

# Borene Law Firm Employer's Immigration Compliance Staffing Pyramid

Role of Immigration Counsel

Immigration Case Work Volume  
(# of work permit, green card, visa  
projects per year)

Role of Employer

**OUTSIDE**

**INSIDE**

varies by case but most  
cases 10-20% or less outside

**VERY HIGH**  
1-2/Day  
(200-400+/yr)

F/T in house Imm. lawyer  
with at least 1-2 FT support  
plus access to expert outside  
Imm. Counsel.

varies by case but most  
approx. 50/50

**HIGH**  
1-2/Week  
(50-100/yr)

F/T Imm. Coordinator  
(OJT or experienced)

varies by case 90/10  
to 50/50

**MEDIUM**  
1-2/Month  
(10-20/yr)

Designated Imm. Coord.  
1 person/centralized efficiency  
(avoid crossed wires) BA+

Immigration law  
90% by outside

**SMALL**  
1-2/yr

Ad Hoc