



HOST A J-1 GRADUATE VISA HOLDER

Each year Rian Immigrant Center in Boston sponsors the visa programs of up to 500 motivated and ambitious Irish students and graduates. Many employers benefit from the visa program by taking these young Irish people on internship placements in entry level roles to help them build professional and personal experiences that will benefit them as they return home.

Not located in Boston? No problem, our Exchange Visitors are sponsored to work anywhere in the United States.

WHO ARE THE J-1 GRADUATE VISA HOLDERS?

Having completed their studies at University, our Irish graduates are highly motivated and adaptable to the challenge of living and working in the United States for a year. The graduates must work within their areas of study. We place graduates in many sectors, including: IT, Computer Science, Law, Engineering, Architecture, Marketing and Advertising, HR, Finance, Communications, Journalism, Social Sciences and many others.

WHAT ARE THE BENEFITS TO HOSTS?

- Promote a diverse workforce by having an Irish intern that can bring a fresh and international perspective to your organization.
- Interns are great to use for short term projects or temporary positions.
- Interns do not need any further sponsorship or work authorization from the host organization as the Rian Immigrant Center will remain their visa sponsor.
- Our interns travel to the US with a health insurance plan already in place, so employers do not need to provide insurance to them.
- Improve your company environment by hiring an intern that showcases a high level of adaptability and the willingness to take on challenging tasks.
- Foster leadership skills among your staff by providing them an opportunity to mentor an aspiring professional in your field

HOW DOES IT WORK?

When you agree to host a J1 Intern the process is really straightforward. A training plan, a DS-7002 form, is completed by each employer outlining the duties the EV will carry out during the internship. This will include details of an initial training period, details of the specific role, and a plan for evaluations at mid point and end of the internship.

Here are the steps:

1. Either the Intern or the employer should inform Rian J1 and provide a brief description of the role, just so we can initially approve it as being suitable (i.e. match for the study area, it is paid, etc)
2. The Intern will prepare a draft of the form DS-7002, with input from the employer.
3. The Intern will send the draft DS-7002 to us and we will check it for edits, etc
4. Once approved the supervisor adds his/her electronic signature to the DS-7002 and returns it to the Intern
5. Then the Intern adds his/her electronic signature, and sends it to Rian
6. Rian sign it and upload the details to the Intern's SEVIS record (Dept of State)

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ELIGIBILITY REQUIREMENTS

- Host a J-1 Intern for minimum of 32 hours per week (full time) for up to one year
- We encourage all employers to compensate their J-1s fairly based on their education and experience.
 - The minimum pay requirement for the program is \$15/hour, but the average salary tends to be closer to the \$18-\$25/hour range depending on the industry and employer
- Provide balanced opportunity for J-1 Intern learning opportunities and contributions to the organization
- Have sufficient resources/ equipment, and trained personnel available to provide the specified training/ internship program and ongoing on-site supervision
- Conduct periodic evaluations of participants
- The role does not displace full- or part-time or temporary or permanent American workers or serve to fill a labor need
- The current guidance from the U.S. State Department requires all J-1 Interns have an in-person component to the work.
- If in the field of agriculture meets all the requirements of the Fair Labor Standards Act, as amended (29 U.S.C. 201 et seq.) and the Migrant and Seasonal Agricultural Worker Protection Act, as amended (29 U.S.C. 1801 et seq.).



WHAT ARE THE EMPLOYER'S RESPONSIBILITIES?

As per guidance from the Department of State, Rian Immigrant Center (as the visa sponsor) must check in with supervisors and exchange visitors to ensure both parties are making the most of the internship, while also complying with visa regulations.



Additionally, the current guidance from the U.S. State Department requires all J-1 Interns have an in-person component to the work. They are not allowed to work fully remotely. If your circumstances at your company change, please contact us to share an update.

We are here as a support for you and your intern, so please do reach out should you have any questions or if there are any issues. You can reach us at j1iwt@riancenter.org.

To find out more about employing a graduate, please contact Manager of Intern Placements, Phil Kirschner, at pkirschner@riancenter.org and connect with us on social media!

OTHER RESPONSIBILITIES INCLUDE:

- Contact the Sponsor at the earliest possible opportunity if the EV is not receiving the type of training delineated on the DS-7002
- Contact the Sponsor in the event of an emergency involving the EV or anything that might have an effect on that exchange visitor's health, safety, or welfare;
- Contact the Sponsor if there is a serious problem or controversy involving the EV that could be expected to bring the Department of State, the Exchange Visitor Program, or the Sponsor's exchange visitor program into notoriety or disrepute;
- Follow Sponsor procedure for evaluation of Exchange Visitor, including midpoint and concluding evaluations.
- If the employer has under 25 employees, OR under \$3 million in annual revenue, and we have not worked with the employer as a host organization before, then we may carry out a site visit to meet the employer and see the location, etc.
- A brief mid-internship evaluation and a brief end-of-internship evaluation is carried out (between the employer and the Intern). We will send the employer reminders on this.

