XIPHIAS Immigration

PROGRAMME BROCHURE



SKILLED MIGRATION | UNITED STATES

EB-3 Visa — Employment-Based U.S. Green Card

An employer-sponsored green card for skilled workers and professionals. Open, well understood — and for Indian nationals, a queue of roughly thirteen years.

JOB OFFER

Required

FAMILY

Spouse, children up to age 21

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Updated 1 October 2026

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At a glance

COUNTRY **United States**	ROUTE **Skilled Migration - Employment Based**
TIMELINE **India EB-3 queue: about 12 yr 9 mo (October 2026 Visa Bulletin)**	FAMILY MEMBERS **Spouse, children up to age 21**
JOB OFFER **Required**	LAST UPDATED **1 October 2026**

Overview

The **EB-3 visa** is a U.S. employment-based Green Card category for **professionals, skilled, and unskilled workers** who receive a **valid job offer** from a **U.S. employer**. It provides one of the most accessible routes to **U.S. permanent residency** for qualified workers across industries.

Eligibility Overview

Applicants must have a **confirmed full-time job offer** and meet the **minimum qualifications** required for the position. The sponsoring employer must complete a **PERM Labor Certification** to show no eligible U.S. worker is available for the job.

Where India actually stands, October 2026

A petition approval is not a green card. After approval you wait for your priority date, and for India that wait is the whole story. From the October 2026 Visa Bulletin:

Category	India final action date	Roughly how far behind	Worldwide
EB-1	01 Feb 2023	3 years 8 months	Current
EB-2	01 Nov 2013	**12 years 11 months**	01 Jan 2025
EB-3	01 Jan 2014	**12 years 9 months**	15 May 2024
EB-5 unreserved	01 Dec 2023	2 years 10 months	Current
EB-5 rural, high-unemployment, infrastructure	**Current**	**No wait**	Current

The Visa Bulletin also warns that some worldwide categories have **retrogressed** to hold issuance within FY2027 limits. Dates move backwards as well as forwards.

We publish this table because you deserve to see it before you commit money, not after.

USCIS filing fees

Item	Fee
Form I-140 immigrant petition	USD 715
Asylum Program Fee, paid with the I-140	USD 600 (USD 300 small employer, nil nonprofit)
Form I-485 adjustment of status, applicants aged 14 and over	USD 1,440
Premium processing on the I-140 (optional)	USD 2,965, response within 15 business days

Fees follow the USCIS fee schedule at 8 CFR 106.2; the premium processing fee took effect on 1 March 2026. Applicants who complete the process at a US consulate pay the State Department's immigrant visa fees at that stage instead of the Form I-485 fee.

Key benefits

- Provides a direct path to U.S. permanent residency (Green Card).
- Available for professionals, skilled, and unskilled workers.
- Allows spouse and unmarried children under 21 to obtain Green Cards.
- No extraordinary ability, investment, or self-sponsorship required.
- Premium processing available on the I-140 (USD 2,965, 15 business days).

When this route may not fit

- Missing or invalid job offer from a U.S. employer.
- Employer unable to meet prevailing wage or financial requirements.
- Insufficient qualifications or work experience for the offered job.

Skills, language and points

Job offer: A valid, full-time job offer from a U.S. employer is required under the EB-3 visa category.

Eligible Categories

- Professionals — bachelor’s degree or equivalent
- Skilled workers — at least 2 years of experience or training
- Unskilled workers — less than 2 years of experience in non-seasonal jobs

How the process works

1. **PERM Labor Certification**
   Your U.S. employer secures Department of Labor approval confirming no qualified U.S. worker is available.
2. **I-140 Petition**
   Employer files Form I-140 to classify you under the EB-3 category.
3. **Priority Date**
   Wait for your visa priority date to become current as per the U.S. Visa Bulletin.
4. **Green Card Application**
   File Form I-485 (if in the U.S.) or DS-260 (if applying abroad).
5. **Biometrics & Interview**
   Complete fingerprinting and an interview with USCIS or a U.S. consulate.
6. **Receive Green Card**
   Get U.S. permanent residence and begin working for your sponsoring employer.

Document checklist

Identity and Civil Documents

- Valid passport (current and previous, if applicable)
- Passport-size photographs as per USCIS specifications
- Birth certificate and civil status proof (marriage/divorce certificates, if applicable)

Employment and Qualification Documents

- Official job offer letter from the sponsoring U.S. employer
- Educational degrees, transcripts, and experience certificates
- Updated resume or CV highlighting relevant skills and work experience
- Employer’s financial and business registration documents
- Approved PERM Labor Certification issued by the U.S. Department of Labor

USCIS Forms and Supporting Evidence

- Form I-140 (Immigrant Petition for Alien Worker) for EB-3 filing
- Form I-485 (Adjustment of Status) or Form DS-260 (if applying from abroad)
- Supporting documentation verifying eligibility for the EB-3 position and offered wage

Questions clients ask

What is the EB-3 Visa?

The EB-3 is a U.S. employment-based Green Card for professionals, skilled, and unskilled workers with valid job offers.

Do I need a job offer?

Yes. A full-time, permanent job offer from a U.S. employer is required.

Who can qualify?

Professionals with a bachelor's degree, skilled workers with 2+ years' experience, and unskilled workers for non-seasonal roles.

How long does it take?

The petition stages are the short part. India's EB-3 final action date is 1 January 2014 in the October 2026 Visa Bulletin, roughly 12 years 9 months behind, so the green card itself is a long wait. PERM and USCIS processing times vary; XIPHIAS confirms the current published times when your case is filed.

Can my family join me?

Yes. Spouses and unmarried children under 21 can apply as dependents.

How does Xiphias Immigration help?

We handle employer coordination, documentation, and visa filing to simplify your EB-3 process.

Important notes

- India's EB-3 final action date in the October 2026 Visa Bulletin is 1 January 2014 — roughly 12 years and 9 months behind. This is not a route to a green card in the near term.
- EB-3 requires labour certification, Schedule A designation, or Labor Market Information Pilot Program documentation. That adds a Department of Labor stage before the petition even starts.
- The Department of Labor proposed raising prevailing wage percentiles from 17/34/50/67 to 34/52/70/88 on 27 March 2026. No final rule has been published, but if it lands it raises the salary an employer must offer to support EB-3 labour certification.
- The Other Worker subcategory is further squeezed: the October 2026 bulletin states the FY2027 NACARA reduction brings its annual limit down by about 150.

Compliance

- Three subcategories under 8 CFR 204.5(l): skilled worker (at least two years of training or experience), professional (US bachelor's or foreign equivalent where the degree is the normal minimum for entry), and other worker (under two years of training).
- All three require labour certification or an equivalent designation.
- Filing fees: Form I-140 USD 715 plus the Asylum Program Fee of USD 600. Form I-485 is USD 1,440 for applicants aged 14 and over.
- Premium processing is available at USD 2,965 with a 15 business day response for all three EB-3 subcategories.
- The sponsoring employer bears the costs of PERM labour certification.

Official sources: US Department of State — Visa Bulletin for October 2026; Electronic Code of Federal Regulations — 8 CFR 204.5; Electronic Code of Federal Regulations — 8 CFR 106.2 (USCIS fee schedule); Federal Register — Adjustment to Premium Processing Fees (effective 1 March 2026); Federal Register — proposed Improving Wage Protections rule (27 March 2026, not in force).



XIPHIAS Immigration

NEXT STEP

Plan your United States application with our Dubai team

Tell us about your profile, family and timeline. We will confirm whether **EB-3 Visa — Employment-Based U.S. Green Card** fits, set out the full cost in writing and manage the application with you from start to finish.

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CREDENTIALS

- Advising clients on global mobility since 2009; XIPHIAS Immigration DMCC in Dubai since 2017.
- Named Best Immigration Consultant by The Times of India in 2022.
- Canada files handled by a CICC-licensed Regulated Canadian Immigration Consultant, licence R516194.
- Australia files handled by a registered migration agent, MARA 1680615.

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