PHOENIX
IMMIGRATION CONSULTING SERVICES

EB-2 / EB-3 PERM Green Card: Employer-Sponsored Green Card

EB-2 / EB-3 PERM

The traditional employer-sponsored route to a U.S. green card, open to many roles that would struggle to meet the national-interest test.

Employer	336 days	1.5-2 yrs	None
Pays PERM certification and recruitment	Average PERM analyst review, October 2026	Often needed before the I-140 stage	DOL filing fee for Form ETA-9089

Why EB-2 / EB-3 PERM

The PERM route is the traditional employer-sponsored path to a U.S. green card. A U.S. employer offers you a permanent, full-time job and first proves to the Department of Labor, through a prevailing wage determination and structured recruitment, that no qualified and willing U.S. worker is available. The employer then files Form I-140 in the EB-2 or EB-3 category, depending on the job's requirements.

Key benefits

Wide range of jobs
Works for many occupations where a National Interest Waiver would be difficult to prove.

Employer pays PERM costs
By law, the employer pays PERM labor certification and recruitment costs.

Family included
Spouse and unmarried children under 21 receive green cards.

Premium I-140 option
I-140 premium processing is available once PERM is certified.

At a glance

Visa type
Immigrant (green card), EB-2 or EB-3

Employer sponsor
Yes: permanent, full-time job offer

Typical timeline
1.5-2 years to I-140, then Visa Bulletin

Who pays PERM costs
Employer, by law

Program overview

- EB-3 covers professionals, skilled workers and other workers, opening the route to a wide range of jobs
- Concurrent filing of I-485 with the I-140 may be possible when the priority date is current
- Permanent residence with a path to U.S. citizenship

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Qualifying routes

The job's requirements decide whether the employer files the I-140 in the EB-2 or the EB-3 category.

Option 1
EB-2 advanced degree

Master's+

The job requires an advanced degree, or a bachelor's plus five years of experience, and you meet it.

Option 2
EB-3 professional

Bachelor's

The job requires a bachelor's degree, and you hold one.

Option 3
EB-3 skilled worker

2+ years

The job requires two or more years' skill, and you meet the requirement.

Option 4
EB-3 other worker

Other

Other workers also fall under EB-3, opening the route to a wide range of jobs.

Eligibility requirements

- A U.S. employer offering a permanent, full-time position
- A prevailing wage determination from the Department of Labor
- Recruitment showing no qualified, willing U.S. worker is available
- Certified labor certification on Form ETA-9089
- Employer Form I-140 with evidence of ability to pay the offered wage

Form ETA-9089 has no DOL filing fee.

Good to know

- Average PERM analyst review was about 336 days as of October 2026 (cases filed December 2025 and earlier).
- November 2026 final action dates: EB-2 Rest of World 1 April 2025; EB-3 Rest of World 15 June 2024.
- I-140 fee is **$715** plus a **$600** Asylum Program Fee (**$300** for 25 or fewer full-time employees, **$0** for nonprofits).
- Premium processing is **$2,965**; Form I-485 is **$1,440** per applicant aged 14 or over.

Your application journey

Planning

01 Consultation with Phoenix comparing PERM, EB-2 NIW and other options

02 Employer defines the role and minimum requirements

Certification

03 Department of Labor issues the prevailing wage determination

04 Employer conducts and documents recruitment

05 File Form ETA-9089 for labor certification

Green card

06 Employer files I-140 with ability-to-pay evidence (premium optional)

07 **Once the priority date is current, file I-485 or process abroad**

Talk to a Phoenix advisor

We assess your eligibility, compare the routes open to you and manage your application from first consultation to approval.

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Program rules, government fees, processing times and visa-free access can change at any time. Figures are indicative as of November 2026; please confirm current terms with Phoenix Immigration Consulting Services before applying. This fact sheet is for general information and is not legal advice.