

PERM Frequently Asked Questions

What is PERM?

PERM, also known as “labor certification,” is the first step in the employment-based green card process for most occupations. An employer seeking permanent residence for an individual in the employment based third or other worker classifications must go through the PERM process to show that there are no U.S. workers in the area of intended employment who are able, willing, qualified and available to take the position.

Who can apply?

Generally, any employer can sponsor any employee for permanent residence — this process is not limited to professional position, minimum wage positions qualify.

What are the requirements?

The position must be full time. The employer must be willing to test the labor market and prove the ability to pay the prevailing wage.

How long does it take?

The PERM process is the first step in a multi-step permanent residence process that generally takes about 2–3 years, but can be longer.

How much does it cost?

Pathway for Immigrant Workers (PIW) does not charge any legal fees for their services. The cost of advertising must be paid for by the employer and there are filing fees to the government. Both can add up to approximately \$1,200.

What is the process?

- 1) First, there must be an employer willing to commit to offering a full-time position and to pay the cost of advertising.
- 2) After it is determined that one is eligible for permanent residence, PIW helps the employer to test the labor market and file a [PERM](#) application, certifying there are no qualified U.S. workers available for the job.
- 3) After the PERM application is certified, the employer to file Form [I-140](#), immigrant visa petition, with the United States Citizenship and Immigration Services. The employer submits the PERM certification along with evidence that the employee is qualified for the job and that the employer has the ability to pay the salary.
- 4) Once the immigrant visa petition is approved, the employee may be eligible to [Consular Processing](#) or [Adjustment of Status](#).

For more information and to schedule an assessment visit myimmigrantpathway.org