EXECUTIVE SUMMARY

In Envoy Global's 9th annual Immigration Trends Report, we surveyed over 500 HR professionals who specialize in corporate immigration or global mobility for companies across the U.S. The survey covers employer sentiments on the U.S. immigration system, global immigration trends, corporate best practices and more.

In 2024, the global immigration landscape is being shaped by factors like immigration fee increases, budgeting shifts, changes to team headcount and policy change uncertainties. As a result, employers are reassessing and adapting their strategies to navigate these shifting conditions.

This year's report captures the temperature of the business community and forecasts what's to come, covering:

- The impact of macroeconomic factors on employer demand to hire foreign talent
- Remote work and other employee benefits
- Budgeting changes and policy planning
- Benchmarking for corporate immigration programs

Our Findings

ENVOYGLOBAL

1 Employers recognize the value of maintaining and recruiting foreign national employees. However, rising immigration fees and potential policy changes are top of mind in 2024.

2 Due to USCIS fee increases, some employers are scaling back specific sponsorship benefits. But employee retention and immigration perks remain fundamental to immigration and global mobility programs.

3 U.S. immigration barriers and employment-based visa delays present challenges to employers. Because of this, companies continue to explore and deploy new ways to access talent globally.

4 Increasingly, companies require more support to handle the growing importance of corporate immigration and global mobility.

Glossary

The definitions on this page are intended to help readers familiarize themselves with the common terms used throughout the report.

Digital Nomad: An individual who works remotely outside of their country of employment and relies on a visa or other form of work authorization.

Foreign National / Sponsored Employee: A non-U.S. citizen requiring either a work permit or employer-sponsored visa to be employed in the U.S.

Immigration Services Provider: A firm providing immigration program support and oversight, including regulatory and policy strategy, visa processing, and compliance guidance to organizations with global mobility needs.

Nearshoring: The practice of transferring an employee or other business resource to a nearby country due to the benefits the proximity brings to the company.

Offshoring: The practice of transferring an employee or business practice to a country overseas.

Relocate: The relocation of an employee to a worksite location or office for work and, typically, residence.

Remote Work Visa: A permit or visa that enables an individual to reside and perform their job remotely for a foreign employer, for a limited period, in a country different from their own.

Transfer: The temporary or permanent moving of an employee to live and work in a foreign country, including to work remotely from abroad.

ABOUT THE SURVEY

ENVOYGLOBAL

Survey Respondents & Methodology

The national survey was conducted online in partnership with Cint from February 20 to March 13, 2024, with 503 HR professionals participating from various industries and company sizes. Each respondent is a U.S. resident, 21+ in age, holds a full-time HR position, and is directly involved in the immigration or global mobility functions at their organization. Q30 received 312 responses and Q31 received 152 responses. These questions were limited to respondents who work at companies with offices outside of the U.S. or require employees to obtain a visa or work authorization for business travel outside of the U.S.

Common Industries

| Industry	%
Accounting	3%
Administrative and Support and Waste Management and Remediation Services	1%
Agriculture, Forestry, Fishing and Hunting	1%
Airlines and Aviation	1%
Arts, Entertainment, and Recreation	2%
Banking	7%
Business Consulting and Services	6%
Biotechnology Research	2%
Construction	9%
Educational Services	3%
Finance and Insurance	11%
Hospitals and Health Care	3%
Information Services	3%
Manufacturing	7%
Mining, Quarrying, and Oil and Gas Extraction	1%
Motor Vehicles	1%
Other Services	2%
Professional, Scientific, and Technical Services	2%
Retail Trade	7%
Transporation, Logistics, Supply Chain	3%

H-1B Status Employees

1-49	40%
50-249	31%
250-999	16%
1,000+	14%

Number of Sponsored Employees

1-49	6%
50-249	23%
250-999	16%
1,000+	56%

Seniority Level

- C-level 10.7%
- Entry-level 4.2%
- Manager-level 45.3%
- Senior-level 39.8%
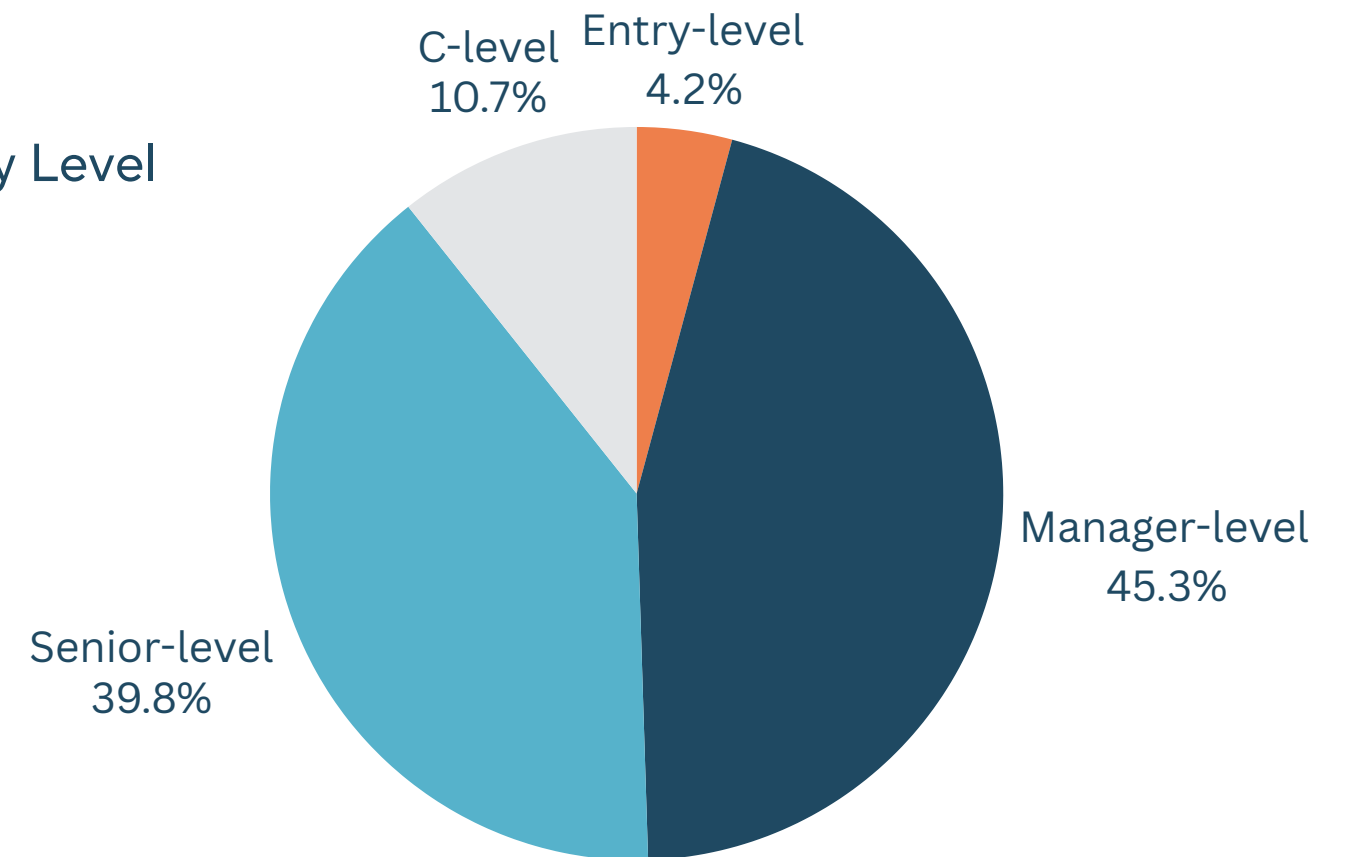
Please note that the percentages presented in this report have been rounded up for simplicity. As a result of rounding, there may be slight discrepancies from the precise values.

1

Employers recognize the value of maintaining and recruiting foreign national employees. However, rising immigration fees and potential policy changes are top of mind in 2024.

In 2024, companies recognize the importance of foreign national employees in their workforce planning strategies.

89%

of companies have embraced formal immigration policies when sponsoring employees coming to the U.S.

Q: Does your company have a formal immigration policy for sponsored employees coming to the U.S.?

USCIS' 2023 policy change, addressing fraud and preventing multiple selections in the H-1B cap lottery, highlights how policy shifts are impacting immigration planning.

ENVOYGLOBAL

Q: How will this rule change impact your organization's approach to the upcoming H-1B cap lottery?

34 % expect to submit fewer H-1B registrations.
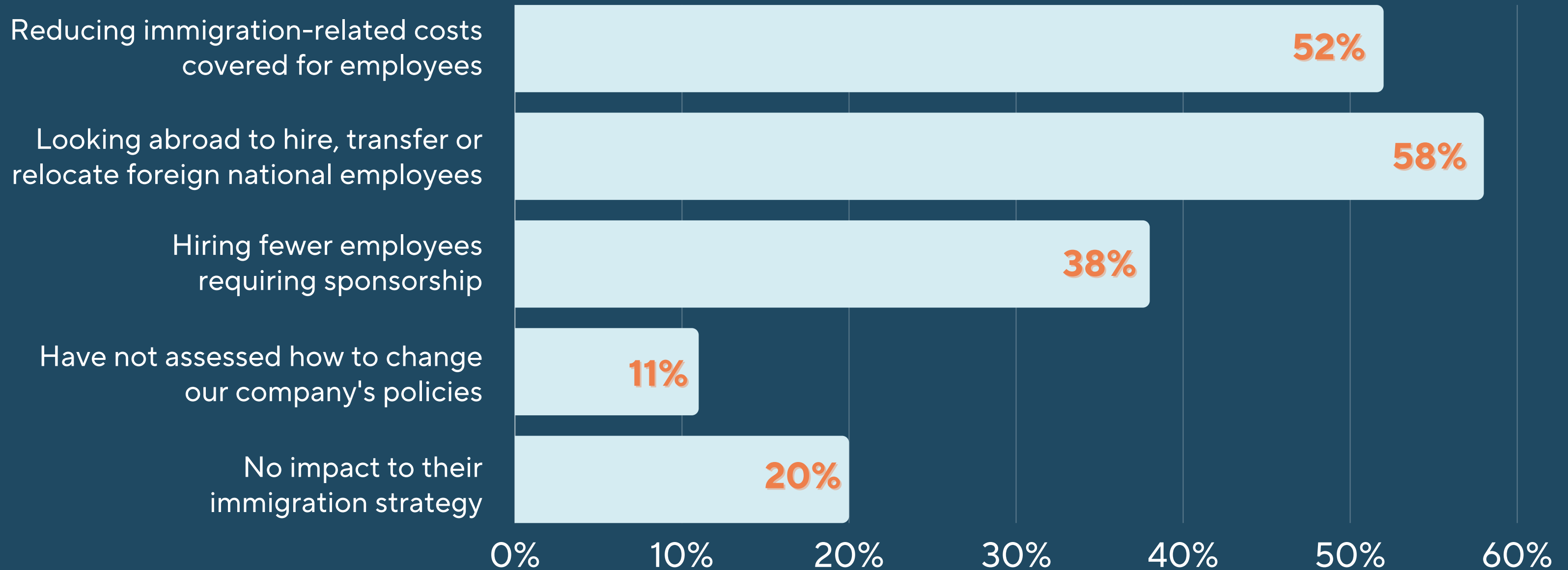
52 % expect to submit more H-1B registrations.

14 % will not change their approach to the cap registration.

This year, in response to immigration filing fee increases, employers are adjusting their immigration strategies.

ENVOYGLOBAL

Q: The U.S. government will increase fees for several common immigration applications (H-1B, Adjustment of Status, etc.). What changes do you plan to make to your company's global immigration strategy in response to the planned increase in U.S. immigration filing fees?

Reducing immigration-related costs covered for employees — 52%

Looking abroad to hire, transfer or relocate foreign national employees — 58%

Hiring fewer employees requiring sponsorship — 38%

Have not assessed how to change our company's policies — 11%

No impact to their immigration strategy — 20%

2024 IMMIGRATION TRENDS REPORT

The surge in immigration fees has spurred companies to implement measures for talent retention.

Q: Does your company have a policy in place to recuperate fees paid on behalf of the employee (and their dependents as applicable), should the employee depart the company within a specific time period of receiving the green card?

Source: Envoy Global's 2024 Immigration Trends Survey. Q26: Does your company have a policy in place to recuperate fees paid on behalf of the employee (and their dependents as applicable), should the employee depart the company within a specific time period of receiving the green card? Data is % who chose "Yes."

82%

of companies have implemented policies to recover fees paid on behalf of the employee, if the employee leaves within a specific time after receiving their green card.

In response to labor market trends, employers are considering scaling back on certain sponsorship benefits for foreign national employees.

Q: Is your organization considering reducing some sponsorship benefits for your foreign national employees in 2024?
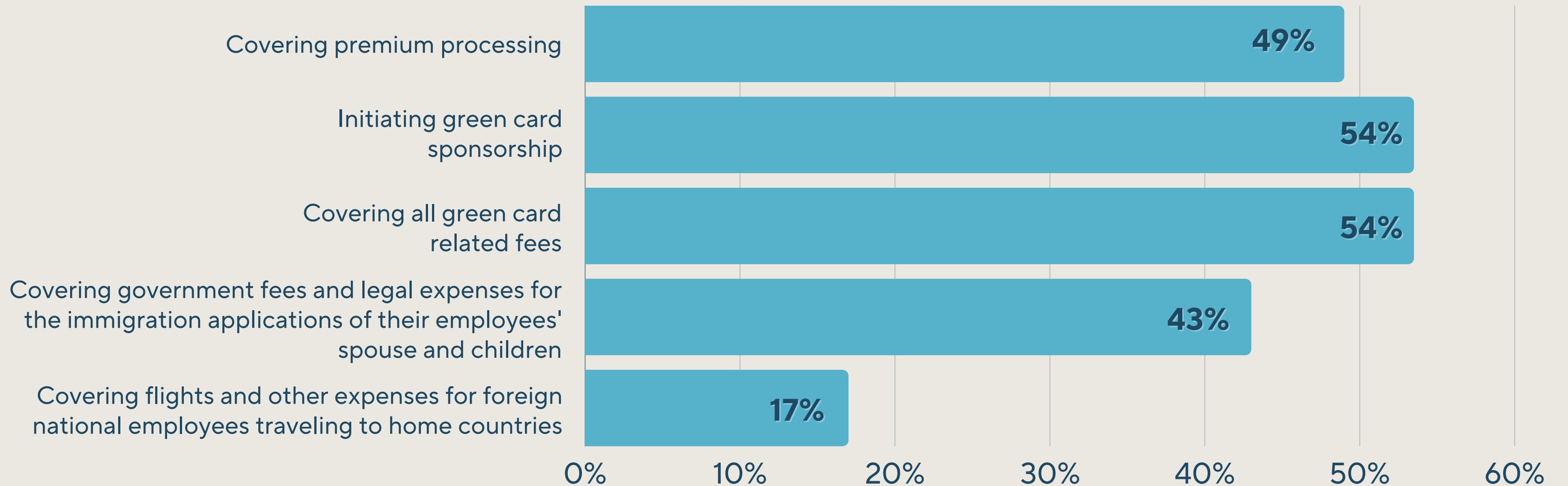
Source: Envoy Global's 2024 Immigration Trends Survey. Q29: Is your organization considering reducing some sponsorship benefits for your foreign national employees in 2024? Data is % who chose "Yes."

62%

of companies are considering reducing some sponsorship benefits for foreign national employees in 2024.

In 2024, some employers are considering benefit reductions. Here's where the cuts are focused.

Q: If your organization is considering reducing sponsorship benefits for your foreign national employees, which benefits are you considering cutting?

Benefit	Percentage
Covering premium processing	49%
Initiating green card sponsorship	54%
Covering all green card related fees	54%
Covering government fees and legal expenses for the immigration applications of their employees' spouse and children	43%
Covering flights and other expenses for foreign national employees traveling to home countries	17%

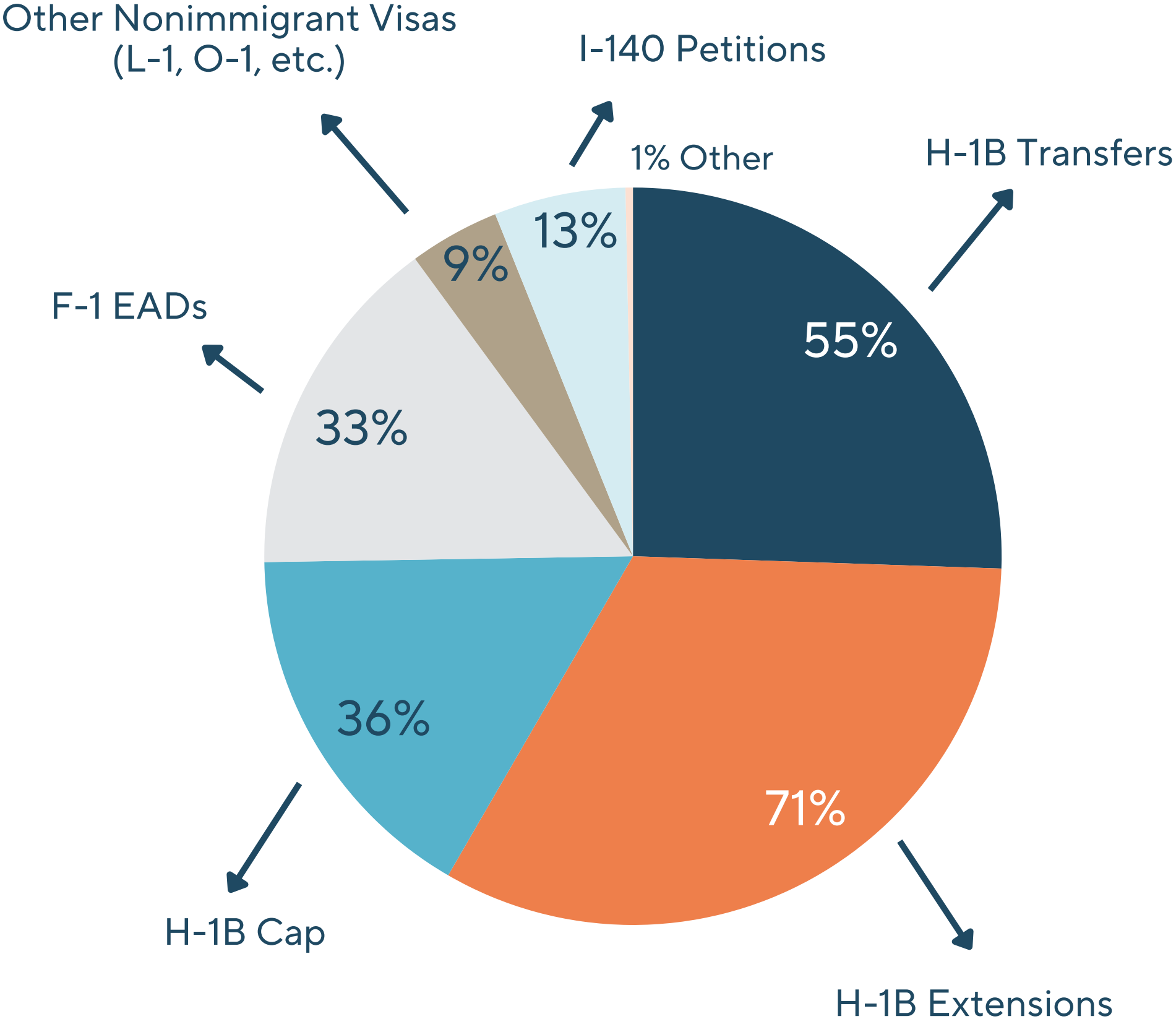Source: Envoy Global's 2024 Immigration Trends Survey. Q30: If your organization is considering reducing sponsorship benefits for your foreign national employees, which benefits are you considering cutting? Data represents total of 312 out of total survey respondents who selected "Yes" for Q29, representing the % of responses for each option.

ENVOYGLOBAL

Of employers considering cutting premium processing in 2024, H-1B transfers and extensions are most likely to be impacted.

Q: If your organization is considering cutting premium processing in 2024, what situations will no longer be covered? Check all that apply.

Source: Envoy Global's 2024 Immigration Trends Survey. Q18: Does your organization support foreign national employees in F-1 OPT, F-1 STEM OPT, and F-1 CPT status with certain extension and renewal processes related to their F-1 work authorization? Check all that apply. Data displays % who chose the listed responses totaling 100%.

2024 IMMIGRATION TRENDS REPORT

Other Nonimmigrant Visas (L-1, O-1, etc.)

I-140 Petitions

H-1B Transfers

1% Other

13%

9%

55%

F-1 EADs

33%

36%

71%

H-1B Cap

H-1B Extensions

13

2

While some employers are scaling back certain sponsorship benefits due to USCIS fee increases, retention and immigration perks remain key elements of immigration and global mobility strategies in 2024.

In 2024, companies are prioritizing the following immigration perks:

ENVOYGLOBAL

86%
start the green card application process within one year or less of a foreign national employee's start date.

89%
cover all green card related fees with some companies requiring eligible fees be paid back if the employee leaves the organization within a certain time period.

## 68%
cover the government fees and legal expenses for an employee's dependent immigration applications.
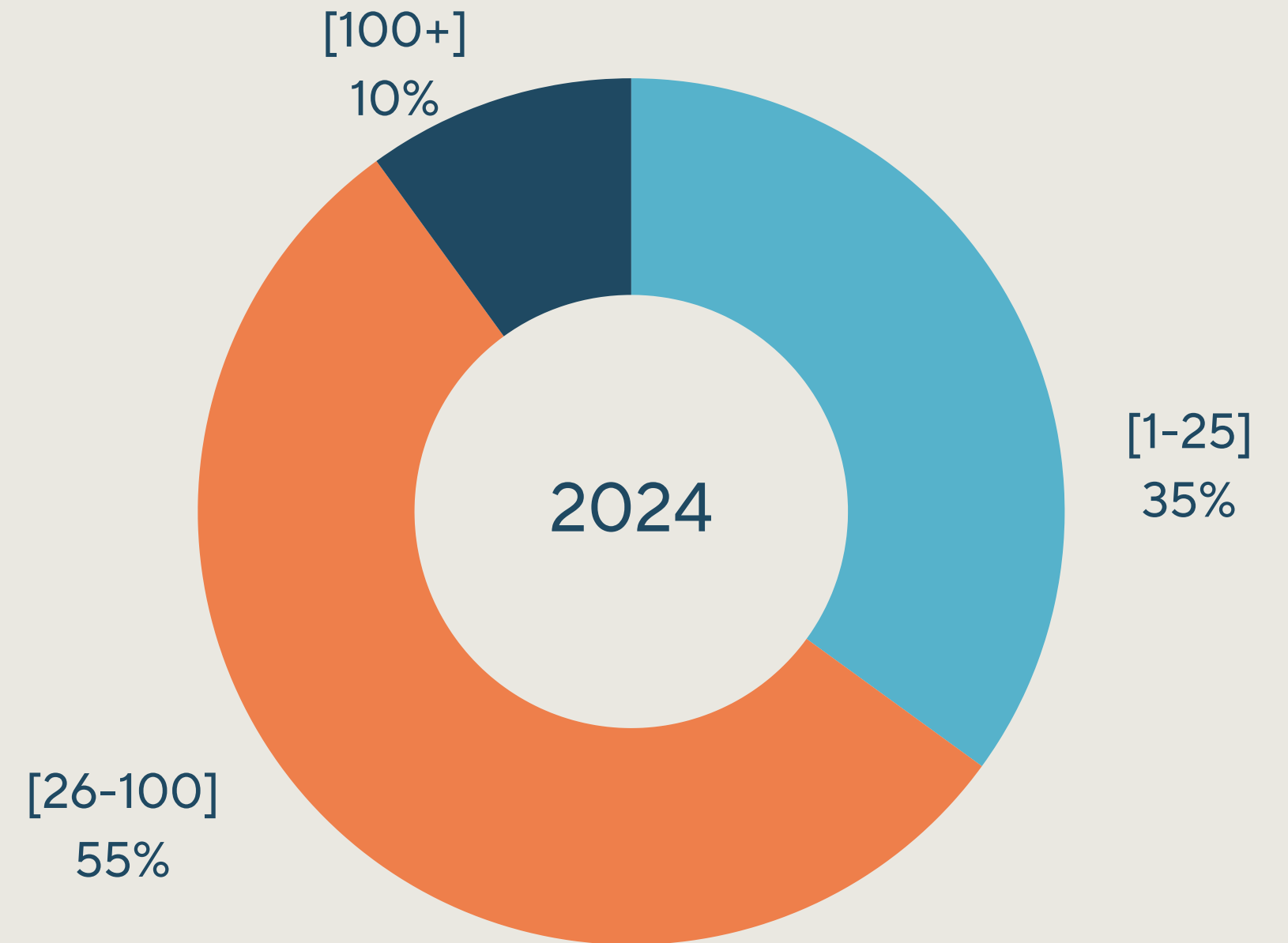
76%
cover the costs of nonimmigrant dependent related costs, with some variation based on the dependent's status.

2024 IMMIGRATION TRENDS REPORT

Compared to 2023, employers anticipate increasing their electronic registration filings despite the current fee increases and ongoing policy changes.
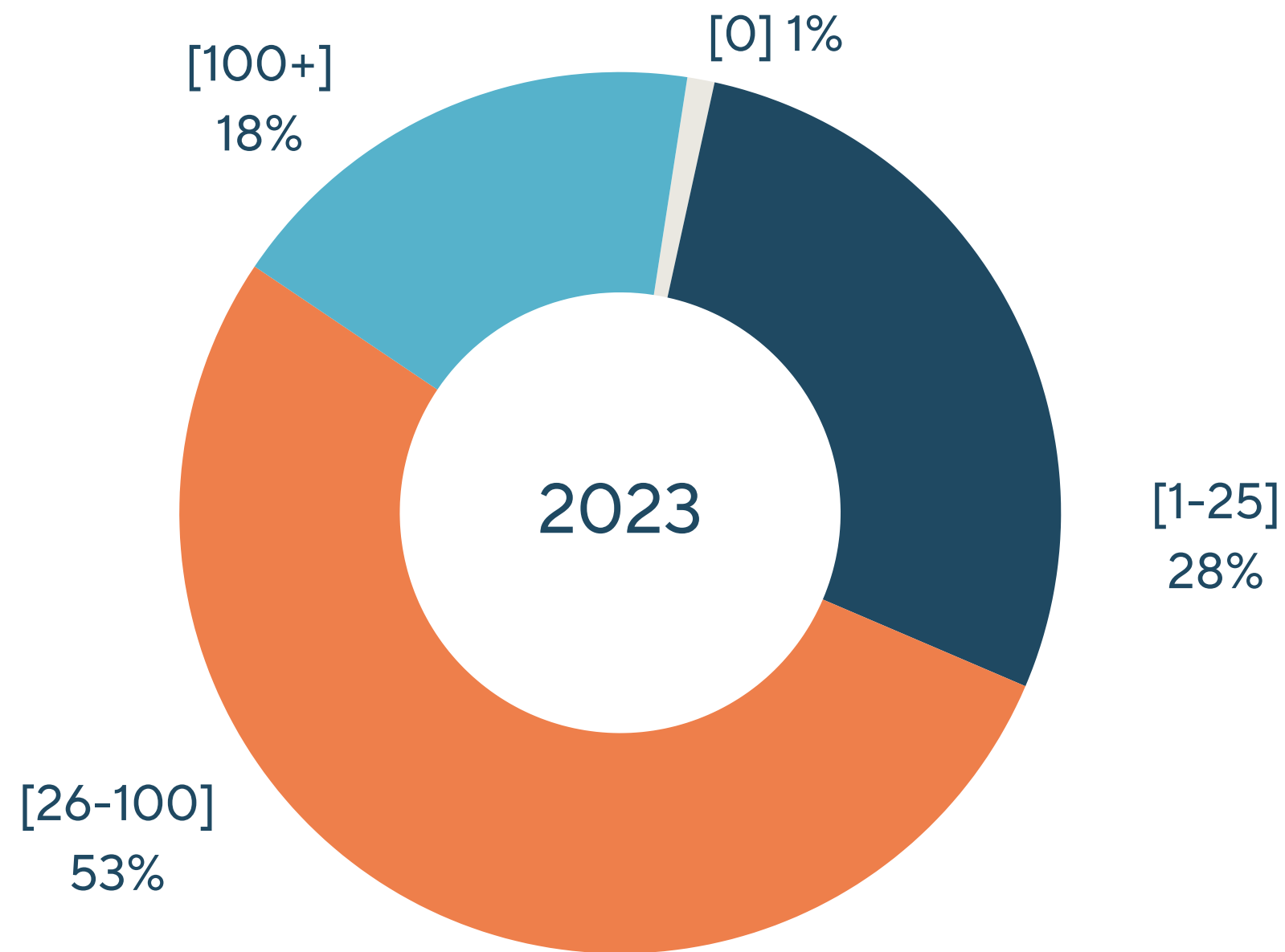
Percentage of individuals that companies will file an electronic registration for in the upcoming H-1B lottery:

2023 donut chart:
- [0] 1%
- [1-25] 28%
- [26-100] 53%
- [100+] 18%

2023

2024 donut chart:
- [100+] 10%
- [1-25] 35%
- [26-100] 55%

2024

2024 IMMIGRATION TRENDS REPORT

Graph Left. Source: Envoy Global's 2023 Immigration Trends Survey. Q7: In 2023, how many individuals do you anticipate your company will file an electronic registration for in the H-1B cap lottery? Data displays % who chose the listed responses totaling 100%. U.S. Citizenship and Immigration Services: "H-1B Electronic Registration Process."
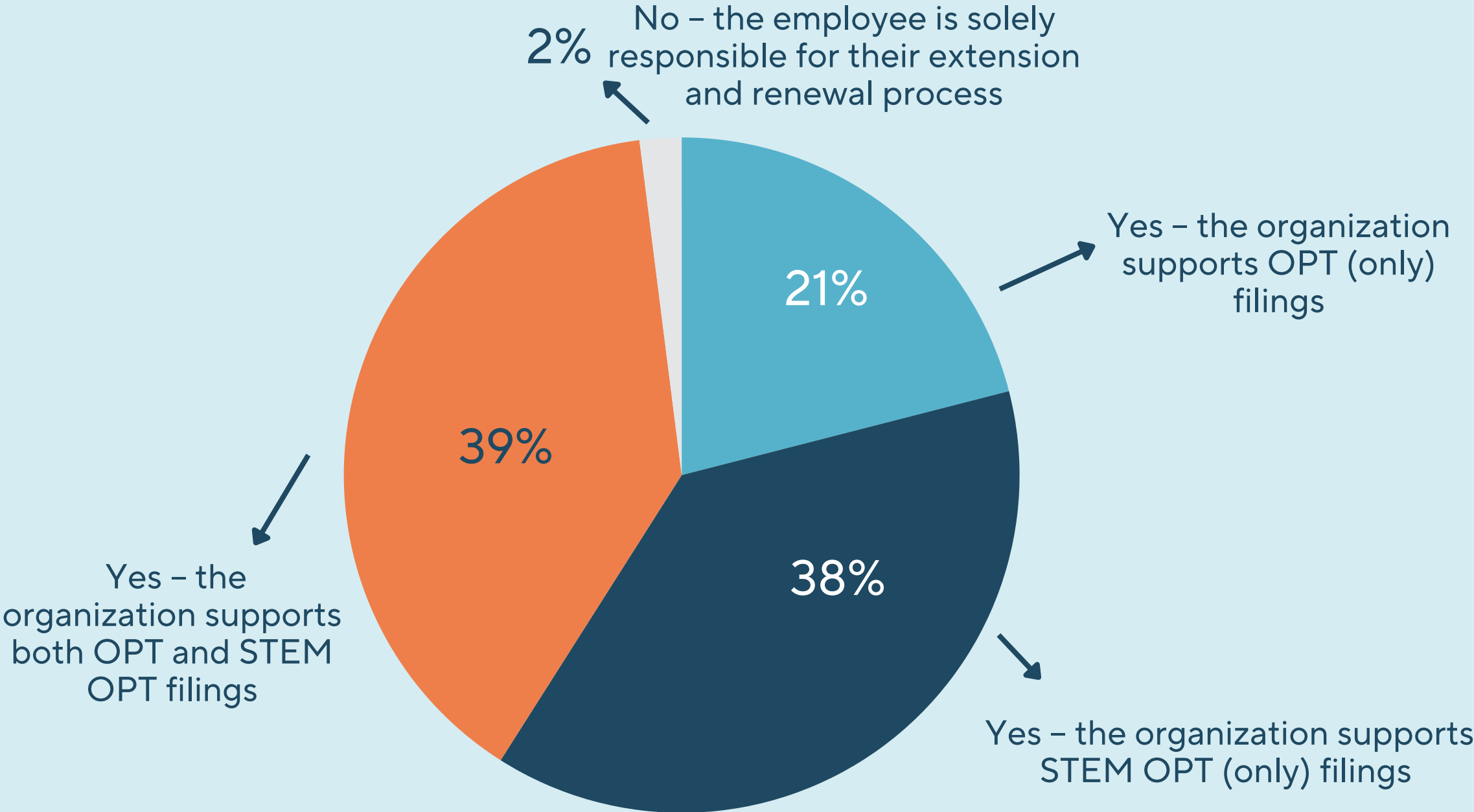
Graph Right. Source: Envoy Global's 2024 Immigration Trends Survey. Q8: How many individuals do you anticipate your company will file an electronic registration for in the upcoming H-1B cap lottery? Data displays % who chose the listed responses totaling 100%. U.S. Citizenship and Immigration Services: "H-1B Electronic Registration Process."

Employers are also prioritizing assisting F-1 OPT, STEM and CPT status holders with extensions and renewals for work authorization.

Q: Does your organization support foreign national employees in F-1 OPT, F-1 STEM OPT, and F-1 CPT status with certain extension and renewal processes related to their F-1 work authorization?

ENVOYGLOBAL

2% No – the employee is solely responsible for their extension and renewal process

21% Yes – the organization supports OPT (only) filings

38% Yes – the organization supports STEM OPT (only) filings

39% Yes – the organization supports both OPT and STEM OPT filings

Amidst the changing work landscape, most U.S. employers are embracing remote work arrangements and digital nomad visas.

Q: Does your company allow employees to work abroad on remote work or digital nomad visas?

No

12%

Yes

71%

17%

Our company allows for remote work on a case-by-case basis

Source: Envoy Global's 2024 Immigration Trends Survey. Q16: Does your company allow employees to work abroad on remote work or digital nomad visas? Data displays % who chose the listed responses totaling 100%. As of March 2024, more than 42 countries have introduced remote work visas.
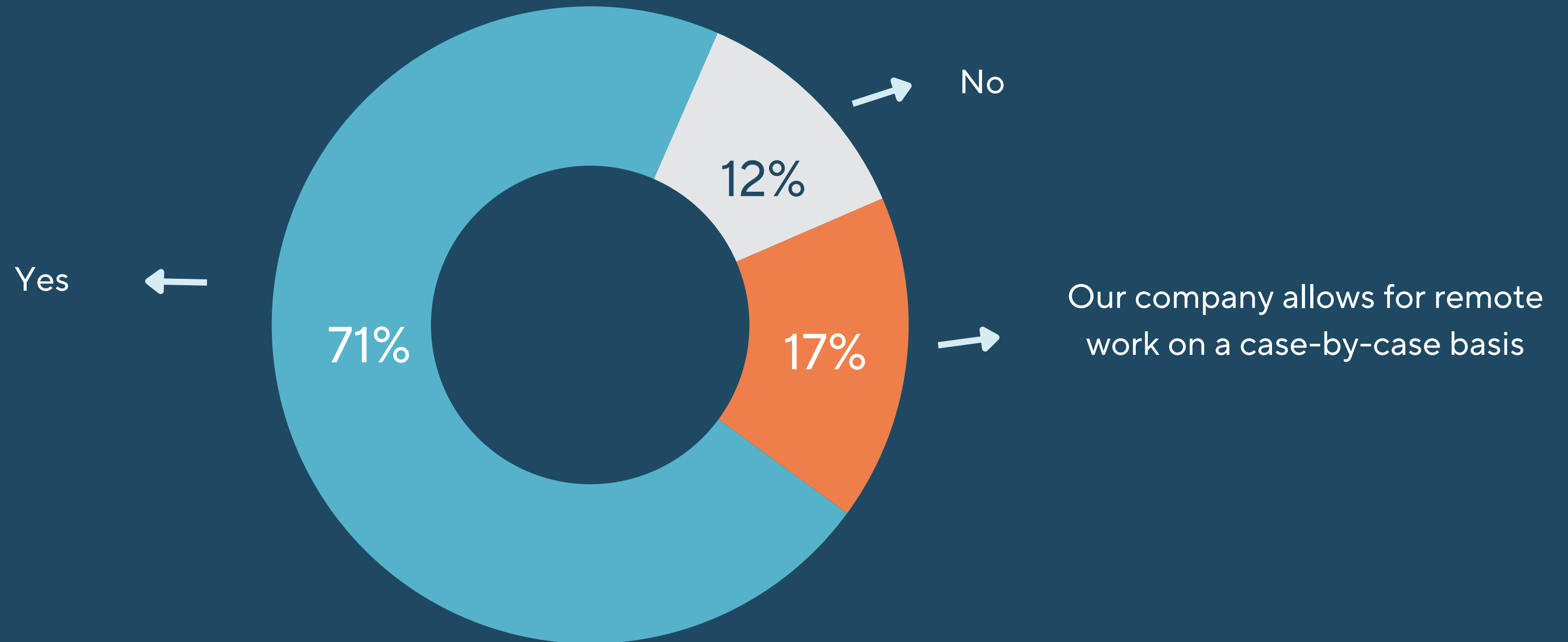
Companies are also centralizing their budgets around visa sponsorship, immigration and other relocation benefits.

Q: How is the budget for U.S. visa sponsorship, immigration and other relocation benefits for foreign national employees arranged at your organization? Please select all that apply.

31%	**42%**	**12%**	**11%**	**3%**
of companies have a centralized budget for all global immigration and relocation matters.	of companies have a centralized budget for all U.S. immigration and relocation matters (with separate budgets for other countries).	of companies have a cost-center system.	of companies cover sponsorship, immigration and relocation costs with the budgets of individual departments that a foreign national works under.	of companies make decisions about costs on a case-base-case basis.

Source: Envoy Global's 2024 Immigration Trends Survey. Q23: How is the budget for U.S. visa sponsorship, immigration and other relocation benefits for foreign national employees arranged at your organization? Please select all that apply. Data is the sum of respondents who selected " We have a centralized budget for all global immigration and relocation matters," " We have a centralized budget for all U.S. immigration and relocation matters (with separate budgets for other countries)," "We have a cost-center system," "Sponsorship, immigration and relocation costs are covered by the budgets of the individual departments that each foreign" and "Decisions about costs are made on a case-base-case basis".

2024 IMMIGRATION TRENDS REPORT

3

U.S. immigration barriers and employment-based visa delays present challenges to employers. In 2024, companies continue to explore and deploy new strategies to access talent.

Over the past year, employers have seen their foreign national employees depart or transfer to an office outside of the U.S. due to employment-based visa issues.

74%

of employers **transferred** one or more employees to an **office outside** of the U.S. due to visa-related issues.

Source: Envoy Global's 2024 Immigration Trends Survey. Q11: In the past 12 months, did your company transfer one or more employees to an office outside of the U.S. due to visa-related issues? Data is % who chose "Yes."

72%

of employers saw a foreign national employee forced to **depart** the U.S. due to visa issues.

Source: Envoy Global's 2024 Immigration Trends Survey. Q10: In the past 12 months, did any of your company's foreign national employees have to depart the U.S. because they were unable to obtain or extend an employment-based visa (such as the H-1B)? Data is % who chose "Yes."

U.S. immigration barriers continue to cause employers to relocate talent abroad.

83%

of employers hired one or more employees outside of the U.S. for roles initially intended to be based in the country due to visa uncertainties.

Q: In the past 12 months, did visa-related uncertainties cause your company to hire one or more employees outside of the U.S. for a role that was initially intended to be based inside of the U.S.?

However, compared to our 2023 findings, fewer employers relocated employees overseas for remote work due to visa-related issues in the U.S.

80%

of companies relocated employees to work remotely overseas in our **2023** survey because of visa-related issues.

72%

of companies relocated employees to work remotely overseas in our **2024** survey because of visa-related issues.

Source: Envoy Global's 2023 Immigration Trends Survey. q10: In the past 12 months, did your company relocate one or more employees to work remotely in a country outside of the U.S. due to visa-related issues? Data is % who chose "Yes."

Source: Envoy Global's 2024 Immigration Trends Survey. Q12: In the past 12 months, did your company relocate one or more employees to work remotely in a country outside of the U.S. due to visa-related issues? Data is % who chose "Yes."
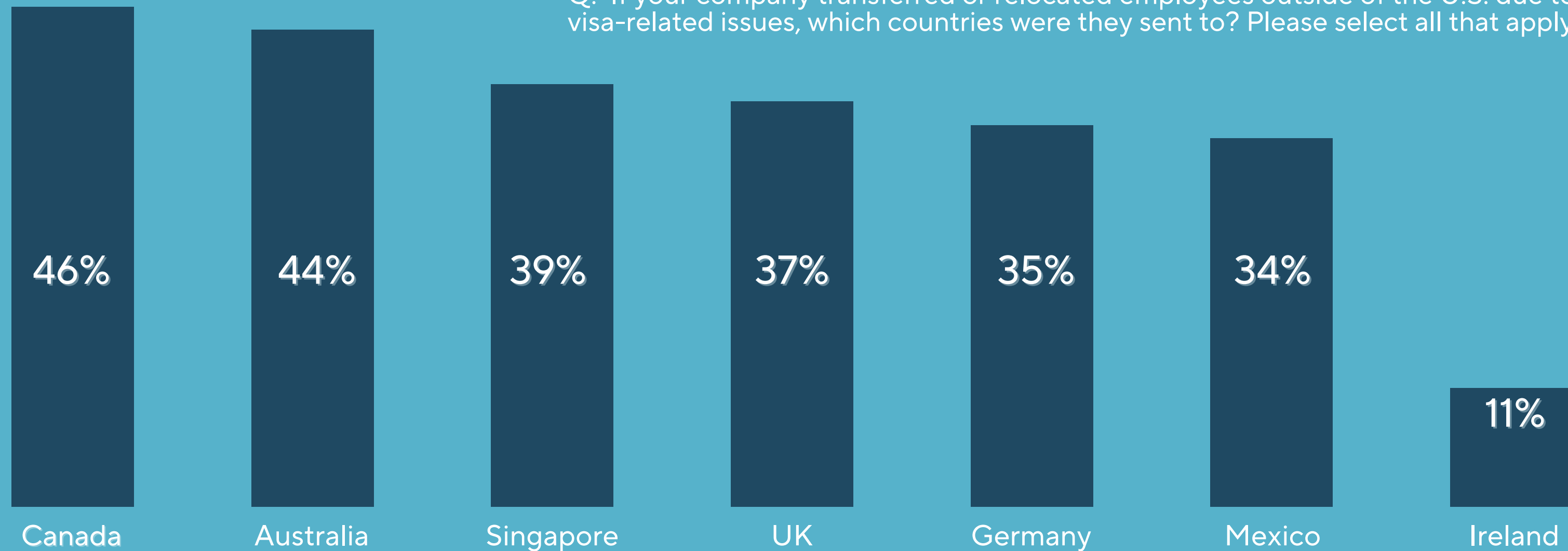
ENVOY**GLOBAL**

When moving employees outside the U.S., employers commonly choose Canada, Australia and Singapore as alternative locations.

Q: If your company transferred or relocated employees outside of the U.S. due to visa-related issues, which countries were they sent to? Please select all that apply.

46%	44%	39%	37%	35%	34%	11%
Canada	Australia	Singapore	UK	Germany	Mexico	Ireland

In the evolving U.S. immigration landscape, employers are also exploring new strategies for retaining and sourcing foreign talent.

ENVOYGLOBAL

Q: In 2024, do you expect your company will turn to nearshoring or offshoring to fill positions abroad due to immigration barriers and labor shortages in the U.S.?

76%

of companies expect to turn to nearshoring or offshoring in 2024.

Source: Envoy Global's 2024 Immigration Trends Survey. Q13: In 2024, do you expect your company will turn to nearshoring or offshoring to fill positions abroad due to immigration barriers and labor shortages in the U.S.? Data is % who chose "Yes."
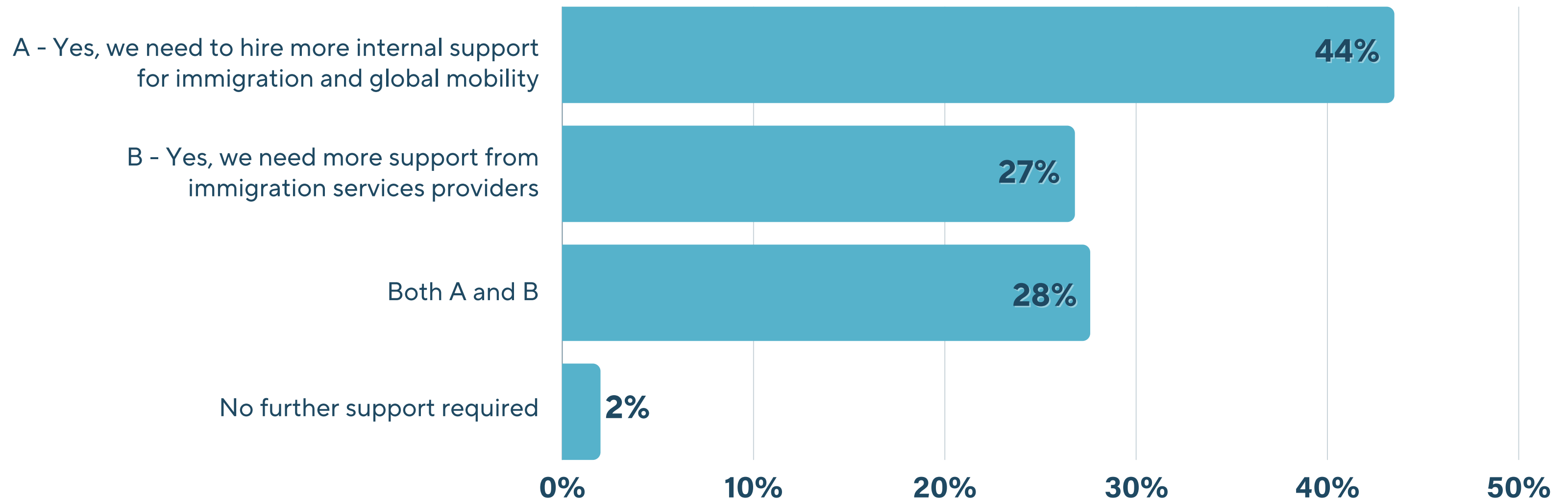
4

To adapt to budget changes and continued demand for global talent, companies are restructuring their internal and external immigration and global mobility teams.

To address the ongoing labor market trends of 2024, a vast majority of employers are seeking greater support in managing their immigration and mobility functions.

ENVOYGLOBAL

Q: In 2024, do you feel your company needs more support to manage immigration and global mobility functions?

A - Yes, we need to hire more internal support for immigration and global mobility	44%
B - Yes, we need more support from immigration services providers	27%
Both A and B	28%
No further support required	2%

0% 10% 20% 30% 40% 50%

Source: Envoy Global's 2024 Immigration Trends Survey. Q41: In 2024, do you feel your company needs more support to manage immigration and global mobility functions? Data is % who chose the listed responses.

In 2024, short-term contractor immigration and global mobility professionals will be an important piece of their company's mobility program structure.

Q: In 2024, will your company employ short-term contractors for your immigration and global mobility program?

89%

of employers anticipate employing short-term contractors for their immigration and mobility programs in 2024.

ENVOYGLOBAL

Most companies in our survey assign more than one individual to their internal immigration and global mobility functions.
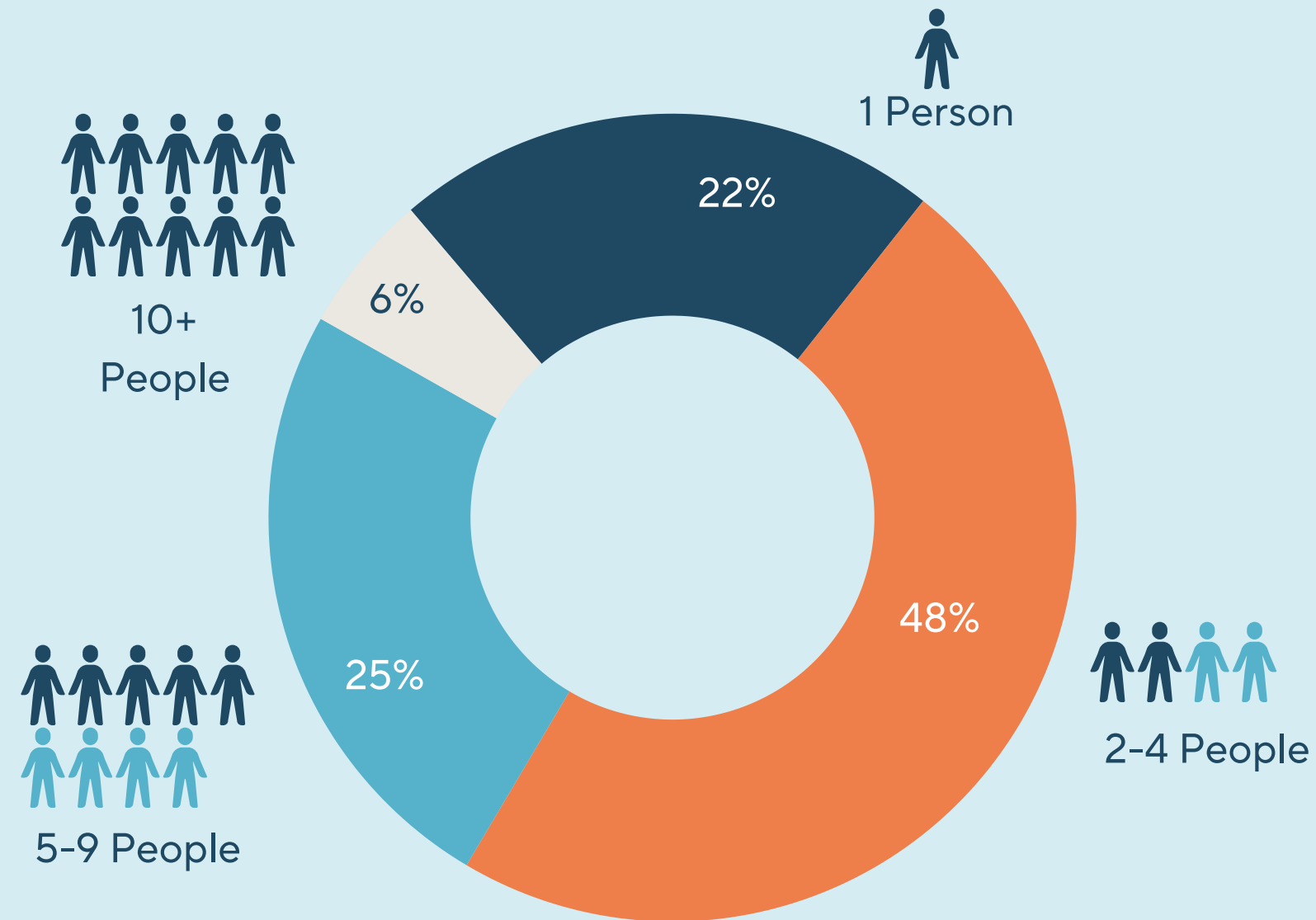
1 Person
22%

6%

10+ People

2-4 People
48%

25%

5-9 People

Q: How many different people at your company are responsible for the immigration and global mobility functions?

Source: Envoy Global's 2024 Immigration Trends Survey. Q19: How many different people at your company are directly responsible for the immigration and global mobility functions?
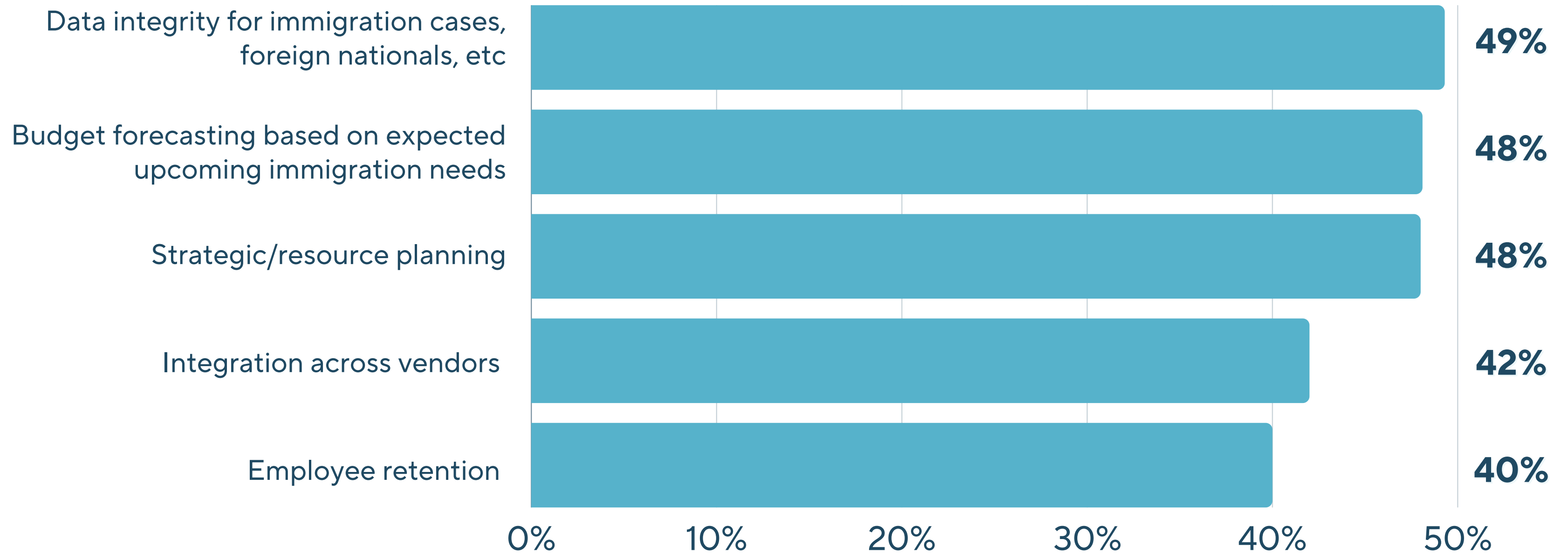Data displays % who chose the listed responses totaling 100%.

2024 IMMIGRATION TRENDS REPORT

Here's how companies with varying numbers of sponsored employees structure their immigration and global mobility teams.

ENVOYGLOBAL

	Size of Team (People)	Sponsored Employees			
		1-49	50-249	250-999	1,000+
👤	1	11%	6%	4%	34%
👥👥	2-4	71%	62%	49%	40%
👥👥👥	5-9	14%	27%	37%	22%
👥👥👥	10+	4%	5%	10%	4%

Q: How many different people at your company are responsible for the immigration and global mobility functions?

Source: Envoy Global's 2024 Immigration Trends Survey.Q19: How many different people at your company are directly responsible for the immigration and global mobility functions?

Immigration data will be vital to a company's immigration and global mobility strategy in 2024.

ENVOYGLOBAL

Q: How do you use your immigration program data?

Data integrity for immigration cases, foreign nationals, etc	49%
Budget forecasting based on expected upcoming immigration needs	48%
Strategic/resource planning	48%
Integration across vendors	42%
Employee retention	40%

0%   10%   20%   30%   40%   50%

Other
2%

A: A provider that takes care of most of the work for our company's immigration program

33%

31%

34%

A combination of both A and B

B: A provider that offers self-service options for our company's internal immigration and global mobility team

Employers also desire personalized support from immigration service providers to meet their team's individual needs and challenges.

Q: What is your preferred approach for working with an immigration services provider?

ENVOYGLOBAL

2024 IMMIGRATION TRENDS REPORT

Internal immigration and mobility teams often work independently based on country or region.

Q: Does your organization separate its internal immigration and global mobility teams by country or region?

79%
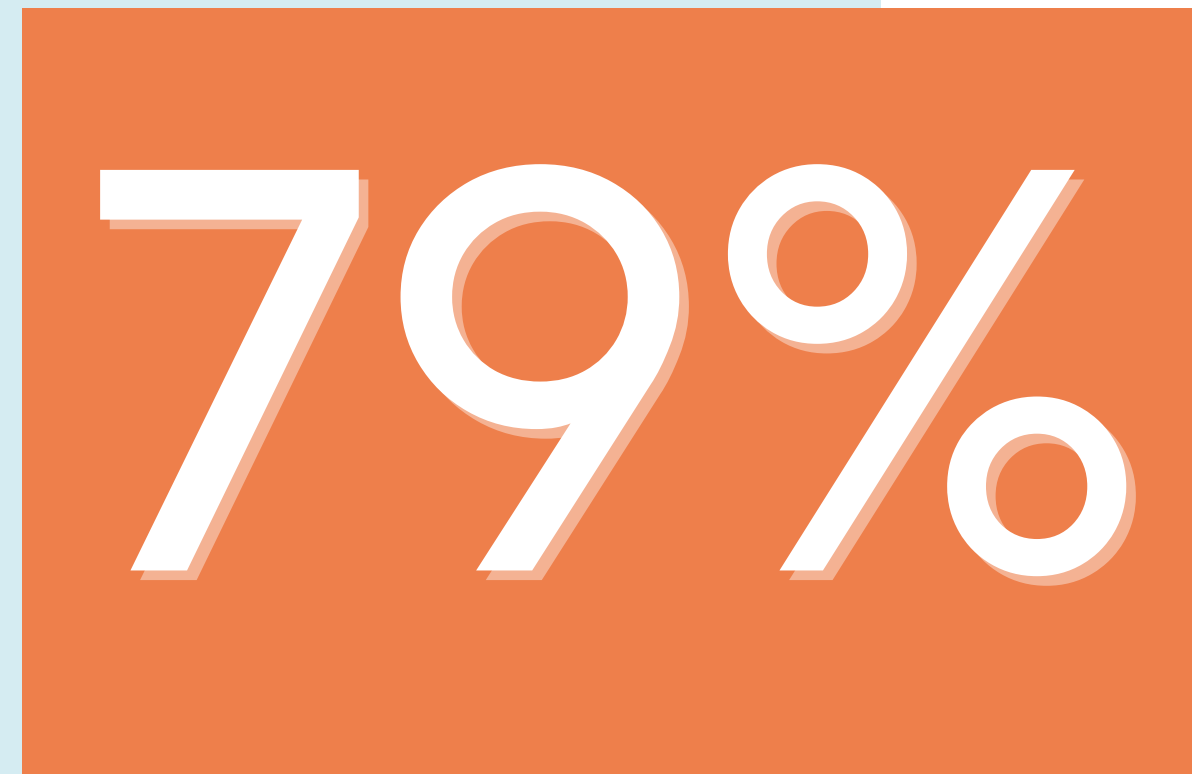
of employers seperate their internal immigration and global mobility teams by country or region.

Source: Envoy Global's 2024 Immigration Trends Survey. Q22: Does your organization separate its internal immigration and global mobility teams by country or region? Data is % who chose "Yes."

In 2024, employers continue to require unique support in managing their immigration programs worldwide.

Q: Does your company employ different service providers for U.S. immigration support versus global immigration support?

Source: Envoy Global's 2024 Immigration Trends Survey. Q43: Does your company employ different service providers for U.S. immigration support versus global immigration support? Data is % who chose "Yes, we have different service providers."

62%

of companies employ different service providers for U.S. immigration support versus global immigration support.

KEY TAKEAWAYS

1 Despite a backdrop of mass layoffs and immigration fee increases, our survey reveals that U.S. employers remain committed to integrating foreign nationals into their talent strategies.

2 Employee retention and immigration perks remain fundamental elements of immigration and global mobility policy strategies in 2024.

3 Employers are actively seeking and implementing new strategies to access global talent.

4 Companies will also examine their internal and external immigration and global mobility teams to fit their organization's evolving needs.

2024 IMMIGRATION TRENDS REPORT

ENVOYGLOBAL

ENVOYGLOBAL

Envoy Global is a global immigration services provider offering the only immigration management platform that makes it seamless for companies to hire and manage an international workforce. Through our platform and services, we empower companies to acquire the best talent regardless of where they live, manage their entire global workforce and enable employees to take advantage of business opportunities around the globe. With in-house practices in the U.S., Canada, Ireland, the UK, France, UAE and Singapore, and support in over 180 countries globally, Envoy Global works with over 1,750 companies across all industries.

Cint

Cint is a global software leader in digital insights and research technology. Cint has one of the world's largest consumer networks for digital survey-based research, with millions of engaged respondents across more than 130 countries. In January 2022, Cint acquired Lucid, a survey-based programmatic marketplace. The additional acquisition of GapFish in 2021 provides dedicated access to more than 500,000 panellists with deep profiling in Germany, Austria and Switzerland.

To learn more, visit

envoyglobal.com

For media inquiries, please contact Erin Weber at erin.weber@envoyglobal.com