

Here's a comparison table between EB-3 workers and average local workers, taking into account various factors such as wage, benefits, staff turnover, recruiting costs, and employee relations issues:

Criteria	EB-3 Worker	Average Local Worker
Hourly Wage	\$12	\$18
Annual Benefits Cost (%)	N/A	30-45%
Staff Turnover	Minimal (1.5 years stability)	High (every few months)
Recruiting Costs	Lower (due to longer stability)	Higher (frequent hiring)
Employee Relations Issues	Fewer	More common

This table showcases the economic and operational benefits of hiring EB-3 workers compared to local workers, such as lower hourly wages, reduced turnover, and fewer employee relations issues. While EB-3 workers do not typically incur additional benefits costs (marked as N/A), local workers often require a significant addition to their compensation in the form of benefits, ranging from 30-45%. The stability offered by EB-3 workers, with minimal staff turnover expected for at least 1.5 years, contrasts sharply with the frequent turnover and associated higher recruiting costs of local workers. Additionally, fewer employee relations issues with EB-3 workers can lead to a more harmonious workplace environment.

Here's the comparison of costs between hiring an EB-3 worker at \$12/hr and a local worker at \$18/hr, including the impact on annual salaries, the difference over 2 years, and the estimated additional costs associated with benefits for local workers:

- **Annual Salary for EB-3 Worker:** \$24,960
- **Annual Salary for Local Worker:** \$37,440

The difference in annual salary reflects the impact of the higher hourly wage for local workers.

- **Total Salary Difference Over 2 Years:** \$24,960

This shows the additional amount an employer would spend on salary alone for a local worker compared to an EB-3 worker over a 2-year period.

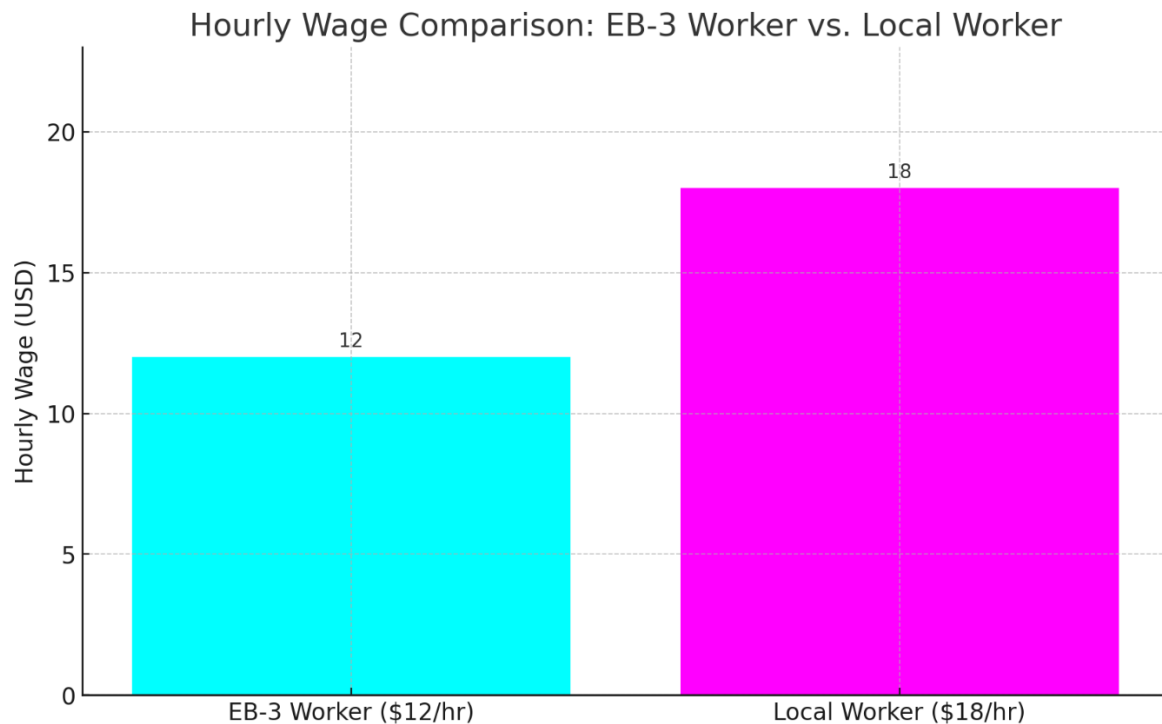
- **Estimated Additional Costs for Local Worker Over 2 Years:**

- **At 30% Benefit Cost:** \$22,464

- **At 45% Benefit Cost:** \$33,696

These figures represent the extra costs associated with benefits for local workers, based on their higher annual salary and the assumption that benefits add an additional 30% to 45% to their compensation. This does not account for the EB-3 workers as it's assumed there are no additional costs for their benefits (N/A).

In summary, over a 2-year period, not only does hiring a local worker result in significantly higher salary expenses, but when considering additional benefits costs, the difference becomes even more substantial. This illustrates the potential cost savings and financial implications of opting for EB-3 workers, especially for businesses looking to manage labor costs effectively



Here's the hourly wage comparison chart for an EB-3 worker at \$12/hr and a local worker at \$18/hr. This visual representation highlights the difference in hourly wages between these two types of workers, with the local worker earning \$6 more per hour than the EB-3 worker. This difference can significantly impact labor costs for employers, especially over extended periods or across multiple employees.