



# WORLDWIDE ERC® WEBINARS

October 26, 2017, 11.00 ET

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## How to overcome immigration becoming a barrier to moving talent

October 26, 2017

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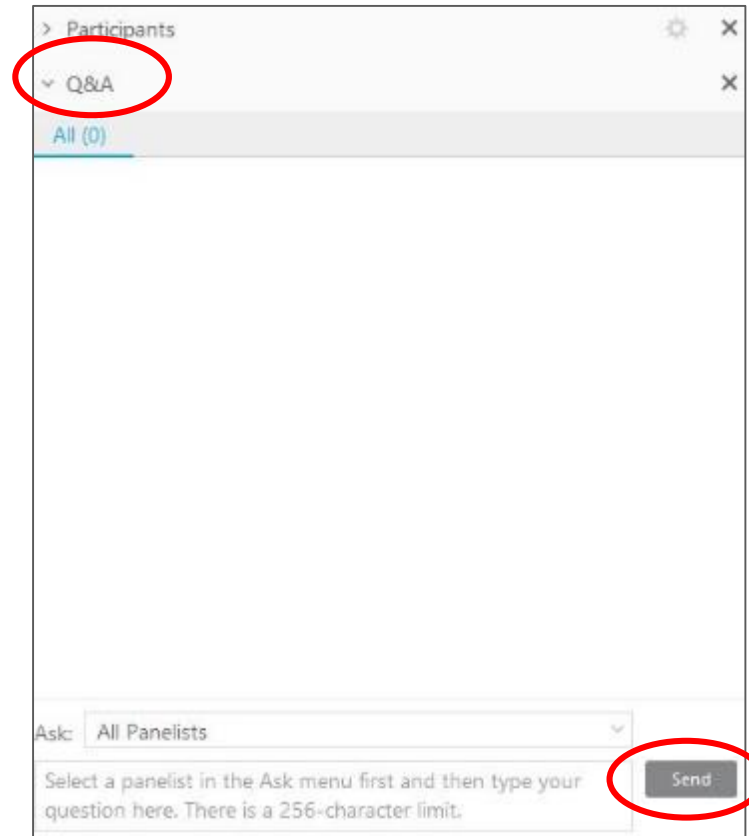
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The screenshot shows a mobile application interface for a Q&A session. At the top, there are two menu items: '> Participants' and 'Q&A'. The 'Q&A' item is circled in red. Below the 'Q&A' menu is a header 'All (0)'. The main area is a large empty text box for entering questions. At the bottom, there is a dropdown menu labeled 'Ask:' with 'All Panelists' selected. Below the dropdown is a text input field with the instruction: 'Select a panelist in the Ask menu first and then type your question here. There is a 256-character limit.' To the right of the input field is a 'Send' button, which is also circled in red.



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# Agenda

Why talk about immigration barriers?

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Key trends impacting immigration

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Recent key country immigration updates

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Factors that could be an additional barrier to moving talent

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How to overcome or minimize barriers

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Questions

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*How the world works better*



# Why talk about immigration barriers?

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# Global talent landscape

“

CEOs now recognize the need for talent – 52% plan to increase headcount, but can't find people with the right skills. And 77% of CEOs are concerned that a shortage of key skills could impair their company's growth. CEOs know they can't innovate using technology alone.

”

*PwC's 20th Annual Global CEO Survey/January 2017*



# Global talent landscape

“

74 percent of employers reported that the ability to obtain work visas in a timely, predictable and flexible manner is critical to their organization's business objectives.

”

*Employer Immigration Metrics (EIM) Survey, conducted by the Council for Global Immigration (CGI)*



# Global talent landscape

“

Millennials have a strong appetite for working overseas and 71% expect and want to do an overseas assignment during their career.

”

*PwC Millennials at Work, Reshaping the Workplace*



## 5 key trends impacting immigration

1. Ever-changing global environment
2. Developed vs. emerging markets
3. Geo-political events
4. Protectionist vs. openness
5. Compliance





# Country immigration updates

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## Canada – What’s changed?

**Global Skills Strategy, two-year pilot program, effective June 12, 2017**

- Designed to make highly-skilled talent from abroad more accessible to employers in Canada
- Two-week work permit processing is available for certain highly-skilled occupations under the Global Talent Stream (GTS) or the International Mobility Program (IMP)
- The Global Skills Strategy also encompasses two new work permit exemptions for short-term work



## Brazil – What's changing?

Effective November 2017, a new Brazilian immigration law will replace the Foreigner Statute law.

New visa categories: I – Visit; II – Temporary; III – Diplomat; IV – Official; V – Courtesy.

- **Residence Permit**

The new law creates a residence permit available to all foreign nationals in Brazil, regardless of their immigration status (or entry visa).

- **Registration**

The National Register of Foreigners (RNE) will be renamed to National Migration Register.





# Brazil – Fines and deportation

There will be an increase in the fines for violations:

## Committed by an individual

- Now: R\$ 8.28 to a maximum of R\$ 828.28
- Change: R\$ 100 to R\$ 10,000

## Committed by employing company

- Now: R\$ 2,480, which can be multiplied by ten
- Change: R\$ 1,000 to R\$ 1,000,000

**For deportation**, the notification will be 60 days (currently three to eight days).



# U.K. – Brexit key dates



## U.K. – What’s proposed

**U.K. Policy Paper, *safeguarding the position of EU citizens in the U.K. and U.K. nationals in the EU*, was released in the summer.**

Summary:

- “Settled status” under U.K. Law
- New “streamlined” digital process
- No “cliff edge” – two-year grace period for EU nationals
- Irish nationals will not be impacted
- U.K. expects the EU and its Member States to offer a reciprocal agreement for U.K. nationals
- U.K. Government intends for similar reciprocal arrangements with Norway, Iceland, Lichtenstein and Switzerland

*Note: this is still a proposal.*



# U.K. – What can you do now?

## Inventory/Accuracy of your data

- How many EU nationals do you employ?
- Their role in the business?
- To better understand their needs, when did they arrive in the U.K.?

## Communication

- Advising your employees
- Keep up to date
- Respond to open consultations – *open consultation with Migration Advisory Committee closes on 11:59 p.m. (GMT) on October 27, 2017*

## Business strategy

- End of free movement
- Future talent needs
- Impact of new immigration policy and recruitment



# Australia – What's changing?

**Significant changes to the visa category for temporary workers on a long-term basis.**

April 18, 2017: announced that the Subclass 457 would be abolished and replaced by the Temporary Skill Shortage (TSS) visa.

Though the TSS visa does not come into effect until March 2018, there were 12 months of changes planned.

**April 19, 2017**

- 216 occupations removed

**July 1, 2017**

- New English language requirements
- Police clearances required

**December 31, 2017**

- Collecting Tax File Numbers for these visa holders
- Non-compliance publication of details

**March 1, 2018**

- Replaced by the TSS visa
- New Foreign Worker Levy



## Singapore – What's changing?

**Increase to salary requirements for mobile employees traveling with dependents.**

Effective January 1, 2018, the Ministry of Manpower (MOM) will raise the qualifying salary criteria for work pass holders to qualify for dependent privileges.

New criteria:

- **S Pass and Employment Pass holders** must now earn a monthly salary of at least SGD 6,000 per month (approx. US\$ 4,400) to sponsor their spouse and child(ren) on a dependent pass.
- **Employment Pass holders** must earn a salary of at least SGD 12,000 per month (approx. US\$ 8,800) to sponsor their parents on a Long Term Visit Pass (LTVP).





# How to overcome barriers to moving talent

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# Factors which could be a barrier

- 1 Role, skills and experience requirements
- 2 Age, gender, nationality, relation and religion considerations
- 3 Minimum salary requirements
- 4 Ratio of foreign national-local employees
- 5 Test of local labor markets
- 6 Increasing documentation required, language requirements and medical examination
- 7 Accompanying family members
- 8 Gig workers





## How to overcome barriers

- Pro-active/Planning/Understand business and project needs
- Align client and business strategy with talent strategy
- Understand key factors that impact meeting immigration requirements
- Budget for increasing immigration costs
- Be prepared for audits from immigration authorities
- Work with your immigration provider to keep up to date with immigration changes that impact your business locations. Consider creative solutions!



# In summary ...

## Key trends

There is a lot of change happening – both positive and negative to businesses

## Barriers

Plan and be prepared on how best to overcome or minimize impact to the business

## Future

The speed of change is expected to continue. How best can your business be prepared?



# Questions and answers





# Thank you

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