

GLOBAL LEADERSHIP DEVELOPMENT PROGRAM

Trainee USA

2026

Develop. Lead. Grow Globally.

□ PHOTO

Hero photo — poised professional in an executive / hotel-management setting

Advanced Professional Training • Leadership Development • International Career Growth

This is not a job abroad. This is career acceleration.

Trainee USA is not a student program. It is not seasonal work. It is not an ordinary internship. It is an advanced professional program for candidates who already have education, experience and a clear career direction.

It is built for people who are serious about professional growth — and it demands maturity, discipline and ambition in return. For the right candidate, it becomes one of the most important professional chapters of their life.

You do not return only with memories. You return with **experience, confidence, perspective, leadership awareness** — and a stronger global career profile.

"Develop. Lead. Grow Globally."

"I already have experience — what does this add?"

You are not a student looking for a first job. You are a professional looking for acceleration. Here is what a Trainee USA placement adds to a career that has already begun.

01 Advanced U.S. Training

Structured, high-level training inside an American host organization — not entry-level tasks.

02 Leadership Development

Decision-making, management awareness and leadership confidence — the executive skill set.

03 U.S. Business Exposure

First-hand experience of how American companies operate, communicate and perform.

04 Competitive Compensation

A professional-level monthly stipend that reflects your experience and responsibility.

05 An Executive Network

Mentors, managers and industry contacts who become long-term references and sponsors.

06 A Path to Management

A credential that moves you toward supervisor, manager and director roles worldwide.

Not a visa. Not a job. A deliberate step from professional to leader.

This is not a visa. It is a career.

A successful Trainee program strengthens every asset that defines a modern professional. This is what a candidate is really investing in.

CV

A line of U.S. professional training that recruiters worldwide recognise.

LinkedIn

A headline and experience section that signal international ambition.

Portfolio

Real projects and outcomes from a U.S. host organization.

Network

A reference network of American managers and mentors.

Interview Confidence

The self-assurance that comes from performing in a demanding market.

Career Direction

A clear sense of where your career is going — and how to get there.

What is Trainee USA?

Trainee USA is a category of the official **J-1 Exchange Visitor Program** designed for graduates and experienced professionals who want advanced training in their field.

Where an internship begins a career, a traineeship advances one. The program is built around real responsibility, structured phases and exposure to management — turning 12–18 months into a lasting career advantage.

Program Goals

- Professional Development
- Advanced Industry Training
- Leadership Growth
- Exposure to U.S. Business Practices
- International Career Positioning
- Cross-Cultural Exchange

Duration — 6 to 18 months of advanced professional training with an approved U.S. host organization, defined by your DS-7002 Training Plan.

KNOW THE DIFFERENCE

Trainee USA vs. Internship USA

Both are professional J-1 programs — but they serve two different career stages. One begins a career. The other advances it.

Trainee USA	Internship USA
For graduate professionals	For students & graduates
Requires work experience	Requires academic relevance
Advanced professional training	Entry professional training
Leadership focus	Learning focus
6–18 months	3–12 months
For career advancement	For career start

Internship is where a career begins. Trainee is where a career accelerates.

Two paths to eligibility.

Trainee USA is for professionals. You qualify through one of two clear routes — most agencies never explain this properly.

Option 1 — Degree + Experience

A degree or professional qualification from an accredited institution outside the U.S., PLUS at least 1 year of relevant work experience outside the U.S.

Option 2 — Experience Only

No degree? You may still qualify with at least 5 years of relevant professional work experience outside the U.S.

Additional Requirements

- Minimum age 18
- Experience relevant to the training
- Sufficient English proficiency
- A professional CV
- Employer references
- Readiness for structured training
- Eligibility for a J-1 visa

Train where the standard is set.

For an experienced professional, where you train matters as much as that you train. The American system is where many of the world's management practices are defined — and where global hospitality, business and finance leaders are made.

The U.S. management culture

Direct communication, accountability, performance and initiative — the operating system of modern global business.

World-class organizations

Train inside the kind of companies whose brands and standards are recognised on every continent.

Scale & pace

Larger operations and faster tempo stretch your skills further than most home markets can.

A global signal

"Trained in the U.S." is a credential that travels — respected by employers worldwide.

The names change — Marriott, Hilton, Hyatt and beyond — but the lesson is the same: train at the top, and you carry it everywhere.

Where trainees train.

Traineeships span the sectors that reward experience and leadership. Your field is matched to your background and career direction.

Hospitality & Tourism Management

Hotel Operations · Front Office Management · Food & Beverage · Guest Relations · Revenue Management · Resort Operations · Event Management

Culinary & Food Service Management

Kitchen Management · Culinary Operations · Food Safety · Menu Development · Catering Operations · Restaurant Management

Business & Management

Operations Management · Human Resources · Project Management · Marketing · Sales · Business Administration · Customer Experience

Finance & Accounting

Financial Operations · Accounting · Reporting · Budget Planning · Financial Analysis · Business Performance

Engineering & Technology

Technical Operations · Engineering Projects · Software Development · IT Operations · Process Improvement · Quality Systems

The roles you can actually hold.

These are representative trainee-level titles — a step above internship roles, oriented toward supervision and management. Your exact position depends on your experience and the host organization.

Hospitality

- Front Office Supervisor Trainee
- Rooms Division Trainee
- Food & Beverage Management Trainee
- Revenue Management Trainee

Business

- Operations Management Trainee
- Human Resources Trainee
- Business Development Trainee

Finance

- Finance Trainee
- Financial Analyst Trainee
- Accounting Trainee

Titles are illustrative. Actual positions are confirmed on your DS-7002 Training Plan with the host organization.

Typical compensation.

Trainee stipends reflect experience and responsibility — noticeably higher than internship level. Below are typical monthly ranges by field. Actual compensation depends on employer, state and position.

Field	Typical Monthly Compensation
Hospitality Management	\$2,500 – \$4,500
Business	\$3,000 – \$5,500
Finance	\$3,500 – \$6,000
Engineering	\$3,500 – \$6,500

Ranges are indicative and depend on employer, U.S. state and position. They are provided for guidance only and are not a guarantee of compensation; final terms are set by the host organization.

See exactly where you are going.

Trainee USA is not a destination — it is the acceleration point on a career that keeps climbing. This is the roadmap from campus to the corner office.

01 University Degree & foundation

02 Internship USA First professional experience

03 ★ Trainee USA Advanced training & leadership

04 Supervisor First leadership role

05 Manager Departmental leadership

06 Director Executive leadership

The DS-7002 Training Plan.

The DS-7002 is not a formality. **It is a professional development plan** that defines the entire training process.

For a trainee, it is the difference between "working in America" and being **trained in America** — a documented curriculum of objectives, phases, mentorship and evaluation, agreed before you arrive.

What DS-7002 Includes

- Training Objectives
- Training Phases
- Host Organization Information
- Supervisor / Mentor
- Skills To Be Developed
- Methods of Training
- Evaluation Process
- Cultural Component

Your DS-7002 is your personal management curriculum — proof that you came to be developed, not merely employed.

Five phases — from arrival to leadership.

A trainee's journey is deeper than an internship's. Five structured phases carry you from orientation all the way to management exposure and career planning.

Phase 1 — Orientation & Professional Integration

Company culture · workplace standards · department orientation · systems & procedures · professional expectations.

Phase 2 — Operational Training

Daily operations · department responsibilities · process learning · client interaction · team collaboration.

Phase 3 — Advanced Skills Development

Project involvement · leadership exposure · problem-solving · professional decision-making · reporting & analysis.

Phase 4 — Management Exposure

Supervisor shadowing · strategy meetings · team coordination · operational planning · performance evaluation.

Phase 5 — Final Evaluation & Career Development

Final performance review · skills assessment · career reflection · reference request · post-program planning.

From employee mindset to leadership mindset.

This is what sets Trainee USA apart. The program is designed to help you grow beyond executing tasks — and begin thinking, deciding and leading like a manager.

- Decision-making
- Problem solving
- Team communication
- Professional judgment
- Operational understanding
- Management awareness

The final outcome: leadership confidence — the quiet certainty that you can lead.

Trainee standards are higher.

As an experienced professional, you are expected to behave as an emerging leader from day one. These are the standards a host organization will hold you to.

- Punctuality
- Professional communication
- Responsibility
- Accountability
- Confidentiality
- Initiative
- Respect for company policies
- Willingness to learn

You are not judged as a student. You are judged as a professional.

Measuring growth.

Throughout the program you may be evaluated across the dimensions that define a future leader. Each review is a record of progress — and the foundation of your references.

- Professional performance
- Communication
- Technical skills
- Teamwork
- Leadership potential
- Adaptability
- Initiative
- Learning progress

Every evaluation builds your leadership record. Strong reviews are what your mentors draw on when they recommend you for management.

Understanding the American workplace.

American professional culture rewards a specific set of behaviours. Knowing them before you arrive lets you perform from the first week — not the third month.

- Direct communication
- Accountability
- Initiative
- Time management
- Performance
- Teamwork
- Feedback
- Professional boundaries

Make your U.S. experience visible.

A traineeship only pays off if the world sees it. After the program, deliberately update every part of your professional brand.

Update after the program

- LinkedIn headline
- Experience section
- Skills
- Recommendations
- Portfolio projects
- Professional summary

Networking & Mentorship — build relationships with

- Supervisors & mentors
- Department managers
- Colleagues
- HR representatives
- Industry contacts

Maintaining your J-1 status.

A trainee is trusted with more — and held to more. Protecting your J-1 status is simple if you follow the rules from day one.

Participants must

- Follow the DS-7002
- Train only with the approved Host Organization
- Report any changes
- Maintain communication with the sponsor
- Follow all program rules
- Avoid unauthorized employment

⚠ Important Rule — No casual second jobs. Unlike Summer Work & Travel, Trainee USA does not allow casual second jobs. Any activity outside the DS-7002 Training Plan can violate your J-1 status. This must be treated seriously — when in doubt, ask your sponsor first.

Setting up your professional life.

Trainees are expected to manage their own life in the U.S. responsibly. Here is what to set up — and the standards to keep.

Practical Setup

- Social Security Number
- Bank account
- Direct deposit
- Paychecks
- Taxes
- Tax return

Professional Living Standards

- Rent payments
- Utilities
- Cleanliness
- Roommate communication
- Transportation planning
- Personal budgeting

Manage it like a professional. How you handle housing, money and daily life abroad is part of the maturity the program is designed to develop.

How to become an outstanding trainee.

Every trainee meets challenges — homesickness, workplace pressure, cultural differences, performance expectations, communication and professional stress. The outstanding ones respond with a plan.

- Be early
- Be prepared
- Ask intelligent questions
- Take initiative
- Document your learning
- Build relationships
- Request feedback
- Act professionally
- Think long-term

Discipline and maturity are what turn a good trainee into one that gets recommended for management.

Finish strong. Then rise.

Before the program ends

- Complete your final evaluation
- Request a reference letter
- Update LinkedIn
- Collect your learning outcomes
- Organize tax documents
- Plan return travel
- Define your next career step

After Trainee USA — where your experience can take you

- Career advancement
- Management roles
- Graduate school
- International employment
- Entrepreneurship
- Leadership opportunities
- Future professional programs

You return with experience, confidence, perspective, leadership awareness — and a stronger global career profile.

YOUR PARTNER IN THE USA

Why EARN&GO USA.

A trainee investment deserves a serious partner. We prepare you, match you to the right host, and support you from application to final evaluation.

Right-track & host matching

We confirm your eligibility path and match you to a host organization that fits your field and ambitions.

Full application support

From CV and references to DS-7002 and interview readiness — prepared at every step.

Readiness preparation

Professional-English and U.S. business-culture preparation before you depart.

Support throughout

A partner you can reach for the entire duration of your traineeship.

Develop. Lead. Grow Globally. One partner for the whole journey — from professional to leader.

YOUR NEXT STEP

How to begin.

Five steps stand between you and advanced professional training in the United States.

01 Apply & profile review

Submit your CV and experience; we confirm your eligibility path.

02 Interview & readiness

Professional-English assessment and U.S. business-culture preparation.

03 Host match & DS-7002

Match with an approved host organization and finalize your Training Plan.

04 Visa & departure

DS-2019, J-1 visa interview and pre-departure orientation.

05 Begin your traineeship

Start accelerating your career in the United States.

Ready to accelerate? Contact EARN&GO USA today.

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This is not a job abroad. This is career acceleration.

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Designated sponsor organizations administer the J-1 program under the U.S. Department of State.