



INTERNATIONAL TEACHER RECRUITMENT & RETENTION

Navigating the H-1B and the J1 Administrative
Gauntlet





THE UNIVERSITY OF ARIZONA
**TECH PARKS
ARIZONA**



Company Overview



Mission Statement

- **Stabilize K –12 classrooms** by quickly filling vacancies and retaining high-quality teachers.
- **Integrate recruitment and professional development** through a unified hire -to-thrive system.
- **Enhance teacher effectiveness** through coaching, micro -credentials, and practical AI training.
- **Equity and instructional continuity** for consistent, high -quality student learning.



CRITICAL CONCERNS

POLICY

PROCESS

In states like Arizona, 25% of teaching positions were unfilled at the start of the 2025-20 school year, forcing a reliance on fragile international recruitment pipelines.

STRATEGIC IMPERATIVE



THE SITUATION:

U.S. K-12 districts are critically dependent on international teachers to fill structural shortages

This has shifted the J-1 visa from a cultural exchange tool to an indispensable labor supply chain.

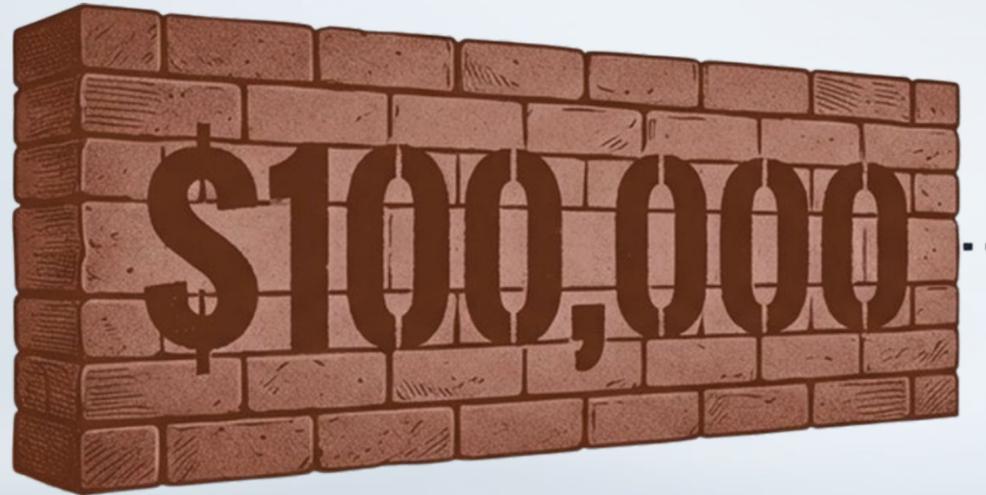


THE COMPLICATION

The new presidential proclamation imposes a high fee on new overseas H-1B hires, and making the program financially unsustainable for public schools.

The J-1 "Fraying Lifeline". The primary alternative is now crippled by visa interview freezes, intense social media vetting, and unpredictable "administrative processing" delays

THE FIRST FRONT: THE H-1B VISA BECOMES A '\$100,000 WALL'



THE MANDATE

The September 2025 Presidential Proclamation requires a \$100,000 payment for any new H-1B petition for a teacher currently outside the United States

THE IMPACT

The September 2025 Presidential Proclamation requires a \$100,000 payment for any new H-1B petition for a teacher currently outside the United States

CRITICAL EXCLUSIONS (A TEMPORARY REPRIEVE FOR CURRENT STAFF)

The fee does NOT apply to:

- In-country H-1B extensions.
- In-country H-1B transfers (from another U.S. employer).
- In-country Change of Status applications (e.g., a J1 teacher already in the U.S. moving to H-1B).

J-1 TEACHER EXCHANGE: MAJOR RISKS FOR K-12

VISA VOLATILITY & “FREEZES.”

Unpredictable consular wait times and the 2025 interview pause disrupted hiring windows.

PREDATORY FEES & EXPLOITATION

Unregulated placement charges create debt and leverage over teachers.

PROGRAM CLOCK & CONTINUITY.

Time-limited status (3+2 years; 212(e) for many) forces exits regardless of performance.

COST-OF-LIVING & HOUSING SHOCK.

High rents + no local credit history strain arrivals.

WAGE & UNION DYNAMICS.

Temporary staffing can mask root issues (pay/conditions) and dilute bargaining power.



HIRING SOLUTION

▶ Talent Pipeline:

Qualified educators already in the U.S. (F-1/OPT, J-1, and other H-1B eligible statuses).

▶ Relocation & Resettlement:

Seamless state-to-state transitions with housing and onboarding support.

▶ NAU -Powered PD & Onboarding:

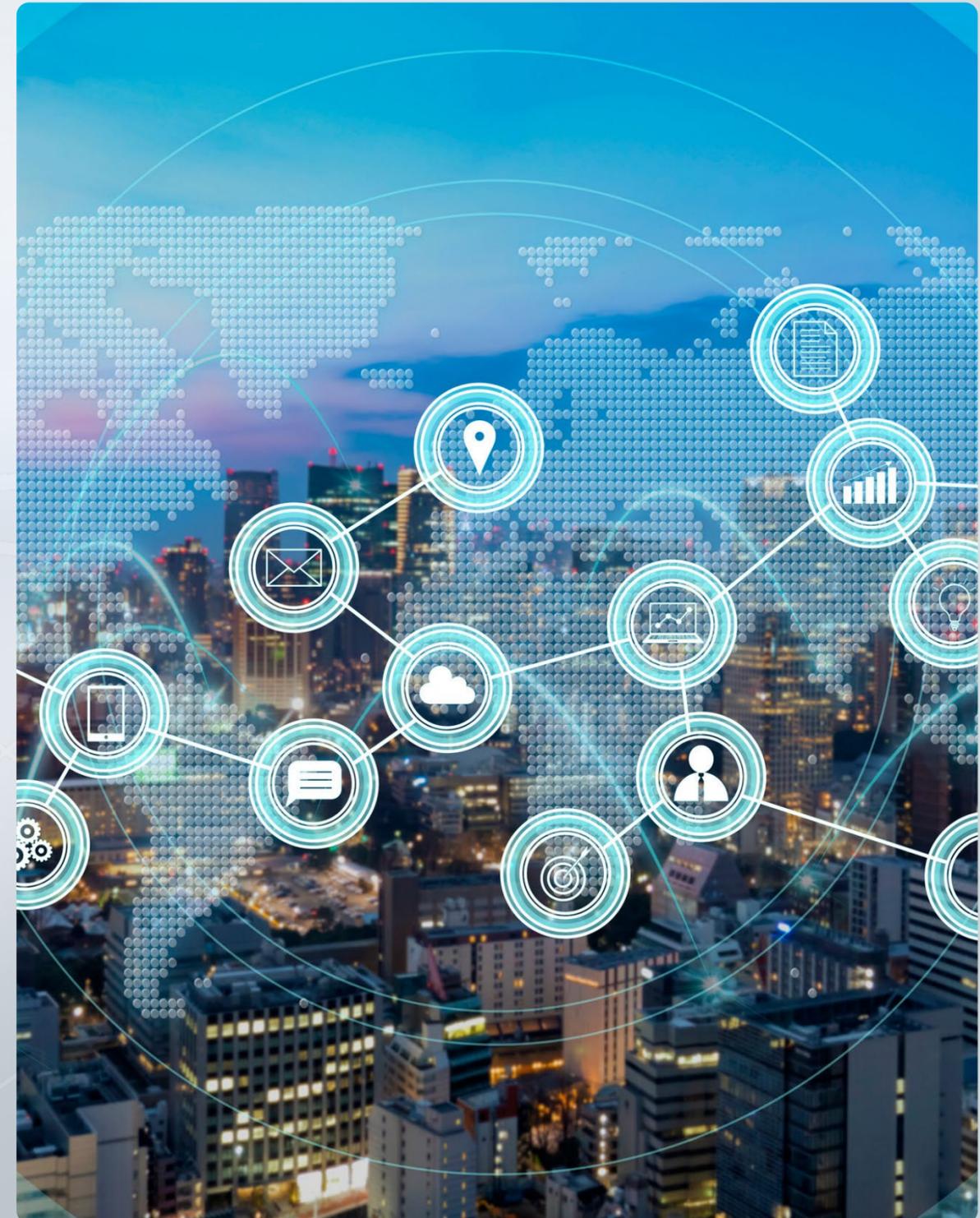
Job-embedded training to align with district culture, pacing, and priorities.

▶ Certification Reciprocity:

Streamlined, end-to-end support to secure state teaching licenses.

▶ J-1 Waiver & Status Transition:

Expert guidance for J-1 → H-1B with compliant documentation and timelines.



KEY ADVANTAGES FOR K-12 SCHOOLS

✓ Protect Instructional Time:

Fill vacancies to stabilize pacing and feedback (≈ 1 in 8 roles nationwide are unfilled/uncertified).

✓ Cut the Cost of Churn:

Turnovers are expensive—replacement can run up to $\sim \$25$ K; better matching lowers rehire spend.

✓ Faster, Compliant Hiring:

Automated screening, documentation, and onboarding \rightarrow Day-1 ready teachers, fewer lost days.

✓ Faster, Compliant Hiring:

Job-embedded onboarding, coaching, and AI proficiency (< 2 weeks) target the critical first 90 days.

✓ Equity, Targeted:

Vacancy heatmaps and retention-risk analytics focus support on highest-need campuses and roles.

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Recruitment Services

Our comprehensive services covers:

- 01 Highly Qualified Candidate Lineup with Integrated Interview Feature
- 02 Admin Support for Candidates and Clients
- 03 Background Check and State Certification
- 04 US Immigration Process with In-house Attorney
- 05 US Arrival Assistance (airport pick-up, housing arrangements, hotel accommodations, US documents, daily commute)



- 06 Professional Development
- 07 US Visa Premium Assistance
- 08 Post-Deployment Support



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Presentation Slide

