

## EMPLOYMENT-BASED IMMIGRANT PREFERENCE CATEGORIES

Category	Sub-category	Eligibility Criteria
<b>EB-1</b>	<b>Aliens with extraordinary ability</b>	<ul style="list-style-type: none"> <li>▪ Ability must be in the sciences, arts, education, business, or athletics &amp; shown by <i>sustained national or international acclaim</i>.</li> <li>▪ Job offer &amp; labor certification are not required; alien can self-petition.</li> </ul>
	<a href="#"><u>Outstanding professors or researchers</u></a>	<ul style="list-style-type: none"> <li>▪ Must be <i>internationally recognized as outstanding</i> in a specific academic field &amp; have <i>at least 3 years of experience</i> teaching or conducting research in the field.</li> <li>▪ Offer of a tenured, tenure-track, or permanent* position is required; alien may not self-petition.</li> <li>▪ Labor certification is not required.</li> </ul>
	<b>Multinational executives/managers</b>	
<b>EB-2</b>	<a href="#"><u>Professionals with advanced degrees</u></a>	<ul style="list-style-type: none"> <li>▪ Must have at least a Master's degree <b>or</b> a Bachelor's degree plus 5 years of progressive experience in the profession, which is required for the position.</li> <li>▪ If a doctorate is customarily required by the position, alien must have a U.S. doctorate or its foreign equivalent.</li> <li>▪ Offer of a full-time, tenured, tenure-track, or permanent* position &amp; labor certification are required; alien may not self-petition.</li> </ul>
	<b>With National Interest Waiver<sup>^</sup>:</b>	
	<ul style="list-style-type: none"> <li>▪ Job offer &amp; labor certification are not required; alien can self-petition.</li> </ul>	
<b>EB-2</b>	<b>Aliens with exceptional ability in the sciences, arts, or business</b>	<ul style="list-style-type: none"> <li>▪ Must have expertise significantly above that ordinarily encountered in the sciences, arts, or business.</li> <li>▪ Offer of a full-time, tenured, tenure-track, or permanent* position &amp; labor certification are required; alien may not self-petition.</li> </ul>
	<b>With National Interest Waiver<sup>^</sup>:</b>	
	<ul style="list-style-type: none"> <li>▪ Job offer &amp; labor certification are not required; alien can self-petition.</li> </ul>	
<b>EB-3</b>	<a href="#"><u>Professionals</u></a>	<ul style="list-style-type: none"> <li>▪ Must have at least a Bachelor's degree in a specific field, which is required by the position.</li> <li>▪ Offer of a full-time, tenured, tenure-track, or permanent* position &amp; labor certification are required; alien may not self-petition.</li> </ul>
	<b>Skilled workers</b>	<ul style="list-style-type: none"> <li>▪ Must have at least 2 years of specific education, training, or experience in the field.</li> <li>▪ Offer of a full-time, tenured, tenure-track, or permanent* position &amp; labor certification are required; alien may not self-petition.</li> </ul>
	<b>Other (unskilled) workers</b>	
<b>EB-4</b>	<b>Special immigrants, including religious workers</b>	
<b>EB-5</b>	<b>Employment creation immigrants (investors)</b>	

\*USCIS defines "permanent" as being "for a term of indefinite or unlimited duration and in which the employee would have the expectation of continued employment."

<sup>^</sup>UH does not sponsor employees for [National Interest Waivers](#).