

EMPLOYER TOOLKIT:

What Employers Need to Know

October 2025





IMMIGRATION IS CRITICAL TO IOWA'S
ECONOMIC FUTURE, PROSPERITY,
POPULATION GROWTH AND QUALITY OF LIFE.

Let's look at some of the data.¹

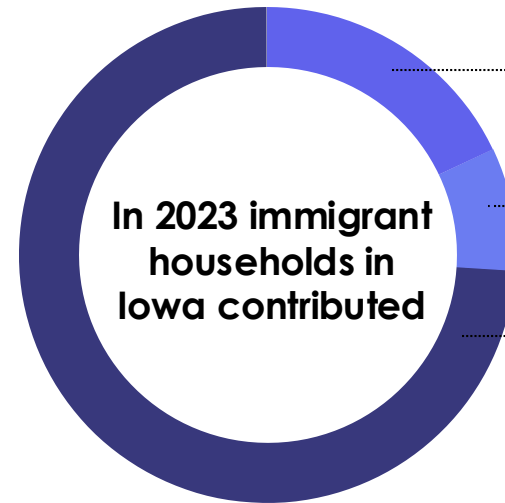
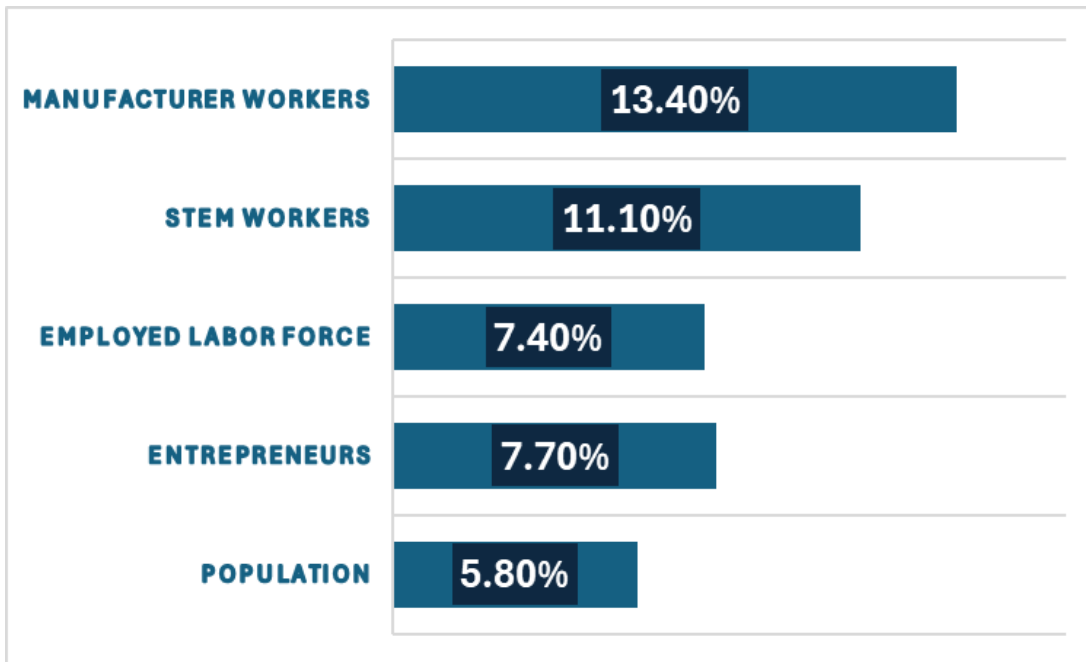
¹ [American Immigration Council](#)



Contributions of New Americans in Iowa

Data from 2023

Immigrant shares of Iowa's...



In 2023 immigrant households in Iowa contributed

\$ \$1.0 B
Federal Taxes

\$ \$7211.2 M
Federal Taxes

\$ \$5.2 B
Federal Taxes

The Demographic and Economic Contributions of Immigrants in the State



If foreign immigration into Iowa halted for the next four years, the state would lose **11,000** labor force participants and **\$300 million** in GDP.²

Iowa gained **23,074** people from 2023 to 2024, boosted primarily by growth in international migration to the state.³

A significant portion of Iowa's population growth over the last 5 years and 25 years is from immigration.

If foreign immigration into Iowa halted for the next four years, the state would lose 11,000 labor force participants and \$300 million in GDP.

Common Sense Institute/Iowa: Demographics are Destiny: How Iowa's Demographics are Shaping the State's Population, Workforce, and Economy

³ [US Census: State Population Totals and Components of Change: 2020-2024](#)



EMPLOYER TOOLKIT

1. PREPARING FOR ENHANCED IMMIGRATION ENFORCEMENT

- ✓ SOCIAL SECURITY ADMIN. ACTIONS
- ✓ I-9 COMPLIANCE
- ✓ IMMIGRATION RAIDS

2. HIRING IMMIGRANTS, INTERNATIONAL STUDENTS, REFUGEES AND OTHER SOURCES OF GLOBAL TALENT

3. STANDING UP FOR YOUR WORKFORCE



IMPORTANT!

WARNING!

THE FOLLOWING CONTENT IS **NOT** LEGAL ADVICE.

EVERY CASE IS DIFFERENT AND BEFORE NAVIGATING THESE ISSUES EMPLOYERS ARE ENCOURAGED TO WORK WITH A COMPETENT AND QUALIFIED LICENSED ATTORNEY WHO CAN CONSIDER AN EMPLOYER'S UNIQUE CIRCUMSTANCES AND NEEDS.

SOCIAL SECURITY ADMINISTRATION

- THE SOCIAL SECURITY ADMINISTRATION (SSA) MAY SEND EMPLOYERS A LETTER IF AN EMPLOYEE'S 9-DIGIT SOCIAL SECURITY NUMBER AND NAME ON SOCIAL SECURITY FORMS DO NOT MATCH SSA'S RECORDS. (AS OF NOW SSA AND ICE DO NOT SHARE DATA AND, THUS AN SSA LETTER DOES NOT SUGGEST ICE ENFORCEMENT).
- **HOW TO PREPARE** - NO NEED TO PREPARE.

SOCIAL SECURITY ADMINISTRATION

WHAT TO DO IF IT HAPPENS –

- **DO** follow the directions on the letter (if any) to correct any discrepancies
- Again, receiving an SSA letter is not a statement about your employee's immigration status.
- **DO NOT** fire or take adverse actions against any employ simply because you received an SSA Letter. **This can be a violation of labor protection laws.**

I-9 COMPLIANCE

CONSEQUENCES OF NON-COMPLIANCE:

MONETARY PENALTIES (subject to change)

- Knowingly Hire and Continue to Employ Violation:
(\$676 – \$5,404 per violation)
- Substantive and Uncorrected Violation:
(\$272 – \$2,701 per violation)
- Subsequent Offenses:
(\$5,404 – \$27,018 per violation)

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I-9 COMPLIANCE

MITIGATING FACTORS – Penalties can be adjusted +/- 5% to 25% based on business size, good faith, seriousness, history and cumulative nature of violations

DEBARMENT – Knowingly hire and continue to employ can prevent employer from participating in future federal contracts and receiving other government benefits.

CRIMINAL PENALTIES – There can be criminal penalties for a pattern of hiring unauthorized workers.

I-9 AUDITS

1. SELF AUDITS

1. Correct any errors or complete any missing I-9 forms
2. Retention Rule – 3 years after start date or employment or 1-year after last day of employment, whichever is later

2. EMPLOYERS HAVE 72 HOURS FROM NOTICE OF INSPECTION TO HAND OVER REQUESTED I-9 FORMS.

3. CONTACT AN IMMIGRATION AND EMPLOYMENT ATTORNEY IMMEDIATELY IF RECEIVED AN AUDIT NOTICE.

4. ONLY TURN OVER FILES REQUESTED

5. MAKE COPIES BEFORE HANDING DOCUMENTS TO ICE

ICE RAIDS

WHAT IS IT – Immigration and Customs Enforcement (ICE agents) can come to your business and question employees and detain those suspected of being undocumented. Those detained will go through a deportation process.

HOW TO PREPARE

- Create a companywide plan. Appoint a lead point person for every shift.
- Make sure your employees know the plan, managers are well-versed, etc.
- Facilitate a 'Know Your Rights' training for employees.

ICE RAIDS

WHAT TO DO IF IT HAPPENS

- **DETERMINE IF ICE HAS A LEGAL WARRANT TO ENTER YOUR BUSINESS**
- If they do not have a warrant, you do not need to allow them to enter private areas.
- Contact your immigration and/or employment attorney immediately.
- Capture as much information on ICE agents as possible (names, badge #s, etc.)
- Have employees refer all questions to your lead point person.
- Do NOT panic, run away, or lie to officers or interfere with enforcement.

HOW DO THE NEW IMMIGRATION POLICIES IMPACT HIRING IMMIGRANTS, INTERNATIONAL STUDENTS AND GLOBAL TALENT?

- Basically, the new immigration policies do not change employers' ability to hire immigrant workers who are authorized to work.
- Employers can continue to ask prospective employees if they are legally authorized to work and rely upon that answer for completion of an I-9 form.
- This includes international students authorized to work through the Optional Practical Training (OPT) portion of their student visas.

WHAT CAN EMPLOYERS DO TO STAND UP FOR IMMIGRATION?

- JOIN THE **ECONOMIC ALLIANCE
IMMIGRATION ADVOCACY NETWORK**

EconomicAlliance@cedarrapids.org





We support smart immigration policy.

We pledge to champion policies that grow Iowa's workforce by simplifying and expanding employment- and education-based visas, and creating a clear, legal pathway for new citizens.

Thank You!

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Or visit us at

cedarrapids.org

