



Permanent Labor Certification Program

Supervised Recruitment: Overview and Best Practice Tips

**Office of Foreign Labor Certification
Employment and Training Administration
United States Department of Labor**

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Supervised Recruitment



Department of Labor: Overview



- I. Supervised Recruitment Overview**
- II. Review of Supervised Recruitment Letters**
- III. Compliance Requirement Tips**
- IV. Source Documentation Methods**
- V. Extension Requests**
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- VII. What's NEW in Supervised Recruitment?**
- VIII. Resources for PERM Labor Certification Applications**



Section I

Supervised Recruitment Overview



Citations

- **8 U.S.C. § 1182(a)(5)(A)** requires that the employment of a foreign worker will not adversely affect the “wages and working conditions” of similarly employed U.S. workers.
- **20 CFR § 656.21(a)**: “Where the Certifying Officer determines it appropriate, post-filing supervised recruitment may be required of the employer for the pending application or future applications pursuant to § 656.20(b).”



Citations, Continued

- **20 CFR § 656.24(f):** “If the Certifying Officer determines the employer substantially failed to produce required documentation, or the documentation was inadequate, or determines a material misrepresentation was made with respect to the application, or if the Certifying Officer determines it is appropriate for other reasons, the employer may be required to conduct Supervised Recruitment pursuant to § 656.21 in future filings of labor certification applications for up to two years from the date of the Final Determination.”



What is Supervised Recruitment?

- Supervised Recruitment is an additional programmatic step within PERM to ensure that an adequate test of the labor market has been conducted and that the employer has engaged in appropriate recruitment for the job opportunity.
- Where the Certifying Officer determines it appropriate, post-filing Supervised Recruitment may be required of the employer for the pending application or future applications pursuant to 20 CFR § 656.20(b).



Supervised Recruitment Five Phases:

Phase I: Assessment

Phase II: Supervised Recruitment Notification Letter

Phase III: Advertisement Placement Letter

Phase IV: Resumes and Recruitment Report Received

Phase V: Final Determination



Section II

Review of Supervised Recruitment Letters



Supervised Recruitment Letters

- Notification of Supervised Recruitment (NSR)
 - ✓ Notifies the employer and/or attorney/agent that application has been selected
 - ✓ Outlines the Supervised Recruitment process
 - ✓ Includes instructions on drafting the advertisement
 - ✓ Includes the current prevailing wage
 - ✓ Amended NSR
 - ✓ Consolidated NSR



Supervised Recruitment Letters, Continued

- Draft Advertisement Instructions Letter
- Consolidated Draft Advertisement Instructions Letter
- Draft Advertisement Correction Letter (DAC)
- Recruitment Instructions Letter (RIL)
 - ✓ Amended RIL
 - ✓ Consolidated RIL
- Notification of Resumes Received (NORR)



Supervised Recruitment Letters, Continued

- Recruitment Report Instructions Letter (RRIL)
 - ✓ Amended RRIL
 - ✓ Consolidated RRIL
 - ✓ Notification of Resumes Received (NORR)
 - ✓ Additional Resumes Received
 - ✓ NORR-RRIL Extension Letter



Supervised Recruitment Letters, Continued

- General Request for Information
- Business Existence Letter
- Extension Letter
 - ✓ Granted
 - ✓ Denied
- Notice Regarding Attorney/Agent Representation



Supervised Recruitment Letters, Continued

- Notice of Withdrawal
- Contacting U.S. Workers
- Sponsorship Verification Letter
- Sponsorship Verification/Business Existence Letter
 - ✓ Consolidated Verification/Business Existence Letter



Section III

Compliance Requirements Tips



Compliance Processing Tips

- Did you modify any of your specified requirements listed on the original ETA Form 9089 during “post-filing”? If yes, this may delay the processing of your application.
- Did you include your case number on any and all correspondence sent to the Atlanta National Processing Center (ANPC)? If not, this may delay the processing of your application. Please direct Supervised Recruitment inquiries via electronic mail at sr.processing@dol.gov.



Compliance Processing Tips, Continued

- Would you still like all Supervised Recruitment correspondence sent to the individuals listed on ETA Form 9089? Did you confirm that the current e-mail addresses for the listed employer and attorney or agent (if applicable) on the ETA Form 9089 are still correct?
- Did you include the case number in the subject reference line?
 - ✓ If not, this may delay the processing of your labor certification application.



Compliance Processing Tips, Continued

- Did you submit your recruitment report?
 - ✓ The recruitment report must be submitted within 30 days with all supporting documentation unless an extension request has been requested and approved.



Compliance Processing Tips, Continued

- Did you request a timely extension prior to the due date of your correspondence request?
 - ✓ Per 20 CFR § 656.21(g) the “Certifying Officer in his or her discretion, for good cause shown, may provide one extension to any request for documentation or information.”



Compliance Processing Tips, Continued

- Did you supply the Certifying Officer with the required documentation or information within the specified date of the request?
 - ✓ If not, the application may be denied per 20 CFR § 656.21(f).
- If you are requesting a withdrawal of your application, did you submit the request in writing to sr.processing@dol.gov?



Section IV

Source

Documentation Methods



Three Types of Source Documentation Methods

- The “New” Preferred Method:
PERM Online System Upload Documents
- Email
- U.S. Postal Mail



Submission Instructions

Preferred Method – Upload into PERM Online System:

- Decreases labor certification application processing time;
- Reduces stakeholder carrier costs (e.g., USPS, UPS, FedEx, etc.); and
- Supports stakeholder initiatives (i.e., usage of technology that is efficient and “user-friendly.”).



Submission Instructions, Continued

- Employer must be logged into PERM Online System
- Select 'MY APPLICATIONS' tab
 - Select "UPLOAD DOCUMENTS" sub-tab

Enter or check the case number (if displayed) that you wish to upload documents. NOTE: Documents can be uploaded up to 30 days past final decision d

Upload Documents	
ETA Case Number:	<input type="text"/>
	<input type="button" value="Search"/>



Submission Instructions, Continued

- Enter the case number for the applicable application in the “ETA Case Number” field and left click on “Search.”

A horizontal navigation menu with a light blue background. It contains several buttons: "HOME", "MY APPLICATIONS", "MY PROFILE", "EMPLOYER DATA", and "USER ACCOUNTS". Below these buttons is a secondary row of buttons: "CREATE CASE", "SEARCH CASES", "WITHDRAW CASES", "SEARCH INCOMPLETE CASES", and "UPLOAD DOCUMENTS". A red arrow points from the "SEARCH" instruction in the list above to the "SEARCH CASES" button.

Enter or check the case number (if displayed) that you wish to upload documents. NOTE: Documents can be uploaded up to 30 days past final decision date.

A screenshot of a web form titled "Upload Documents". The form has a blue header bar with the title. Below the header, there is a label "ETA Case Number:" followed by a text input field containing the value "A-18043-42507". To the right of the input field is a grey button labeled "Search". A red arrow points from the "SEARCH" instruction in the list above to the "Search" button.



Submission Instructions, Continued

Search Cases		
ETA Case Number:	<input type="text" value="A-18043-42507"/>	<input type="button" value="Search"/>
		Advanced Search

[Print Search Result](#)

<u>ETA Case Number</u>	<u>Date Prepared</u>	<u>Status</u>
A-18043-42507	02/12/2018	In Process
A total of 1 record(s) were found.		

- Left click on the case number hyperlink



Submission Instructions, Continued

Similar screen will appear:

HOME	MY APPLICATIONS	MY PROFILE	EMPLOYER DATA	USER ACCOUNTS
CREATE CASE	SEARCH CASES	WITHDRAW CASES	SEARCH INCOMPLETE CASES	UPLOAD DOCUMENTS

Upload Documents: A-18043-42507

Select Browse to search for files. Click upload to complete uploading files. Only (.pdf), (.doc, .docx) and (.txt) files are supported.

The maximum size limit for saving any one uploaded document(s) is 30MB. Please consider separating document(s) that exceed (or seem to exceed if the exact size is not known) the 30MB limit into two or more document upload and save events to avoid lost information. Selectable document sequence option: i.e., xyz 1, xyz 2, etc., and the Note's free-text data field are provided to assist stakeholders with document upload clarity.

The Note data field provides stakeholders with a maximum of 250 characters to provide additional document upload and save clarity. When appropriate, stakeholders may provide additional information pertaining to the uploaded document to be saved, e.g., document separation sequencing, uploading notations, clarifying previous document upload and save errors involving selection of the incorrect document type, etc.

Uploaded and saved documents must pertain only to the selected case. Do not combine documents for multiple cases. If combined documents are submitted the case reviews may be delayed and/or denied for failure to follow instructions. The Note data field may not be used to explain any application issues or document content.

Upload Documents	
* Select File:	<input type="text"/> Browse...
* Category:	Choose a category <input type="button" value="v"/>
* Document Type:	<input type="text"/> <input type="button" value="v"/>
File Name:	<input type="text"/>
Note:	<input type="text"/> 250 characters remaining <input type="button" value="v"/>
<input type="button" value="Upload"/>	

<input type="checkbox"/>	Name	File Type
There are currently no unsaved attachments.		



Submission Instructions, Continued

- The employer will be provided with the following Supervised Recruitment “Document Type” options:

* Category:

* Document Type:

- Amended DAIL Response
- Amended NSR Response
- Amended RIL
- Amended RIL Response
- Collective Bargaining Agreement (CBA)
- DAC Response
- DAIL Response
- NSR Response
- Other Prevailing Wage Documents (If applicable)
- Prevailing Wage Survey
- RIL Response
- RRIL Response
- SR Extension Requests
- SR RFI Response
- SR Recruitment Report
- SR US Worker Resumes



Submission Instructions, Continued

- Click on the “Browse” button and select the file to

The screenshot shows a web form titled "Upload Documents". It contains the following fields and controls:

- Select File:** A text input field containing "H:\Supervised Recruitment - SR\RIL Response for case A-18043-42507" and a "Browse..." button. A red arrow points from this button to the "Upload" button.
- Category:** A dropdown menu with "Supervised Recruitment" selected.
- Document Type:** A dropdown menu with "RIL Response" selected.
- File Name:** A text input field containing "Response for A-18043-42507".
- Note:** A text area containing "See our response to the RIL." with a character count of "222 characters remaining".
- Upload:** A button at the bottom right of the form.

upload
into the
PERM Online
System;

- Indicate type of “Category” and “Document Type” from drop down options;
- Employer has the option of entering a “File Name” and “Note”; and
(Note: free-text data field with maximum of 250 characters).
- Left click on the “Upload” button.



Submission Instructions, Continued

- The following screen will appear after uploading a document in the PERM Online System.

Upload Documents

* Select File: Browse...

* Category: Choose a category ▼

* Document Type: Select a Document Type to upload ▼

File Name:

Note: 222 characters remaining

Upload

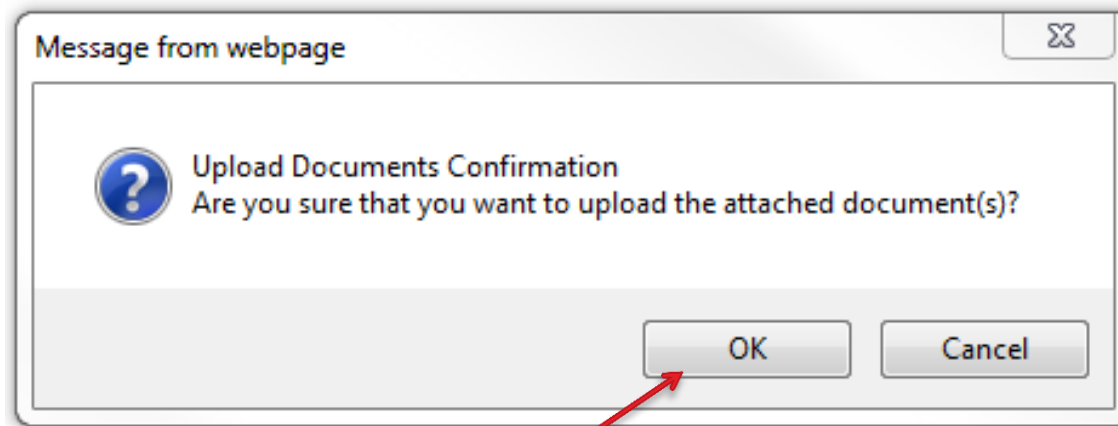
<input type="checkbox"/>	Name	File Type
<input type="checkbox"/>	RIL Response for A-18043-42507.docx	RIL Response

Delete Selected Attachments Save Cancel

- Left click on the “Save” button.



Submission Instructions, Continued



- Left click on “OK” to complete the last step in uploading the document in the PERM Online System.



Submission Instructions, Continued

- The employer will automatically be routed back to the “Upload Documents” page for the same case number.

Upload Documents	
ETA Case Number:	<input type="text" value="A-18043-42507"/> <input type="button" value="Search"/>

ETA Case Number	Date Submitted	Status	Attachments
A-18043-42507	02/12/2018	In Process	
1 record(s) found.			

- Left click on the under “Attachments” to see all documents uploaded for the application.



Submission Instructions, Continued

- The employer will be able to view a list of the documents uploaded, document type, date uploaded, any uploaded notes and the user that uploaded each document.

File Name	Document Type	Date	Upload Note	User
NSR Response for case A-18043-42507.docx	NSR Response	02/20/2018		anpctester
RIL Response for A-18043-42507.docx	RIL Response	02/20/2018	See our response to the RIL.	anpctester
RRIL Response for case A-18043-42507.docx	RRIL Response	02/20/2018	See our uploaded RRIL response for case A-18043-42507.	anpctester

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Upload Documents Process



HOME MY APPLICATIONS MY PROFILE EMPLOYER DATA USER ACCOUNTS

CREATE CASE SEARCH CASES WITHDRAW CASES SEARCH INCOMPLETE CASES UPLOAD DOCUMENTS

Enter or check the case number (if displayed) that you wish to upload documents. NOTE: Documents can be uploaded up to 30 days past final de

Upload Documents	
ETA Case Number:	<input type="text" value="A-18043-42507"/> <input type="button" value="Search"/>

ETA Case Number	Date Submitted	Status	Attachments
A-18043-42507	02/12/2018	In Process	
1 record(s) found.			

Important Notes

- Any case submitted by main account and/or any sub-accounts can be viewed.
- Selecting the Case Number link will allow the user to upload new documents to the case.
- Selecting the paperclip icon (Attachments column) will display all documents that have been uploaded to the case as of now. (Documents viewable by ANPC).

Department of Labor: PERM Program

Upload Documents Process



Upload Documents	
ETA Case Number:	<input type="text" value="A-18043-42507"/> <input type="button" value="Search"/>

ETA Case Number	Date Submitted	Status	Attachments
A-18043-42507	02/12/2018	In Process	
1 record(s) found.			

File Name	Document Type	Date	Upload Note	User
NSR Response for case A-18043-42507.docx	NSR Response	02/20/2018		anpctester
RIL Response for A-18043-42507.docx	RIL Response	02/20/2018	See our response to the RIL.	anpctester
RRIL Response for case A-18043-42507.docx	RRIL Response	02/20/2018	See our uploaded RRIL response for case A-18043-42507.	anpctester

Important Notes

- Selecting the File Name link will open the document that was uploaded to the case.
- Date column contains the date the document was uploaded.
- User column contains the username that uploaded the document.

Department of Labor: PERM Program

Upload Documents Process



Upload Documents: A-18043-42507

Select Browse to search for files. Click upload to complete uploading files. Only (.pdf), (.doc, .docx) and (.txt) files are supported.

The maximum size limit for saving any one uploaded document(s) is 30MB. Please consider separating document(s) that exceed (or seem to exceed if the exact size is not known) the 30MB limit into two or more document upload and save events to avoid lost information. Selectable document sequence options, i.e., xyz 1, xyz 2, etc., and the Note's free-text data field are provided to assist stakeholders with document upload clarity.

The Note data field provides stakeholders with a maximum of 250 characters to provide additional document upload and save clarity. When appropriate, stakeholders may provide additional information pertaining to the uploaded document to be saved, e.g., document separation sequencing, uploading notations, clarifying previous document upload and save errors involving selection of the incorrect document type, etc.

Uploaded and saved documents must pertain only to the selected case. Do not combine documents for multiple cases. If combined documents are submitted, the case reviews may be delayed and/or denied for failure to follow instructions. The Note data field may not be used to explain any application issues or document content.

A screenshot of the "Upload Documents" web form. It includes a "Select File" field with a "Browse..." button, a "Category" dropdown menu, a "Document Type" dropdown menu, a "File Name" text input field, and a "Note" text area with a "250 characters remaining" indicator. An "Upload" button is located at the bottom right of the form.

Important Notes

- Documents cannot be uploaded to a case more than 30 calendar days past the Case Decision Date. The system will display an error message if the case is past the upload deadline.
- The only document types available for upload are (.doc, docx, .pdf, and .txt).
- The system will send the Point of Contact for the case (Section D of 9089 Form) an email as soon as the document is uploaded.
- There is a 30 MB limit on each individual upload.



Submission Instructions, Continued

- The external user will receive an automatically generated e-mail from “U.S. Dept of Labor Employment & Training Administration plc.help@dol.gov” after uploading documents in PERM Online System (*copy of the e-mail will simultaneously be sent to the ANPC help desk*) acknowledging documentation uploaded in PERM Online System. Example:

This internal e-mail is to notify you that correspondence has been added to A-12345-67890. Correspondence Type uploaded:

- | | |
|---------------------|--------------------|
| - NSR Response | User Name (UserID) |
| - Draft Ad Response | User Name (UserID) |
| - RIL Response | User Name (UserID) |



Stakeholder Benefits of Uploading Documents into PERM Online System:

- Promptly notifies of successful upload in PERM Online System, ability to upload each section under the respective drop-down option;
- Reduces cost to stakeholders;
- Enhances efficiency of process of submitting labor certification application documentation;
- Expedites review of PERM applications by connecting the responsive documents directly to the application; and
- Ensures accuracy, integrity and receipt of submitted information for the respective labor certification application.



PERM Online System Upload Requirement Reminders:

- **Size**: the maximum size limit for saving a single uploaded document is 30MB; and
- **Sorting**: Recommend separating all document(s) that exceed (or appear to exceed if the exact size is not known) the 30MB maximum limit as two or more documents.
- For example:
 - Case A-12345-67890 RIL Response, Part 1 of 2
 - Case A-12345-67890 RIL Response, Part 2 of 2



Email Submission

- No cost associated with e-mailing documentation
 - ✓ Via e-mail at sr.processing@dol.gov
- Delayed acknowledgement of documentation received
- Delayed receipt of and processing documentation
- Maximum email submission capability of 20MB per document



U.S. Postal Mail

- Resources and costs associated with sending documents via regular postal mail (or via FedEx, UPS, certified mail, etc.) to ANPC

U.S. Department of Labor
Employment and Training Administration
Office of Foreign Labor Certification
Atlanta National Processing Center
Attention: Supervised Recruitment
P.O. Box 56625
Atlanta, GA 30343

- Delayed receipt of and processing documentation
- No confirmation of receipt
- Slowest processing method



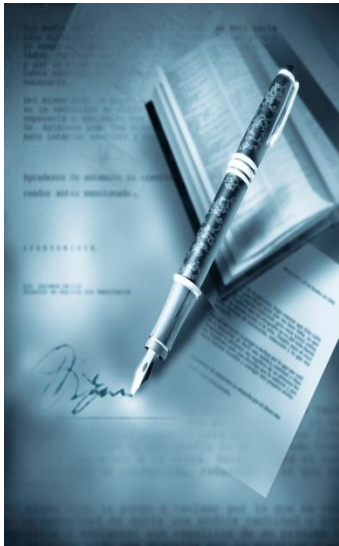
Section V

Extension Requests



Extension Requests:

- Specify amount of extra time requested;
- Specify the reason(s) why the extension is needed;
- Provide documentation supporting the reason(s) for an extension request (documentation is requested and not required; it can assist in determining if extension will be approved);
- Avoid submitting a request for an extension immediately preceding the deadline; and
- Upload extension request to the PERM Online System for faster response.



Section VI

Request for Information



Supervised Recruitment Request for Information:

- Typically issued with a 15-day, 7-day, or 5-day deadline to expedite processing of applications; however, extensions are considered if requested timely;
- Respond to all requested information;
- If information or documentation is not available, indicate in response and explain why; and
- Upload the respective request for information response into the PERM Online System for a faster response.



Reasons for Request for Information, Continued

Area	Review
<p>Business Necessity</p> <p>Other (i.e., applicable and/or required during the assessment and processing of the Supervised Recruitment case.</p>	<p>Review whether the requirements are normal to the job opportunity and whether business necessity is required.</p> <p>(e.g., Clarification of any conflicting, unclear, and/or incomplete information).</p>



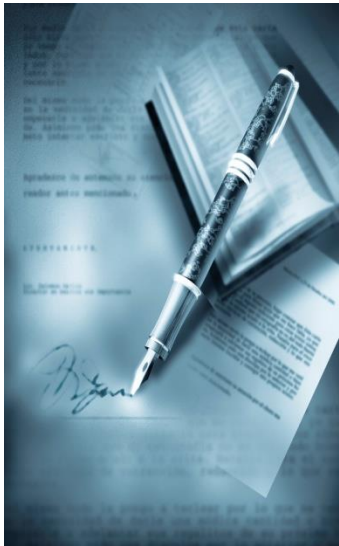
Reasons for Request for Information, Continued

Area	Review
Prevailing Wage (other than OES)	Review whether the existing prevailing wage on the ETA Form 9089 has expired, or for a prevailing wage update prior to the issuance of a NSR.



Reasons for Request for Information, Continued

Area	Review
Affidavits and other supporting documentation	Review whether the affidavits and other documentation provided by the employer are acceptable.



Section VII

What's New in Supervised Recruitment?



Batch Consolidation

Batch Consolidation Approval Overview:

- Group of cases assigned a specific job reference number to identify them for the processes to follow;
- Job reference number will be used for all letters / stages of Supervised Recruitment until the time for the recruitment report;
- Each consolidation case will receive an individual RRIL; and
- Cases will be separately processed for adjudication upon receipt of the individual recruitment report.



How Does Batch Consolidation Occur?

- Occurs during the initial induction phase of Supervised Recruitment;
- Multiple identical cases can be consolidated per employer on the front end without an employer request;
- Benefits all phases from the NSR through Active Recruitment; and
- The Certifying Officer determines the number of cases in each consolidation.



Batch Consolidation

Important Note: The fields listed below must match verbatim the information listed on the ETA Form 9089, before a “Consolidation or Batch Consolidation” is approved or issued by the Certifying Officer.

- Employer’s name
- Location
- Occupation title
- SOC code
- SOC level
- Offered wage
- Alternative education and experience requirements
- Job description
- Job requirements
- Agent or Attorney/Law Firm
- Education



Section VIII

Resources for PERM Labor Certification Applications



How to Contact ANPC for Assistance

PERM General Program and Processing Questions, contact ANPC at:

ANPC Help Desk: plc.atlanta@dol.gov

Telephone: (404) 893-0101

Mail: U.S. Department of Labor

Office of Foreign Labor Certification

Atlanta National Processing Center

Harris Tower

233 Peachtree Street N.E., Suite 410

Atlanta, GA 30303

Check the OFLC website on regular basis for PERM updates, Frequently Asked Questions, webinar announcements, and updated forms at <http://www.foreignlaborcert.doleta.gov>.



Technical or System Issues

The employer should send an e-mail to plc.help@dol.gov (*not the ANPC help desk*) if experiencing any technical or system (PERM Online System) issues. Include in the e-mail:

- A detailed explanation of the problem;
- Urgency of the request; and
- Contact name and phone number of the person to call in case additional information is needed.

Important Note: An experienced USDOL representative will respond to the employer or the authorized attorney/agent via e-mail or telephone.

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Go to <http://icert.doleta.gov> click on “Processing Times”

Processing Times

Processing Queue	Request Date
H-1B	January 2017
H-2B	March 2017
PERM	January 2017
Submission Date	
Redeterminations	H-1B - January 2017 PERM - January 2017
Center Director Reviews	PERM / H-1B- February 2017 H-2B - March 2017

PERM Processing Times (as of 3/31/2017)

Processing Queue	Priority Dates	
	Month	Year
Analyst Review	January	2017
Audit Review	August	2016
Reconsideration Requests to the CO	February	2017

The Analyst Review and Audit dates posted on iCERT above reflect the month and year in which cases were filed that are now being adjudicated at the Atlanta National Processing Center. *The Reconsideration Request to the CO dates posted on iCERT above reflect the month and year in which cases that are now being reviewed at the Atlanta National Processing Center were appealed. For various reasons, we may be completing the processing of applications filed prior to the month posted on iCERT. If your application was filed more than 3 months prior to the month posted, you may contact our Helpdesk for a status on the application at plc.atlanta@dol.gov.

Determinations	Average Number of Days to Process PERM Applications	
	Month	Calendar Days
Analyst Review	March 2017	78
Audit Review	March 2017	234

The Analyst Review and Audit Review determination processing times on iCERT above reflect the amount of time to process applications for the month. The actual processing time for each employer PERM application may vary from the average depending on the material facts and circumstances. OFLC is only reporting the average processing time for all PERM applications for the most recent month.

Department of Labor: PERM Program



Visit the OFLC website and “Subscribe” for e-mail updates at <http://www.foreignlaborcert.doleta.gov>.

The screenshot shows the homepage of the Office of Foreign Labor Certification (OFLC). At the top is a red navigation bar with the Department of Labor logo and text: "UNITED STATES DEPARTMENT OF LABOR Employment & Training Administration". Navigation links include "A to Z", "Site Map", "FAQs", "Forms", "About DOL", "Contact Us", and "Español". A search bar is present with the text "Enter Search Term" and a "Search" button. Below the navigation bar are several menu items: "ETA Home", "Find Job & Career Info", "Business & Industry", "Workforce Professionals", "Grants & Contracts", "TAA Program", "Foreign Labor Certification", "Performance & Results", and "Regions & States".

The main content area features a banner for the "Office of Foreign Labor Certification" with the tagline "Helping U.S. employers fill jobs while protecting U.S. and foreign workers". Below the banner are buttons for "H-2A", "H-2B", "H-1B", "PERM", and "Prevailing Wage Determinations".

There are two main interactive sections:

- I Want To...:** A dropdown menu with "Select an Option" and a "GO" button.
- Performance Data:** A map of the United States with an arrow pointing to a state, and a "Click Here" button.

Below these is an "E-Mail Updates" section with the text "Type your e-mail address into the box then click on 'Subscribe' to receive OFLC updates." and a form with "Enter E-mail Address" and "Subscribe" buttons.

The "Announcements" section features a date stamp "APR 18" and the text: "Apr 18, 2017. FY 2017 Q2 Cumulative Disclosure Data. The OFLC PERM, H-2A, H-2B, Prevailing Wage, and H-1B program disclosure data files for Quarter 2 of FY 2017 are now available. Click [here](#) to access the disclosure files and corresponding record layouts."

On the left side of the page, there is a sidebar with the following sections:

- Office of Foreign Labor Certification**
 - About FLC
 - OFLC Division Organization Chart
 - How do I...
 - Policies & Regulations
 - Program Debarments
 - Foreign Labor Recruiter List **NEW**
 - OFLC Performance Data
 - Contact Information
 - OFLC Help Desks
- Ombudsman Programs**
 - H-2A
 - H-2B
- Electronic Filing**
 - iCERT Online Filing System
 - H-2A and H-2B Electronic Filing Resources
 - PERM Online Filing System

Department of Labor: PERM Program



View Permanent Labor Certification FAQs, Forms, Regulations, etc. at <https://www.foreignlaborcert.doleta.gov/perm.cfm>.

The screenshot shows the website's header with the DOL logo and navigation links. The main content area features a blue banner for 'Foreign Labor Certification' with the tagline 'Helping U.S. employers fill jobs while protecting U.S. and foreign workers'. Below this is a 'Permanent Labor Certification' section with a 'Helpful Links' grid. A yellow arrow points to the 'PERM Webinars' link in the grid.

UNITED STATES DEPARTMENT OF LABOR
Employment & Training Administration

A to Z | Site Map | FAQs | Forms | About DOL | Contact Us | Español

Enter Search Term Search

ETA Home Find Job & Career Info Business & Industry Workforce Professionals Grants & Contracts TAA Program Foreign Labor Certification Performance & Results Regions & States

ETA Home > Foreign Labor Certification > Permanent Labor Certification

Office of Foreign Labor Certification

- About FLC
- OFLC Division Organization Chart
- How do I...
- Policies & Regulations
- Program Debarments
- Foreign Labor Recruiter List **NEW**
- OFLC Performance Data
- Contact Information
- OFLC Help Desks

Ombudsman Programs

- H-2A
- H-2B

Electronic Filing

- iCERT Online Filing System
 - H-2A and H-2B Electronic Filing Resources
- PERM Online Filing System

Foreign Labor Certification
Helping U.S. employers fill jobs while protecting U.S. and foreign workers

Permanent Labor Certification

Helpful Links

Frequently Asked Questions	Appendix A Professional Occupations
Forms and Case Management System	Schedule A Occupations
Regulations	Program Debarments
Wage and Survey Information	Contact Us
Disclosure Data	Additional Resources
	PERM Webinars

On This Page
Quick Links