



Immigration Programs & Resources to Attract & Retain Skilled Foreign Workers

Merritt BC

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Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada 

BC's Labour Market Outlook

903,000 B.C. job openings in the next 10 years

1/4 sourced internationally

BRITISH COLUMBIA'S WORKFORCE

584,000 NEW WORKERS BY 2028

RECRUITMENT FROM ACROSS CANADA

76,000 WORKERS BY 2028

SKILLED INTERNATIONAL WORKERS

243,000 NEW WORKERS BY 2028

Job Openings by Educational Requirement

University Degree
36%

Diploma or Trade
Certificate 42%

High School or Less
22%

Economic Immigration



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Canada's Talent Advantage

Global Skills Strategy

The
**Global Skills
Strategy**
has given
Canadian employers
fast and reliable
access to top talent
from around the world.



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Hire Foreign Talent – FAST!

4 Pillars of the Global Skills Strategy

IRCC	Two-Week Service Standard	Work permits for high-skilled talent processed in two weeks or less.
	Short-Term Work Permit Exemptions	Skilled workers and top research talent can come work in Canada for short periods with less red tape.
	Dedicated Service Channel	Expert guidance through the immigration process for employers making significant investments.
ESDC	Global Talent Stream	Expedited Labour Market Impact Assessments for select Canadian employers while tracking benefits for Canadians on job creation, knowledge and skills training investments.



What is “work”?

An activity

- for which wages are paid or commission is earned, or
- that is in direct competition with the activities of Canadian citizens or permanent residents in the Canadian labour market.

Work without a Work Permit

Business Visitors
Diplomats
Armed forces
Guest/Tour performing artists
Sporting events/competitions
News coverage
Guest speakers
Clergy
Transportation crew
Emergency service providers

Work with a Work Permit

Temporary Foreign Worker Program

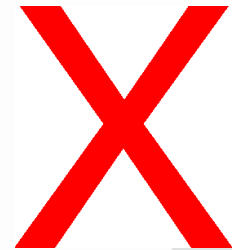
Labour Market Test



Work Permit



International Mobility Program



Labour Market Test

Work Permit



Comparing the Work Permit Programs

	Temporary Foreign Worker Program	International Mobility Program
Objective	“Last resort” measure to fill temporary skills & labour shortages	Support broader policy goals (e.g. talent attraction)
Labour Market Test	Yes Labour Market Impact Assessment (LMIA)	No
Requirements	Employers must demonstrate that no Canadian worker is available	Foreign nationals must demonstrate that their work will result in significant economic, social and/or cultural advantages or reciprocal benefit to Canada
Department	Employment and Social Development Canada (ESDC) administers the program with IRCC	Immigration, Refugees and Citizenship Canada (IRCC) administers the program with the Canada Border Services Agency (CBSA)
Type of work permit	Employer-specific	Employer-specific and open
Employer compliance	Yes	Yes – only for employer-specific work permits
Cost	\$1,000 Labour Market Impact Assessment application fee (includes compliance) + \$155 work permit application fee + \$85 biometrics fee	\$230 employer compliance fee <u>or</u> \$100 open work permit fee + \$155 work permit application fee + \$85 biometrics fee
Sample occupations	Caregivers, cooks, food processors, service supervisors, truck drivers	Senior managers, engineers, information technology professionals, business consultants, physicians, athletes, professors

Temporary Foreign Worker Program

WORK



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Labour Market Impact Assessment (LMIA)

International Mobility Program



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LMIA Exemptions

Recruitment Resources



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Tap into Pools of Talent Globally

DESTINATION Canada MOBILITY FORUM

- An annual event organized by the Government of Canada in Paris and Brussels.
- Connects Canadian employers and representatives from Canada's provinces and territories with skilled French-speaking and bilingual candidates in various fields.
- The Canadian Embassy in Paris pre-screens all candidates to ensure they are qualified and meet the employers' needs and the requirements of the job postings.
- Employers can post positions even if unable to attend the event in person.

DESTINATION CANADA 2019

Paris November 15-17

Brussels November 19

www.destination-Canada-job-fair.ca

PARISDESTINATIONCANADA@international.gc.ca



THE EMPLOYER'S ROADMAP

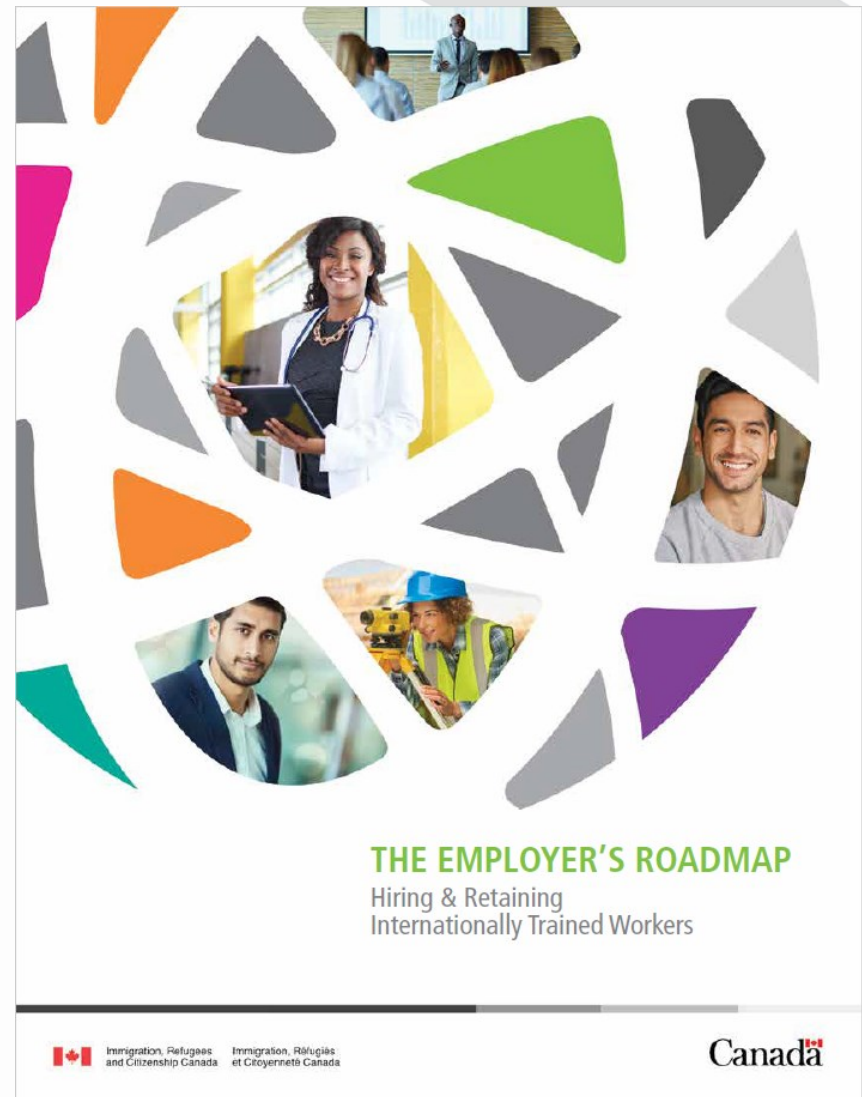
Hiring & Retaining Internationally Trained Workers

Topics covered:

- Finding & assessing
- Best practices in hiring
- Integrating & retaining
- Federally funded services

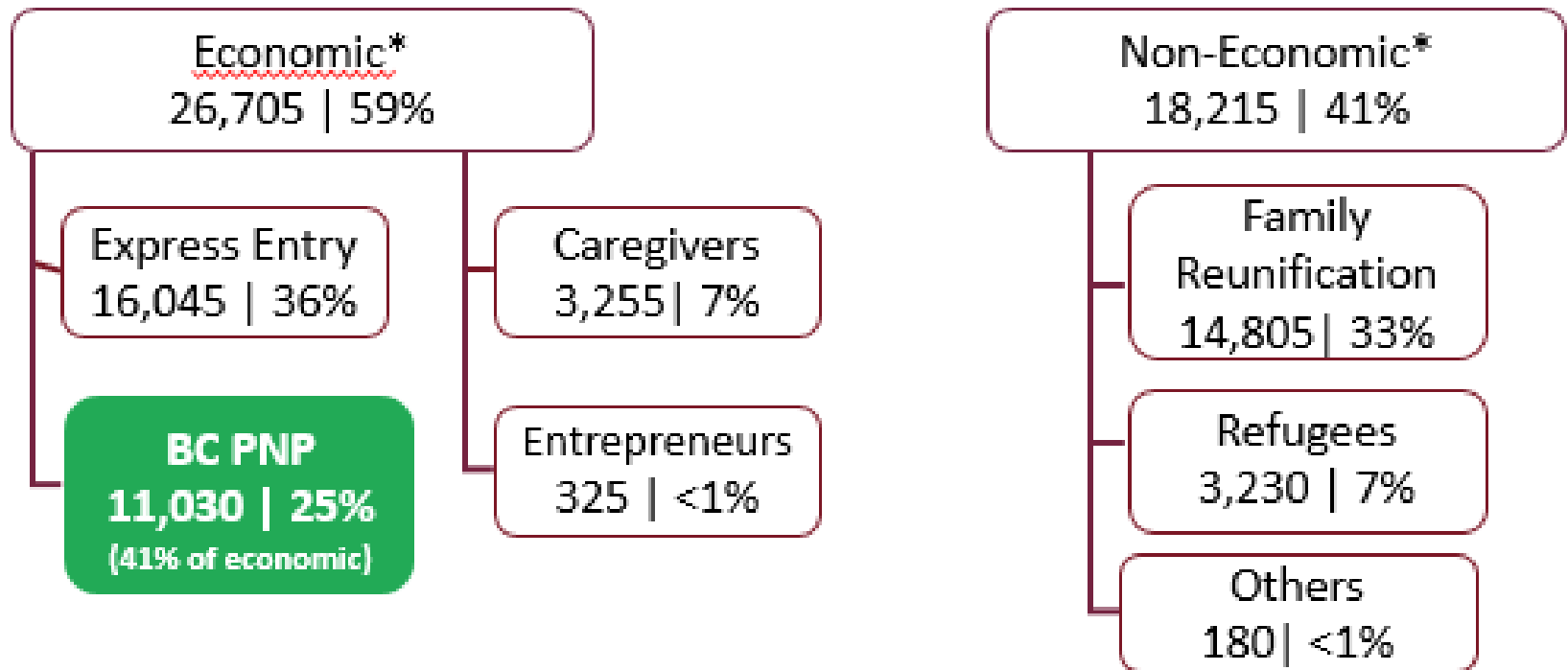
Available online at:

www.canada.ca/immigration



Immigration to British Columbia

Permanent Residents



* 2018 data - total number of new permanent residents in BC = 44 920

Permanent Resident Programs



EXPRESS ENTRY



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Attract & Retain Skilled Workers

The BC Provincial Nominee Program

- B.C.'s direct selection tool for economic immigrants
- BC PNP offers a pathway to support permanent residence of economic immigrants and permission for LMIA-exempt work permits
- 6,750 nominations for B.C. in 2019
- 10 week average processing time, expedited for Tech Pilot occupations



Where to Find More Info – BC PNP

www.WelcomeBC.ca/PNP

Home > Immigrate to B.C. > BC Provincial Nominee Program (BC PNP) > Documents

DOCUMENTS

Program guides

This website provides a high-level overview of the program only. Please refer to the program guides for the most current and complete information. Check back often to ensure you have the latest version.

- BC PNP Skills Immigration and Express Entry BC Program Guide (PDF, 1MB)
- BC PNP Entrepreneur Immigration Program Guide (PDF, 1MB)

Topics on this page

Provincial Immigration

Skills Immigration and



BC Provincial Nominee Program Information for B.C. employers

British Columbia is recognized globally as a preferred place to work, live, and immigrate. Our opportunities, geography, and enviable lifestyle attract highly trained individuals, entrepreneurs, and international students who want to make B.C. their home. These newcomers energize the province's strong and diverse economy, resulting in more opportunities for all British Columbians.

The BC Provincial Nominee Program (BC PNP) supports B.C. employers to attract and retain needed talent by providing an immigration pathway for workers and international students.

The BC PNP is the province's direct immigration program which acts as a critical tool to meet B.C.'s labour market and economic development needs and priorities.

Advantages of the BC PNP

- ✓ applicants can apply without a Labour Market Impact Assessment
- ✓ nominees receive work permit support while waiting for permanent residence
- ✓ nominees are eligible to apply to Immigration, Refugees and Citizenship Canada (IRCC) for permanent residence for themselves and their dependents
- ✓ **BC PNP Tech Pilot:** registrants in eligible tech occupations are invited to apply weekly, applicants receive priority processing, and job offers can be one year in length
- ✓ employer and client support throughout the process
- ✓ nominees are exempt from foreign buyers' tax

Employer eligibility

- ✓ be established as an employer in good standing in B.C.
 - ✓ have 5 full-time employees (3 if outside Greater Vancouver)
 - ✓ have a history of good workplace and business practices
 - ✓ offer a job for a full-time, indeterminate position with a market wage rate (under the BC PNP Tech Pilot, applicants may have a one-year, full-time job offer)
 - ✓ satisfy recruitment requirements
- For full eligibility requirements and more information, visit us at www.WelcomeBC.ca/PNP

BC PNP Skills Immigration Process



PNPInfo@gov.bc.ca
www.WelcomeBC.ca/PNP



**BRITISH COLUMBIA
PROVINCIAL NOMINEE PROGRAM**

**SKILLS IMMIGRATION
AND
EXPRESS ENTRY BC**

PROGRAM GUIDE

BRITISH COLUMBIA WelcomeBC About WelcomeBC Search

Choose B.C. Immigrate to B.C. Start Your Life in B.C. Work or Study in B.C. Employer Resources Resources For

IMMIGRATE TO B.C.

Are you planning to immigrate to B.C.? Explore the range of programs that may allow you to become a permanent resident.

**IMMIGRATE TO B.C.
BC PROVINCIAL NOMINEE PROGRAM (BC PNP)**

Learn about the BC Provincial Nominee Program (BC PNP) and find out how it works.

[Understand the BC PNP process](#)

**IMMIGRATE TO B.C.
BC PNP—EXPRESS ENTRY BC**

Find out about the Express Entry BC stream of the BC PNP, the application process and the requirements.

[Learn about Express Entry BC](#)

**IMMIGRATE TO B.C.
BC PNP—SKILLS IMMIGRATION**

If you have skills, experience and qualifications needed by B.C. employers, the BC PNP's Skills Immigration stream may be for you.

[See if you are eligible](#)

**IMMIGRATE TO B.C.
BC PNP—ENTREPRENEUR IMMIGRATION**

BC PNP's Entrepreneur Immigration stream: for experienced businesspeople wanting to start a business and become permanent residents of B.C.

[Find out if you qualify](#)

**IMMIGRATE TO B.C.
OTHER IMMIGRATION OPTIONS**

For those who don't meet the criteria for the BC PNP, there may be other ways that you could work and live in B.C.

[Explore other possibilities](#)

Where to Find More Info – IRCC

IRCC.DNengagement@cic.gc.ca



www.Canada.ca/Immigration



English: [CitCanada](https://www.facebook.com/CitCanada)
French: [CitImmCanFR](https://www.facebook.com/CitImmCanFR)



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French: [@CitImmCanFR](https://twitter.com/CitImmCanFR)