

YOUR WORKING CHECKLIST

H-3 training programs: curriculum, supervision and work limits

Can an ordinary job become H-3 by calling it training?

H-3 distinguishes a structured trainee program from ordinary employment, with a separate special-education exchange framework. The proposed training needs defined objectives, supervision and an explanation of its availability abroad; productive work is not an unrestricted substitute for training.

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

Your preparation checklist

- ☐ Define the training objectives and career-abroad purpose.
- ☐ Separate classroom, supervised training and productive work.
- ☐ Identify real trainers and evaluation methods.
- ☐ Check which H-3 framework is actually proposed.

Notes and questions to follow up

Source links and current instructions

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

Office of the Federal Register / eCFR: 8 CFR 214.2: classification-specific temporary-worker requirements
<https://www.ecfr.gov/current/title-8/section-214.2>

U.S. Department of State: Temporary worker visa categories
<https://travel.state.gov/content/travel/en/us-visas/employment/temporary-worker-visas.html>

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<https://immigrantinsider.com/immigration-paths/work/h3/>

General information

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