

## Summary of Foreign Worker Programs

	Program	Overview	Eligible Occupations	LMIA Required	Comments (Best Uses/Limitations)
<b>Temporary Foreign Worker Program (LMIA)</b>	<a href="#">Temporary Foreign Worker Program</a> (TFWP)  <i>Service Canada (ESDC) and Immigration, Refugees and Citizenship Canada (IRCC)</i>	<p>The TFWP allows employers to hire foreign workers on a temporary basis “as a last and limited resort”, after demonstrating an inability to recruit qualified Canadian citizens or permanent residents. It permits eligible foreign workers to work in Canada for a limited period of time of generally 1-2 years.</p> <p>The TFWP-based work permit is a three-stage process:</p> <ol style="list-style-type: none"> <li>1. The employer must first advertise the role, meeting strict standards, to try and recruit an eligible Canadian or permanent resident;</li> <li>2. The employer must apply for and obtain a positive Labour Market Impact Assessment (LMIA) from Service Canada; and</li> <li>3. The worker must apply for a work permit from IRCC.</li> </ol> <p><b>Employer Compliance, Audits &amp; Penalties</b> – Employers under the TFWP must maintain high HR standards and keep extensive and accurate records. Service Canada has significantly increased its capacity and authority to audit employers granted LMIA's. If an employer is found non-compliant, Service Canada may suspend or revoke LMIA's or work permits, blacklist or fine violators, or bring criminal charges, as warranted and applicable.</p>	<p><b>Specific</b> low-skill occupations for retail/food service/accommodation employers in <a href="#">regions</a> with an unemployment rate over 6 % are <b>ineligible</b>.</p> <p><b>Low-wage TFWs</b> capped at 10% per “location” with certain exceptions including:</p> <ul style="list-style-type: none"> <li>• Positions with more than 10% TFWs prior to June 20, 2014;</li> <li>• Employers with less than 10 employees nationally;</li> <li>• Positions less than 120 days; and</li> <li>• Seasonal positions 180 calendar days or less.</li> </ul> <p><b>GTS LMIA</b> for tech-based roles is advertising exempt.</p> <p>Employers supporting a worker’s PR may choose to apply under the <a href="#">PR stream</a>.</p>	<p>Yes – requirements vary based on skill level and whether high/low wage.</p> <p>As of May 11, 2020, BC’s median wage is <b>\$25.00</b>– hourly wages above are high wage, those below are low wage.</p>	<p>Expensive (LMIA application fee \$1000 per applicant).</p> <p>Frequent renewals at 1-2 year intervals.</p> <p>Excludes many occupations in the sector and a 10% cap on per location for low-wage TFWs.</p> <p>Employer Compliance audits are prevalent.</p> <p>Processing can be lengthy, depending on role and location.</p>
<b>International Students</b>	<a href="#">International Student Program</a>  <i>IRCC</i>	<p>Offers qualifying study permit holders at <a href="#">designated post-secondary institutions</a> the opportunity to work in Canada in such situations as:</p> <ul style="list-style-type: none"> <li>• <a href="#">On-Campus</a> (degree granting or public non-degree); and</li> <li>• <a href="#">Off-Campus</a> (up to 20 hours a week during studies and full-time during regularly scheduled breaks e.g. summer); or</li> </ul>	<p>All Almost all occupations.</p> <p>Co-ops/interns must have employment listed as an essential part of their program of study. The</p>	<p>No.</p> <p>Work permit not required for on/off-campus (only</p>	<p>ESL students and students studying in programs of &lt;6 months are not eligible.</p> <p>Students must stop</p>

## Summary of Foreign Worker Programs

	Program	Overview	Eligible Occupations	LMIA Required	Comments (Best Uses/Limitations)
		<p>Students with a study permit who have a mandatory work term as an essential part of their study program are eligible for a <a href="#">co-op work permit Co-op/Internship Program</a>.</p>	<p>work term may only form up to 50% of that program.</p>	<p>for co-op work).</p>	<p>working (even part-time) once their program of study completes.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">International Mobility Program</p>	<p><a href="#">International Experience Canada (IEC)</a></p> <p>IRCC</p>	<p>Canada has separate bilateral youth mobility arrangements with <a href="#">35 countries</a> allowing foreign youth aged 18 to 30 (35 for some countries) to travel and work in Canada. The IEC program provides these youth a work permit (typically valid for 12 to 24 months, some renewable) to work for any employer in Canada. The Program has 3 <a href="#">streams</a>:</p> <ul style="list-style-type: none"> <li>• Working Holiday (open work permit)</li> <li>• Young Professionals (employer-specific work permit in the field they have experience in, and/or have studied)</li> <li>• International Co-op (internship/placement – must be currently enrolled at a foreign post-secondary institution)</li> </ul> <p>IRCC uses a pool approach to inviting candidates in the IEC program. Candidates must create a profile and be found eligible in order to enter the pool. Those applying in the Working Holiday program are selected randomly in draws for each source country until any quota is reached. Young professionals and International Co-op applicants will be invited on a first-come, first-served basis, as long as spots remain in the annual bilateral quota.</p>	<p>Youth in the Working Holiday stream are on open work permits and can work in any occupation</p> <p>Young professionals and international co-ops have a work permit for a specific employer and position.</p>	<p>No.</p>	<p>Excellent for seasonal staff.</p> <p>Working holiday work permit holders may work in any position.</p> <p>Quotas for each stream and source/country are often met early in the year.</p> <p>Foreign youth must register online and be drawn from a pool. New pool and invitation process adds uncertainty to selection.</p>

## Summary of Foreign Worker Programs

	Program	Overview	Eligible Occupations	LMIA Required	Comments (Best Uses/Limitations)
Global Skills	<a href="#">Post-Graduate Work Permit Program</a> (PGWP Program)  IRCC	Graduates completing a program of at least 8 months in length at a <a href="#">public or private degree-granting or any public post-secondary institution</a> can obtain an open work permit. PGWP work permits are valid for as long as the program of study, up to three years maximum. The student Graduates <b>must</b> apply for the PGWP while holding a valid study permit and within 180 days of receiving written confirmation of completion of studies.	Almost all occupations.	No.	Attractive source of trained, entry-level workers.  Work permit not specific to employer.  Worker may begin full-time work immediately after application and before approval, as long as conditions on Study Permit were met.
	<a href="#">Francophone Mobility</a>  IRCC	For foreign workers coming to work in any province other than Quebec, who use French as their habitual language. Note that the language of work does <b>not</b> need to be French.	Skilled occupations <a href="#">NOC 0, A or B</a> .	No.	May be used for English language jobs.  In some instances, a French language TEF test result may be required to prove ability.
	<a href="#">Spousal Open Work Permit</a>  IRCC	Spouses and common-law partners of: <ul style="list-style-type: none"> <li>• Work permit holders (whether LMIA-based or LMIA-exempt) who are employed in a skilled occupation (NOC 0, A or B) with a job offer and work permit of at least 6 months in length;</li> <li>• Study Permit holders in full-time studies are eligible to apply for an open work permit.</li> </ul>	Almost all occupations.	No.	Open work permit.  Spouses may be married or in a common law relationship.
Global Skills	<a href="#">Global Skills Strategy</a> IRCC and Service Canada Highly skilled foreign workers ( <a href="#">NOC 0 managers or NOC A professionals</a> ) may benefit from faster work permit processing times. Certain short term assignments (<15 days to 30 days) might be exempt from a work permit altogether. Various initiatives under the GSS will apply to different occupations, but they all require that the worker be outside Canada, applying online in advance of entry, and coming for a NOC 0 and A position. For LMIA-based permits, a positive GTS LMIA is eligible for GSS expedited processing.				

## Summary of Foreign Worker Programs

	Program	Overview	Occupations	LMIA Required	Comments
Permanent Residents (PNP)	<a href="#">Provincial Nominee Program Skills Immigration</a> (BC PNP SI)  BC PNP & IRCC	<p>Enables employers to support permanent resident applications of new or current employees, including recent international graduates. In most instances, a permanent, full-time position is required. The BC PNP SI stream has different categories, including:</p> <ul style="list-style-type: none"> <li>• <a href="#">Skilled workers</a>;</li> <li>• <a href="#">Entry-Level or Semi-Skilled</a> (ELSS); and</li> <li>• <a href="#">International Graduates</a>.</li> </ul> <p>The BC PNP SI is a 4-stage process:</p> <ol style="list-style-type: none"> <li>1. A worker (with an indeterminate job offer and support from an eligible BC employer) <a href="#">registers</a> on the BC PNP online system in one category. They are ranked against other registrants in the same category based on the worker’s qualifications and those of the job being offered;</li> <li>2. Periodically the BC PNP <a href="#">invites</a> registrants in one or more BC PNP SI categories to apply;</li> <li>3. The employer and worker <a href="#">apply online for nomination</a> within 30 days in the category in which the worker received an invitation; and</li> <li>4. If nominated, the worker (nominee) submits a federal permanent residence application to IRCC. They may also apply for an employer-specific work permit, if needed.</li> </ol>	<ul style="list-style-type: none"> <li>• Higher skilled positions (<a href="#">National Occupational Classification</a> (NOC) O, A or B);</li> <li>• Select <a href="#">Entry-Level or Semi-Skilled</a> occupations in tourism/hospitality (province-wide);</li> <li>• All occupations regardless of skill level in BC’s <a href="#">Northeast Development Region</a>; and</li> <li>• <a href="#">BCPNP Tech</a> program offers 29 tech occupations a prioritized pathway.</li> </ul>	No – but workers in the ELSS category must have 9 months’ work experience in an eligible occupation with the supporting employer.	<p>LMIA-exempt, employer-specific work permit available once nominated.</p> <p>Only permanent resident pathway for low-skilled jobs.</p> <p>Language testing and income thresholds for mid- and low-skilled positions.</p> <p>The BC PNP is accessible for questions and concerns.</p> <p>Fee of \$1150 to apply.</p>

## Summary of Foreign Worker Programs

Program	Overview	Occupations	LMIA Required	Comments
<p><a href="#">Express Entry British Columbia</a> (EEBC)</p> <p><i>BC PNP &amp; IRCC</i></p>	<p>EEBC expedites processing for applicants who qualify under <b>BOTH</b> an Express Entry category <b>AND</b> certain BC PNP categories.</p> <p>EEBC is a 6-stage process:</p> <ol style="list-style-type: none"> <li>1. The worker creates a profile in the federal Express Entry system, which requires that they meet the criteria of at least one of the following (individual program requirements listed below):               <ol style="list-style-type: none"> <li>a. Federal Skilled Worker;</li> <li>b. Federal Skilled Trades; and/or</li> <li>c. Canadian Experience Class;</li> </ol> </li> <li>2. The worker (with a qualifying job offer) <a href="#">registers a profile</a> on the BC PNP online system in either one of the following categories:               <ol style="list-style-type: none"> <li>a. <a href="#">EEBC Skilled Worker</a>; or</li> <li>b. <a href="#">EEBC International Graduate</a></li> </ol> <p>which is ranked against other registrants in that same category based on their qualifications and the job being offered;</p> </li> <li>3. Periodically the BC PNP <a href="#">invites</a> registrants in one or more EEBC categories to apply;</li> <li>4. The employer and worker <a href="#">apply online for nomination</a> within 30 days;</li> <li>5. <a href="#">If nominated</a>, 600 points are added to the Express Entry Profile, significantly increasing their ranking within the federal Express Entry pool (see below); and</li> <li>6. If IRCC invites the worker to apply, the worker (nominee) applies online through Express Entry for permanent residence.</li> </ol>	<ul style="list-style-type: none"> <li>• Higher skilled positions (<a href="#">National Occupational Classification (NOC) O, A or B</a>).</li> </ul>	<p>No.</p>	<p>While PNP commits to expediting the process, the applicant must meet both federal and PNP requirements including:</p> <ul style="list-style-type: none"> <li>• Language testing;</li> <li>• In some cases, at least one year of high-skilled Canadian work experience;</li> <li>• In some cases, an Educational Credential Assessment;</li> <li>• In some cases, a job offer supported by an LMIA.</li> </ul> <p>Uncertainty as to timelines and whether one will qualify for an invitation in both the BC PNP and federal Express Entry pools.</p>

## Summary of Foreign Worker Programs

	Program	Overview	Occupations	LMI Required	Comments
Permanent Residents (IRCC)	<p><b>Express Entry</b></p> <p>A foreign worker seeking to become a permanent resident may wish to apply using Express Entry, a permanent residence management system which provides the option for permanent residence through one of three pathways.</p> <ol style="list-style-type: none"> <li>1. The worker creates a profile in the Express Entry system, which requires that they meet the criteria of at least one of the following pathways (details below):               <ol style="list-style-type: none"> <li>a. Federal Skilled Worker;</li> <li>b. Federal Skilled Trades; and/or</li> <li>c. Canadian Experience Class;</li> </ol> </li> <li>2. The worker’s profile is ranked out of a maximum 1200 points (known as the Comprehensive Ranking System or CRS) based on;               <ul style="list-style-type: none"> <li>• 500 points - core human capital qualities (e.g., official language, age, education and Canadian work experience). Points allocated vary depending on whether the worker is single or has a spouse/partner;</li> <li>• 100 points - skill transferability (e.g., foreign qualifications, degrees and worldwide work experience);</li> <li>• 600 points – nomination by the BC or other provincial PNP under the hybrid program (EEBC in BC);</li> <li>• Additional points:                   <ul style="list-style-type: none"> <li>○ A qualifying offer of arranged employment – a “Valid” job offer: requires either an LMIA or a work permit exempt from an LMIA but with at least 1 year of work experience in Canada:                       <ul style="list-style-type: none"> <li>▪ 200 points if the job offered is in senior management (NOC 00xx)</li> <li>▪ 50 points for all other qualifying offers of arranged employment</li> </ul> </li> <li>○ 15 points for having a Canadian citizen or permanent resident sibling in Canada;</li> <li>○ 15 to 30 points for those with strong French language ability in addition to English language ability;</li> <li>○ 15 points for those who have completed a 1 or 2 year educational credential in Canada; 30 points for a 3 year credential.</li> </ul> </li> <li>3. At its discretion, IRCC will invite a number of profiles in the pool based on CRS ranking to apply (an Invitation to Apply or ITA); and</li> <li>4. When offered an ITA a worker then must submit an electronic application to IRCC within 60-90 days, depending on the regulation in place at the time. IRCC has committed to finalizing 80% of submitted applications within six months.</li> </ul></li></ol>			<p>Registrants must successfully complete language testing <b>before</b> creating a profile. In order to obtain points for foreign education, they must have their educational credentials or trades qualifications assessed.</p> <p>IRCC’s discretion in how often to draw from the pool and to which minimum ranking adds uncertainty.</p> <p>Favours young people with high skilled experience, formal education, high scoring English or French skills; and a “valid” job offer.</p> <p>IRCC has committed to process applications much more quickly.</p>	

## Summary of Foreign Worker Programs

Program	Overview	Occupations	LMI Required	Comments
<a href="#">Federal Skilled Trades Program (FSTP)</a>  <i>IRCC (&amp; Service Canada)</i>	Program to facilitate the permanent immigration of in-demand, skilled tradespeople. Applicant must: <ul style="list-style-type: none"> <li>• Have a minimum 2 years of work experience in a skilled trade within the last 5 years;</li> <li>• Meet all job requirements for the defined occupation in the NOC;</li> <li>• Have either:               <ul style="list-style-type: none"> <li>○ an offer of employment for at least one year; or</li> <li>○ a certificate of qualification from the BC (or other provincial) ITA; and</li> </ul> </li> </ul> Meet <a href="#">minimum language benchmarks</a> through a language test.	<a href="#">Skilled trades are eligible including chefs and cooks</a>	Not required if has BC ITA letter of qualification (e.g. PC1).  LMIA or current work in Canada required if has no ITA letter of qualification.	Bridging Open Work Permit available after submission of application through Express Entry.  Many who qualify will rank poorly in the CRS as they lack degrees and diplomas.
<a href="#">Federal Skilled Worker Program (FSWP)</a>  <i>IRCC (&amp; Service Canada)</i>	Targets high-skilled workers - this is the classic point system program based on the following 6 selection factors, where applicants must score at least 67 to be eligible: <ul style="list-style-type: none"> <li>• Work experience;</li> <li>• Education;</li> <li>• Age;</li> <li>• Adaptability;</li> <li>• Language (including a <a href="#">minimum language requirement</a>);</li> <li>• Must have a minimum 1 year continuous work experience in an eligible occupations; and</li> <li>• Arranged employment (employers can make a job offer to skilled foreign workers for a permanent, full-time positions and gains more points if they obtain a permanent LMIA for the position).</li> </ul>	<a href="#">Higher skilled positions</a> in eligible occupations in NOC O, A or B.	Not required unless seeking points for arranged employment.	Bridging Open Work Permit available after submission of application through Express Entry.

## Summary of Foreign Worker Programs

	Program	Overview	Occupations	LMI Required	Comments
	<p><a href="#">Canadian Experience Class (CEC)</a></p> <p><i>IRCC</i></p>	<p>Allows foreign workers or recent graduates from eligible Canadian institutions with sufficient recent Canadian work experience to apply for permanent residence.</p> <p>Candidate must have at least 1 year of skilled full-time work experience (or the equivalent part-time) in Canada, within the previous 3 years and must meet <a href="#">minimum language thresholds</a> (varies by skill level of work experience).</p>	<p>Higher skilled positions in <a href="#">National Occupational Classification</a> O, A or B.</p>	<p>Not necessarily but can add points for a “valid” job offer</p>	<p>Employer does not need to support application but will need to verify applicant’s experience.</p> <p>Application not reliant on a particular position.</p> <p>Bridging Open Work Permit available after submission of application through Express Entry.</p>