



GLOBAL IMMIGRATION UPDATE - AUGUST 2025

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FEATURE ARTICLE

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Firm in the News

Feature Article

INTERNSHIP/TRAINEE VISAS: AN OVERVIEW

This article provides an update on internship/trainee visas in several countries.

Canada

The Trainees/Trainers Business Visitor category in Canada allows foreign nationals to either provide training to employees of a Canadian parent or subsidiary of a foreign corporation, or receive training from such Canadian entity.

Foreign nationals in this category are not considered to be entering the Canadian labor market. As such, they may participate in training activities provided that any resulting production of goods or services is incidental to the

training. The primary purpose of their activities must be learning, not production. To qualify, there must be a valid corporate relationship between the Canadian company and the foreign company that employs the trainee/trainer abroad.

To qualify as a trainee/trainer, the foreign national must meet the eligibility criteria for a Business Visitor. Business Visitors typically come to Canada for short-term purposes such as attending meetings or events, usually for a few days or weeks, and usually may stay for up to six months. The general eligibility criteria for business visitors are:

- They will not enter the Canadian labor market;
- They have documentation that supports their application (such as a letter of invitation from the Canadian host business);
- Their main place of business and source of income/profits is outside Canada;
- They meet the entry requirements, including:
 - Having a valid travel document (such as a passport);
 - Having enough funds to support their stay and return home;
 - Having a plan to leave Canada at the end of their stay;
 - Not posing a criminal, security, or health risk to Canadians.

A Business Visitor might need a Temporary Resident Visa (TRV) or an electronic travel authorization (eTA).

Note: Under the Canada-United States-Mexico Agreement (CUSMA), a U.S. or Mexican national, as a Business Visitor, may also take part in other activities, such as research, marketing, and general services.

Sources: [Immigration and Refugee Protection Regulations, SOR/2002-227](#); [Business Visitors Attending Meetings, Events and Conferences in Canada](#) (Government of Canada)

Italy

An internship is considered a period of job training and orientation, not an employment relationship. The candidate must apply for a study/internship (*studio/tirocinio*) visa. A work permit is not required before applying for the visa.

This visa is issued by the Italian Consulate/Embassy of the country where the foreign national resides, within the limits of quotas periodically established.

Although entry for internships takes place outside the annual quotas set by the *Decreto Flussi*, it is still permitted only within a specific quota, determined every three years by an interministerial decree. For the 2023–2025 three-year period, the maximum quota for study/internship visas is 7,500.

The main requirement for the candidate to obtain the study/internship visa is that the Italian entity willing to host the individual sets up an internship program, duly approved by the relevant regional authority

The legal framework for non-EU citizens' internships in Italy is based on law at the national level and on regional regulations. Non-EU citizens intending to undertake an internship in Italy must obtain an entry visa (study/internship) and relevant permit. Generally, the required documents include:

- An entry visa application form;
- A recent passport-size photograph;
- A valid passport whose expiration date is one year + three months;
- Proof that the applicant has sufficient means of subsistence for their stay in Italy;
- A statement about the availability in Italy of suitable accommodations, as well as the sum needed for repatriation, which may be verified by submitting a return flight ticket;
- Health/insurance coverage for medical and hospital admissions that should not entail limitations or exceptions; and
- Documentation concerning the internship program: Internship programs are organized by authorized entities and are implemented according to a specific agreement between the promoting institution and the hosting employer. The visa can be requested by presenting a formal internship project duly stamped by the competent Italian Region; internships are made based on a special agreement between the promoter and the hosting entity.

Key entities involved in the preparation of the internship program include regional authorities (that must stamp the internship project); promoting entity (prepares the training project for approval by the relevant entity; this can be employment services or regional job agencies, universities, schools, etc.); hosting entity (can be a public or private subject, such as a company, business, or university, where the internship is conducted).

Once the visa is obtained, the individual should travel to Italy and apply for the residence permit card within eight days of arrival. They will be granted a residence permit for study/internship purposes, which may be converted at the end of the internship into a residence permit for subordinate employment, upon filing an online application through the dedicated government portal and submission of suitable employment documentation.

Türkiye

Turkish immigration law provides for a special [work permit exemption](#) for certain internship scenarios. The most common of these include:

- Foreigners who engage in an internship within the scope of approved student exchange programs (between Turkish universities and universities in foreign countries and approved by the Council of Higher Education);
- Foreigners who engage in an internship as part of an approved international student intern exchange, newly graduated intern exchange, or youth exchange program (e.g., IAESTE, AIESEC, [ERASMUS+](#)),
- Foreign students enrolled in a formal education program in Türkiye who are required to participate in a compulsory internship with an employer within the scope of their vocational education program.

The internship work permit exemption normally allows anywhere from four to 12 months of validity and is applied for domestically via an online portal with the Ministry of Labor.

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Country Updates

CANADA

This article discusses important immigration-related updates for 2025.

We have already reached the middle of 2025 and there are some important Canadian immigration updates across the board to be mindful of.

Express Entry Priorities

The federal government's current priorities with respect to economic immigration in the Express Entry system are health care and social services,

education, provincial nominees, and, for the Canadian Experience Class, those with high scores. For the Canadian Experience Class, the last draw had a cut-off score of 521, which is quite high given that job offer points are currently not being counted. There has been no French language draw since March 21, 2025. The rounds of invitation for Express Entry can be viewed here: [Ministerial instructions respecting invitations to apply for permanent residence under the Express Entry system - Canada.ca](#)

Update to Wage Thresholds for Low-Wage and High-Wage LMIA's

On June 27, 2025, the wage thresholds in each province and territory distinguishing between low-wage and high-wage Labour Market Impact Assessments was updated. The wage thresholds can be viewed here: [Hire a temporary foreign worker in a high-wage or low-wage position - Canada.ca](#)

Ontario Immigrant Nominee Program: New Portal

The Ontario Immigrant Nominee Program (OINP) is [moving to a new Employer Portal](#) for the OINP Employer Job Offer streams. This new portal will be an employer-led process. Employers will initiate the application by registering and providing employment position information, which in turn will enable applicants to register an Expression of Interest (EOI).

All existing EOIs were withdrawn on June 21 and June 22, 2025. On July 2, the Employer Portal opened for registration; previous EOIs will need to be submitted again.

OINP Draws in June

The OINP conducted draws in early June. These draws were limited; the OINP's allocation from the federal government has dropped significantly as the government's priority in decreasing the number of new permanent residents continues. The draws targeted the healthcare occupations and less populated areas of Ontario outside of Southern Ontario. For the In-Demand Skills stream, draws targeted health occupations, those in Northern Ontario, and those in Greater Sudbury. For the International Student stream, draws targeted health occupations, Eastern Ontario, Northern Ontario, Greater Sudbury, and the Regional Economic Development through Immigration Pilot (Lanark County, Leeds and Grenville, Sarnia-Lambton, Thunder Bay). For the Employer Job Offer: Foreign Worker stream, draws targeted Greater Sudbury, Northern Ontario, and the Regional Economic Development through Immigration Pilot (Lanark

County, Leeds and Grenville, Sarnia-Lambton, Thunder Bay).

Study Field Requirement for Post-Graduation Work Permits

As part of a policy to limit the number of temporary residents in Canada, the government has restricted students in non-degree programs, which are programs other than bachelor's, master's, or doctoral degrees, in applying for post-graduation work permits (PGWPs). Those who applied for study permits to study in a non-degree program on or after November 1, 2024, can only qualify for post-graduation work permits if they studied in a certain field.

In an effort to align with Express Entry priorities, 119 new fields of study in sectors like health care and social services, education, and trades were added, while 178 fields of study no longer linked to occupations in long-term labor shortages were removed. As a result of these changes, 920 fields of study are eligible for a PGWP. Study programs are assigned a Classification of Instructional Programs (CIP) code. Eligible CIP codes can be checked here: [Work in Canada after you graduate: Field of study requirement - Canada.ca](#).

Economic Mobility Pathways Pilot Extension

The Economic Mobility Pathways Pilot in support of refugees and displaced persons with in-demand labor market skills becoming permanent residents has been extended until December 31, 2025. The intake cap is 950 for the job offer stream and 150 for the no-job-offer stream. The eligibility criteria can be viewed here: [Immigrate through the Economic Mobility Pathways Pilot: Who can apply - Canada.ca](#).

Public Policy Allowing Temporary Residents to Work in New Jobs or for New Employers After Submitting a Work Permit Application

The policy that was first introduced during the COVID-19 pandemic allowing workers or those authorized to work without a work permit to begin a new job or start working for a new employer after submitting their work permit application and while the application was being processed is still in effect. To do so, applicants must submit an Immigration, Refugees and Citizenship Canada webform and include the code PPCHANGEWORK2020 in the webform message. Detailed instructions can be viewed here: [Extend or change the conditions on your work permit: Changing jobs or employers - Canada.ca](#)

Tightening of Immigration Requirements in Québec

Québec has suspended the Temporary Foreign Worker (*travailleurs étrangers temporaires*) Stream for temporary foreign workers and Québec Graduates (*diplômés du Québec*) Stream for permanent resident applicants until November 30, 2025.

This is further to the French language requirements for these streams, as follows:

- Temporary foreign workers: Oral comprehension of level 7
- Québec Graduates: Oral comprehension of level 7, written comprehension of level 5
- Partner or spouse: Oral comprehension of level 4

Information about the criteria and the acceptable tests for proof of French language comprehension can be found here: [Connaissance du français dans le cadre du Programme de l'expérience québécoise | Gouvernement du Québec.](#)

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EUROPEAN UNION/ITALY

Investor visa programs are under pressure across the European Union. Should you consider the Italian investor visa now?

Recent developments within the European Union (EU) indicate a growing trend toward the reassessment and, in some cases, termination of investor-based immigration programs. While these changes primarily target citizenship-by-investment programs, several EU Member States have also introduced significant reforms to their investor residence visa frameworks.

Notably, on April 3, 2025, Spain officially discontinued its Golden Visa program. Ireland and the Netherlands had previously taken similar actions, and in 2023, Portugal removed real estate investments from its qualifying criteria. Greece announced plans to tighten eligibility requirements, while Luxembourg is evaluating the future of its own investor visa scheme.

Separately, the Court of Justice of the European Union (CJEU) recently issued a ruling against Malta's investor citizenship program. While this decision pertains specifically to citizenship-by-investment (distinct from residence-based programs such as Italy's Investor Visa), the ruling underscores European institutions' increasing scrutiny of investment-related immigration programs.

Italy's Investor Visa for individuals from non-EU countries remains active and, at present, has not been subject to any proposed legislative or policy changes. The program continues to offer qualifying investors a two-year residence permit (renewable) based on eligible investments, such as funding innovative startups, purchasing Italian government bonds, or contributing to philanthropic initiatives.

While the Italian government has not announced any plans to amend or suspend the program, prospective applicants may wish to consider initiating the process in a timely manner in light of the broader regulatory shifts occurring across the EU.

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TÜRKİYE

The Turkish government has announced expanded waivers to its traditional work permit sponsorship criteria.

The expanded waivers are a significant development for companies operating in or entering the Turkish market. These changes aim to ease the hiring process for foreign employees in Türkiye, especially for employers not yet ready to hire a large local workforce.

Traditional Turkish Work Permit Sponsorship Rules

For more than two decades, Turkish immigration law has required that a work permit be sponsored by a local entity. Sponsorship rules include:

- A 5:1 ratio requiring five Turkish employees for every foreign employee on payroll.
- Meeting financial thresholds, including:
 - Minimum paid-in capital of 500,000 Turkish Lira (TL), or
 - Annual net sales of at least 8 million TL, or
 - Export revenues of at least USD 150,000.

These criteria are in place to prioritize employment of Turkish citizens and ensure sponsors are financially established and stable.

Previously Established Sponsorship Waivers

Before October 2024, waivers to sponsorship criteria were limited and applied

only in specific scenarios. These waivers, which are still in force, include:

- **Government-related projects:** Foreigners employed for public tenders or bilateral/multilateral projects.
- **High-tech positions:** Roles requiring specialized technology skills not readily available in the local workforce.
- **Foreign direct investment personnel:** Key employees at companies registered under the Foreign Direct Investment Law.
- **Liaison offices:** General managers or representatives registered to operate in Türkiye.
- **New business partners:** Foreigners who hold at least 20% partnership and have invested a minimum of 500,000 TL (valid for six months).
- **Foreign public airlines and household workers.**
- **Spouses:** Foreigners married to a Turkish citizen for at least three years.

New Work Permit Sponsorship Waivers (effective October 2024)

The Ministry of Labor and Social Security introduced several additional waivers, easing access to foreign talent. Key updates include:

1. Companies with 50 Million TL in Annual Sales

Companies reaching this threshold can sponsor up to five foreign employees without meeting the 5:1 ratio requirement.

2. Information Technology (IT) Sector Waivers

- **IT Companies:** Waived from both the ratio and financial criteria for all technical roles, including software development, cybersecurity, network systems, and enterprise architecture.
- **Non-IT Companies:** May sponsor up to two foreign IT professionals in the same technical roles, without needing to meet the 5:1 or financial thresholds.

3. Technoparks and R&D Centers

Foreigners working in officially registered Technoparks or Research & Development Centers in roles related to design or innovation are waived from both standard sponsorship criteria.

4. Healthcare Sector

Qualified professionals employed in licensed healthcare institutions or public-sector health projects may be eligible for waivers.

5. **Special Personal Status Waivers**

Foreign employees may be eligible for waivers if they meet one of the following criteria:

- Parent, child, or spouse of a Turkish national.
- Holder of a long-term residence permit.
- Resided in Türkiye with valid work permits for at least 8 years.
- Citizen of the Turkish Republic of Northern Cyprus.

6. **Longer-Term Foreign Residents**

Foreign nationals who have legally resided or held valid work permits in Türkiye for at least three years within the last five years may qualify for a waiver.

However, the sponsoring employer must maintain:

- At least a 1:1 ratio of Turkish to foreign employees.
- A maximum of three foreign employees under this waiver.

The expansion of work permit sponsorship criteria waivers reflects the Turkish government's evolving priorities—especially in technology, R&D, and healthcare sectors. For employers wishing to bring foreign employees into Türkiye, these changes lower administrative barriers and open new opportunities.

Employers should note that documentation standards remain high, especially for newer waiver categories. It is advisable to seek legal guidance before relying on one of these sponsorship criteria waivers.

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Firm in the News

[Cyrus Mehta](#) was extensively quoted by the *Times of India* in [USCIS Draws Up an Implementation Plan to Narrow Birthright Citizenship](#). He said, "The USCIS has a sinister plan to implement Trump's 'currently unconstitutional' birthright citizenship order, in case the which is currently blocked, is allowed to go into effect. Under it, the newborn child will not automatically be a U.S. citizen but would take on the lawful but temporary status of the mother." He noted that "if the mother is unlawfully present, the child will also be considered unlawfully

present as soon as it is born. The immigration authorities can technically remove the child who is unlawfully present."

Mr. Mehta was quoted by *Slate* in [Trump is Threatening to Take Away People's Citizenship. Can He?](#) Commenting on the Trump administration's newly announced prioritizing of denaturalization, the article states that "he immigration courts have no jurisdiction over U.S. citizens, so the only way for the administration to attempt to strip citizenship is to go through the actual federal judiciary, which is far more independent and much less likely to look favorably upon efforts to target the relatively ironclad protections of citizenship. The government can attempt either a civil or criminal denaturalization, with the latter alleging that the naturalization itself was obtained through criminal means. Despite the Supreme Court's recent kowtowing to the more authoritarian aspects of Trump's agenda, in the [unanimous 2017 decision](#) in *Maslenjak v. United States*, the court ruled that the government could not strip citizenship from a woman who had lied about her husband having served in the Bosnian Serb army because the denaturalization statute 'demands a causal or means-end connection between a legal violation and naturalization.' " Mr. Mehta said that "ny omission that would not have had an impact on the citizenship application would not cut it, even if it was misrepresentation or an omission." Mr. Mehta is representing Palestinian activist Mohsen Mahdawi, a permanent resident detained by the Trump administration.

Mr. Mehta was quoted by *Forbes* in [Immigration Restrictions Pile Up on International Students](#). Commenting on the Mahmoud Khalil case, he said, "Assuming the Rubio memo knocked off in the habeas proceeding, the deportable ground under INA 237(a)(C)(4) may not be sustained." Mr. Mehta said he thinks the Department of Homeland Security can continue seeking to deport Khalil for fraud or misrepresentation. "If Khalil cannot overcome this, he can seek a waiver in removal under INA 237(a)(1)(H) to waive entry fraud as he has a spouse who is a qualifying relative. Therefore, that would be the most practical way to deal with it rather than challenge the 212(a)(C)(6) ground in the Court of Appeals, where there may also be a jurisdictional bar as it would be a discretionary decision."

Mr. Mehta was quoted by *Forbes* in [Immigration Restrictions Mount Against Americans and Legal Residents](#). Discussing a new proclamation that includes an exception for spouses, children, and parents of U.S. citizens coming to the

United States but requires U.S. citizens to overcome a new standard—clear and convincing evidence of identity and family relationship (e.g., DNA)—Mr. Mehta said, "This standard is higher than the preponderance of evidence standard that exists presently for U.S. citizens to claim their relationship to relatives they wish to sponsor for permanent residence. Normally, the standard only escalates to the clear and convincing standard in situations involving suspected fraud, such as when a respondent in removal proceedings marries a U.S. citizen or when there have been instances of prior fraud." Regarding the Trump travel ban, Mr. Mehta said, "There seems to be a strategy to prevent immigration and future citizenship from ... mainly African countries," adding that he considers the ban on lawful permanent residents sponsoring their spouses or children "draconian." He said that although "it may be difficult to challenge the entire proclamation on its face as unconstitutional under equal protection or First Amendment principles after *Trump v. Hawaii*, plaintiffs may try to take shots at challenging narrower provisions such as the provision rendering it harder for U.S. citizens to sponsor immediate relatives from the banned country."

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