

YOUR WORKING CHECKLIST

PERM labor certification: job requirements, recruitment and I-140

Is PERM the same as an H-1B LCA?

PERM is the Labor Department's permanent labor-certification process used in many employer-sponsored immigrant cases. It concerns a real job opportunity, prevailing wage and required recruitment; it is not the worker's Green Card application, an H-1B LCA or the later USCIS immigrant-petition decision.

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

Your preparation checklist

- ☐ Identify the genuine permanent job and worksite.
- ☐ Separate wage determination from recruitment.
- ☐ Check the applicable certification procedure.
- ☐ Keep the later I-140 and residence stages distinct.

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: 20 CFR Part 656: permanent labor certification

<https://www.ecfr.gov/current/title-20/part-656>

U.S. Department of State: Employment-based immigrant visas: process categories

<https://travel.state.gov/content/travel/en/us-visas/immigrate/employment-based-immigrant-visas.html>

Office of the Federal Register / eCFR: 8 CFR 204.5: employment-based immigrant petitions

<https://www.ecfr.gov/current/title-8/section-204.5>

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

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.