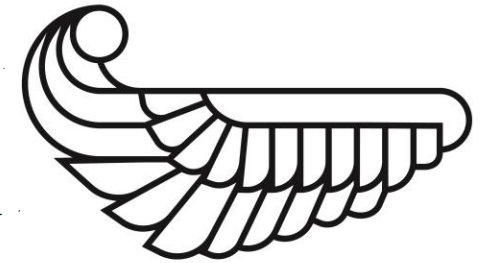
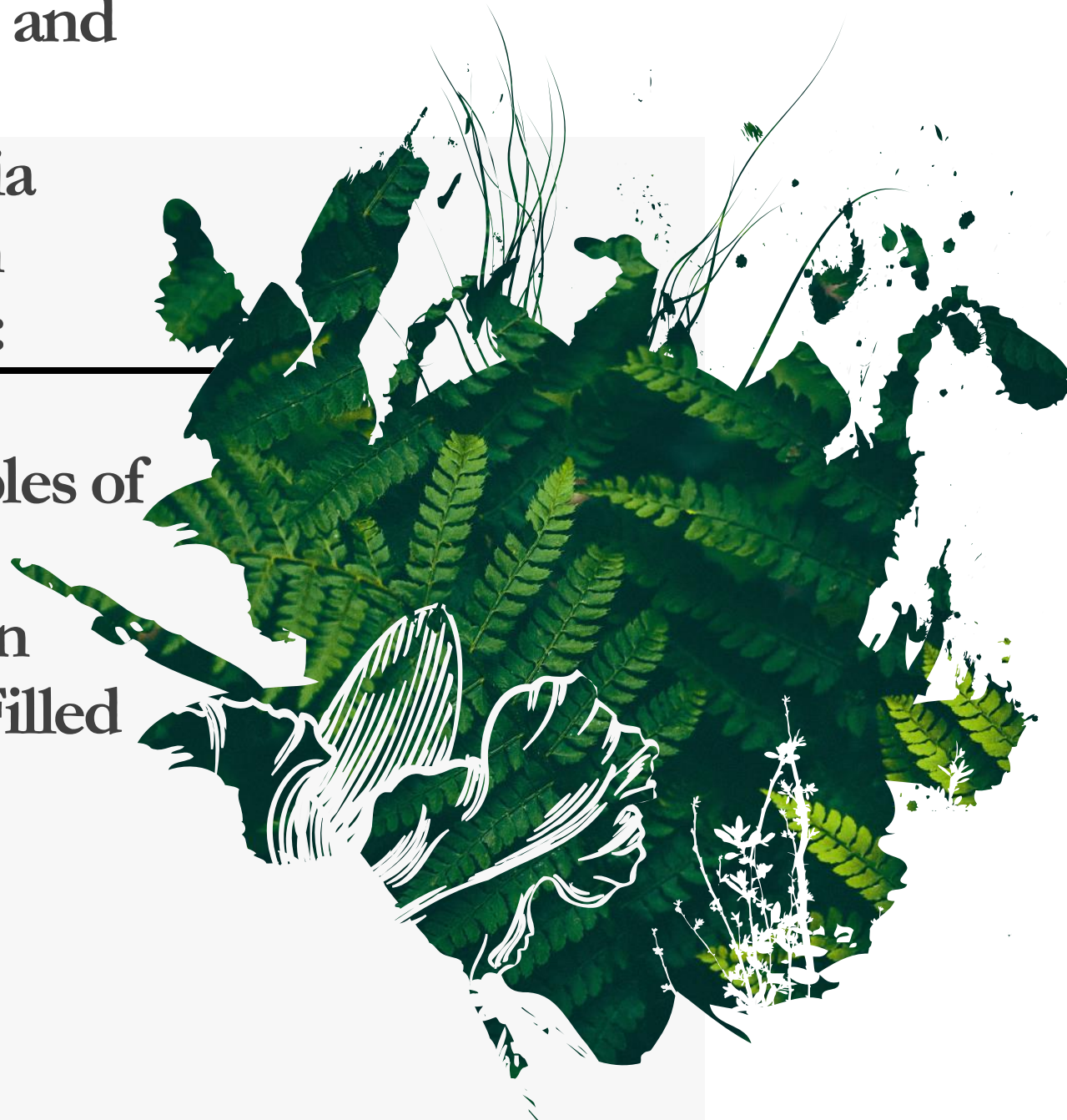


**Recruitment and
Retention of
Physicians via
Immigration
Sponsorship:**

**Case Examples of
How
Rural Oregon
Employers Filled
Shortages**



S A R P A
— L A W —

10/03/2024

**Yaschar Sarparast
Attorney**

The Medical Clinic

- 2 MD candidates finishing residency/fellowship on J-1 visa
- Clinic is an underserved shortage area (there's a loophole for urban areas)
- Dr. Lee (specialist) goes through Oregon's limited Conrad 30 J-1 waiver on Oct. 1
- Dr. Singh (primary care) goes through the unlimited year-round HHS J-1 waiver, within a severe shortage area
- Both physicians commit to 3 years of H-1B employment



Most Common



The Physician Group

- MD candidate completing residency/fellowship in H-1B status
- No J-1 waiver needed
- Group is = an urban for-profit
- MD will be “employed at” an off-site non-profit hospital (that is affiliated with a univ/college) for more than 51% of his-her time
- Alternatively: MD works at the above hospital PT and at physician group’s offices PT

The Hospital

- MD candidate is with another employer in H-1B status. They finish 3 years of J-1 waiver time in a few months. You want to hire.
- Option A - Extenuating Circumstances Transfer (show why can't finish)
 - New employer must be in an underserved area.
 - New employer can be for-profit.
- Option B - Regular Transfer (after finishes)
 - New employer can be located anywhere & for profit.





Why sponsor?

- In most cases they stay min. of 4-5 years due to green card sponsorship (some never leave)
- Easier to recruit to rural areas because of the immigration incentives
- One attracts more
- Many have physician spouses
- From Canadians to Colombians (untapped market)

Recruitment Tips

- Peace of Mind = Confidence that their immigration needs will be taken seriously and successfully completed.
- Do you have an immigration plan or can you answer their questions?
- Have you sponsored before?
- Will you act with urgency to meet immigration deadlines?
- Develop a point of contact for immigration within/outside your organization.



Cost v. Benefits

- Compared to recruiter percentages, sign-on bonuses, and leaving the position empty, the immigration costs pay for themselves when the physician is employed 3 years and will attract more international physicians to build your program.



Numbers of Physicians by Home Countries

Country	Total
India	144
Canada	86
Philippines	44
Pakistan	26
Romania	16
Jordan	20
Syria	12
Nigeria	12
Lebanon	10
Nepal	13
United Kingdom	9
Mexico	7
Germany	6
Peru	7
Turkey	6
Dominican Republic	5
Egypt	5
Malaysia	5
Thailand	5
Argentina ¹	<5
Armenia	<5
Bangladesh	<5
Barbados	<5
Botswana	<5
Brazil	<5
Bulgaria	<5
Burma (Myanmar)	<5
China	<5
Columbia	<5
Costa Rica	<5
Ecuador	<5
El Salvador	<5
Ethiopia	<5
Ghana	<5
Greece	<5
Guatemala	<5
Honduras	<5
Hungary	<5

Physician Placements by County

Country	Total
Iran	<5
Iraq	<5
Ireland	<5
Israel	<5
Italy	<5
Jamaica	<5
Japan	<5
Kazakhstan	<5
Kenya	<5
Libya	<5
Maldives	<5
Mauritius	<5
Moldova	<5
New Zealand	<5
No home country	<5
Norway	<5
Panama	<5
Paraguay	<5
Poland	<5
Portugal	<5
Russia	<5
Saudi Arabia	<5
Serbia/Montenegro	<5
Singapore	<5
Slovak Republic	<5
South Korea	<5
Sri Lanka	<5
St. Vincent	<5
Sudan	<5
Sweden	<5
Switzerland	<5
Taiwan	<5
Tajikistan	<5
Trinidad and Tobago	<5
Uganda	<5
Venezuela	<5
West Bank/ Palestinian Authority	<5
Total	525

County	Total
Benton	<5 ¹
Clackamas	<5
Columbia	<5
Clatsop	8.5*
Coos	35
Deschutes	<5
Douglas	40
Jackson	106.5*
Josephine	48.5*
Klamath	17
Lane	78
Lincoln	<5
Linn	<5
Malheur	14
Marion	67
Multnomah	34.5*
Polk	<5
Tillamook	<5
Umatilla	26
Union	5
Wasco	9.5*
Washington	<5
Yamhill	16
Total	525



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