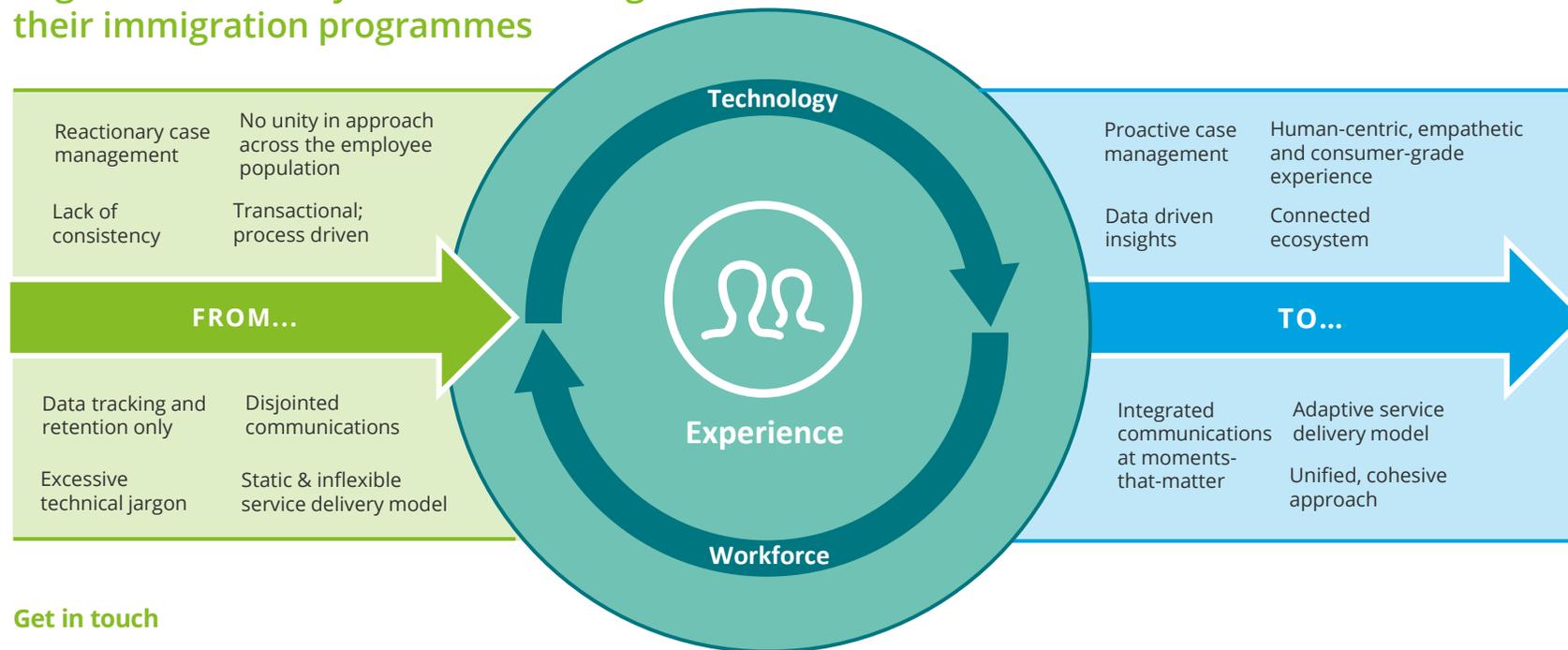


## Immigration Transformation Advisory

It is imperative that global organisations establish an effective immigration infrastructure, one that considers **strategy, experience** and **regulatory** to proactively address immigration needs and challenges.

### Organisations today are transforming their immigration programmes



### Navigating the immigration landscape is complex due to:

- Ever-changing regulations
- Travel complexity
- Evolving geo-political landscape
- Diversifying employee profiles
- Race and competition for talent
- Increasing global agility and broadening deployment types

In addition, the world of work has been **disrupted** more broadly, providing an exciting opportunity to reimagine Global Mobility.

On the next page we outline the Deloitte immigration transformation advisory offerings which can transform your **immigration strategy, employee experience** and ensure **regulatory compliance**.

### Get in touch

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For purposes of this document, we refer to immigration in the context of the overall programme (i.e. processes, experience, management, technology), not actual legal services or technical advice. Immigration services are provided by the immigration practices of Deloitte Touche Tohmatsu Limited (DTTL) member firms outside the United States and/or Berry Appleman & Leiden (BAL), a US-based global immigration law firm allied with Deloitte LLP (Deloitte UK). Deloitte US does not provide immigration advice and is not a party to the alliance with BAL and Deloitte UK.

# Immigration Transformation Advisory

Our immigration consulting team have deep HR consulting and technical skills to support you optimise your entire immigration programme and ecosystem.

## How Deloitte can help

STRATEGY	EXPERIENCE	REGULATORY
<p><b>Strategy and Programme Enhancement</b></p> <ul style="list-style-type: none"> <li>Align on ideal immigration operating service delivery model/organisation design based on stakeholder input.</li> <li>Define scope of the immigration function and key roles and responsibilities, including vendor consolidation/sourcing.</li> <li>Design or enhance processes to increase efficiency and elevate experience.</li> </ul>	<p><b>Immigration Policy: Design and Implementation</b></p> <ul style="list-style-type: none"> <li>Current state assessment: explore stakeholder feedback and traveler demographics.</li> <li>Share market insights, benchmarking and best practices.</li> <li>Design new policy framework and accompanying communications.</li> </ul>	<p><b>Immigration Programme Health Check</b></p> <p>To highlight strengths, opportunities, compliance risks and develop a prioritised roadmap, an immigration health check analyses:</p> <ul style="list-style-type: none"> <li><b>Operations</b> including service delivery model and resourcing, governance, process, policy, vendor and cost analysis, technology and tech-enablement.</li> <li><b>Compliance</b> risks*.</li> <li><b>Employee experience</b> and communications.</li> </ul>
<p><b>M&amp;A Activities</b></p> <ul style="list-style-type: none"> <li>Supporting with necessary immigration activities via diligence and risk review*.</li> <li>Alignment of programmes and policies.</li> <li>Managing additional filings required*.</li> </ul>	<p><b>Communication &amp; Change Management</b></p> <ul style="list-style-type: none"> <li>Create educational materials on immigration processes and other FAQs.</li> <li>Incorporate immigration considerations into training programmes.</li> <li>Increase transparency through strategic communications.</li> </ul>	<p><b>Preparing for Regulatory Change</b></p> <ul style="list-style-type: none"> <li>Current state readiness assessment (including adaptability, staffing levels, expected changes to mobility population and potential compliance impacts)*.</li> <li>Support with cost impact analysis and management*</li> </ul>
<p><b>Location Strategy and Workforce Planning</b></p> <ul style="list-style-type: none"> <li>Assess alternative locations to meet workforce needs and create a heat map of locations.</li> <li>Design immigration strategy to support various locations addressing geo-political factors and employee-driven requests.</li> </ul>	<p><b>Diversity, Equity, and Inclusion</b></p> <ul style="list-style-type: none"> <li>Immersive lab experience to accelerate business &amp; talent strategies and inclusive leadership.</li> <li>Identify programme opportunities and considerations including accompanying families, and onboarding experience.</li> <li>Develop a roadmap on how the immigration programme can support the organisation's D&amp;I agenda.</li> </ul>	<p><b>Business Travel Analytics</b></p> <ul style="list-style-type: none"> <li>Assess impact of travel restrictions lifting to business travellers*</li> <li>Integrate business travel processes and services to provide seamless experience.</li> <li>Support business with pre-emptive talent planning with data-based insights through analytics.</li> </ul>

### Digital Management & Experience

- Enhanced employee/user experience through technology enabled solutions including:
  - GoWork** – to automatically assess candidate eligibility
  - GoVerify** – seamlessly supporting right to work checks

**GoWork. GoVerify.**

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\* Immigration legal advice services will be provided by Deloitte UK

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