Tips & FAQs for Canadian citizens working at Henry Ford Health

We're excited you're exploring opportunities with Henry Ford Health! Below are some frequently asked questions and helpful tips to guide you through the process of working in the U.S.

Frequently asked questions

Do I need a visa to work in the U.S.?
Yes. Most Canadian healthcare professionals work under a **TN Visa**.

How long does it take to get a TN Visa?
The TN Visa can often be processed quickly—sometimes within days—once you have your Michigan RN license (if applicable), Visa Screen, employment offer, and supporting documents.

Does Henry Ford Health reimburse for TN Visa costs?
Yes — Henry Ford Health will reimburse the cost of the TN Visa Screen (including expedited processing) as well as the TN Visa itself after 180 days of employment.

Can I work before I have U.S. licensure?
No. You'll need the appropriate state license (for example, a Michigan RN license) before starting any clinical work.

What documents will I need for the border?
Typically:

- Valid passport
- Employment offer letter
- Proof of professional qualifications (degree, license, certifications)
- TN Visa application materials
- Visa Screen certificate

Do I need to live in the U.S., or can I commute from Canada?
Both options are possible. Many Canadian employees commute across the border daily, while others relocate.

What about taxes?
Canadians working in the U.S. may need to file taxes in both countries. We recommend consulting with a cross-border tax advisor for personal guidance.

What if I don't have a Social Security Number yet?
A Social Security Number (SSN) is not required to start employment. However, once you receive your SSN, please contact Human Resources to have it added to your employee record.

Can I complete my I-9 before getting my TN Visa?
No. You must have your TN Visa in hand before completing the I-9 employment eligibility verification process.

Do I need a U.S. bank account?
Yes. A U.S. bank account is required to receive direct deposit of your paychecks.

What support does Henry Ford Health provide?
Our recruiters and HR team will:

- Support you throughout the onboarding process
- Connect you with colleagues who've made the transition from Canada
- Provide access to our immigration support resources

Tips for a smooth process

- **Bring required documents:** Passport, resume, certifications, and proof of licensure (if applicable).
- **Obtain required credentials early:** A Michigan RN license and Visa Screen are required before you can obtain your TN Visa.
- **Be open about preferences:** Share your ideal role, location, and schedule so we can match you with the best fit.
- **Ask questions:** Many Canadians have successfully transitioned to working in the U.S.—you're in good company.
- **Stay patient:** Some steps, such as visa and licensure processing, can take time, but we'll keep in touch throughout the process.

Tip: Don't worry if this feels overwhelming—many of our team members have successfully made the move from Canada, and we'll walk you through step by step.

Scan this QR code for more information

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