

Hiring Foreign-Born Employees

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Construction industry employers often face critical shortages of skilled and professional employees. Many wonder if they can hire foreign workers to fill their needs. The answer is maybe. Employers who can anticipate workforce shortages in both hourly jobs and in professional level jobs can use existing temporary guest worker programs if they meet applicable requirements and are not blocked by limits on the number of foreign workers who may be admitted under these programs.

Because most of these programs require substantial lead time, employers who expect labor shortages should become familiar with practical and legal aspects of these program requirements and consider their options well in advance of needing workers. The advantages of using any of the guest worker or student / recent graduate programs can only be made after careful consideration of the alternatives. Employers that are interested in learning more about how these programs work and what is required under them may visit www.dol.gov.

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Related People



Ann Margaret Pointer

Senior Counsel

404.240.4223

Email

