR PROGRAM

The J-1 classification (exchange visitors) is authorized for those who intend to participate in an approved program for the purpose of teaching, instructing or lecturing, studying, observing, conducting research, consulting, demonstrating special skills, receiving training, or to receive graduate medical education or training.

- ❓ Duration of Stay:
5 Years (Initial 3 Yrs.; 1 or 2 yr. increments)
Enter the US 30 days before the program start and remain 30 days post completion
- ❓ Nature: **Exchange visitor visa** (Not an employment visa)
- ❓ Dependents (J2):
Spouses
Unmarried Children < 21 Yrs. old
May apply for Work permit

H1B NON-IMMIGRANT VISA PROGRAM

Duration of Stay

- **Up to 6 years**
- **Initial 3 years, extendable up to 6 years**
- **May lead to a Green Card**

WHAT SERVICES CAN WE OFFER?

1. Provide the pre-screening and selection process

- I. Foreign Credentials Evaluation
- II. Qualifications for Teaching License
- III. Match the applicant to the right position

2. Coordination from Interview to Departure

- I. Coordination between the applicant, host company and sponsor

3. Point of Contact for Teacher-related emergencies and unforeseen events

H1B CAP EXEMPT DEPLOYMENT PLANNING TOOL

ACTUAL	APPLICANT'S LOCATION			ACTIVITY DESCRIPTION	PROCESSING TIMES
	IN THE PHILIPPINES (PH)	OUTSIDE PH	IN THE US		
	Enter the Date when you intend to start the H1B process in the yellow colored cell				
06/15/23	06/15/23	*****	*****	Case Preparation	
	06/22/23	*****	*****	Filing of Labor Condition Application (LCA) to Dept. Of Labor (DOL)	
	07/02/23	*****	*****	LCA Approval	10 business days
	07/09/23	*****	*****	Filing of Petition for a Nonimmigrant Worker (I-129, H1B), Premium Processing	1 wk Petition preparation
	07/24/23	*****	*****	Approval of H1B (Premium processed)	15 business days
	08/07/23	*****		Scheduling of interview at the US Embassy	1-2 Wks from Approval
	09/06/23	*****		US Embassy interview (Expedited interview based on	1 month
	09/20/23	*****		Visa Issuance	1-2 wks from interview
	11/01/23			Obtain Overseas Employment Certificate (OEC) from the Philippine Overseas Employment Agency (POEA)	4-6 Wks from Visa Issuance, Applies Only to Filipinos interviewing in
	11/04/23	*****	*****	Flight to the US (Start of Employment for Applicants in the US)	

NOTES



J1 VISA – INTERNATIONAL ALLIANCE GROUP

	Domestic Teacher	LAG Teacher Year 1 & 2	LAG Teacher Year 3, 4 & 5
Minnesota Teacher Salary Two Years of Experience	\$41,000	\$41,000	\$41,000
FICA (7.65%)	\$3,137	N/A	\$3,137
Work Comp & Unemployment (Estimate 1.20%)	\$492	\$492	\$492
Employee Health Insurance (District Provided is an Estimate)	\$10,000	\$3,000	\$3,000
Minnesota Teachers Retirement Association (7.91%)	\$3,243	\$3,243	\$3,243
LAG Partnering Rate 20% or SPED / HTF 25%	N/A	\$8,200	\$8,200
Gross Salary Per Year	\$57,872	\$55,935	\$59,072
Savings by Year	\$ -	\$1,937	(1,200)
Savings by Years	\$ -	\$3,873	(3,600)
Gross Savings Over Five Years			\$273

Goal:

- Fill Positions

Positive Byproduct:

- Savings in Health Insurance and FICA
- Diversity & Cultural Education
- Excitement!

REQUIRED AGREEMENTS FOR J1 VISA

International Alliance Group ([IAG](#))

- Employ Teachers for Exchange Period (1-year Increments)
- Maintain Supervision and Guidance
- Offer Full-time Positions
- Pay has to be Commensurate
- Provide Training
- Embrace Cultural Spirit
- Open Communication

Visa Sponsors

- **GeoVisions**

- Share Information About Candidates and District
- Embrace Cultural Spirit
- Support Candidates with Arrival, Travel Needs, and Social Security Card
- Formal [Letter from MDE](#) Acknowledging we are an Approved Educational Institution.
- Proof of Work Comp Coverage

- **Greenheart**

- Proof of Accreditation
- Proof of Work Comp Coverage
- Proof of “meeting or exceeding state standards that identifies the school rating by MDE. If not available, provide:
 - Total Enrollment
 - # students receiving one or more out of school suspensions
 - # students having chronic absenteeism
 - # students involved in incidents of violence
 - # students that have been arrested or referred to law enforcement
 - If school has conducted any climate and school safety surveys, provide the findings

LESSONS LEARNED

- Teaching & Learning Is Quite Different from the US.
 - Class Sizes
 - Curriculum
 - Mentality
 - Becoming a Teacher
- Culture Shock and Homesickness is REAL
- Do not hire just 1 person...
- Ask! It's an exchange program!

THINGS TO CONSIDER...

- **What would it be like for you to leave your family and move to a new country for a new job?**
 - Housing - structure, contents
 - Transportation - license, vehicle
 - Communication - WiFi, credit
 - Identification - SSN
- **Requirements upon Arrival**
 - Social Security Interview
 - Cultural events during year
- **Ongoing Support**
 - Learning a new life, job, home, school, culture
 - Professional Development & Mentorship