

EB-3 Visa Program Becomes the Leading Solution to U.S. Warehouse and Manufacturing Labor Shortages

EB-3 emerges as the leading strategy helping warehouses and manufacturers stabilize staffing, reduce turnover, and secure long-term labor capacity.

NY, UNITED STATES, November 25, 2025 /EINPresswire.com/ -- As labor shortages continue to disrupt operations across U.S. warehouses, distribution centers, and light-industrial manufacturing plants, staffing agencies are rapidly adopting the EB-3 visa program as a long-term workforce solution. A newly published analysis from EB3.work highlights how agencies are leveraging the EB-3 "Other Workers" category to fill essential roles that local labor markets can no longer support.



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The full analysis is available here:

<https://employer.eb3.work/how-staffing-agencies-are-using-the-eb-3-visa-program-for-solutions-to-labor-shortages-for-warehouse-and-light-industrial-manufacturing-workers/>

Labor Shortages Are Reshaping Hiring Strategies in Warehousing and Manufacturing

Across the U.S., employers report significant difficulties hiring warehouse associates, forklift operators, packers, material handlers, assembly-line workers, and production assistants. Many positions remain open for months, leading to overworked teams, reduced productivity, and higher operational costs. According to EB3.work, this labor demand is expected to rise through

2025 due to increased e-commerce volumes and continuing demographic workforce shifts.

Staffing agencies find themselves unable to supply adequate local candidates - even after increasing wages, offering bonuses, or launching aggressive recruitment campaigns. This gap between labor demand and local workforce availability is driving agencies toward immigration-based hiring programs, particularly the EB-3 visa category for unskilled workers.

How Staffing Agencies Are Using the EB-3 Program

The EB-3 "Other Workers" category allows U.S. businesses to sponsor foreign workers for permanent, full-time, non-seasonal roles requiring less than two years of training or experience. Staffing agencies use the EB-3 program to build predictable, reliable pipelines of international workers who are eager to commit long-term.

EB3.work's analysis outlines a five-step approach staffing agencies follow:

1. Workforce Needs Assessment - Identifying chronic shortages, turnover trends, and unfilled roles.
2. International Recruitment - Sourcing, screening, and matching candidates from global markets.
3. PERM Labor Certification - Demonstrating to the Department of Labor that qualified U.S. workers are unavailable.
4. Immigration Processing (I-140, Adjustment of Status, Consular Processing) - Managing all compliance steps.
5. Onboarding & Retention Support - Helping workers integrate into warehouse/manufacturing environments.

This long-term, structured pipeline is what makes EB-3 increasingly attractive for staffing agencies.

Why Staffing Agencies Prefer EB-3 Over Temporary Visa Options

Temporary worker visas often fail to meet the needs of warehouse and light-industrial employers. They are seasonal, short-term, capped, and may restrict job types. In contrast, the EB-3 visa:

- provides permanent residency (Green Card),
- significantly improves retention,
- encourages worker commitment,

- stabilizes staffing in hard-to-fill roles,
- helps employers forecast long-term labor capacity,
- reduces reliance on costly overtime and last-minute hiring.

In addition, the EB-3 program delivers measurable financial advantages for employers. Long-term workers dramatically reduce turnover-related expenses, such as repeated hiring, lost productivity, and ongoing training of short-term staff.

Employers consistently report savings when EB-3 workers stay for 12 months or longer, compared to local applicants who may leave after only a few months. This reduction in churn is a central component of the return on investment (ROI) that makes EB-3 especially attractive for warehouse and manufacturing operations.

Because EB-3 workers commit long-term, companies also spend significantly less on onboarding - one of the hidden costs that rapidly accumulates in high-turnover environments.

For staffing agencies managing multiple client accounts with chronic shortages, EB-3 is emerging as one of the only scalable, compliant immigration-based staffing solutions.

A Strategic Workforce Advantage for 2025 and Beyond

As states expand warehouse infrastructure and manufacturing reshoring accelerates, reliable labor access is becoming a competitive differentiator. Staffing agencies adopting EB-3 early are positioning themselves as long-term workforce partners - not just temporary staffing vendors.

The EB-3 program is also increasingly viewed as a financial strategy: employers achieve a more stable workforce, lower training costs, reduced downtime, and predictable labor capacity - all of which directly improve ROI. These economic gains are one of the main reasons employers are drawn to the program.

“EB-3 is no longer an alternative strategy; it has become a core workforce solution for agencies serving logistics, warehousing, and light-industrial employers,” says the EB3.work analysis. “Companies that start the process today are securing their labor supply for years to come.”

FAQ

1. What is the EB-3 visa program and how does it apply to unskilled workers?

The EB-3 visa is an employment-based immigration category granting foreign workers permanent residency for full-time, non-seasonal employment. The “Other Workers” sub-category

specifically applies to unskilled labor positions requiring less than two years of training, which includes many warehouse and light-industrial jobs.

2. Why are staffing agencies increasingly using the EB-3 program?

Agencies face severe shortages of reliable local workers and need a sustainable pipeline. EB-3 offers a long-term solution because workers who receive permanent residency are more committed and remain with employers far longer than temporary or seasonal workers.

3. What warehouse and light-industrial roles qualify for EB-3 sponsorship?

Positions such as warehouse pickers, packers, forklift operators, production-line workers, assembly assistants, and material handlers typically qualify. These roles are full-time, non-seasonal, and require minimal training - meeting EB-3 criteria.

4. How does EB-3 help solve U.S. labor shortages in warehousing and manufacturing?

The program allows agencies to recruit globally instead of relying solely on local applicants. This creates a stable workforce supply, reduces turnover, and ensures that essential roles are consistently staffed even in highly competitive labor markets.

5. What is the PERM labor certification and why is it required?

PERM is the U.S. Department of Labor process that verifies no qualified U.S. workers are available for the job. It ensures the EB-3 program is used ethically and that employers maintain compliance with federal hiring requirements.

6. How long does the EB-3 process take for unskilled workers?

Depending on country of origin and priority-date movement, processing may take 30-50 months. Though lengthy, agencies view it as a long-term investment in workforce stability.

7. What are the employer's responsibilities during EB-3 sponsorship?

Employers must pay the prevailing wage, follow PERM recruitment steps, offer full-time employment, and comply with immigration regulations. Staffing agencies often handle these processes on the employer's behalf.

8. What costs are associated with EB-3 sponsorship?

Employers typically cover legal and filing fees related to PERM and I-140 petitions. Workers may pay for medical exams, document preparation, and embassy appointments. Agencies usually provide transparent cost breakdowns.

9. How does EB-3 impact retention and workforce stability?

EB-3 workers have a pathway to permanent residency, making them significantly more motivated to remain with an employer long-term, reducing turnover and improving productivity.

10. Can small or mid-sized warehouse employers use the EB-3 program?

Yes. Smaller employers often benefit the most because they experience the highest turnover rates in entry-level roles. EB-3 provides workforce continuity that local hiring cannot match.

11. What are potential risks or challenges with EB-3 hiring?

Delays in priority-date movement, regulatory changes, or PERM audits may slow the process. However, agencies mitigate these risks through compliance planning and expert immigration support.

12. How do international candidates get selected for EB-3 roles?

Staffing agencies screen applicants for work readiness, physical ability, and reliability. Candidates undergo interviews, background checks, and medical clearance before immigration processing.

13. How does EB-3 compare to temporary visa programs?

Unlike temporary visas, EB-3 offers permanent residency, long-term workforce stability, and no seasonal limitations. Employers who require year-round staffing find EB-3 far more effective.

14. How do EB-3 workers integrate into warehouse and manufacturing environments?

Agencies typically provide orientation, onboarding assistance, and local support. Workers adapt quickly due to prior screening and training, and employers often report high reliability.

15. Will EB-3 demand continue to grow in 2025 and beyond?

Yes. Labor shortages are projected to intensify, especially in logistics and manufacturing. Agencies adopting EB-3 early position themselves for long-term competitive advantage.

About EB3.work

EB3.work provides comprehensive EB-3 workforce solutions for staffing agencies and employers in logistics, manufacturing, and warehousing. The organization specializes in PERM compliance, international recruitment, immigration processing, and long-term retention strategies.

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