



January 24, 2025

*Submitted via email*

Re: SHRM Offers Congratulation for the Confirmation of Former Senator Marco Rubio as the Secretary of State

Dear Secretary Rubio,

We write on behalf of [SHRM](#) and our nearly 340,000 HR professionals and business executive members in 180 countries to express SHRM's congratulations on your confirmation to lead the U.S. Department of State (DOS) as its secretary. As the trusted authority on all things work, SHRM is the foremost expert, researcher, advocate, and thought leader on issues and innovations impacting today's evolving workplaces. SHRM has an unwavering commitment to focus on policy, not politics, and makes a concerted effort to reach across party lines and work with *all* administrations to secure the lives and livelihoods of workers.

Your confirmation reflects an immense level of confidence placed in you by the President and the Senate to lead the DOS at this critical time. Among your many responsibilities, the oversight of exchange programs under the J-1 Visa will be particularly impactful for the workplace. The BridgeUSA exchange programs administered by the Department of State have a significant and positive influence on the U.S. economy, communities, and workforce. Visa programs like the J-1 program foster cross-cultural exchanges, bringing diverse perspectives, enhancing adaptability, and providing workplaces with access to qualified talent, with most employers reporting positive experiences.

SHRM research highlights the success of the J-1 program, with 93% of host employers reporting positive experiences with trainees and interns, and 89% expressing satisfaction with the program overall. Organizations have cited enhanced access to qualified talent (58%) and exposure to diverse cultures and ideas (40%) as key benefits of the program. We would welcome the opportunity to discuss how the J-1 Program could be further enhanced to maximize mutual benefits for visa recipients and the U.S. workplaces that host them.

SHRM looks forward to working closely with you and the Department of State to advance U.S. security, prosperity, and democratic values while fostering a global environment where all Americans can thrive.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP  
President & CEO

Emily M. Dickens  
Chief of Staff, Head of Public Affairs &  
Corporate Secretary