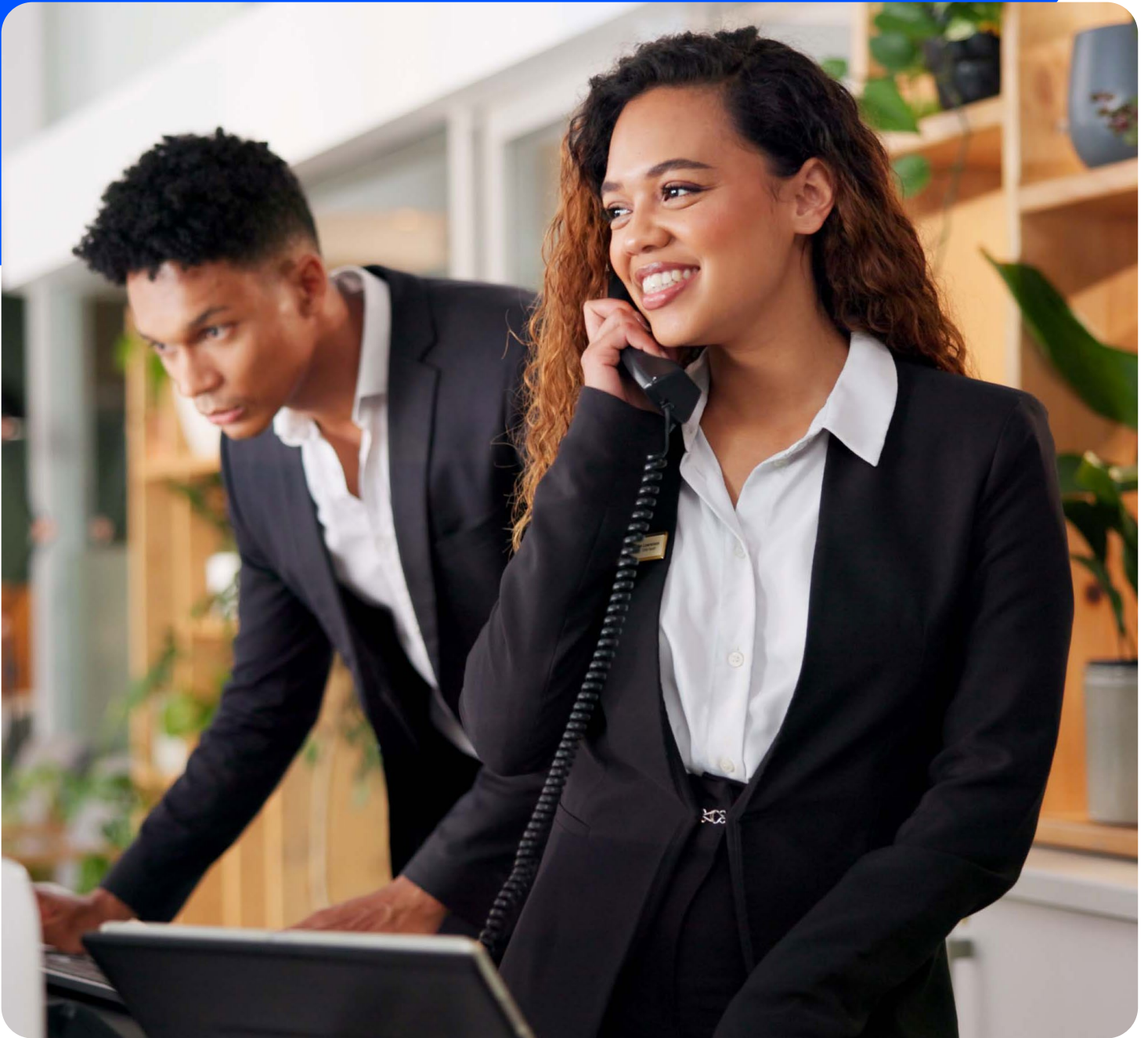




International Talent Toolkit for Hospitality Operations

**Build Comprehensive Solutions Through
Strategic Global Talent Programs**

A practical handbook for hospitality leaders implementing integrated international talent strategies.

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Introduction



From Talent Challenges to Strategic Advantage

When your international talent programs are well-designed and well-supported, they create measurable value for your hospitality operation. They transform challenges into competitive advantages and build the foundation that enables consistent operational excellence and guest satisfaction.

Too often, hospitality organizations approach global talent placement as primarily a compliance exercise or emergency solution. Visas are processed, candidates arrive, basic orientation is provided, and the rest is left to chance. This approach misses the

transformative potential of strategic international talent development.



The difference between just compliant programs and transformative ones lies in intentional design. Meaningful strategies require thoughtful planning and clear objectives that benefit both global talent and your organization.

Whether you're implementing international talent programs for the first time or refining existing approaches, this toolkit will help you build something

exceptional: comprehensive talent solutions that deliver organizational stability and operational excellence through strategic use of permanent workers and seasonal capacity. And cultural exchange that provides a competitive advantage through increased global competence and fresh insights.

International Talent Options

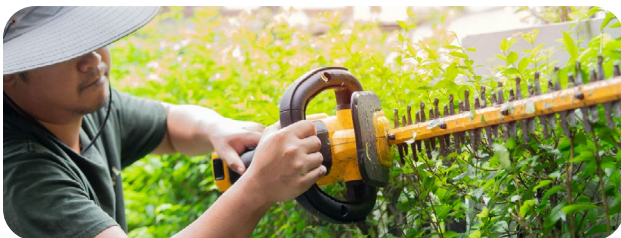
Three distinct visa programs form the foundation of a comprehensive international talent strategy. Each serves a different purpose, and the most successful hospitality organizations understand how to use them simultaneously.

International Talent Options



EB-3 Other Worker Permanent Roles

Provides long-term workforce stability for essential full-time hospitality roles. These international workers pursue permanent U.S. residence, offering exceptional retention and commitment levels.



H-2B Seasonal Roles

Delivers reliable capacity during peak demand periods. These workers address seasonal or temporary staffing challenges with predictable availability, enabling peak performance during your most critical revenue periods.



J-1 Cultural Exchange Visitors Intern and Trainees Programs

Enhances guest experiences and team development through authentic global perspectives. Participants bring cultural competency, language skills, and international hospitality insights that differentiate your property while pursuing structured professional development and cultural learning objectives.

Note: J-1 is an umbrella visa with multiple program categories. This toolkit focuses specifically on J-1 Intern and Trainee programs in hospitality. The J-1 Intern and Trainee programs are not a workforce program and are not intended to address labor shortages.

The Strategic Integration Advantage

The most successful hospitality organizations can integrate all three programs to create comprehensive strategies that address different organizational needs while supporting overall business objectives.

These programs may be coordinated operationally, but they must remain legally distinct. EB-3 and H-2B address employment needs under separate rules. J-1 Intern/Trainee programs must remain structured training and cultural exchange programs and may not be used as staffing substitutes.

Integrated Talent Strategy Benefits

- Comprehensive organizational coverage across permanent, seasonal, and specialized needs
- Enhanced guest service capabilities through cultural diversity and global perspectives
- Operational flexibility that adapts to changing

business conditions and market demands

- Competitive differentiation through superior service delivery and workforce stability
- Cost optimization through reduced turnover, improved productivity, and strategic capacity management with workforce programs

How to Use This Toolkit

Each of the three main sections that follow covers one visa category in depth: eligibility and program design, integration and onboarding, compliance requirements, and supervisor best practices. A concluding section ties the programs together into a unified strategic framework.

The information in this toolkit does not constitute legal advice. Please see the legal disclaimer at the end of this document.



01

EB-3 Other Worker Visa: Permanent Roles



EB-3 Program Overview

The EB-3 Other Worker Visa is the foundation of long-term workforce stability. These permanent residence visas address chronic staffing shortages in essential permanent roles, placing motivated international

workers in positions where domestic recruitment consistently falls short. The timeline is long, typically three to five years from start to arrival, but the retention and commitment levels are exceptional.



Ideal Positions



Housekeeping Operations

room attendants,
laundry workers,
supply support



Food and Beverage

line cooks, prep
cooks, restaurant
support staff



Maintenance and Engineering

general maintenance,
groundskeeping,
facilities support



Guest Services

front desk associates,
guest relations,
support services



Strategic Value

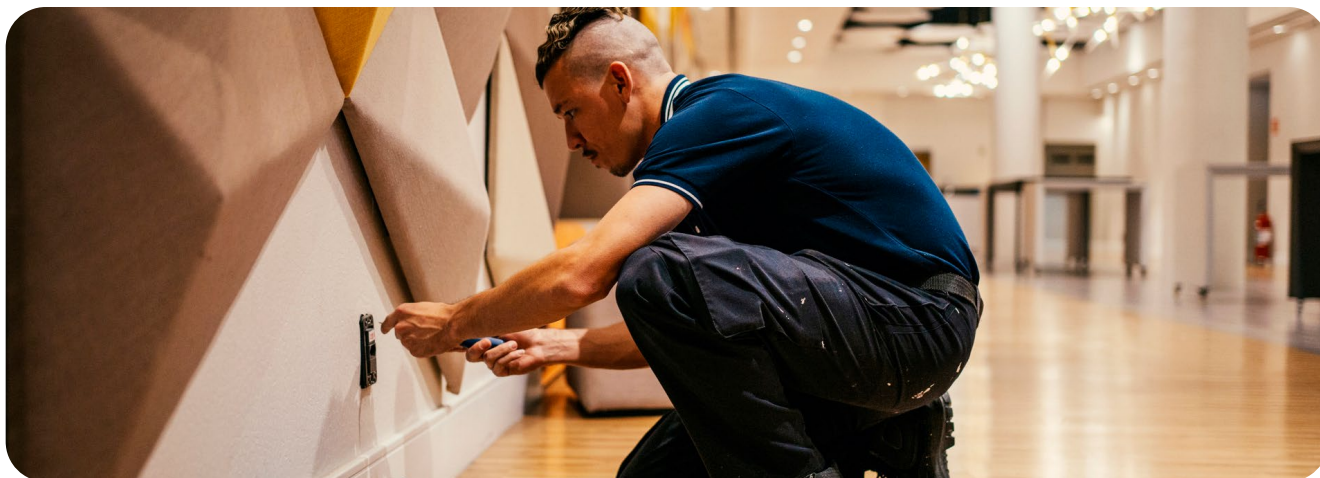
- Fill high-turnover positions with motivated talent committed to long-term success
- Build institutional knowledge and operational expertise that multiplies over time
- Reduce recruitment and training costs through exceptional retention

EB-3 Program Design and Compliance

EB-3 programs require compliance management that runs throughout the entire employment period. Permanent labor certification (PERM) compliance is role specific. Once issued, you cannot materially

alter the sponsored position, duties, worksite, wage, schedule, minimum requirements, or employment terms without immigration counsel review. Changes may require new analysis, amendment, refiling, or other corrective action.

Employment Terms Maintenance



- ☐ **Job description consistency:** ensure actual position duties align with PERM-certified job requirements
- ☐ **Prevailing wage compliance:** pay at least the Department of Labor (DOL)-determined wage for the position and location
- ☐ **Working conditions preservation:** maintain employment terms and conditions specified in labor certification
- ☐ **Material change assessment:** evaluate and document any significant changes to employment terms or business operations
- ☐ **Recruitment record preservation:** maintain complete files of domestic recruitment efforts and applicant dispositions
- ☐ **Wage payment verification:** detailed payroll records demonstrating prevailing wage compliance

Petition Validity Preservation

- ☐ **Employer eligibility maintenance:** continued financial capacity and operational legitimacy
- ☐ **Employment relationship continuity:** worker remains employed in certified position or substantially similar role
- ☐ **Supporting documentation updates:** current business and financial information supporting ongoing petition validity
- ☐ **Amendment consideration:** assess whether changes require petition modifications or new applications

Ability to Pay

Maintain documentation supporting the employer's continuing ability to pay the offered wage from the priority date onward, including payroll records, tax records, financial statements, or other approved evidence.



Compliance Monitoring Schedule

Compliance Area	Key Requirements
Wage Compliance (every pay period)	Prevailing wage minimum; detailed payroll documentation
Job Duties Review (quarterly)	Alignment with PERM-certified position requirements
Working Conditions (ongoing)	Maintenance of certified employment terms and conditions
Record Keeping (continuous)	Complete documentation preservation and organization
Performance Management (regular intervals)	Review job performance and document contributions

EB-3 Integration and Onboarding

EB-3 workers are making a permanent life transition. Integration support that addresses community

establishment, long-term financial planning, and family needs directly impacts performance and retention.

Housing and Community Integration

- ☐ **Permanent housing assistance:** support for finding stable, long-term housing appropriate for potential family growth
- ☐ **Homeownership guidance:** information about mortgage qualification, home buying process, and community selection position or substantially similar role

- ☐ **Family integration support:** resources for spouses and children including school systems, healthcare, and community activities
- ☐ **Community establishment:** assistance with building lasting community connections and social networks

Financial Planning Support

- **Banking and financial services:** support for opening accounts and understanding U.S. financial systems
- **Credit development guidance:** building credit history and accessing financial services
- **Tax compliance support:** resources for understanding tax obligations and maximizing legal benefits

- **Investment and retirement planning:** resources for building long-term financial security in the United States
- **Family financial planning:** support for managing family needs including education, healthcare, and housing



Universal Integration Timeline

Stage	Actions and Focus Areas
Pre-Arrival	Team briefing, workspace preparation, mentor assignment, workforce audit and planning
Day 1	Welcome, orientation, safety training, documentation, role discussion
Days 2–5	Job training, team integration, performance expectations, training and adaptation
Week 2	Performance check-in, cultural adaptation assessment, training check-in
Month 1	Full integration evaluation, program adjustment, integration check-in



Supervisor Best Practices for EB-3 Workers

EB-3 workers are building careers. Supervisors who invest in them create the institutional knowledge and loyalty that make EB-3 programs genuinely transformative.

Long-Term Development Focus

- **Skill development and training:** training and certification opportunities equal to those offered to domestic workers
- **Institutional knowledge building:** recognize and document growing expertise and contribution over time
- **Cross-departmental exposure:** provide experience in multiple operational areas to build comprehensive hospitality knowledge

Cultural Intelligence for EB-3 Supervision

- **Cultural assumption recognition:** understand your own biases about communication, hierarchy, and performance
- **Communication style flexibility:** adapt supervision approaches while maintaining clear expectations

- **Feedback approach variation:** adjust delivery for cultural effectiveness without compromising performance standards
- **Family and personal considerations:** understand how cultural obligations may affect work performance and plan accordingly

Performance Documentation

- ☐ **Achievement tracking:** document progress, contributions, and performance improvements
- ☐ **Cultural competency development:** record contributions to team cultural intelligence and guest service
- ☐ **Performance evaluation documentation:** regular assessment records that support continued employment and petition validity



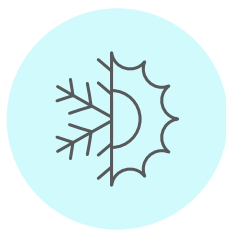
02

H-2B: Seasonal or Temporary Roles



H-2B Program Overview

The H-2B visa delivers reliable capacity when your business needs it most. These temporary, non-agricultural workers address seasonal or temporary staffing challenges with predictable availability, enabling peak performance during your highest revenue periods.



Plan six to eight months in advance. The H-2B program is subject to an annual cap of 66,000 visas split between two seasons (October 1 through March 31, and April 1 through September 30). In some years, supplemental visas have been made available beyond the statutory cap, but these are never guaranteed. Building strong relationships with workers over multiple seasons positions you well when supplemental visas become available.

Ideal Positions



Resort Operations

seasonal housekeeping, food service, groundskeeping, guest services



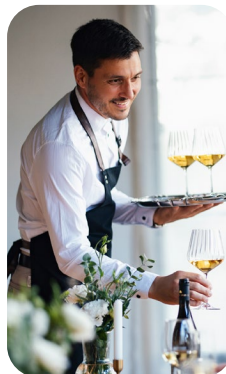
Event-Driven Properties

convention support, banquet staff, seasonal maintenance



Recreational Facilities

pool attendants, activities coordination, seasonal dining



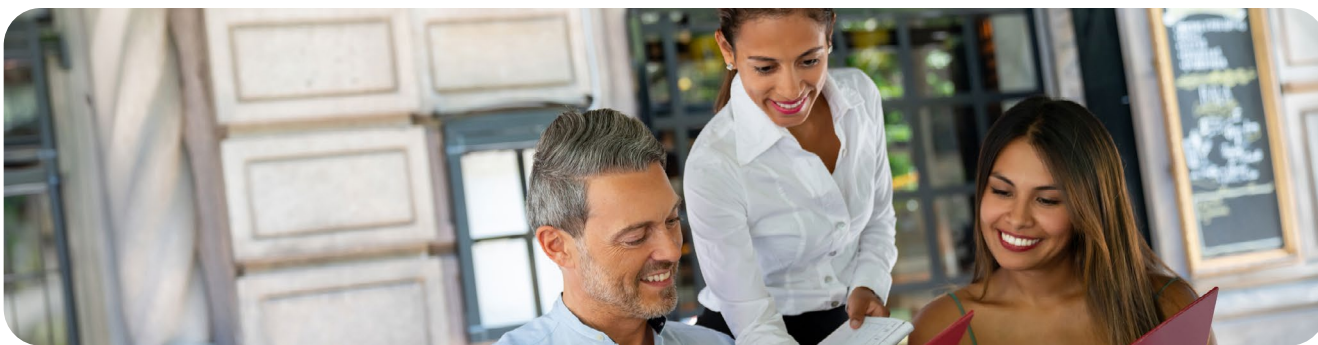
Holiday and Special Periods

additional capacity for predictable demand surges



Landscaping

spring and summer groundskeeping, winter snow removal



Strategic Value

- Ensure reliable capacity during critical revenue periods
- Maintain service quality when local labor markets cannot meet demand
- Build possible returning worker relationships that improve efficiency over time
- Enable confident business planning and guest commitments during peak periods

H-2B Program Design and Compliance

H-2B programs require intensive



compliance management during temporary employment periods with specific obligations for worker welfare and program integrity.

Extensions and Tenure Limits

H-2B does not include a returning worker exemption from the annual cap. Workers may be eligible for extensions beyond their initial period of stay, up to a cumulative maximum of three years, as long as they maintain continuous employment.

Returns and extensions require a new temporary labor certification and petition.

After reaching the three-year limit, workers must depart the U.S. for an uninterrupted period of three months before becoming eligible for new H-2B status. (Employers who want to bring back the same workers must complete a new labor certification and petition process.)



Labor Certification Compliance



- ☐ **Seasonal need demonstration:** continued alignment with temporary, seasonal, peak-load, or one-time occurrence requirements
- ☐ **Prevailing wage payment:** compliance with DOL wage determinations for all hours worked
- ☐ **Three-quarters guarantee:** payment for at least 75% of employment period workdays regardless of work availability
- ☐ **Working condition maintenance:** adherence to all terms and conditions specified in the approved labor certification
- ☐ **Domestic recruitment records:** complete files documenting good-faith efforts to recruit U.S. workers
- ☐ **Applicant disposition tracking:** detailed records of all U.S. applicants and lawful reasons for non-selection

Transportation and Reimbursement Compliance



- ☐ **Inbound transportation:** if a worker completes at least 50% of their contract period, the employer must reimburse their travel and meal costs from their recruitment location to the job site. Under the Fair Labor Standards Act (FLSA), the employer may be obligated to reimburse workers for their inbound travel during their first workweek if their travel costs would bring them below the Federal minimum wage.
- ☐ **Visa and processing fees:** coverage of visa fees in the first workweek, consular processing costs, and related expenses (not all fees are employer-paid under all circumstances)
- ☐ **Outbound transportation:** return transportation provision for workers completing 50% or more of employment period. If a worker leaves to join another H-2B employer on a visa extension, the current employer is not responsible for covering their travel or meal costs.
- ☐ **Documentation maintenance:** complete records of transportation costs and reimbursement provision

Housing Compliance (Optional)

Although housing is not required for H-2B, assistance with setting up seasonal workers is helpful

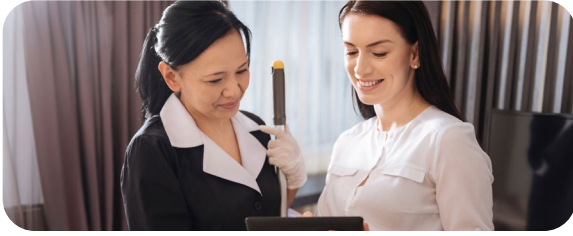
- ☐ **Code compliance verification:** regular inspections ensuring compliance with all applicable housing codes, if housing is provided
- ☐ **Fair market value pricing:** housing charges do not exceed fair market rental rates
- ☐ **Voluntary participation:** ensuring housing is not made a condition of employment
- ☐ **Emergency safety procedures:** established protocols for emergencies and safety situations



Integration and Onboarding

H-2B integration is time-sensitive. Workers arrive during or just before your peak season, and rapid productivity is essential. A well-structured onboarding program pays dividends in performance.

Rapid Integration Framework



- ☐ Rapid integration focus due to limited seasonal timeframes and immediate productivity needs
- ☐ Group housing management and community living coordination for temporary residents, if provided
- ☐ Return worker relationship building that encourages potential future season participation
- ☐ Seasonal employment timeline and peak season expectations communicated clearly on Day 1
- ☐ Departure planning and relationship maintenance between seasons

Supervisor Best Practices for H-2B Workers

The goal with H-2B workers is rapid integration and exceptional seasonal performance, while simultaneously building the relationships that make them want the opportunity to return next season.

Rapid Excellence Achievement

- **Accelerated productivity expectations:** establish clear timelines for reaching full performance during limited seasonal periods
- **Return worker development:** set performance standards and recognition that qualify workers for possible future seasons
- **Peak season contribution:** focus management attention on performance during critical operational periods
- **Efficiency and quality balance:** manage productivity expectations while maintaining service quality standards

Return Worker Development

- **Performance recognition:** acknowledge exceptional seasonal contribution formally and specifically
- **Skill enhancement:** provide the same training opportunities offered to U.S. workers
- **Off-season relationship maintenance:** stay in contact between seasons to maintain the relationship

Performance Documentation for Return Eligibility

- ☐ **Achievement tracking:** document progress and performance improvement throughout the season
- ☐ **Return worker documentation:** track performance against criteria that support possible future season opportunities
- ☐ **Departure planning:** communicate clearly about potential future opportunities before workers leave
- ☐ **Escalation procedures:** notify HR or management promptly about visa compliance concerns

03

J-1 Intern & Trainee Visas: Cultural Exchange



J-1 Program Overview

The J-1 visa is a cultural exchange program and is fundamentally different from EB-3 and H-2B. Specifically, the Intern and Trainee J-1 visa categories are not a staffing solution. Interns and Trainees in hospitality positions come to America to pursue structured professional development and cultural learning.

Critical Distinction

J-1 Intern and Trainee programs must remain structured training and cultural exchange programs. They may not be used as staffing substitutes. These programs may be coordinated operationally with EB-3 and H-2B, but they must remain distinct.

Trainees and Interns in hospitality positions can stay up to 12 months in the U.S., while Trainee programs in Assistant Management roles can stay up to 18 months.



When J-1 Intern and Trainee programs are properly designed and hosted, they create genuine competitive advantages. Participants bring cultural

competency, language skills, and international hospitality insights that differentiate your property and benefit your entire team.

Ideal Program Placements

Training plans must show rotation and include at least three phases (not including orientation)



Front Office

guest relations,
concierge services,
international guest
support



Culinary

line cook, pastry
intern, commis chef,
mise en place



Food and Beverage

cultural cuisine
expertise, international
customer service
styles, language
capabilities



Sales and Marketing

global market
insights, cultural
competency, global
perspective



Strategic Value

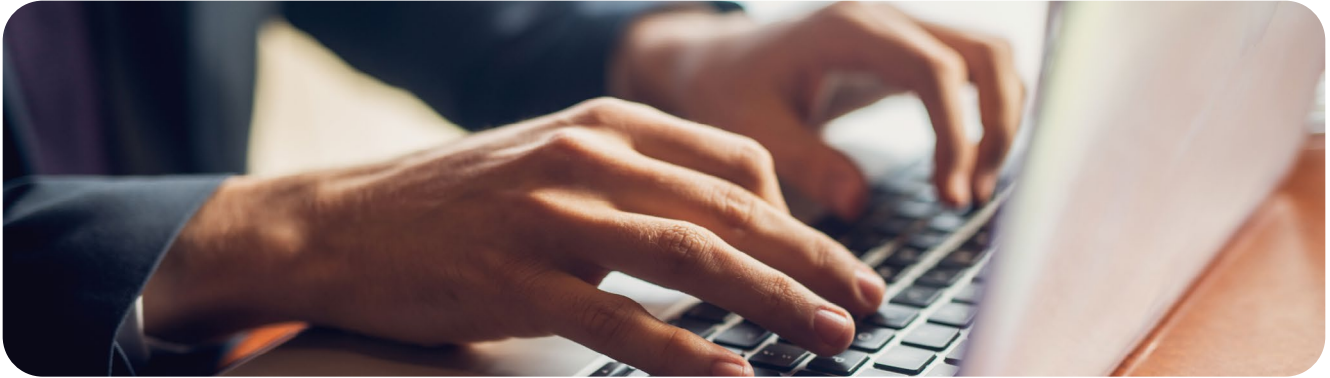
- Enhance guest experiences through authentic cultural competency and language skills
- Develop team cultural intelligence and global service capabilities
- Differentiate your property through genuine international perspectives and hospitality approaches
- Build global networks and cultural understanding that support business development

J-1 Program Design and Compliance

Availability is not guaranteed. Plan at least four

to six months in advance and work with your J-1 designated sponsor organization early.

Sponsor Organization Coordination



- ☐ **DS-2019 management:** proper maintenance of exchange visitor documentation and status
- ☐ **Program monitoring compliance:** regular oversight and evaluation of participant progress and integration
- ☐ **Reporting requirement fulfillment:** timely submission of required reports to sponsor organizations
- ☐ **Participant support provision:** adequate resources for cultural adjustment and program success
- ☐ **DS 7002 (training plan) adherence:** most deviations are not permitted, however, sponsors can approve certain modifications to training plans if compliant and properly documented

Cultural Exchange Objective Compliance

- ☐ **Cultural exchange documentation:** evidence of structured cultural learning and mutual understanding activities
- ☐ **Community engagement records:** evidence of cultural integration and community participation opportunities
- ☐ **Professional development tracking:** documentation of skill development and career enhancement activities
- ☐ **Learning objective achievement:** assessment and documentation of cultural and professional learning outcomes

Host Organization Obligations

- ☐ **Orientation program onsite provision:** comprehensive introduction to American culture and workplace practices
- ☐ **Training structure maintenance:** organized professional development with measurable outcomes and cultural components
- ☐ **Cultural activity facilitation:** regular opportunities for cultural learning and community engagement
- ☐ **Mentorship program operation:** experienced staff assigned for participant development and cultural integration

Prohibited Activity Avoidance



- ☐ **Unskilled labor limitation:** ensure participants do not perform work requiring minimal training or skill including bartending, housekeeping, and bussing.
- ☐ **Staffing substitution prevention:** programs cannot replace regular employees with exchange visitors
- ☐ **Clerical work restriction:** limit clerical duties to less than 20% of participant activities
- ☐ **Appropriate supervision:** ensure participants receive proper oversight and professional development support onsite.



J-1 Integration and Onboarding

J-1 participants need integration support beyond typical employee onboarding. Cultural exchange learning, community engagement, and professional development are all part of the program. Designing for all three from the start produces the best outcomes for participants and your organization.

Cultural Integration Focus



- ☐ **Cultural immersion orientation:** structured introduction to American workplace culture and community life
- ☐ **Host community connections:** opportunities for cultural integration through community relationships when appropriate
- ☐ **Cultural exchange activities:** organized events and experiences that promote mutual understanding
- ☐ **Professional networking:** connections that support career development and professional relationship building

Example Cultural Adjustment Timeline (Must follow the training plan schedule.)

Stage	Support Strategies
Initial Adaptation (Weeks 1–4)	Comprehensive orientation, mentor assignment, basic needs support, excitement alongside overwhelm
Cultural Learning (Weeks 4–12)	Regular check-ins, cultural activities, peer connections, growing routine development
Integration (Months 3–6)	Advanced opportunities, leadership roles, community engagement, increasing contribution
Mastery (Months 6+)	Mentorship roles, program leadership, full cultural bridge-building capacity



Supervisor Best Practices for J-1 Participants

Supervising J-1 participants requires balancing work contribution with cultural exchange and professional development objectives. The goal is mutual learning, not labor output.

Learning and Contribution Balance

- **Professional development tracking:** document skill acquisition and professional growth throughout the exchange period
- **Cultural exchange facilitation:** manage performance expectations in a way that supports both work contribution and cultural learning
- **Mutual learning promotion:** recognize and celebrate participant contributions to team development and organizational cultural competency
- **Global competency development:** support participants in building cross-cultural professional skills they will carry home

Structured Cultural Exchange Activities

- **Cultural sharing sessions:** create regular opportunities for participants to share their backgrounds and perspectives
- **Team cultural competency training:** develop existing teams' abilities to work effectively with global colleagues

- **Guest service enhancement:** leverage participants' cultural knowledge to improve service for international and domestic guests
- **Innovation and improvement:** encourage participants to share different approaches and best practices from their backgrounds

Alumni Network Building

J-1 participants who have excellent experiences become long-term ambassadors for your organization. Building alumni networks creates referral pipelines and global brand recognition.

Alumni Network Building

- ☐ **Professional relationship maintenance:** ongoing connections that support participants' career development
- ☐ **Referral networks:** systems that leverage alumni connections to attract quality new participants
- ☐ **Global brand ambassadors:** former participants who promote your organization in their home countries and professional networks

04

Conclusion: Building Programs Worth Repeating



Strategic Talent Integration Drives Lasting Advantage

The hospitality organizations that excel with international talent programs share a common trait: they treat global workforce development as a

strategic competitive advantage, not an administrative necessity. They attract stronger candidates, build lasting relationships and programs, and create operational excellence that transforms talent challenges into sustainable market differentiation.

The Integrated Strategy at Work

Program	Strategic Role
EB-3 (Permanent)	Year-round stability and institutional knowledge; the foundation everything else builds on
H-2B (Seasonal)	Predictable peak capacity; possible returning worker relationships that improve season over season
J-1 Intern and Trainee (Cultural Exchange)	Global perspectives and cultural competency that differentiate guest experiences and develop teams
All Three Together	Comprehensive strategy, operational flexibility, competitive advantage and cultural collaboration

What Strong International Talent Programs Have in Common

Across all three visa categories, the programs that deliver the greatest value share a consistent set of design principles.

- **Intentional design:** programs are structured around genuine objectives, not reactive to immediate vacancies
- **Whole-person support:** housing, financial guidance, cultural integration, and wellness resources are built in from the start



- **Supervisor investment:** managers are trained in cultural intelligence and visa category regulations
- **Compliance as foundation:** documentation, wage compliance, and regulatory monitoring are treated as the infrastructure that makes everything else possible
- **Relationship building:** potential return employee development, alumni networks, and referral systems are built into the program design from day one

Boosting Employer Brand and Candidate Attraction

International workers and cultural exchange participants research potential properties before committing to relocation and professional development opportunities. Reputation travels across professional networks, educational institutions, and home countries.

Programs known for genuine development opportunities, fair treatment, and comprehensive support attract motivated, high-quality participants. That quality difference multiplies over time, producing better operational outcomes, stronger retention rates, and more effective referral networks.

What Makes Programs Stand Out

- Integrated support systems that address professional development, cultural integration, and personal success
- Cultural competency and inclusion that values diverse backgrounds while building inclusive workplace environments
- Alumni success stories that demonstrate genuine commitment to long-term talent development

Visa Compliance as Competitive Foundation

Organizations with exemplary international talent compliance records operate with confidence. They build reputations that attract higher-quality global talent and develop relationships with

government agencies that facilitate program success and expansion.

Compliance violations create risk that reaches far beyond individual programs. A single significant issue can disrupt years of relationship building and operational investment. The organizations that treat compliance as a strategic priority, rather than a checklist, are the ones that sustain access to global talent through changing regulatory environments.

Measuring International Talent Strategic Value

Use these indicators to assess program health and identify opportunities for improvement.

Program Area	Key Success Indicators
Talent Attraction	Strong application pools; quality candidate or participant selection; efficient recruitment processes
Integration Success	Rapid productivity achievement; positive cultural adaptation; effective team collaboration
Performance Excellence	Productivity targets achieved; service quality enhanced; operational goals exceeded
Cultural Competency	Enhanced guest service; improved team cultural intelligence; successful exchange outcomes
Return and Alumni Success	Quality referral networks; strong alumni engagement
Operational Impact	Workforce stability achieved; competitive advantages realized; strategic objectives met
Compliance Excellence	Full regulatory compliance; positive agency relationships; successful audit outcomes
Strategic Value Creation	Competitive differentiation; market positioning enhancement; sustainable advantage

International Talent Strategy Long View

International talent programs that are designed well, supported comprehensively, and managed with cultural intelligence create advantages. Workforce stability reduces the constant cost of turnover. Cultural competency opens doors with international guests. Operational excellence, built on a stable, experienced team, becomes the foundation for growth.

The investment in program excellence returns value through reduced workforce challenges, improved operational performance, enhanced guest satisfaction, and competitive positioning that supports both immediate performance and long-term market leadership.



Ready to build international talent programs that deliver lasting competitive advantage?

The framework in this toolkit provides the foundation for developing comprehensive global strategies that create strategic opportunities for operational excellence, cultural competency, and market differentiation. Contact Vanteo today to begin establishing your international talent strategy.



About Vanteo

Vanteo serves as the parent company for a comprehensive family of brands specializing in workforce solutions, cultural exchange programs, and process management, each benefiting from our integrated approach.

Permanent Roles

BDV Solutions (BDV) operates as our EB-3 permanent residence visa specialist, focusing on long-term workforce solutions for organizations seeking to build lasting international talent partnerships. BDV handles the complex process of securing permanent residence visas for essential workers across various industries.

Seasonal Roles

Arkansas Global Connect (AGC) serves as our

H-2A and H-2B seasonal workforce specialist, providing expertise in agricultural and non-agricultural temporary worker programs. AGC is Clearview Certified for ethical recruitment and manages the seasonal talent pipeline for industries including agriculture, hospitality, landscaping, and manufacturing.

Cultural Exchange Programs

Cultural Exchange Programs represent our J-1 visa services, facilitating meaningful international learning and development opportunities through internships, traineeships, and educational exchanges. Our comprehensive portfolio of J-1 visa Department of State designated sponsors includes Global Teaching Partners (GTP), HRC International (HRC), International Teacher Exchange Services (ITES), J-1 Visa Exchanges (J1X), and TPG Cultural Exchange (TPG).



Vanteo is not a law firm, and this information should not be considered legal advice. Participation in U.S. visa programs is subject to eligibility, regulatory requirements, and government

approval. Past performance does not guarantee future outcomes. Participation in the J-1 Exchange Visitor Program is subject to sponsor approval and U.S. government regulations.