

J-1 vs. H-1B

	J-1 Scholar	H-1B Employee
Intent/Purpose	Cultural Exchange, training in field of study	Employment in a specialty occupation
Duration	Up to 5 years. Short-term Scholar: 6 months or less	Up to 6 years with some exceptions. Consult IFSS.
What is the cost to the department?	None	\$460 - \$3,765*
What are examples of appropriate UW positions?	<ul style="list-style-type: none"> • Honorary Associate or Fellow • Visiting Scientists • Visiting Faculty • Postdegree Trainee titles, such as Research Associates, Postdoctoral Fellows/Trainees, Research Interns • Academic Staff positions only when: <ul style="list-style-type: none"> ○ Terminal job only w/ no option to renew ○ Training completed waiver 	Position must be a specialty occupation that requires the theoretical and practical application of a body of highly specialized knowledge, and attainment of a bachelor's or higher degree in the specific specialty (or its equivalent) as a minimum for entry into the occupation. See the IFSS H-1B Toolkit for more information.
Is clinical work (human and/or animal) allowed?	No - observation only. See What is deemed clinical activity?	Yes. For patient care positions requiring licensure, a license must be issued prior to filing the H-1B. Additional requirements may include ECFMG certification (except Canadians) and USMLE scores.
Does a salary have to be provided from the UW?	No, J-1s can be self-funded or funded by the UW. However, if the department chooses to pay the scholar after they start their J-1 program, contact IFSS to update the J-1 program.	Yes, H-1Bs must be paid. They cannot hold \$0 appointments.
Is there a minimum wage or financial requirement?	Yes, J-1 scholars must meet UW's minimum financial requirements	Yes, as set by the US Department of Labor

Can the UW sponsor permanent residency for this person?	No. J-1 positions are not permanent employment and would not qualify for the employer sponsored type of PR applications the UW files.	Depends. Consult IFSS about employment sponsored PR options. For more information, read the IFSS PR Toolkit
Can this person file permanent residency on their own or with their own attorney?	Yes. J-1s can file a permanent residency petition on their own or with the help of a lawyer. For a partial list of lawyers, consult IFSS.	Yes. H-1Bs can file a permanent residency petition on their own or with the help of a lawyer. For a partial list of lawyers, consult IFSS.

*Fees subject to change.