



2024 Americas Global Employer Services Summit

Tuning into global immigration regulations and trends

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Introductions



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Learning objectives

- Explore global trends and regulatory updates across the world
- Learn how mobility programs and policies have evolved to meet increasing regulatory challenges
- Discuss the future of US immigration and its potential impact on talent mobility

Agenda

- Global trends and regulatory updates
- Regional updates covering US, Canada, LATAM, Europe and APAC
- Q&A

Immigration trends and updates

Mobility programs and policies must evolve to meet regulatory challenges impacted by the following regional trends and focus areas



Immigration regulations and trends

US



Current trends

- ☐ Historically relaxed adjudications
- ☐ Processing delays
- ☐ Refocus on regulatory change



Anticipated future trends

- ☐ Refined definition of “specialty occupation”
- ☐ Beneficiary centric H-1B registration process
- ☐ Modernization of government systems
- ☐ Domestic visa renewal pilot



Areas of focus

- ☐ Compliance and policy
- ☐ Education and expectation management
- ☐ Vendor engagement and contingency planning

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Immigration regulations and trends

Canada



Current trends

- ❑ Very few changes to Canadian immigration law to keep up with a remote work environment
- ❑ Increased regulatory requirements + compliance inspections by Immigration, Refugees and Citizenship Canada (IRCC)
- ❑ Increased focus on language in Quebec leading to challenges for non-French speakers



Anticipated future trends

- ❑ Continued fluctuations in processing times across temporary resident application processing
- ❑ AI in government decision-making



Areas of focus

- ❑ Displaced population planning

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Immigration regulations and trends

LATAM



Current trends

- ☐ Visa waiver agreement with strategic countries
- ☐ Processing delays
- ☐ Online visa process
- ☐ Quota as a recurrent question due to labor law protective parameters



Anticipated future trends

- ☐ New government (2023) reviewing current normative resolutions and impacting immigration scenario in Brazil
- ☐ Elections in LATAM and impacts affecting business (Mexico pending)
- ☐ Upcoming projects connected to clean energy industries and international entertainment events



Areas of focus

- ☐ Liaise with immigration authorities and monitor Government meetings
- ☐ Immigration/labor audit on company M&A events

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Immigration regulations and trends

Europe



Current trends

- ☐ Electronic Travel Authorization
- ☐ Crisis responses and Immigration's role
- ☐ Cost/fine increases



Anticipated future trends

- ☐ Cross Border Workforce Agility
- ☐ Continued focus on digitalization and sharing of information between agencies
- ☐ EU Talent Partnerships



Areas of focus

- ☐ Crisis Management & Evacuation Policies
- ☐ Streamlining Right to work process/policies
- ☐ Political posturing and protection of local labor

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Immigration regulations and trends

Asia Pacific



Current trends

- ❑ Significant increase in demand for business travel in the region
- ❑ Attracting foreign/global top talent (e.g., SG, AU, Japan)
- ❑ Increased geopolitical instability driving complexity
- ❑ Continuous tightening of the labor market and increased scrutiny
- ❑ Closer focus on relocation strategies, following reduction of workforce in various sectors (especially TMT)



Anticipated future trends

- ❑ Non-company sponsored and remote work viable visa alternatives (i.e., NOMAD)
- ❑ Continuous increase in cross border inflow
- ❑ Technology advancement / Gen AI
- ❑ Increased scrutiny



Areas of focus

- ❑ Tightening of the labor market and increased scrutiny
- ❑ Digital workforce experience
- ❑ Shifts in technology and focus on national security

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Questions?





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