SUPPORT ACCESS TO AND RETENTION OF GLOBAL TALENT

U.S. innovative capacity and global competitiveness attract, and are reinforced by, the knowledge and contributions of global talent, particularly in critical high-tech fields such as 5G, cybersecurity, quantum computing and artificial intelligence. Against this backdrop, pursuing steps to better leverage and retain global talent, while ensuring that key national security safeguards remain in place, is critical. At the same time, the federal government should work to ensure that the U.S. innovation economy is benefiting from the full potential of a world-class domestic workforce while creating pathways to broaden participation in innovation-intensive sectors. This work entails supporting and investing in workers to equip them with the skills to respond and adapt to new opportunities, while expanding and modernizing pathways toward digitally resilient jobs.

1. Support systems to leverage global talent.

The federal government should modernize our U.S. system to allow U.S. employers to access and retain global talent. This work includes taking the following actions:

- **a.** Improve the H-1B system for skilled workers in innovation-intensive fields and allow the employment of H-4 dependent spouses.
- **b.** Maintain authorization for the Optional Practical Training period for visas held by students in qualifying science, technology, engineering and math (STEM) fields to retain foreign students after graduation.
- **c.** Provide a new, streamlined path to a green card for graduates in advanced STEM fields and exempt individuals with special skills (e.g., STEM-related skillsets) from the visa cap.
- **d.** Eliminate the per-country cap on employment-based immigrant visas.
- **e.** Transition to a digital and predictable system to process immigration benefits.