

YOUR WORKING CHECKLIST

H-1B: specialty occupation, LCA, registration and petition

What are the separate steps in an H-1B specialty-occupation process?

H-1B specialty-occupation review concerns both the job and the worker's qualifications. The usual employer process separates DOL labor-condition certification, any applicable cap registration, the USCIS I-129 petition, a consular visa if required and CBP admission. A selected registration or certified LCA is not an approved petition or permission to start work.

Check the boxes on screen or by hand. Use the notes area for records to find and questions to ask.

Your preparation checklist

- ☐ Describe the actual position and employing entity.
- ☐ Connect the worker's qualifications to the real duties.
- ☐ Identify the applicable LCA and cap-registration questions.
- ☐ Keep registration selection separate from the petition outcome.
- ☐ Read the current I-129 and H-1B source alerts.
- ☐ Review the actual work-authorization and start-date question separately.

Notes and questions to follow up

Source links and current instructions

Sources checked October 25, 2026. Follow current instructions at the linked institution.

USCIS: H-1B specialty occupations: job, LCA, registration and petition stages
<https://www.uscis.gov/working-in-the-united-states/h-1b-specialty-occupations>

USCIS: Form I-129: petition structure for temporary workers
<https://www.uscis.gov/i-129>

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Source links (continued)

U.S. Department of State: Temporary worker visa categories

<https://travel.state.gov/content/travel/en/us-visas/employment/temporary-worker-visas.html>

Immigrant Insider: Editorial policy and verification status

<https://immigrantinsider.com/editorial-policy/>

Return to the complete guide

<https://immigrantinsider.com/immigration-paths/work/h1b/>

General information

This free organizer is not a government form and does not submit an application, establish eligibility, preserve a deadline or replace individual legal advice. Government filing fees and professional services are separate.