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GLOBAL MOBILITY SHIFTS: 3 KEY TRENDS THAT WILL SHAPE TALENT ACQUISITION WORLDWIDE

Insights
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As the new Trump administration takes shape, we anticipate three key trends in global mobility that will influence foreign talent acquisition across the globe: increased competition for skilled workers worldwide, a global expansion of digital nomad visas, and stricter visa policies for low-skilled workers. For U.S. employers – particularly those with operations abroad – these trends present both new opportunities and challenges in recruiting and managing a global workforce. Here’s what you need to know as you plan for this new era.

1. Increased Access to Competitive Work Visas for Skilled Workers

We predict that many countries will increasingly position themselves as prime destination alternatives for skilled foreign workers. As the U.S. imposes more restrictions on certain categories of talent, other nations will seize this opportunity by expanding their pathways for highly skilled professionals and streamlining recruitment options. Look for intense global competition to ramp up, especially in the technology, healthcare, and engineering fields.

- **A Repeat of Prior Shifts:** We saw early signs of this trend during the last Trump administration, as countries like Canada, Switzerland, and Australia introduced new policies to attract highly skilled workers and address gaps in their labor markets. For example, Canada created streamlined pathways for employee relocation, including expanding the Global Talent Stream under the Trade

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Foreign Worker Program and simplifying the Intra-Company Transferee (ICT) Program, which fast-tracks work permits for workers. Switzerland also created more flexible residence for entrepreneurs and highly qualified professionals, including those in tech, finance, and pharmaceutical industries. The government increasingly favored skilled workers who could demonstrate high-level qualifications and bring innovation and economic benefits to the country.

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2. Global Expansion of Digital Nomad Visas

The first Trump administration's aggressive stance on immigration coincided with the rise of remote work and the increasing popularity of the digital nomad lifestyle, which became more feasible for many professionals during the COVID-19 pandemic. In response to this shift, [several countries introduced digital nomad visas](#) to attract remote workers and self-employed individuals — a trend that was further accelerated by U.S. visa restrictions.

As remote work continues to gain momentum, we predict that more countries will introduce or expand these visa programs, offering foreign workers the opportunity to live and work remotely while contributing to local economies. U.S. employers will need to adapt as a growing portion of their workforce seeks international opportunities, especially in destinations with favorable visa policies for remote workers. If you want to stay competitive in the global talent market, consider offering greater flexibility in hiring and retention – while at the same time adjusting to new legal compliance and workforce management challenges raised by this shift.

- **Movement Gains Momentum:** Most recently, Taiwan introduced a digital nomad visa program starting January 1. It allows nationals from visa-exempt countries to apply to stay in Taiwan for remote work. Italy also introduced its version of the nomad visa in 2022, targeting highly specialized workers from qualifying professions. Many other countries around the world have now implemented their own versions of digital nomad visa programs, and we expect the number to continue growing.

3. Stricter Visa Policies for Low-Skilled Workers Worldwide

While high-skilled worker visas have become more streamlined, low-skilled laborers now face increased

barriers in securing employment visas. As political and economic shifts continue, many countries will further tighten immigration policies and make it harder for low-skilled workers to gain entry.

- Global Examples: The U.S. has already implemented stricter regulations in recent years, and this trend is likely to spread globally. In 2023, Sweden introduced even more stringent requirements for low-skilled workers, including a minimum threshold. Similarly, Australia and Canada have become more restrictive, adding new requirements or reducing pathway skilled labor visas. This tightening of immigration policies presents challenges for industries that rely on such workers, and businesses will need to adapt to these evolving regulations.

Conclusion

We will monitor these developments and provide updates as warranted, so make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information directly to your inbox. Please contact your Fisher Phillips attorney, the authors of this Insight, or any attorney on our [Global Mobility Team](#) or [International Practice Group](#) to learn more.