

Solving the Healthcare Talent Gap: Smart Immigration Strategies for a Healthier Future!



Giselle Carson, Esq.

Corporate Immigration Attorney | Author of The Corporate
Immigration Advantage | Global Talent Strategist



Welcome & Purpose

Let's Set the Stage:



Our goal today:

- Why Immigration Matters to Healthcare?
- Two Path: Falling Behind vs. Leading the Way
- Real Case Stories
- Tools to Move from Uncertainty to Confident Action

*“Immigration isn’t optional,
it’s your strategic advantage.”*



Get Most of Our Time Together



Tell me and I
forget.



Teach me and I
remember.



**Involve me and I
learn!**

Taking Our Collective Pulse

How familiar are you with hiring and retaining foreign talent?

- 😬 = 1 → “I know nothing!”
- 💪 = 10 → “I’ve done this a lot!”



The foreign talent immigration process can feel overwhelming, but *it is a powerful and necessary strategy for leadership and longevity in healthcare.*

No Two Cases Are the Same

- Every candidate brings unique credentials, histories, and visa backgrounds
- The process is never one-size-fits-all
- Our goal? Make it as smooth and strategic as possible



Meet Your Presenter:

Giselle Carson, Esq.



👋 Corporate Immigration Attorney & Foreign Talent Strategist

🌍 Two-time Immigrant

🏃 Endurance Athlete

📖 Author of *The Corporate Immigration Advantage*

💡 I partner with leading employers to simplify immigration, support foreign talent, and build resilient teams!



Why Immigration Matters to Healthcare?

The Numbers Don't Lie



10,000 Americans retire every day



124,000+ physician shortfall by 2034 (AAMC)



1 in 5 U.S. physicians were born and educated abroad (AAMC)



1 in 4 healthcare workers is foreign-born (MPI)



Immigrants fuel 44% of the Fortune 500

Retention & Strategic Advantage

Workers sponsored for green cards stay with their employers **6–10 years or longer** (average U.S. job tenure of **4.1 years**)

Sponsorship and immigration guidance is often the **#1 reason international candidates choose one employer over another.**

The Big Picture

💡 *If you're not thinking globally... you're not leading for the future.*

Healthcare is already global... your strategy needs to be also.





Two Paths: Falling Behind vs. Leading the Way

Where Companies Miss the Mark.

- **Assume there are enough U.S. workers** to meet demand
- **Fail to educate teams** on immigration options and strategy
- **React instead of plan**—waiting until it's an emergency
- **View immigration as a burden** rather than a strategic advantage
- **Avoid sponsorship** due to perceived cost or complexity



What Leading Companies Do Differently?

- **Align immigration strategy** with talent, growth, and business goals
- **Educate teams** (HR, recruiters, managers) on immigration basics
- **Explore diverse visa pathways**—J-1, H-1B, O-1, TN
- **Sponsor green cards early** to build loyalty and reduce turnover
- **Communicate clearly and compassionately**
- **Partner with immigration counsel**—early, consistently, and strategically



Work Visas & Real-World Examples

Real World Example

Indian, Analyst Health Data

- F-1 Student Visa → H-1B → Green Card
- Leading the use of health data to support delivery value- based healthcare
- *10 years at the same hospital*

***Proactive Action =
10-year Retention***



Real World Example


French Neurosurgeon

- J-1 → O-1A
- Leading neurosurgery research and innovation
- *From fellow to innovator*

*Proactive learning
+ Legal partnership
= Long Term Growth*




Delay Isn't Neutral, It's Risky and Expensive

 Cost of vacancy: \$25K–\$100K+ per unfilled role

 Churn costs are 2x salary for mid-level employees

 Losing a sponsored employee mid-process = lost trust + lost investment

 Candidate experience matters—immigration indecision sends top talent elsewhere

Missed Opportunity

Private Practice: A Costly Delay

- Leadership hesitated, misunderstood sponsorship
- “Immediate need” turned into missed opportunity
- Candidate took another offer

 *Result:*

- Ongoing physician shortages
- Lost revenue + stressed patient care

Hesitation = lost trust, talent, and growth.

Want the Tools + Strategies Leaders Are Using?

Join the Corporate Immigration Workshop

- 3 Hours High-Impact Training | \$600 | Limited Spots
- Key Immigration Terms Guide
- U.S. Work Visa Flowchart



First 5 Sign-Ups | My New Book



Scan the QR code to sign up now

Sparked ideas?

This workshop turns them into action.





Recap & Reflect

Recap & Reflect

- ◆ Immigration is a must-have strategy, not a nice-to-have
- ◆ Act early, educate teams, and partner with legal
- ◆ Green card sponsorship = loyalty 2–3x longer
- ◆ The right mindset + process = retention, resilience, growth



*Want to build a roadmap for your team?
Let's talk after this session or connect on LinkedIn*

SHARE

- A takeaway (fact, shift, surprise)
- Your learning pulse (1 to 10)



Stay Connected



Scan code +
Connect on LinkedIn



Giselle Carson, Esq.

*Corporate Immigration Attorney | Author |
Speaker | Endurance Athlete |
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