






The Trump administration will likely bring immigration restrictions and changes that could jeopardize the status of employees on temporary immigration pathways and cause operational and compliance challenges. Understanding likely shifts allows employers to plan and adapt to help affected employees.

Categories Affected

More temporary or less certain pathways are more likely to be affected, including:

-  **Asylum Seeker** with Pending Asylum
-  **Deferred Action for Childhood Arrivals (DACA)**
-  **Deferred Enforced Departure (DED)**
-  **Humanitarian Parole**, including Afghans, CHNV, and U4U
-  **Temporary Protected Status (TPS)**

An **estimated 2.3 million** people are present in the United States and authorized to work based on temporary humanitarian pathways (not counting asylum seekers).

Anticipated Issues

- **Operational disruptions and employee difficulties** if programs are ended.
- **Reverification requirements** and complex I-9 issues could emerge if the Trump administration ends temporary programs and their associated work authorization.
- **Complexities with anti-discrimination and Buy American, Hire American policies.**
- **Investigations and enforcement actions** may increase, and companies with public commitments to hiring immigrants and refugees may face scrutiny.
- **Deportations** may increase, causing concern for those on non-durable pathways.

How Employers Can Help

Companies can play a key role in helping vulnerable employees understand options and identify alternative immigration pathways.



Inform

- Communicate accurate information in concert with your legal provider.
- Point employees to reputable attorneys and resources for assistance.
- Help people understand individualized options/ risks with consultations.



Identify

- Assess who may be affected by policy changes.
- Encourage employees to self-identify to HR if they need help or want information.



Support

- Consider providing legal support, group informational sessions, and/or financial reimbursements for any outside legal services
- Explore sponsorships (like H-1B) through employment-based pathways when relevant.