

Issues with and Tips for Hiring and Retaining Foreign Workers

UMHS recruits and hires many individuals who are not citizens of the United States. You probably are not aware of the issues you face with hiring foreign workers, including those who attend school at U of M. The following is a list of issues and tips to consider.

- It takes a long time to process visas if an individual does not already have one. If you are looking to fill a position quickly, this may impede your options. INS does have a premium processing service in which visas are processed in 15 calendar days.
- There are over 40 types of visas available, which makes it confusing to choose which one is needed. Consult U-M resources to make sure the individual picks the right one.
- If the person has lived in the United States for a while, you will have to account for the time to get the individual ready, not only in the job, but also in his or her personal setting.
- Because of September 11, foreign nationals should carry their passport and visa with them at all times and not leave the country unless absolutely necessary. If an individual has to go outside of the US, make sure that he or she has the proper documentation to return. If he or she cannot return and is a key team member, it could cost you time and money to find a replacement.
- Even though INS policies have not changed, be aware that processing visas has slowed down somewhat since September 11 because the INS is reviewing applications more closely.
- If you release an employee before his or her visa expires, INS expects that you will cover a reasonable cost to return the worker to his or her country of origin and will notify the INS that the person has been released.

For further reading:

- INS Web Site for Employers
(<http://www.ins.gov/graphics/services/employerinfo/index.htm>)

U-M Resources

- University of Michigan International Center
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