

H2A Guest Worker Visa Program Cost Estimator



	Number of Workers Needed		Per Worker Estimated Average Cost		Per Expense Total	Notes
Labor Certification						
Processing Sole Employers: Application Fee	1 company fee	x	\$170.00	=	\$170.00	Flat fee per company
Processing Sole Employers: Per Worker Fee	workers	x	\$7.11	=		
Non-Immigrant Worker Petition						U.S. Customs and Immigration Service Form I-129
Filing Fee	1 company fee	x	\$880.00	=	\$880.00	Flat fee per company. Standard filing fee is \$460, however survey participants noted variables that increased this number, thus the higher filing fee.
H2A Visa Application						Fees charged by the U.S. Consulate/Embassy to process worker visa applications.
Consulate Fee	workers	x	\$189.93	=		
Border Stamp Fee	workers	x	\$6.04	=		
Agent Fees	workers	x	\$46.06	=		
Transportation to the U.S.						
Inbound (home to worksite)	workers	x	\$121.35	=		Includes transportation from the workers' home in their country to their intended worksite in the United States. Transportation method choice among most respondents was by bus.

H2A Guest Worker Visa Program Cost Estimator



Outbound (worksite to home)	workers	x	\$109.84	=		Includes transportation from the worksite in the United States to the workers' home in their home country. Transportation method choice among most respondents was by bus.
Meals and Accommodations to the U.S.						
Inbound (home to worksite)	workers	x	\$207.18	=		Includes meals during travel to the worksite in the United States from the workers' home. This expense may vary if you choose to do a per diem or an unlimited direct dollar reimbursement.
Outbound (worksite to home)	workers	x	\$21.82	=		Includes meals during travel back to the workers' home in their home country from the worksite in the United States. This expense may vary if you choose to do a per diem or an unlimited direct dollar reimbursement.
Overnight Travel to Embassy/Consulate - Secure Visa						
Inbound (home to Embassy/Consulate)	workers	x	\$60.70	=		Includes transportation and hotel stays during travel to the U.S. Consulate or Embassy in the workers' home country. This is the trip workers make to have their visa application reviewed and approved. This expense may vary if you choose to do a per diem or an unlimited direct dollar reimbursement.
Outbound (Embassy/Consulate to home)	workers	x	\$93.31	=		Includes transportation and hotel stays during travel back from the U.S. Consulate or Embassy in the workers' home country. This expense may vary if you choose to do a per diem or an unlimited direct dollar reimbursement.

H2A Guest Worker Visa Program Cost Estimator



Meals and Accommodations to Embassy/Consulate - Secure Visa						
Inbound (home to Embassy/Consulate)	workers	x	\$31.64	=		Includes meals during travel to the U.S. Consulate or Embassy in the workers' home country. This is the trip workers make to have their visa application reviewed and approved. This expense may vary if you choose to do a per diem or an unlimited direct dollar reimbursement.
Outbound (Embassy/Consulate to home)	workers	x	\$8.01	=		Includes meals during travel back from the U.S. Consulate or Embassy in the workers' home country. This expense may vary if you choose to do a per diem or an unlimited direct dollar reimbursement.
Recruitment Expenses						
Posting of positions in local newspapers	workers	x	\$12.24	=		Regulations previously required newspaper advertising of job openings to actively recruit domestic workers. Applicants are now able to post positions using online job sites and through the U.S. Department of Labor, Wage and Hour Division jobs database.
Staff time for submitting application	workers	x	\$26.21	=		Accounts for the time taken by staff within your organization to complete the application process. Tasks vary depending upon each individual business and experience using the program.
Recruitment trips for administrative staff	workers	x	\$27.85	=		Accounts for the expenses associated with travel by staff to conduct recruitment activities. Expenses may include airfare, bus fare, rental car and gas, hotel, and meals.

H2A Guest Worker Visa Program Cost Estimator



Miscellaneous additional recruitment expenses	workers	x	\$1.93	=	Additional expenses associated with recruitment activities that vary based on your organization and experience using the program.
Housing and Community Development Fees	workers	x	\$96.33	=	Currently local municipalities in California and Arizona charge worker housing-related fees. It is highly recommended that you research the local municipalities where your worker housing might be located to confirm potential fees and/or taxes.
Third-party recruitment assistance	workers	x	\$108.00	=	Third-party businesses and associations exist providing various types of support specific to using the H2A guestworker visa program. This average reflects two types of assistance provided: 1) The third-party files all applicable paperwork only and 2) The third-party files all applicable paperwork and they coordinate all worker inbound and outbound travel.
Worker Compensation					
Total wages	workers	x	\$11,082.78	=	Total wages includes hourly and/or piece rate wages, payroll taxes, health insurance, workers' compensation insurance, paid sick leave, paid time off, safety and/or performance incentive (if provided), and seasonal bonus (if provided).

H2A Guest Worker Visa Program Cost Estimator



Worker Accommodations					
Worker housing	workers	x	\$1,203.21	=	<p>This expense will vary according to your choice of accommodations for your workers. Considerations that make up this estimate include: mortgage payments on worker housing, rental payments on worker housing, wages for kitchen staff and crew housing supervisors, hard costs for portable laundry and kitchen facilities, housing utilities, housing supplies, ongoing maintenance, and incidentals such as television and internet service or sports equipment. <i>See H2A Housing Shopping List for an idea of goods that need to be purchased to appropriately furnish worker housing.</i></p>
Worker transportation	workers	x	\$196.38	=	<p>This expense will vary according to your choice of transportation for your workers. Considerations that make up this estimate include: vehicle loan payments, wages for bus drivers, auto insurance, gas for vehicles, and vehicle maintenance. This expense accounts for both work-related and off-duty travel. It also includes vehicles to transport supplies and provide service to worker housing.</p>
Meals	workers	x	\$184.97	=	<p>This expense will vary according to your choice of providing meals to your workers. Considerations that make up this estimate include: maintaining safe kitchen facilities, providing three nutritious meals daily, and wages for cooks and/or meal coordinators. <i>See H2A Housing Shopping List for an idea of goods that need to be purchased to appropriately furnish worker dining and kitchen facilities.</i></p>

H2A Guest Worker Visa Program Cost Estimator



Initial H2A program set-up expenses (one-time)						
General office/administrative expenses		workers	x	\$16.51	=	Accounts for staff time and hard expenses associated with creating the administrative infrastructure needed to manage the program effectively.
Initial housing investment						Total expense and per worker expense have intentionally been left blank. The costs provided by survey participants varied so greatly that a conservative estimate could not be provided. Investing in legally compliant housing to meet the needs of the H2A guestworker visa program will be impacted by a number of specific variables: number of workers, geography, year-round housing needs, and existing capital and resources. To use the program you can consider building new housing, renovating current properties, purchasing new or previously owned mobile housing, renting apartments, or renting hotels/motels, to name a few options. Any housing option must meet the requirements outlined in the Migrant and Seasonal Agricultural Worker Protection Act.

H2A Guest Worker Visa Program Cost Estimator



Initial transportation investment						<p>Total expense and per worker expense have intentionally been left blank. The costs provided by survey participants varied so greatly that a conservative estimate could not be provided. Investing in legally compliant transportation to meet the needs of the H2A guestworker visa program will be impacted by a number of specific variables: number of workers, year-round transportation needs, and existing capital and resources. To use the program you can consider purchasing or renting converted school buses, passenger vans, mini vans, cars and/or trucks. Third-party charter transportation services are also an option to consider. Any transportation option must meet the requirements outlined in the Migrant and Seasonal Agricultural Worker Protection Act.</p>
Ongoing H2A program maintenance expenses						
Accounting/bookkeeping services		workers	x	\$8.54	=	<p>The H2A guestworker visa program includes rigorous recordkeeping and documentation requirements, outlined in the Migrant and Seasonal Agricultural Worker Protection Act. Many of the survey participants engage third-party accounting/bookkeeping services or hire temporary or permanent staff to ensure fiscal compliance.</p>
Legal services		workers	x	\$35.19	=	<p>Given the administrative requirements of the H2A guestworker visa program, many survey participants use legal counsel to complete the application process. This is an alternative to the survey participants who use a third-party to do this work.</p>

H2A Guest Worker Visa Program Cost Estimator



Maintenance services	workers	x	\$64.72	=		The housing, transportation and other infrastructure investments of the H2A guestworker visa program necessitate ongoing maintenance and repair. This expense accounts for staff and third-party services.
Support staff	workers	x	\$87.20	=		Accounts for the staff wages needed to execute the program effectively and in compliance with all applicable regulations. This is in addition to accounting/bookkeeping, legal and maintenance expenses.
Grand Total Estimated Expense						Add all the Per Expense Totals for the Grand Total Estimated Expense

By using this tool, it is understood that the H2A Guest Worker Program Cost Estimator (Cost Estimator) provides the user with average cost data that is calculated using cost information from employers who participate in the H2A guest worker visa program. It is understood that such estimates are only estimates and are not intended as actual costs that the user should expect to pay to participate in the H2A guest worker visa program. Employers who provide costs for participation in the H2A guest worker visa program are from various geographical regions, having different costs, commodities and different applications. Therefore, it is agreed that the average costs are estimates only derived from averages that are unlikely to model the user's actual cost for using the H2A guest worker visa program. The user acknowledges that the average costs provided in the H2A Guest Worker Program Cost Estimator are not intended for the user's own situation, and the user should conduct their own investigation as to the actual costs they could be expected to have for participation in the H2A guest worker visa program. It is specifically agreed that the Cost Estimator carries with it no warranties, express or implied, for intended use, and that the Cost Estimator is only average costs provided by many employers that may or may not be applicable to the user's operations and requirements for the H2A guest worker visa program. The user shall indemnify, defend and hold harmless AgSafe, and AgSafe's successors, assigns, shareholders, officers, affiliates, employees, parents, subsidiaries (collectively AgSafe Group) from all claims, demands, fines, penalties, assessments, liabilities and expenses arising out of user's use of Cost Estimator. This indemnity includes, but is not limited to, any and all claims, demands, liabilities and expenses arising out of injury, death or damage to persons or property occurring as a result of the user's use of the H2A Guest Worker Program Cost Estimator.