



We work closely with federal and state governments on behalf of US employers seeking to connect with **global talent** through legally compliant and ethically managed programs.

We offer two distinct services: seasonal and permanent **workforce talent solutions** for both skilled and unskilled roles, and **cultural exchange programs** that foster international learning and development opportunities.

Our **end-to-end support** helps businesses stay competitive while contributing to cultural and professional growth.

WORKFORCE SOLUTIONS

SKILLED

- H1-B:** Highly skilled workers in specialty occupations requiring advanced degrees or technical expertise for long-term but non-permanent roles.

**E-3:** Australian professionals for specialty occupations requiring a U.S. bachelor’s degree or equivalent.
- TN:** College-educated professionals from Canada or Mexico eligible for fast-tracked employment in approved skilled occupations under NAFTA/USMCA.

**O-1:** Individuals with extraordinary ability or achievement in fields such as science, arts, education, business, or athletics for specialized roles.

UNSKILLED

- EB-3:** Permanent, full-time workers that support long-term business needs.
- H-2B:** Seasonal, temporary workers in non-agricultural roles that provide support during peak demand periods.

CULTURAL EXCHANGE

- J-1 Interns & Trainees:** International students and young professionals gaining hands-on experience through short-term, structured training and cultural exchange programs.
- J-1 Teachers:** Experienced international educators teaching in U.S. primary or secondary schools while promoting cultural understanding in the classroom and community.

99% visa approval rate

3K+ workers placed annually

96% worker retention rate

Services

Candidate prescreening, interview scheduling, visa documentation and process management, coordinating embassy appointments, arrival management, relocation support (when applicable), and more!



From enabling strategic workforce planning to fostering meaningful cultural exchange opportunities, BDV has helped over **400 employers** unlock their full potential through international talent partnerships.

GET IN TOUCH TO LEARN HOW YOU CAN BUILD A STRONGER FUTURE AND CREATE INTERNATIONAL CONNECTIONS THAT MAKE A DIFFERENCE!