

Deploying global assignees

Type	Period of Stay	Existing employees that migrate to...	Key Policy Considerations
Business visitors	Short-term	...participate in meetings and events.	<ul style="list-style-type: none"> • Timely visa/entry process • Scope of permissible activities for visit
Project workers	Short- to medium-term	...deliver products or services to a client.	<ul style="list-style-type: none"> • Timely visa/work permit process • Flexibility of work visa/permit process to accommodate this scenario
Intra-company transfers	Short- to long-term and, occasionally, indefinite	...work for an affiliated organization. They may have knowledge of an organization's operations and/or managerial experience or may be participating in an extended training or talent rotator program.	<ul style="list-style-type: none"> • Timely work visa/permit process • Scope of skills, qualifications, and salary requirements as selection criteria • Residence and work authorization for accompanying family • Pathways to permanent residence

Hiring migrants already in a country

Type	Period of Stay	New employees that have...	Key Policy Considerations
Foreign students	Indefinite	...recently graduated from a domestic academic institution and are entering the labour market.	<ul style="list-style-type: none"> • Visa/work permit process for transition from study to work • Scope of skills, qualifications, and salary requirements as selection criteria • Residence and work authorization for accompanying family • Pathways to permanent residence
Employed migrants	Indefinite	...been working for another employer on a valid work visa/permit.	<ul style="list-style-type: none"> • Visa/work permit portability • Scope of skills, qualifications, and salary requirements as selection criteria • Residence and work authorization for accompanying family • Pathways to permanent residence

Other Regular Migrants	Indefinite	...been residing in the country on humanitarian or family visa/permit and are entering the labour market.	<ul style="list-style-type: none"> • Visa/work permit processes for transition to work • Scope of skills, qualifications, and salary requirements as selection criteria • Residence and work authorization for accompanying family • Pathways to permanent residence
Irregular Migrants	Indefinite	...been residing in a country without a valid residence or work visa/permit. They may have previously worked or completed studies in the country.	<ul style="list-style-type: none"> • Protections for human and labour rights¹ • Pathways to regularization

Recruiting migrants with skills in-demand

Type	Period of Stay	New employees recruited internationally...	Key Policy Considerations
Exceptional talents	Indefinite	...after an exhaustive search for an elite candidate. This could include senior executives, innovators, and renown researchers.	<ul style="list-style-type: none"> • Timely visa/work permit process • Residence and work authorization for accompanying family • Pathways to permanent residence
Shortage workers	Short to long-term	...to address acute shortages in a low-, medium-, or high-skill occupation.	<ul style="list-style-type: none"> • Fair and ethical recruitment protections¹ • Timely visa/work permit process • Visa/work permit portability

Best practice

Employers deploy, hire, and recruit migrants in several scenarios, each with their own implications for migration policy + link to the tables

¹ Protecting human and labour rights is of paramount importance for all migration scenarios, but shortage workers and irregular migrants, particularly those in low-skill occupations, are at elevated risk of exploitation.