



June 23, 2025

The Honorable Kristi Noem
Secretary of Homeland Security
U.S. Department of Homeland Security
Washington, DC 20528

Dear Secretary Noem:

On behalf of [SHRM](#) and our nearly 340,000 members in 180 countries, we write to express our commitment to working with the U.S. Department of Homeland Security (DHS) and its subagencies to promote compliance and support effective workplace immigration policies. As the trusted authority on all things work, SHRM partners with administrations to advance sound workplace policies. We support the Administration's goals of public safety, national security, and economic stability, and recognize employers' vital role in ensuring a legal, prepared, and productive workforce. Through SHRM's educational tools, policy guidance, and compliance resources, we help U.S. employers meet immigration obligations while supporting the workforce they depend on.

Immigrant workers are vital to key industries like agriculture, hospitality, construction, and food service. SHRM research shows nearly 20% of the U.S. labor force is foreign-born, with these workers making up at least 25% of jobs in four major occupational groups and 20% in seven industries. Many have lived and worked in the U.S. for decades, bringing experience and skills that complement U.S.-born workers. They are essential to infrastructure, food supply, and a strong economy.

To support employers in navigating these challenges and upholding the law, we respectfully urge DHS to:

1. **Issue clear, consistent, and compliance-oriented guidance** on Form I-9, Employment Eligibility Verification obligations – especially in the wake of the Supreme Court's rulings permitting DHS to terminate the 2023 Temporary Protected Status designation for Venezuela and the parole programs and employment authorization for certain Cubans, Haitians, Nicaraguans, and Venezuelans.
2. **Partner with HR professionals, who play a critical role in both ensuring legal compliance and managing workforce needs.** As the individuals responsible for implementing workplace policies, HR professionals ensure employers meet federal requirements while also supporting effective hiring, onboarding, and employee management.
3. **Modernize employment visa programs and adjudication processes** to align with current labor market needs.

SHRM stands ready to collaborate with DHS to build a workplace immigration system that is efficient, transparent, and responsive. We welcome the opportunity to meet and discuss how we can support these shared goals.

Sincerely,

Emily M. Dickens
Chief of Staff, Head of Government Affairs & Corporate Secretary