

# THE H-2A PROCESS

## 1) APPLICATION CREATION



- Employer completes a profile on the USAFL Database
- USAFL examines the information to see if the need qualifies for the program
- Employer confirms that information is accurate
- USAFL creates ETA Form 790 Application for Temporary Labor Certification
- USAFL sends paperwork to employer for approval and signatures
- Employer signs and returns paperwork to USAFL

## 2) SUBMIT APPLICATION TO SWA



- USAFL submits the application to the State Workforce Agency (SWA)
- SWA scrutinizes the application
- SWA accepts or denies the application
- If application is accepted, SWA creates a Job Order and the process continues

## 3) SUBMIT APPLICATION TO DOL



- USAFL submits application to the U.S. Department of Labor (DOL)
- DOL scrutinizes the application
- DOL accepts or denies the application
- If application is accepted, DOL provides instructions for recruiting
- USAFL generates and submits a recruitment report
- DOL grants the employer a Temporary Labor Certification

## 4) SUBMIT PETITION TO THE USCIS



- USAFL receives the Temporary Labor Certification
- USAFL creates an I-129 Petition
- USAFL submits petition and Temporary Labor Certification to the USCIS
- USCIS scrutinizes the petition
- USCIS approves or denies the petition
- If petition is approved, USCIS issues an Approval Notice

## 5) WORKER ARRIVAL



- Workers use Approval Notice to get Visas from the Consulate
- Workers travel to America



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