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An Introduction to Global Immigration Concepts and Strategies

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Current Geopolitical Environment

- Change is constant; critical to stay ahead of curve
- United States
 - H-1B scrutiny
 - L-1 Intracompany Transfer
 - NAFTA/USMCA
- Global Challenges
 - Brexit
- Lack of predictability is incredibly challenging for workforce planning purposes





Uncertainty: Addressing employee concerns

- Educate
 - Distribute information in a timely manner
 - Different ways to distribute information
- Stay in close communication with key company stakeholders
 - Talent Acquisition
 - HR Business Partners
 - Line of Business
- Show empathy





Corporate Registration: New markets may require additional steps

- Requirement for corporate documents
- Partnership with vendors
- Business trips





Quotas: Immigration limits and staffing requirements

- How to handle H-1B limitations?
 - Use other available nonimmigrant visas
 - Transfer to overseas subsidiaries
 - Make the best of a difficult situation – build a career development plan
- Governments may tie the issuance of visas to the proportion of local nationals employed by the company





Immigration challenges of registering a new company

- Moving too fast
 - Plan early!
- Corporate functions out of sync
 - Project manage together
- Stay compliant
 - Work with your vendor/service provider





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Q&A