



# “Facilitating Your Access to Global Talent: Programs and Supports for Employers”

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# Presenters:

Heather Michaud, Employer Liaison Network Officer, IRCC

Facilitating Your Access to Global Talent: IRCC Programs and Supports for Employers

Caroline Berger, Project Manager, Immigration and Employment, Economic Development Society of BC

Looking to Hire? Francophone Immigration Is an Option

Rob Henderson, President and CEO of BioTalent Canada

Finding Jobs for Newcomers in Canada's Bio-economy



## Facilitating Your Access to Global Talent:

IRCC Programs & Supports for  
Employers

Heather MICHAUD,  
Employer Liaison Network Officer

# Questions this Information Session will Answer

- How can the immigration system be used to support my hiring needs?
- How can temporary foreign workers I employ become permanent residents of Canada?
- What resources are available to help me - and the internationally trained workers I employ - understand and use immigration programs?



**PLEASE NOTE: Policies & programs are subject to change.**  
**Please consult [www.Canada.ca/immigration](http://www.Canada.ca/immigration) for the latest updates**

# IRCC Outreach & Engagement with Employers

## What is the Employer Liaison Network (ELN)?

- A network of IRCC officers located in regional offices across Canada that helps Canadian employers learn how the immigration system can be used to:
  - support their hiring needs
  - help drive economic growth



## ELN officers:

- Provide Canadian employers with useful and up-to-date information on temporary and permanent economic immigration programs and policies
- Facilitate linkages between Canadian employers and skilled foreign workers in Canada and overseas
- Gather feedback from employers on issues, gaps, and local labour market needs

To reach an ELN officer: email [EEengagement@cic.gc.ca](mailto:EEengagement@cic.gc.ca)

# Canada's Economic Immigration Programs

Canada's immigration system leverages both temporary and permanent resident programs to enable the entry of foreign workers

**Temporary Work Permits** to fill urgent, immediate or temporary labour shortages.

- Temporary Foreign Worker Program (TFWP)
- International Mobility Program (IMP)
- Global Skills Strategy (GSS)

**Permanent Resident (PR) programs** enable immigrants to settle permanently in Canada. Express Entry manages intake of immigration applications for:

- Federal Skilled Worker Program (FSWP)
- Federal Skilled Trades Program (FSTP)
- Canadian Experience Class (CEC)
- A portion of the Provincial Nominee Program (PNP)

**Start-Up Business Class** is a program for immigrant entrepreneurs

# IRCC Resources for Employers

## Hiring Foreign Workers

Detailed information on the IRCC website:

[www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-foreign-worker.html](http://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-foreign-worker.html)

## Employer's Roadmap

A Guide to Hiring & Retaining Internationally Trained Workers

Available online at:

[www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/employer-roadmap-hiring-retaining-internationally-trained-workers.html](http://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/employer-roadmap-hiring-retaining-internationally-trained-workers.html)



**THE EMPLOYER'S ROADMAP**  
Hiring & Retaining  
Internationally Trained Workers

# IRCC Resources for Applicants

## Come to Canada Tool

[www.canada.ca/en/immigration-refugees-citizenship/services/come-canada-tool.html](http://www.canada.ca/en/immigration-refugees-citizenship/services/come-canada-tool.html)

 Government of Canada / Gouvernement du Canada

Search Canada.ca

Jobs ▾ Immigration ▾ Travel ▾ Business ▾ Benefits ▾ Health ▾ Taxes ▾ More services ▾

[Home](#) → [Immigration and citizenship](#)

### Do you want to come to Canada, or extend your stay?

Find out what immigration programs you can apply for, and how to submit an online or paper application.

[Start](#)



**Important:** This information is for reference only and no immigration decision will be made based on your answers. If you choose to apply, your application will be considered by an immigration officer in accordance with the Immigration and Refugee Protection Act, without regard to any outcome you attain through this questionnaire. [Read full notice.](#)



# Temporary Work Permits



# Temporary Foreign Workers: Overview

Temporary foreign workers are a solution for employers with immediate or temporary labour and skill shortages

- **Temporary Foreign Worker Program (TFWP)**

- ✓ Work permits that require a Labour Market Impact Assessment (LMIA)
- ✓ *The employer applies first to Service Canada for an LMIA then the foreign worker applies for a work permit*

- **International Mobility Program (IMP)**

- ✓ Work permits that are *exempt* from LMIA based on reciprocal benefits and competitive advantages for Canadians
- ✓ *The foreign worker applies directly to IRCC for a work permit*

# How does an employer know if an LMIA is required?

First check the IRCC website:

[Find out if you need a Labour Market Impact Assessment](#)

For information about occupations and job situations which may be exempt from LMIA requirements

Still not sure? Ask the International Mobility Worker Unit:

[CIC-IMWU-UMIT-Toronto@cic.gc.ca](mailto:CIC-IMWU-UMIT-Toronto@cic.gc.ca)

Helps employers determine if the temporary worker they want to hire is exempt from the LMIA process, or exempt from a work permit

# Global Skills Strategy: Four Pillars

<b>Two-week Service Standard</b> to support economic growth & improve predictability	Work permits for high-skilled talent will be processed in two weeks or less.	IRCC	Non referral
<b>Work Permit Exemptions</b> For short duration, high-value work	Skilled workers and top research talent are able to come work in Canada for short periods with less red tape.		
<b>Dedicated Service Channel</b> For employers bringing significant investment to Canada	Departmental staff are ready to guide employers through the immigration process to help meet their specific needs.		Referral-based
<b>Global Talent Stream (ESDC)</b> For skilled occupations in shortage and for employers with specialized talent needs	Global talent applications from Canadian employers in 10 business days while tracking benefits for Canadians on job creation, knowledge and skills training investments.	ESDC	

# Permanent Immigration





Canada selects skilled immigrants as permanent residents based on their ability to settle in Canada and take part in our economy. The system to manage how people with skilled work experience apply to immigrate to Canada is called **Express Entry**.

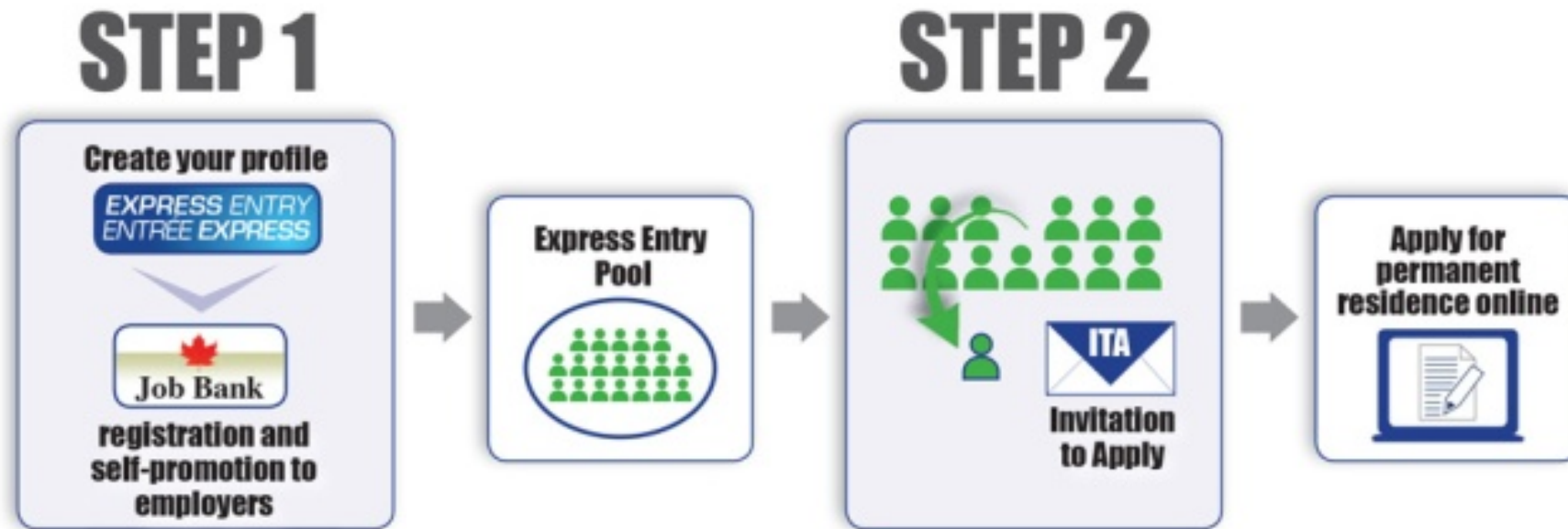
With **Express Entry**, Canada moved from a first-in-first-out approach to a system that issues invitations to the candidates who are **best positioned for economic success** in Canada.

- eliminates the possibility of **backlogs**
- **faster processing**
- **strong immigrant economic outcomes**
- **greater role for employers and provinces and territories**

## Express Entry: Highlights

- ✓ Provides a way for skilled workers in Canada temporarily to transition to permanent residence
- ✓ User friendly, online system from profile creation to application for permanent residence
- ✓ Creating an Express Entry profile is free and a profile is active for one year
- ✓ No occupation lists or caps for programs
- ✓ Fast processing of permanent residence applications - within 6 months in most cases
- ✓ Job offers and provincial nominations under an Express Entry stream are an asset, but not a requirement

# Express Entry: How it Works



- Candidates create an Express Entry profile at no cost, and answer questions about skills, work experience, language ability, education etc.
- Must meet eligibility criteria of at least one federal economic program (FSWP, FSTP or CEC) to be accepted into the pool
- Based on profile information, each candidate receives a numeric score
- Highest scoring candidates are invited to apply for immigration



# Supporting an Application for Permanent Residence

- If you make a valid job offer to a foreign worker, they will receive an additional 50 or 200 points in Express Entry, increasing their chances of being invited to apply for permanent residence
- The job offer needs to be supported by a Labour Market Impact Assessment (LMIA) (*unless the employee has been working for you on an LMIA-exempt work permit for one year*)
- LMIAs for permanent residence are processed for free by Service Canada
- To be valid, the job offer must be:
  - for a minimum of one year once an applicant receives permanent residence,
  - Full-time, non-seasonal
  - at the NOC 0 (managerial), A (professional) or B (technical or skilled trades) level
  - made in writing with details of the job

# Express Entry Invitation Rounds

- Roughly every 2-3 weeks
- Size of rounds based on annual immigration levels and IRCC's ability to process within 6-month service standard
- Results for each round are published on the [www.Canada.ca/immigration](http://www.Canada.ca/immigration) website



85 rounds from 1 January 2015 to 14 March 2018

Most recent round (85<sup>th</sup>):  
3,000 candidates invited to apply  
Lowest ranked candidate scored **456**

Help Centre

What do you need help with?



Centre d'aide

Comment pouvons-nous vous aider?



[www.cic.gc.ca/english/helpcentre/](http://www.cic.gc.ca/english/helpcentre/)  
[www.cic.gc.ca/francais/centre-aide/](http://www.cic.gc.ca/francais/centre-aide/)

Questions for the Employer Liaison Network:

[EEEngagement@cic.gc.ca](mailto:EEEngagement@cic.gc.ca)

English: [Canada.ca/ExpressEntry](http://Canada.ca/ExpressEntry)

French: [Canada.ca/EntreeExpress](http://Canada.ca/EntreeExpress)



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



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



[CitImmCanada](https://www.youtube.com/CitImmCanada)

# ANNEX 1: Temporary Foreign Worker

## Job offer and *Labour Market Impact Assessment (LMIA)* required

### Determine Stream:

- High Wage Stream (at or above \$22.50/hour in BC)
- Low Wage Stream (below \$22.50/hour in BC)

*\*NOTE: Service Canada may refuse to process LMIA applications for certain low wage positions in the accommodation/food services/retail trade sectors or due to cap on proportion of low-wage workers at a specific work location*

### Apply to Service Canada for LMIA:

- Pay a \$1000 fee per position
- Demonstrate the efforts you have made to recruit or train Canadian citizens or PRs
- Offer salaries and working conditions that meet the standards
- Pay for the TFW's transportation, housing, and health care insurance

### LMIA assessment is based on:

- genuineness of job offer
- labour market factors
- employer compliance review
- efforts made to recruit Canadian citizens and permanent residents

Once the employer obtains a positive LMIA, the foreign worker then applies to IRCC for a work permit.

[www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage/high.html](http://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage/high.html)

# ANNEX 2: International Mobility Program

No *Labour Market Impact Assessment (LMIA)* required

Exemptions from the LMIA Process are based on:

- Economic, cultural or other competitive advantages for Canada
- Reciprocal benefits for Canadians and permanent residents

## Employer-Specific Work Permits:

- Employer submits job offer to IRCC through the **Employer Portal** and pays compliance fee of \$230
- Worker then applies to IRCC for a work permit
- Examples:
  - Intra-company transferees (C12)
  - Mobilité francophone (C16)
  - NAFTA professionals (T23)
  - Provincial Nominees (T13)

## Open Work Permits:

- Examples:
  - Post-Graduation Employment (C41)
  - Spouses of international students and of highly-qualified foreign workers (C42)
  - International Experience Canada Working Holiday Visas (C21)

## ANNEX 3: What is Skilled Work?

### National Occupation Classification (NOC)

- The NOC is a classification system used by the Government of Canada
- NOC codes are used to classify work by occupational area and skill level
- Skilled work experience for Express Entry: **0, A, B**

NOC 0	Management jobs
NOC A	Professional jobs
NOC B	Technical jobs and skilled trades
NOC C	Semi-skilled jobs
NOC D	Low-skilled jobs

<http://noc.esdc.gc.ca/>

# ANNEX 4: Express Entry Minimum Entry Criteria

## Federal Skilled Worker Program

At least 1 year continuous full-time skilled work experience, in Canada or elsewhere

Canadian Language Benchmark 7, supported by a language test

Education level of high-school or above, supported by an Education Credential Assessment

At least 67 points in the Federal Skilled Worker points grid based on skills, education, work experience, age, job offer and adaptability

## Canadian Experience Class

At least 12 months skilled work experience in Canada, obtained with the proper authorization

Canadian Language Benchmark 7 for managerial or high-skilled occupations; 5 for skilled occupations, supported by a language test

Education level of high-school or above, supported by an Education Credential Assessment

## Federal Skilled Trades Program

At least 2 years full-time work experience in a skilled trade

Canadian Language Benchmark 5 for speaking and listening and 4 for reading and writing, supported by a language test

Meet the job requirements of that trade as described by the National Occupation Classification

Have a full-time employment offer or a certificate of qualification in a trade from a Canadian province or territory

# ANNEX 5: Express Entry Comprehensive Ranking System (CRS)

Core human capital factors	Single 500	Spouse 460
Age	110	100
Education	150	140
1 <sup>st</sup> Official Language	136	128
2 <sup>nd</sup> Official Language	24	22
Cdn work experience	80	70

Spouse factors	40
Education	10
1 <sup>st</sup> Official Language	20
Continuous Cdn work experience	10

Skill transferability	100 points max
Education (with OL or CDN exp)	50
Foreign work exp (with OL or CDN exp)	50
Qualification cert (with OL)	50

Additional points	600 points max
Provincial Nomination	600
Valid job offer	200 (max)
Canadian Education	30 (max)
French proficiency	30 (max)
Siblings in Canada	15 (max)

**Total: 1200 points max**





*Société de développement économique  
Colombie-Britannique*

Looking to hire?  
Francophone immigration is an  
option  
Caroline BERGER, Project Manager



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Immigration, Refugees  
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Immigration, Réfugiés  
et Citoyenneté Canada

# Agenda

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- Who we are
- Why you should hire skilled Francophone Immigrants
- What are the resources available to help you recruit a Francophone Immigrant
  - *SDECB tools & resources*
  - *Career Focus Program*
  - *Francophone Mobility visa*

# Who are we?

# What are our services ?

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# Who we are

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- We are a BC non-profit organization
- We are dedicated to services and activities that foster economic development
- We support businesses, workforce development and community initiatives
- We are celebrating our 20th anniversary

# Our services

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- Support entrepreneurship and different economic initiatives
- Help francophones to find a job in BC  
(a program financed by Service Canada)
- Assist BC companies to recruit Francophone Immigrants  
(a program financed by IRCC)
  - Small businesses and large companies
  - All sectors of activities
  - Across the province

# Hiring Skilled Francophone Immigrants: *it's good business*

# Challenges we can help you with

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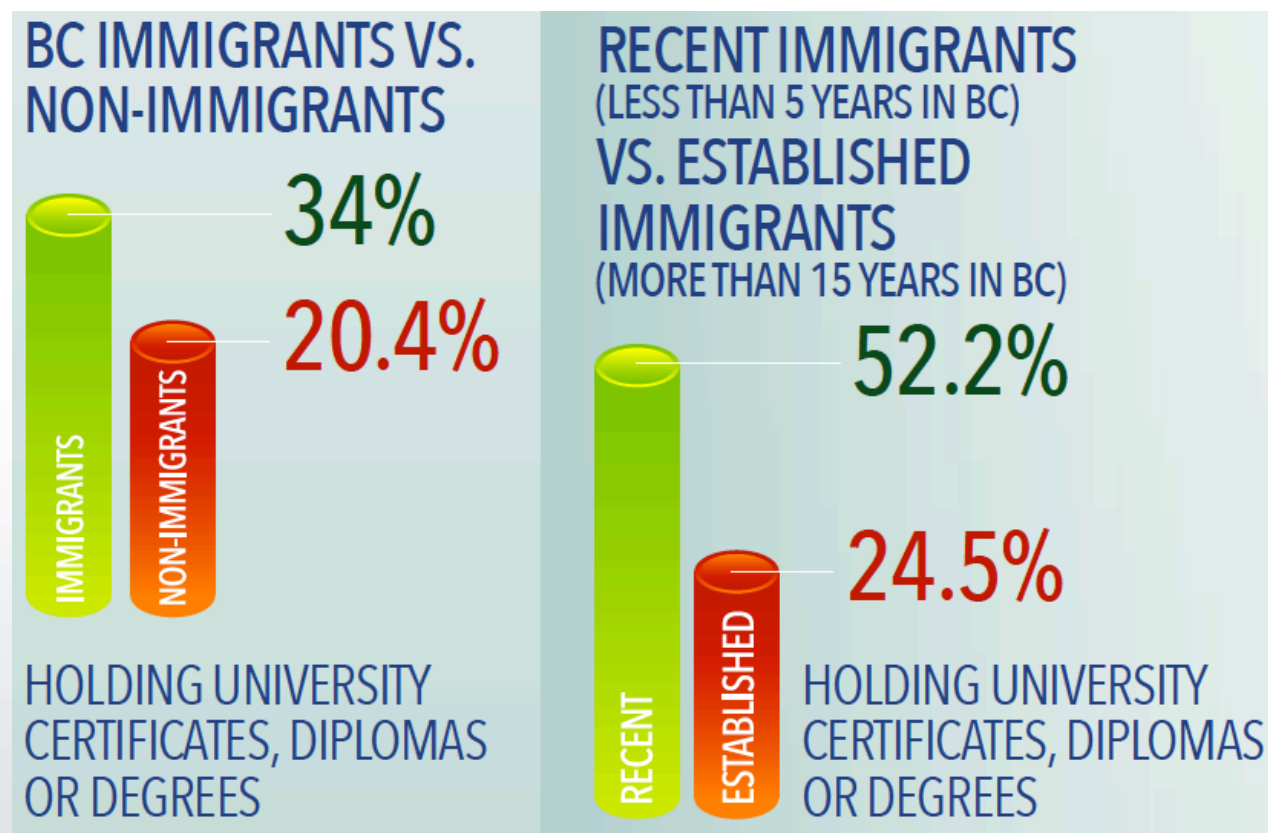
- Connect with immigrant communities and opportunities to search immigrant talent
- Reduce costs associated with properly assessing immigrant skills
- Time, financial and human resources needed to recruit and integrate immigrants
- Difficulty to manage and deal with a culturally diverse workforce

*Source: IECBC*

# Three (3) good reasons to hire a Francophone Immigrant



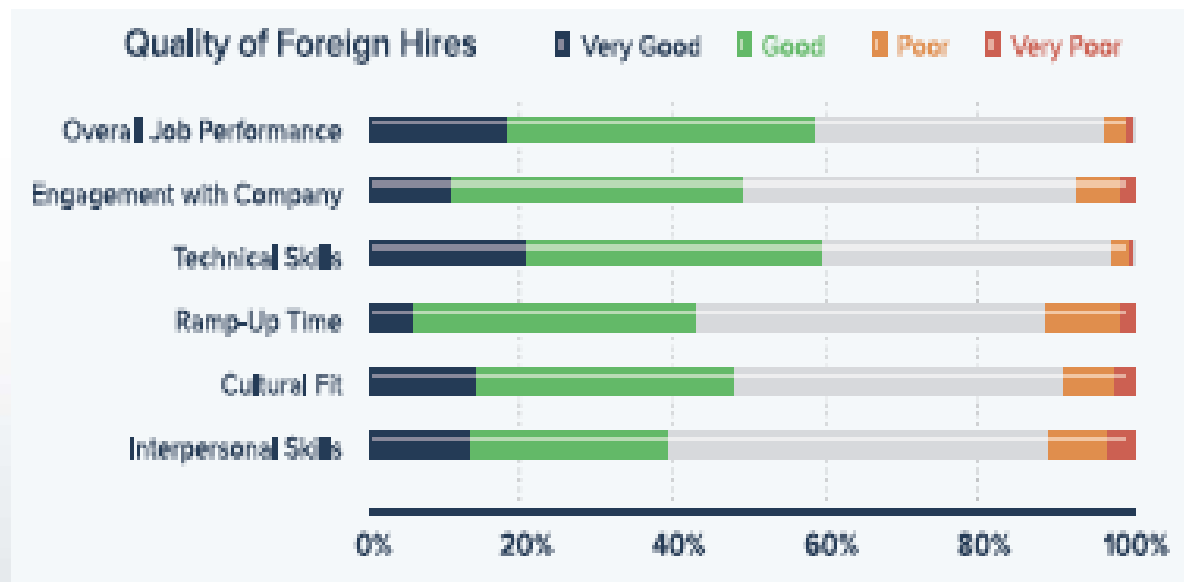
# Reason 1: level of education



Source: Statistics Canada, BC STATS & IRCC

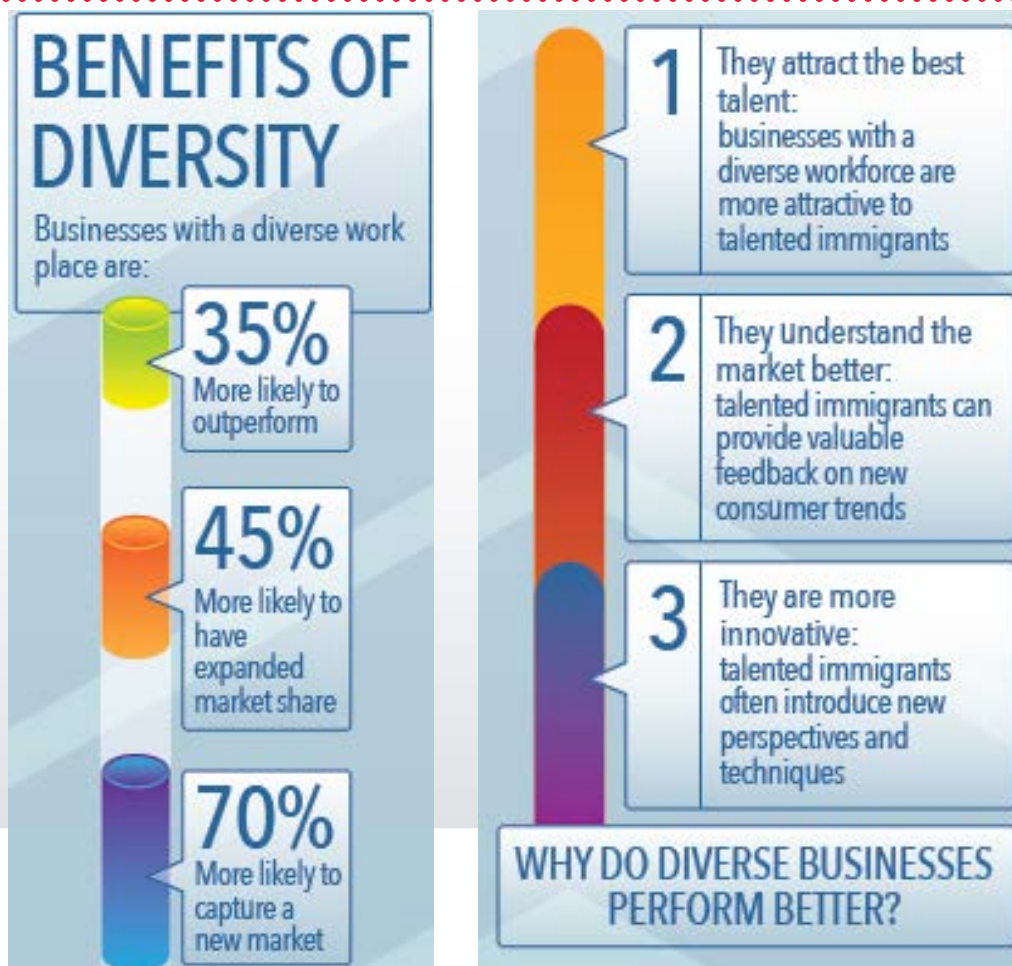
# Reason 2: motivation and efficiency at work

Example: IT sector



Source: BC Tech2016 TechTalentBC Report

# Reason 3: diversity makes a difference



# Why opt for a Francophone Immigrant?

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It is easy to hire a francophone immigrant!

- Get access to specific employment grants to encourage you to recruit qualified Francophone candidates already in BC
- Take advantage of the francophone mobility program to recruit Francophone candidates from abroad
- Our settlement & community services are there to welcome and help the candidates & their families

# What are the resources available to help you recruit a Francophone Immigrant ?

# Our tools and resources

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- We facilitate access to Francophone talents in BC:
  - Database of PR and Canadian candidates
  - Transfer your job offers
  - Present you with qualified candidates
- We provide tools and resources to facilitate recruitment and integration of Francophone immigrants
- We inform and support you with available grants (ex. Career Focus Program)

# More tools and resources

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- We connect you with our partners to grow your opportunities
- We inform you about SDECB & Francophone's community events:
  - Victoria & Vancouver
  - Speedjobing
  - Virtual job fair

# A unique tool for you

Toolkit:

<https://www.sdecb.com/outils/cartes-dinformation-sur-emploi-en-cb-en-anglais>



**LOOKING TO HIRE?**

British Columbia's economy is fast growing and, as a result, employers are having an increasingly difficult time filling vacancies. Talented immigrants are well-trained, bring new skills to the workplace, speak a variety of languages and are eager to make a meaningful contribution to their new country.

*Now, more than ever, is the time for your business to "team up" with talented immigrants!*

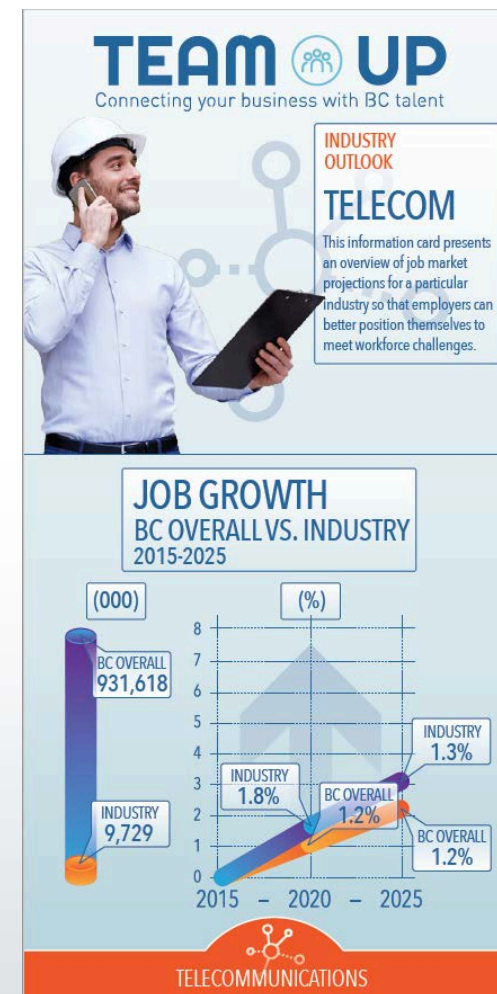
**TEAM UP**  
Connecting your business with BC talent



# TEAM-UP: TOOLKIT

Evolution of the job market by sector (2015-2025):

- Teaching- elementary & secondary
- Nursing & residential care
- Telecommunication
- Accommodation services
- Food & beverage production
- Finance
- Computer systems design
- Motion pictures & video



# TEAM-UP: TOOLKIT

## Tip sheets:

- How to grow your business
- How to connect with talented immigrants
- How to hire talented immigrants
- How to retain talented immigrants

**TEAM UP**  
Connecting your business with BC talent

**HOWTO ...  
CONNECT WITH  
TALENTED  
IMMIGRANTS**

This information card provides tips to businesses who wish to connect with, hire and retain talented individuals.

**WINNING STRATEGIES**  
Keep these strategies in mind as part of your efforts to connect with talented immigrants:

	1	2	3	4
	Encourage placement of visible minority interns & coop students	Cultivate relationships with immigrant resource centres or community organizations	Make your literature & marketing materials reflective of immigrants	Sponsor cultural community events
TIME NEEDED				
MONEY NEEDED				

INFO SOURCE: IECBC

**HOW TO ... CONNECT WITH TALENTED IMMIGRANTS**

# Career Focus Program: *What is it ?*

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- A wage subsidy program financed by Service Canada
- For bilingual candidates with degrees in various fields
- A grant of \$8,400 per candidate: \$15 per hour, 35 hours per week, 16 weeks
- SDE will support your business in finding the right candidates for your job offer
- The 3rd edition will be starting on July 2018

## Career Focus Program: *What type of candidate is eligible?*

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- Aged between 15-30 years old
- Canadian citizen, permanent resident or refugee
- Working proficiency in French & English  
*NB: the job position does not require French*
- Not receiving Employment Insurance

## Career Focus Program: *What job offer is eligible ?*

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- All type of job positions, all sectors
- Full-time job (minimum 35 hours)
- Minimum of 16 weeks
- Based in Greater Vancouver or Victoria

## Career Focus Program: *How does it work ?*

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- 2 options:
  - We provide candidates profiles

OR

- You can find potential candidates on your own
- Simple agreement between you and us
- 2 follow-ups during the work experience

# Francophone Mobility Program:

## *What is it ?*

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- A program which aims to facilitate the recruitment of skilled Francophone workers
- Eligible positions fall under the following three categories in the National Occupational Classification:
  - Category O (management position)
  - Category A (professional position)
  - Category B (technical jobs or skilled trades)
- Employer-specific work permit
- Work Permit valid for the duration of the offer of employment

# Francophone Mobility Program: *What are the advantages ?*

- No Labour Market Impact Assessment (LMIA) required
- Open to any nationality & no age limit
- Work permit is renewable
- The job offer does not require French language skills
- Permits longer than 6 months allow for common-law/spouse open work permit
- Minors are permitted to attend Canadian primary or secondary school
- No commitment
- Short lead time: 3 weeks processing (depending on the worker's citizenship and country of residence)
- Total cost to the employer: \$230
- Free Settlement & community services for the candidates & their families upon arrival: retention



# Francophone Mobility Program: *Checklist & process*

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- Ensure that the position offered is eligible:
  - French-speaking Temporary Foreign Worker
  - Job offer is outside of Quebec
  - Skilled position ([NOC: 0,A,B](#))
- Sign an employment contract with your candidate
- Apply online for Francophone Mobility Program through the [Employer Portal](#)

# Francophone Mobility Program: *Contact*

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- For employers :
  - Heather Michaud, IRCC, [heather.michaud@cic.gc.ca](mailto:heather.michaud@cic.gc.ca)  
604-699-0627
  - Caroline Berger, SDE, [cberger@sdecb.com](mailto:cberger@sdecb.com)  
778-373-3952
- For candidates: Immigration Francophone Program of BC  
[mobiliteFR@ffcb.ca](mailto:mobiliteFR@ffcb.ca)
- More info: visit [IRCC website](#)



Thank you !

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[www.sdecb.com](http://www.sdecb.com)

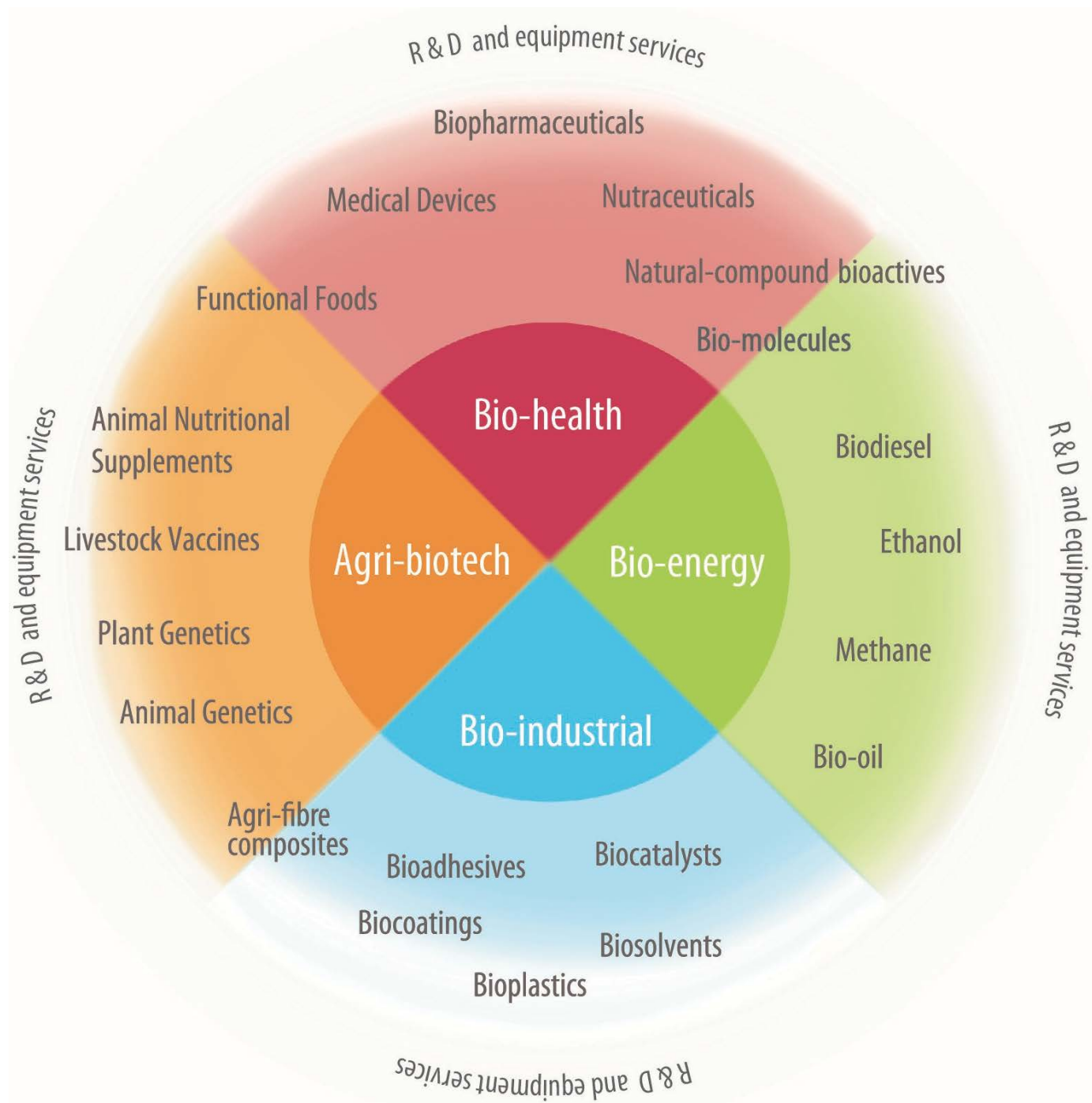
# Finding Jobs for Newcomers in Canada's Bio-economy

Rob HENDERSON, President & CEO



Building skills for Canada's bio-economy





# Canada's Bio-Economy

- 80% SMEs
- Products Highly Regulated
- Professions are NOT
- Skills-based job profiles
- Most educated industry
- Typically bad HR



# A few stats

- 53% - companies reporting skill shortages
- 19.5% - new grad unemployment
- 60% - science grads who are women
- 300,000 - Canadian immigrants in 2017
- 5.7% - employ disabled Canadians

# Biotech Companies Who Hire Newcomers

52%: Improved Innovation

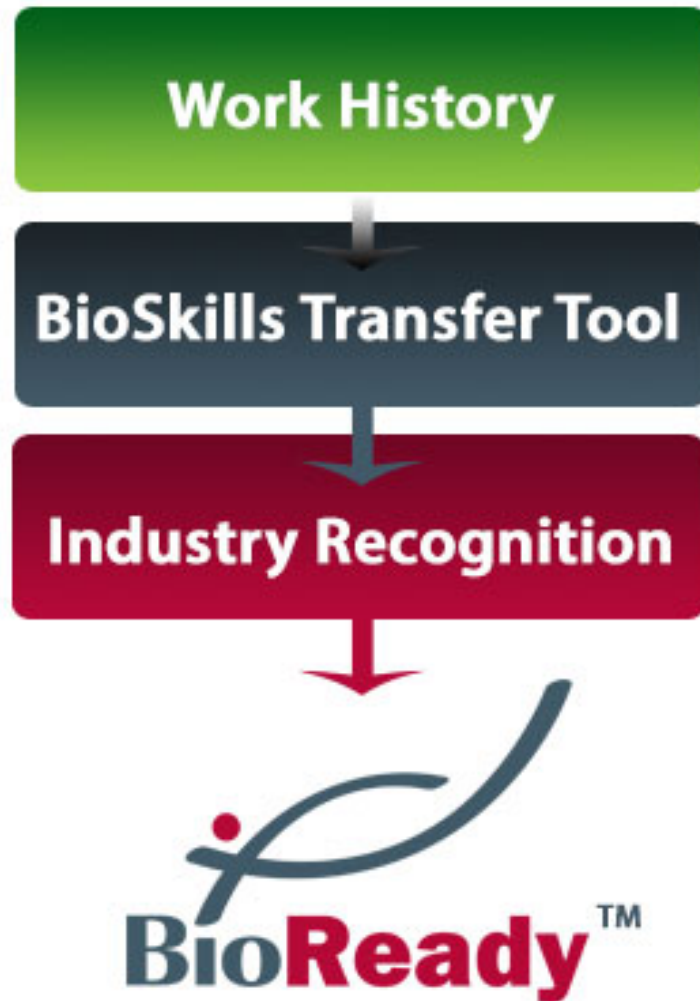
43%: Improved Productivity

29%: Better Access to Foreign  
Markets

# Alternative: Biotech Career Paths

- International Professionals
- Skills Mapping
- Overcome Canadian Experience barrier

# The BioSkills Recognition Program



# The BioReady™ Designation

- NOT a certification/accreditation
- Skills Mapping
- Canadian Industry Verification
- 256 BioReady™ Candidates in 2017
- 16 Companies accepting



Building skills for Canada's bio-economy

# Paving the Way

Facilitating Career Paths for Newcomers  
in the Canadian Bio-economy



A labour market report  
from BioTalent Canada



Building skills for Canada's bio-economy

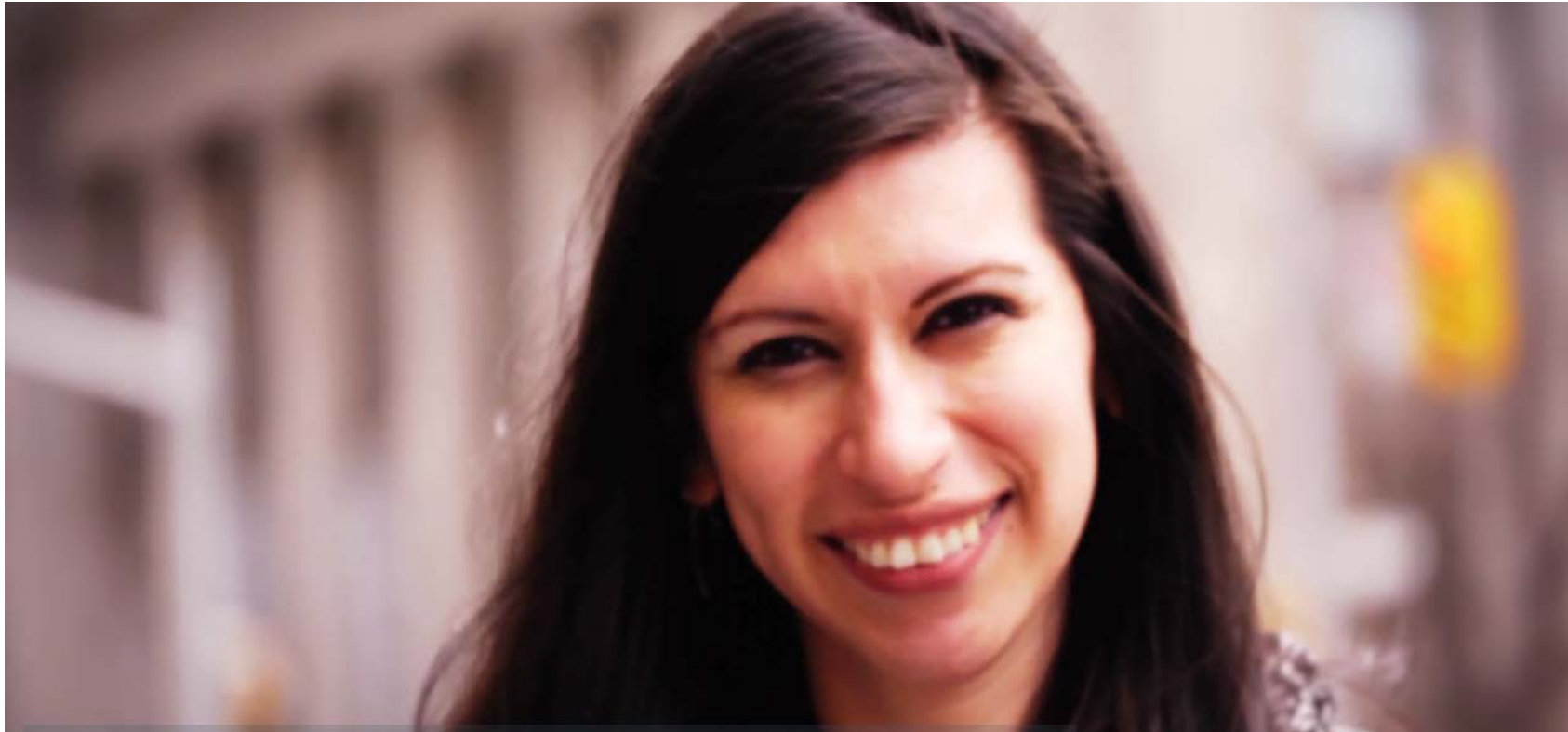
# Challenges for Newcomers

- Overcoming Canadian “experience”
- Approaching small companies
- The “Business” of Biotech
- The “Hidden” Job Market
- Soft Skills
- Turning Challenge into Opportunity

# New!! BioReady™ Wage Subsidies

- Launched August, 2017 (2 years)
- 35 Subsidized positions for Newcomers  
With the BioReady™ designation
- - Pilot Project





Building skills for Canada's bio-economy

# Thank you!

Rob Henderson

President & CEO, BioTalent Canada

[rhenderson@biotalent.ca](mailto:rhenderson@biotalent.ca)

[www.biotalent.ca](http://www.biotalent.ca)



@BioTalentCanada



Building skills for Canada's bio-economy



# THANK YOU!

Visit our website:  
**iecbc.ca**



@iecb\_bc



@iecbc

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