



Recruiting of Global Talent

Winter 2023



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

IRCC's Outreach Officer Network

Outreach Officers across Canada:

- promote economic immigration programs and initiatives; and
- help employers learn how the immigration system can support their hiring needs.



promotion@cic.gc.ca

Immigration: a path to a stronger Canada



Canada's Economic Recovery*



Immigrants have been essential to Canada's post-pandemic economic recovery.



In 2021, **191,338** individuals transitioned from temporary to permanent residents.



Immigration accounts for nearly **100%** of Canada's labour force growth, and will account for **100%** of our population growth by 2032.



Canada's post-pandemic recovery has been among the strongest in the world, but more than **900,000** unfilled positions still remain across all sectors.



The 2023-2025 Immigration Levels Plan aims to welcome **465,000** permanent residents in 2023, **485,000** in 2024 and **500,000** in 2025.



The plan is focused on **spreading the benefits of immigration** to regions and communities across Canada.



By 2025, overall admissions will amount to nearly **1.3%** of the Canadian population with **60%+** of admissions in the economic class.



Working to increase Francophone immigration to reach a target of **4.4%** of French-speaking immigrants outside Quebec by 2023.



Employers in communities across Canada **will be supported** to fill their critical labour needs.

*November 2022

Benefits of Hiring Global Talent

Advantages for Employers

- Fill gaps in skill and labour shortages
- Bring unique and specialized talent
- Access to larger talent pools
- Tap into new markets and international networks
- Serve customers in multiple languages
- Increase diversity of workforce
- Spark innovation



Finding Global Talent



In Canada:

- International Students
- Open Work Permit Holders
- Newcomers (Permanent Residents)

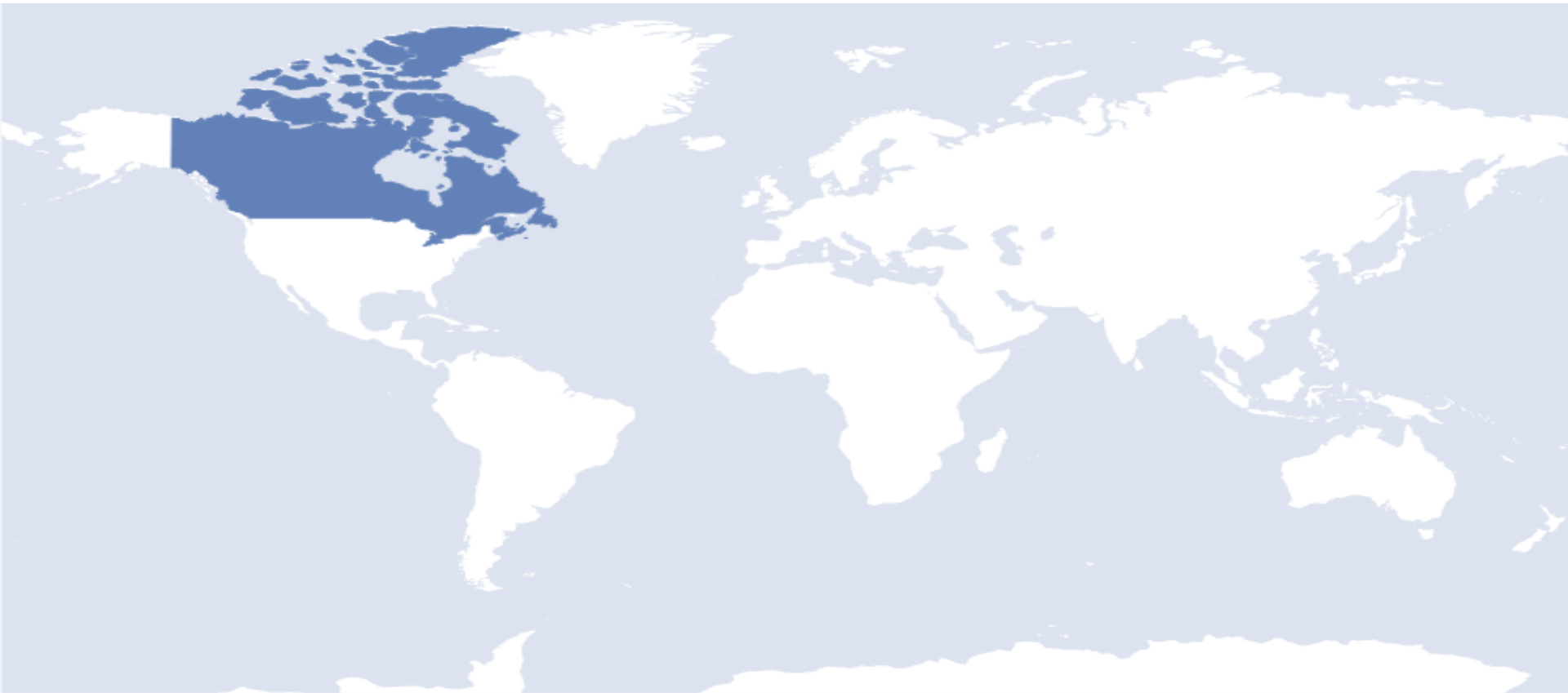
Abroad:

- Destination Canada Mobility Forum
- Public Employment Services

Express Entry Candidates:

- Job Match Service on www.JobBank.gc.ca

Hiring Global Talent: Canada



Hiring an International Student



Did you know?

You can hire eligible international students while they study

They may be eligible to work off campus **without a work permit**:

- for up to 20 hours a week while class is in session, and
- full-time during scheduled breaks

To qualify, students must:

- ✓ have a valid study permit
- ✓ have begun their studies in an eligible program
- ✓ be studying full-time at an eligible post-secondary institution, and
- ✓ have applied for a Social Insurance Number (SIN)

In some instances, international students may be able to work for more than 20 hours a week off-campus while classes are in session.

Hiring an International Graduate



Did you know?

You can hire eligible international students after they graduate

Graduates from Canadian institutions:

- may be eligible to apply for a Post-Graduation Work Permit, and
- may begin working full-time **without a work permit** while their application is being processed

They need to show you their:

- ✓ valid study permit
- ✓ completion letter of final transcript, and
- ✓ proof they applied for a work permit*



* If approved, they will be issued an open work permit valid for up to 3 years

Hiring talent with an open work permit



Did you know?

You can hire a foreign worker with an Open Work Permit

An open work permit enables a person to work for any employer for a specified period of time.

They need to show you their:

- ✓ valid work permit
- ✓ conditions listed on the work permit

New Policy for dependents of eligible work permit holders, released on January 30, 2023.

**Note: some occupations require a medical exam.*



Hiring talent already in Canada



Did you know?

Settlement professionals help newcomers in Canada find work

Newcomers to Canada are able to access services to assist them with finding a job.

Contact a local settlement organization such as an Immigrant Employment Council or other immigrant services organization.

Find a local settlement organization at this [link](#).





Looking to hire?

Attract the best candidates for your job

- ✓ Advertise your job for free to thousands of job seekers
- ✓ Receive a list of potential candidates matching your job requirements
- ✓ Check out their profiles and invite them to apply with one click

Sign up

Job match www.jobbank.gc.ca



Finding Ukrainian Nationals

- Connect with Ukrainian nationals and their family members looking to work in Canada:
<https://www.jobbank.gc.ca/findajob/resources/jobsforukraine#er>

Jobs for Ukraine

Ukrainians are coming to Canada to escape the crisis in their country. When they arrive, many will look for a job.

On this page:

- [Employers](#)
- [Ukrainian job seekers](#)
- [Provincial and territorial resources](#)

Employers

To recruit Ukrainians on Job Bank, follow these steps:

1. [Create an employer file](#) on Job Bank.
2. Create a job posting and save it as a draft.
3. [Contact us](#) to let us know that your job is for Ukraine.

The screenshot shows the 'Job Bank' logo at the top left, with a breadcrumb trail: 'Job Bank > Job Bank for Employers'. The main heading is 'Step 1: User details'. Below this is a progress indicator with four steps: 1. USER (highlighted in red), 2. CONFIRMATION, 3. SECURITY QUESTIONS, and 4. AUTHENTICATION. A user icon with a red plus sign is shown. A text box explains: 'In order to use Job Bank's services, you must create your own personal user account. The use of a shared email address is not recommended to create your account.' Below this is a blue box with the instruction: 'Only create a user account for yourself, even if you are representing a colleague or relative. If you are a third party representative, do not create a user account for your client.' A note states: 'Any fields marked with an asterisk (*) are required.' The form fields include: 'Email' (with an asterisk), 'Language of correspondence' (a dropdown menu currently set to 'English'), 'Password' (with an asterisk), and 'Confirm password' (with an asterisk).

- [Open work permits for Ukrainians](#): Learn about the process Ukrainian nationals can follow to apply for an open work permit in Canada.
- [How to use Job Bank to recruit and hire](#): Learn how to register an employer and create job postings on Job Bank.
- [Provincial and territorial resources](#): Find resources offered by some provinces and territories for employers who want to recruit Ukrainian nationals.



Hiring Global Talent: **Abroad**

DESTINATION Canada

MOBILITY FORUM

- **Destination Canada** is a series of annual job fairs organized by the Government of Canada.
- Connects qualified, skilled French-speaking candidates with Canadian employers in a variety of fields.
- Candidates are pre-screened to ensure they are qualified and that they match the employers' needs and job offers
- Employers can post positions even if they are unable to attend the job fair in person
- For more information or to register, visit: www.destination-Canada-job-fair.ca
- Request more information from the Embassy of Canada in Paris: PARISDESTINATIONCANADA@international.gc.ca

Hiring Bilingual or Francophone Candidates

Advantages for employers

- ❖ Recruitment support through Destination Canada
- ❖ **Mobilité Francophone** LMIA exemption
- ❖ Bilingual candidates may be eligible for additional Express Entry points for permanent residence



Contact Your Provincial or Territorial Government



Northwest Territories Nominee Program



Public Employment Services

European Union [public employment services](#) are government agencies that connect jobseekers with employers.



Tips & Tricks

- ❖ Barrier-free recruitment processes
- ❖ Determine the language skills needed for the job.
- ❖ Consider advertising in languages other than English or French, for jobs that do not require a high language skill level.
- ❖ Ask for relevant work experience instead of Canadian work experience.
- ❖ Improve a worker's chance of being invited to apply for Permanent Residence by making a valid job offer.



Need More Information?



promotion@cic.gc.ca



canada.ca/hire-immigrants



[Infosheets - Canada's economic immigration programs](#)



[Employer's Roadmap to hiring and retaining internationally trained workers](#)



[Find the information you're looking for on our website by using our new employer tool](#)



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Services for employers to help attract global talent



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Thank You!

IRCC Outreach Team
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Questions?



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