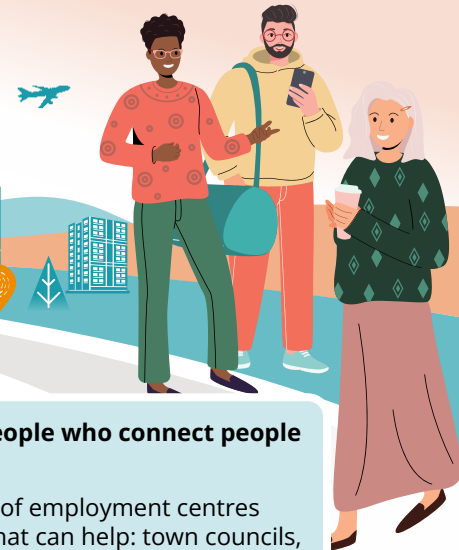


HIRING INTERNATIONAL TALENT FOR TOURISM JOBS



In a tight labour market, finding the staff you need can be intimidating, particularly if **your tried-and-true recruitment** strategies aren't working anymore. There's a range of options available to you, some of which you may not have considered before. Here are some places to start, and some suggestions for where to go next.

✓ Post jobs where people are looking

- Get the word out through social media, online job boards, public notice boards.
- Incentivize some of your more tech-savvy staff to set up social media accounts for your business, and get your message out to the right people.

✓ Connect with people who connect people with work

- There are lots of employment centres and services that can help: town councils, community non-profits, schools.
- If you need to hire someone with special skills, try reaching out to a recruitment specialist or staffing agency.

I NEED TO HIRE MORE WORKERS... WHERE DO I START?

✓ Get referrals from current staff

- People who already work for you might have friends who are also looking for work.
- You could offer a small referral bonus for new hires that work out.

✓ Re-hire seasonal workers

- Get in touch with your previous seasonal staff members and invite them back.
- If they're not available, they might know others who are.

✓ Connect with international workers already in your area

- Visit settlement or support services in your area that help refugees or other displaced individuals.
- Connect with local organizations, churches, charities; reach out directly, and offer to drop by in person to meet people looking for work.

✓ Recruit students (domestic and international)

- Get in touch universities, colleges, or training institutions in your area.
- Place posters on campus, and reach out to their job centres and co-op placement services.
- See if they have a student job board where you can post openings.

✓ Explore immigration programs

- You may be able to sponsor and hire an international worker to fill seasonal or year-round positions.
- There are many possibilities and programs, each with its own requirements and processes.

CHECK OUT OUR GUIDES to help you navigate the immigration system



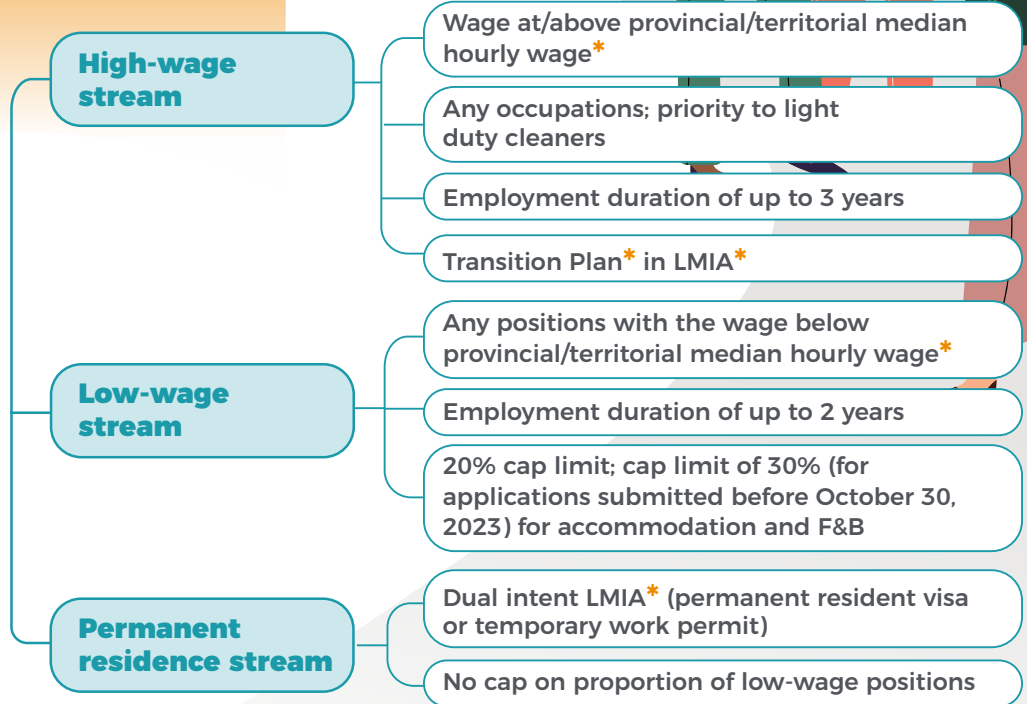
HIRING INTERNATIONAL TALENT FOR TOURISM JOBS



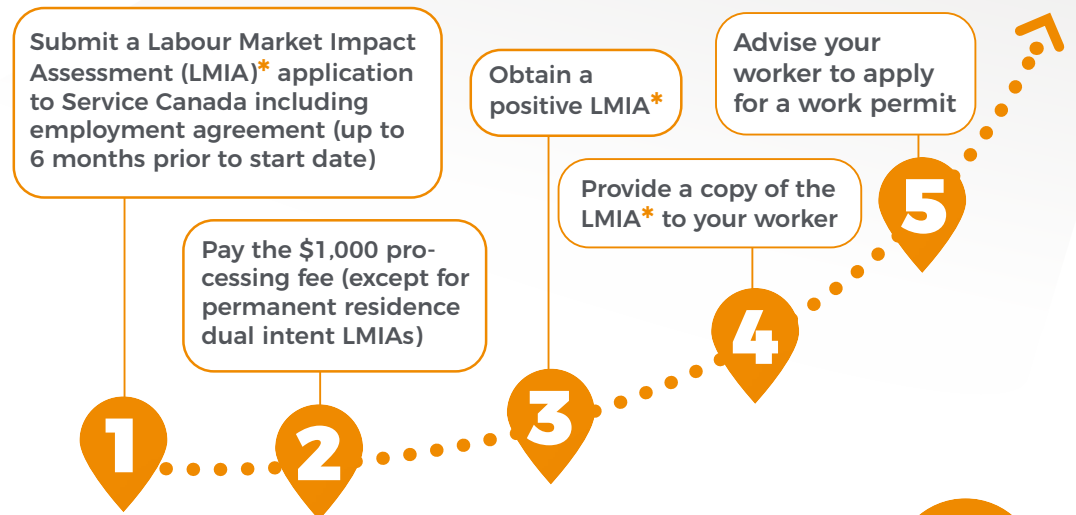
Tap into the Temporary Foreign Worker Program (TFWP)



TFWP STREAMS



STEP-BY-STEP NAVIGATING THE TFWP



* Definitions on page 2





Positive LMIA's are valid for 18 months from the date of issuance

LMIA* average processing time

High-wage stream



34 business days

Low-wage stream



36 business days

Permanent residence stream



17 business days

Employment Agreement (EA): Information must match offer of employment conditions. You can obtain EA templates from ESDC Employer Contact Centre*.



RESOURCE TOOLBOX

Definitions & Resources

Labour Market Impact Assessment: https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#labour_market_impact_assessment

How To Get an LMIA: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/find-need-labour-market-impact-assessment.html#get>

National Occupational Classification (NOC): https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#national_occupational_classification

TEER category: <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#teer>

Transition Plan: <https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage/high/requirements.html#h2.5>

Provincial or Territorial Median Hourly Wage: <https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage.html>

High-Wage Stream: <https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage/high.html>

Low-Wage Stream: <https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage/low.html>

Permanent Residence Stream: <https://www.canada.ca/en/employment-social-development/services/foreign-workers/permanent.html>

ESDC Employer Contact Centre: <https://www.canada.ca/en/employment-social-development/corporate/contact/employer-contact-center.html>



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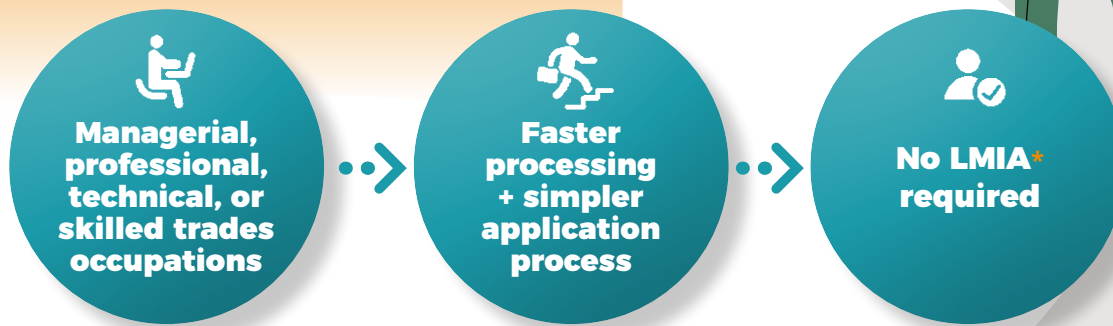
Canada



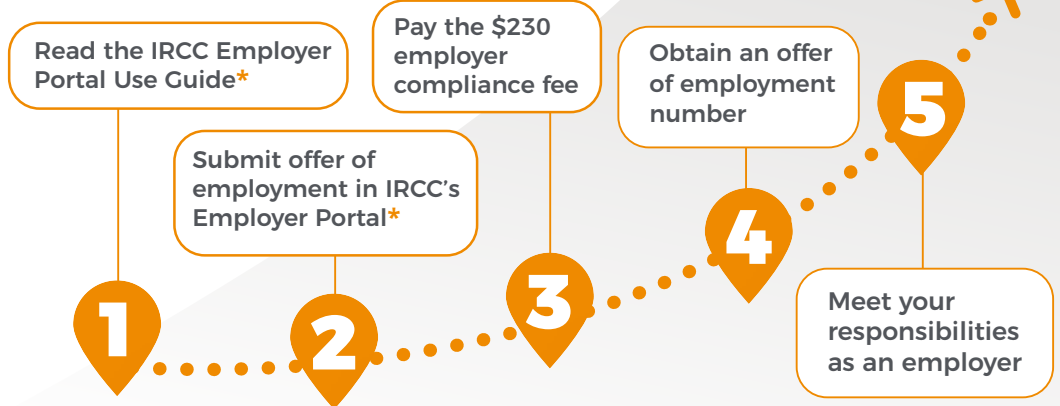


HIRING INTERNATIONAL TALENT FOR TOURISM JOBS

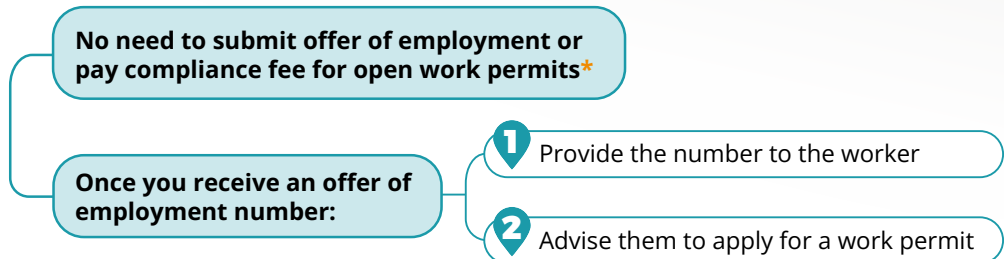
Tap into the International Mobility Program (IMP)



STEP-BY-STEP NAVIGATING THE IMP



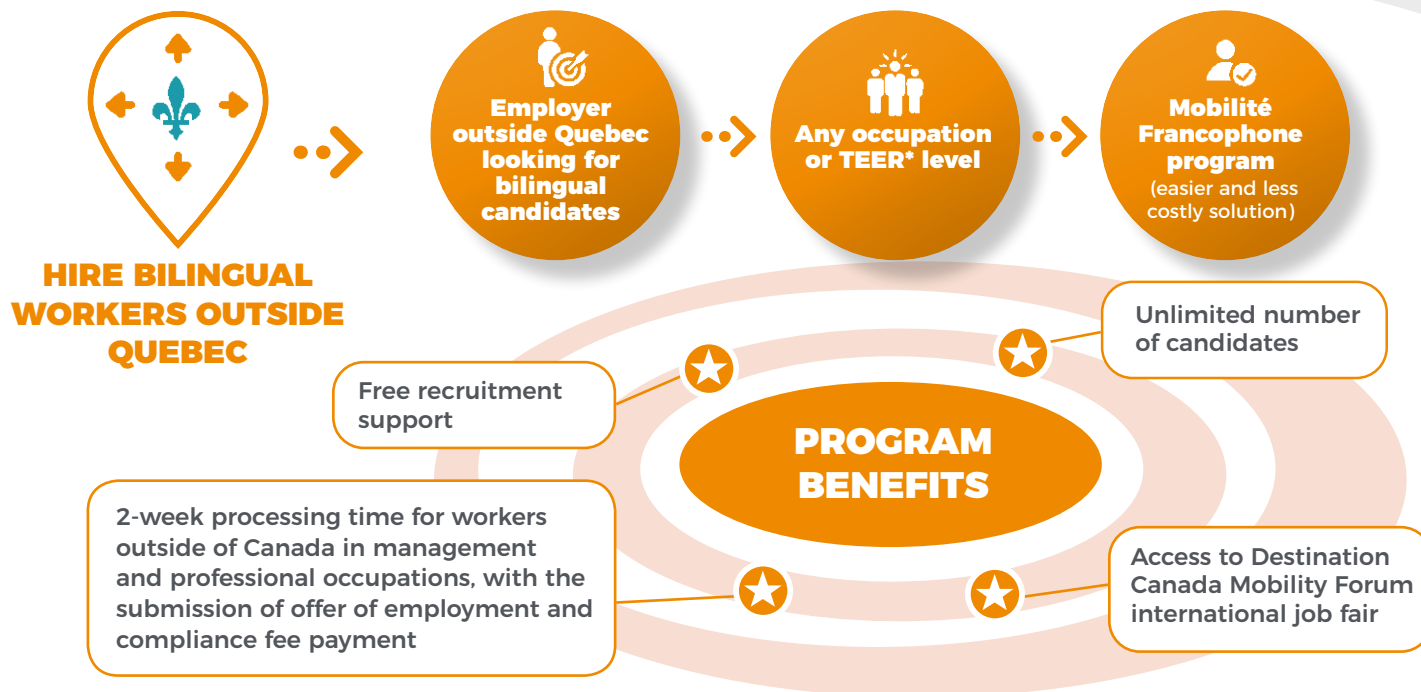
TIPS



* Definitions on page 2

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RESOURCE TOOLBOX

Definitions & Resources

Labour Market Impact Assessment: https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#labour_market_impact_assessment

National Occupational Classification (NOC): https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#national_occupational_classification

TEER category: <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#teer>

Open Work Permit: <https://www.cic.gc.ca/english/helpcentre/answer.asp?qnum=177&top=17>

International Mobility Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/international-mobility-program.html>

IRCC Employer Portal User Guide: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal/user-guide.html>

IRCC Employer Portal: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal.html>

Employer Compliance Exemptions <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/find-need-labour-market-impact-assessment/employer-compliance-exemptions.html>

Employer Responsibilities: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/international-mobility-program/after-hiring.html>

Mobilité Francophone: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/french-speaking-bilingual-workers-outside-quebec.html>

Destination Canada Mobility Forum: https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/french-speaking-bilingual-workers-outside-quebec/destination-canada.html?utm_campaign=not-applicable&utm_medium=vanity-url&utm_source=canada-ca_destination-canada-forum



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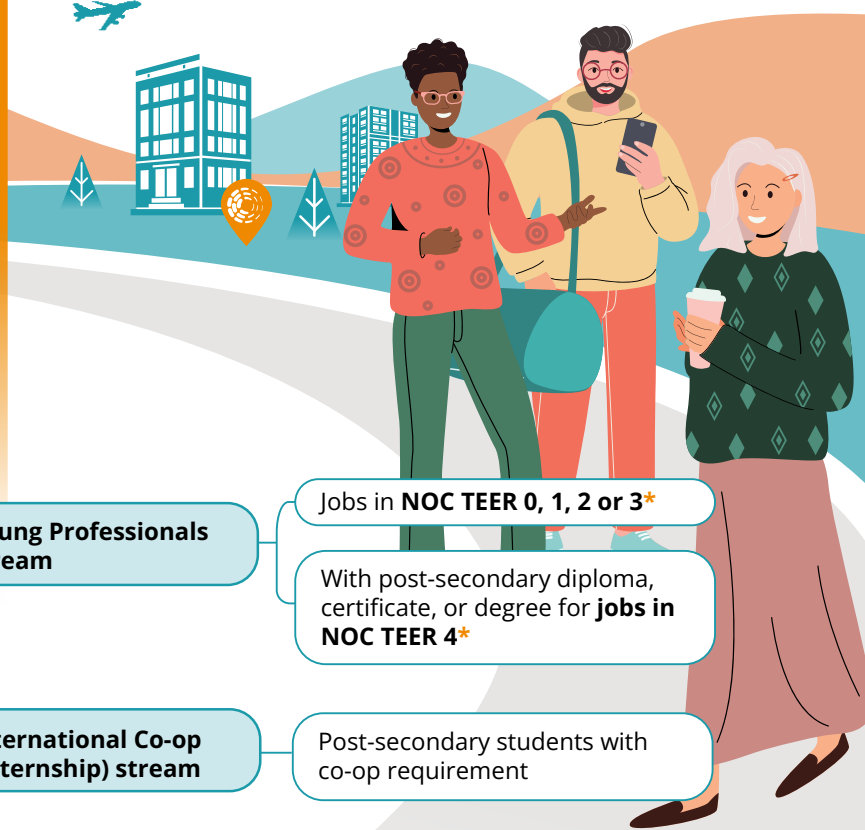
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HIRING INTERNATIONAL TALENT FOR TOURISM JOBS

Tap into International Experience Canada (IEC)



IEC

YOUTH
(aged 18
to 35)
.....
No Labour
Market Impact
Assessment
(LMIA)*
required

**Young Professionals
stream**

Jobs in **NOC TEER 0, 1, 2 or 3***
With post-secondary diploma,
certificate, or degree for **jobs in
NOC TEER 4***

**International Co-op
(Internship) stream**

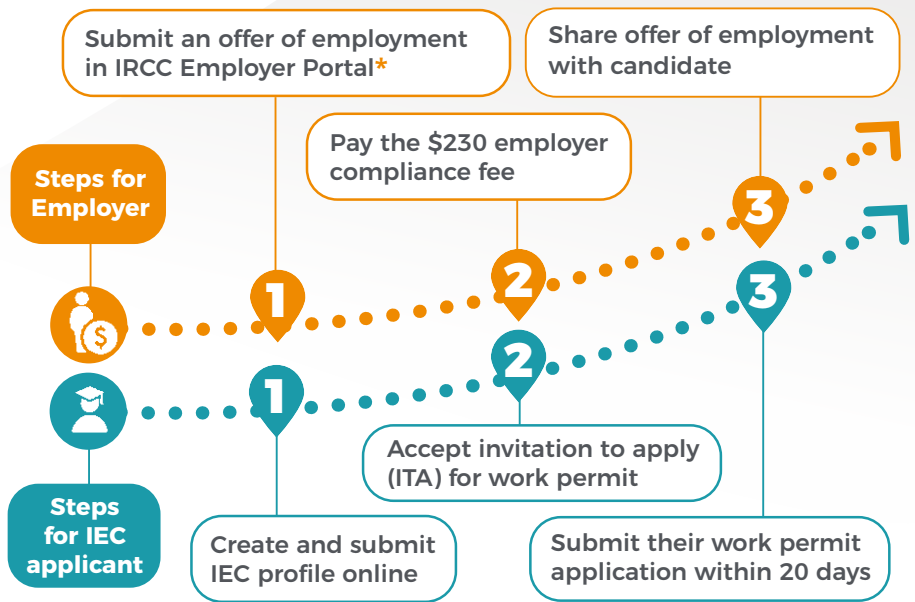
Post-secondary students with
co-op requirement

**Working Holiday
stream**

Job seekers with **open work
permits***



STEP-BY-STEP NAVIGATING THE IEC PROGRAM: YOUNG PROFESSIONAL AND INTERNATIONAL CO-OP STREAMS



* Definitions on page 2





TIPS



Standard processing time for an IEC work permit (including biometric information)



56
DAYS



RESOURCE TOOLBOX

Definitions & Resources

Labour Market Impact Assessment: https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#labour_market_impact_assessment

National Occupational Classification (NOC): https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#national_occupational_classification

TEER category: <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#teer>

Open Work Permit: <https://www.cic.gc.ca/english/helpcentre/answer.asp?qnum=177&top=17>

International Experience Canada: https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/iec1.html?adobe_mc_sdid=SDID%3D32A41E19966700A8-5039C5059029C744%7CMCORGID%3DA90F2A0D55423F537F000101%40AdobeOrg%7CTS%3D1674672560&adobe_mc_ref=https%3A%2F%2Fwww.canada.ca%2Fen%2Fimmigration-refugees-citizenship%2Fservices%2F-work-canada%2Fhire-temporary-foreign%2Fiec.html

National Occupational Classification (NOC): <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/find-national-occupation-code.html>

Make a Job Offer: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/iec.html#s04>

Submit an Offer of Employment: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal/user-guide.html#s05>

Employer Portal: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal.html>



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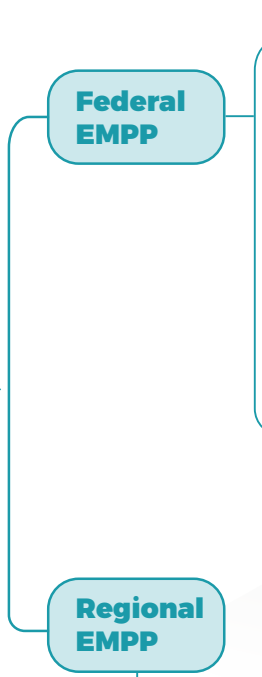
Canada



HIRING INTERNATIONAL TALENT FOR TOURISM JOBS

Tap into the Economic Mobility Pathways Pilot (EMPP)

Hiring Skilled Refugees and Other Displaced People



Job Offer Stream

- Job Offer:** Full-time (minimum 30 hours/week), non-seasonal, Canadian job offer in TEER* 0, 1, 2, 3, 4 or 5
- Work experience, including self-employed:** Minimum one year of full-time, paid work experience or part-time work (1,560 hours) within TEER* 0, 1, 2, 3, 4 or 5
- Education:** Candidates' training, education, experience, and responsibilities must align with the TEER* category of the job offer
- Language skills:** CLB/NCLC* 5 for job offers in TEER* 0, 1, 2 or 3; CLB/NCLC* 4 for job offers in TEER* 4 or 5

No Job Offer Stream
(maximum 150 applications a year)

- Work experience, excluding self-employment:** Minimum one year of full-time, paid work experience or part-time work (1,560 hours), over three years prior to the application date, in TEER category 0, 1, 2 or 3 of the National Occupation Classification*
- Education:** Canadian secondary school credential or foreign degree, diploma, or certificate with an educational credential assessment* issued in the five years prior to application date
- Language skills:** A minimum score of at least CLB/NCLC* 7 in each of the four language abilities
- Proof of adequate settlement funds*** to support the primary applicant and their family once in Canada

Candidates choose to apply to one of the following programs through a province, territory or RNIP community*:

- Atlantic Immigration Program (AIP)*
- Provincial Nominee Program (PNP)*
- Rural and Northern Immigration Pilot (RNIP)*

Exemptions for AIP* or RNIP*

- Candidates must only demonstrate they worked the requested number of hours
- Candidates can apply for a loan to meet the proof of adequate settlement funds requirement*
- Candidates don't need to get an education credential assessment

* Definitions on page 2



STEP-BY-STEP NAVIGATING THE EMPP

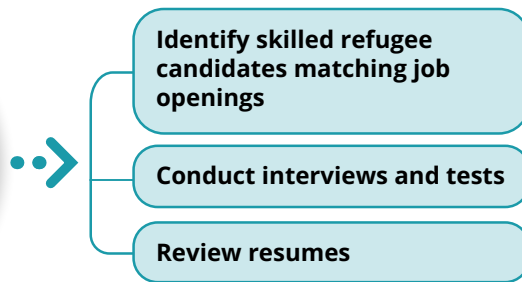


NOTE

Candidates to the Regional EMPP will have two applications to complete.



Partners' Support Resources



** PARTNER ORGANIZATIONS

- [Talent Beyond Boundaries \(TBB\)](#)
- [RefugePoint](#)
- [TalentLift](#)
- [Jumpstart Refugee Talent](#)
- [Hebrew Immigrant Aid Society \(HIAS\)](#)
- [FOCUS Humanitarian Assistance](#)



RESOURCE TOOLBOX

Definitions & Resources

Economic Mobility Pathways Pilot: <https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/economic-mobility-pathways-pilot.html>

National Occupation Classification (NOC): <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/find-national-occupation-code.html>

TEER category: <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#teer>

Educational credential assessment: An educational credential assessment (ECA) is a report that confirms the foreign degree, diploma, or certificate is equal to in Canada. The assessment must be issued on or after the date the organization was designated to do ECA reports. You need an ECA for immigration purposes. [Find out which designated organization should do your ECA.](#)

Proof of adequate settlement funds: <https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/economic-mobility-pathways-pilot/immigrate/proof-funds.html>

Atlantic Immigration Program (AIP): <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration/how-to-immigrate/eligibility.html>

Provincial Nominee Program (PNP): <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/provincial-nominees/eligibility.html>

Rural and Northern Immigration Pilot (RNIP): <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-northern-immigration-pilot/pr-eligibility.html>



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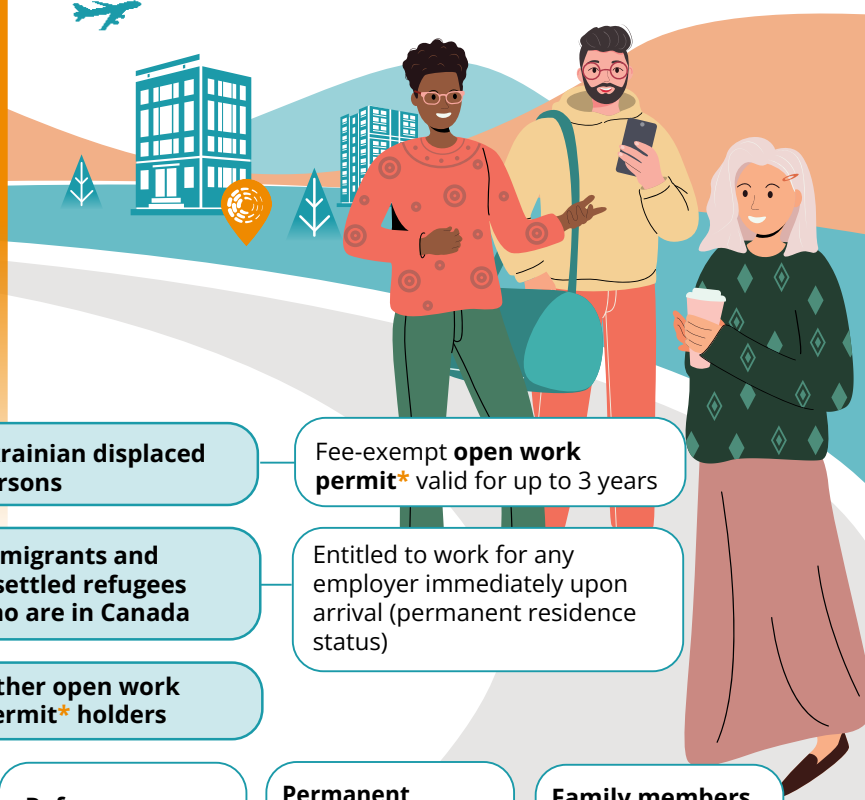
Canada





HIRING INTERNATIONAL TALENT FOR TOURISM JOBS

Tap into the Domestic Internationally Trained Workers Pool



**DOMESTIC
INTERNATIONALLY
TRAINED
WORKERS**

No need to
apply for an
LMIA*
.....
Positions in
any level of
occupation

**Ukrainian displaced
persons**

Fee-exempt **open work
permit*** valid for up to 3 years

**Immigrants and
resettled refugees
who are in Canada**

Entitled to work for any
employer immediately upon
arrival (permanent residence
status)

**Other open work
permit* holders**

**Refugee
claimants and
their family
members**

**Permanent
residence
applicants** in
Canada + dependent
family members

Family members
of applicants
for the Atlantic
Immigration Pilot
Program*

**International
students** - Post-
Graduation Work
Permit Program*
(including spouse)

Family members
of most foreign
workers



TIPS

**Recruiting Ukrainians
displaced persons**

1 Employers can register or sign into the
Job Bank* and create a new job posting

2 Share the new job posting through your
regular recruitment channels

**Connecting with immigrants
and resettled refugees**

Contact your local **immigrant
settlement agency***

Seek resources/support from the
**National Network of Immigrant
Employment Councils***

* Definitions on page 2





RESOURCE TOOLBOX

Definitions & Resources

Labour Market Impact Assessment: https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#labour_market_impact_assessment

Open Work Permit: <https://www.cic.gc.ca/english/helpcentre/answer.asp?qnum=177&top=17>

Post-Graduation Work Permit Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/study-canada/work/after-graduation.html>

Designated Learning Institution: <https://www.canada.ca/en/immigration-refugees-citizenship/services/study-canada/work/after-graduation/eligibility.html>

Job Bank for Employers: <https://employer.jobbank.gc.ca/employer/reg/instructions>

Job Bank Contact: <https://www.jobbank.gc.ca/support/contactform?mtid=3&tid=92>

Immigrant Settlement Agencies: <https://www.cic.gc.ca/english/newcomers/services/index.asp>

The National Network of Immigrant Employment Councils across Canada: <https://iecc.network/>

- Hire Immigrants Ottawa/HIO: <https://www.hireimmigrantsottawa.ca/>
- Toronto Region Immigrant Employment Council/TRIEC: <https://triec.ca/>
- Immigrant Employment Council of BC/IEC-BC: <https://iecbc.ca/>
- New Brunswick Multicultural Council: <https://nbmc-cmnb.ca/>
- Workforce Collective: <https://workforcecollective.ca/>
- WILLmmploy Program: <https://willemployment.ca/services/will-immemploy/>
- Rural Manitoba Immigrant Employment Council/RMIEC: <https://immigratemanitoba.com/employer-services/>
- Edmonton Region Immigrant Employment Council/eriec: <https://www.eriec.ca/>
- Calgary Region Immigrant Employment Council/CRIEC: <https://www.criec.ca/>
- Halifax Partnership: <https://halifaxpartnership.com/>

Atlantic Immigration Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration/hire-immigrant.html>



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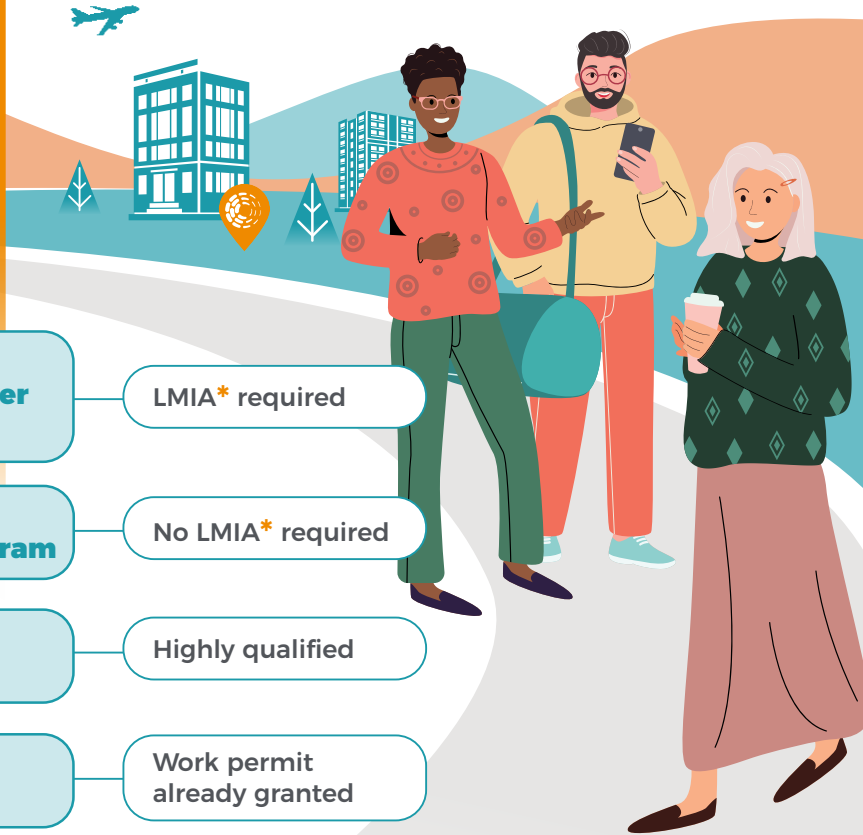
Canada



HIRING INTERNATIONAL TALENT FOR TOURISM JOBS



Tap into Immigration Programs



SEASONAL JOBS

Temporary Foreign Worker Program

LMIA* required

International Mobility Program

No LMIA* required

Global Skills Strategy

Highly qualified

International Students

Work permit already granted

International Experience Canada

Skilled youth
No LMIA required



PERMANENT POSITIONS

Express Entry

Federal Skilled Worker Program

NOC TEER 0, 1, 2, 3*

Provincial Nominee Programs

Federal Skilled Trades Program

Chefs, cooks, butchers and bakers

Canadian Experience Class

NOC TEER 0, 1, 2, or 3*

Portion of the Provincial Nominee Program

Atlantic Immigration Program

NOC TEER 0, 1, 2, 3, or 4*

Rural and Northern Immigration Pilot

Full-time, non-seasonal jobs in 11 communities

Economic Mobility Pathways Pilot

Skilled refugees

* Definitions on page 2 & 3



DEFINITIONS

What is an LMIA?

- A Labour Market Impact Assessment (LMIA) is a document that an employer in Canada must usually get before hiring a foreign worker. A positive LMIA (sometimes called a Confirmation Letter) will show there is a need for a foreign worker to fill the job and that no Canadian worker can do the job.

What is a NOC or a TEER?

- The National Occupational Classification (NOC) jointly developed by Employment and Social Development Canada (ESDC) and Statistics Canada (StatCan) is a classification of occupations with four skill level categories, ranging from Skill Level A to D.
- The NOC 2021 Version 1.0 introduces a new categorization representing the degree of Training, Education, Experience and Responsibilities (TEER) required for an occupation, with six categories: TEER 0 to 5.

RESOURCE TOOLBOX

Immigration, Refugees and Citizenship Canada (IRCC) offers several services for employers



IRCC Help Centre



Information sessions



Employer Roadmap



Immigration website specific to Quebec

ONGOING SERVICES FOR EMPLOYERS

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DEFINITIONS

Labour Market Impact Assessment: https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#labour_market_impact_assessment

National Occupational Classification (NOC): https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#national_occupational_classification

TEER category: <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#teer>



TEMPORARY PROGRAMS

Temporary Foreign Worker Program: <https://www.canada.ca/en/employment-social-development/services/foreign-workers.html>

International Mobility Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/international-mobility-program.html>

Global Skills Strategy: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/global-skills-strategy.html>

International Students: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/international-students.html>

Eligible Students: <https://www.canada.ca/en/immigration-refugees-citizenship/services/study-canada/work/work-off-campus.html#off-campus>

International Experience Canada: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/iec.html>



PERMANENT PROGRAMS

Express Entry (EE): <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/skilled.html>

Federal Skilled Worker Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/federal-skilled-workers.html>

Federal Skilled Trades Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/skilled-trades.html>

Canadian Experience Class: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/canadian-experience-class.html>

Provincial Nominee Program (PNP): <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/provincial-nominee.html>

Atlantic Immigration Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration/hire-immigrant.html>

Designated Employers: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration/hire-immigrant/get-designated.html>

Rural and Northern Immigration Pilot: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-northern-immigration-pilot.html>

Participating Communities in the Rural and Northern Immigration Pilot: [North Bay, ON](#), [Sudbury, ON](#), [Timmins, ON](#), [Sault Ste. Marie, ON](#), [Thunder Bay, ON](#), [Brandon, MB](#), [Altona/Rhineland, MB](#), [Moose Jaw, SK](#), [Claresholm, AB](#), [Vernon, BC](#), [West Kootenay \(Trail, Castlegar, Rossland, Nelson\), BC](#)

Job Bank's Minimum Wage: <https://www.jobbank.gc.ca/trend-analysis/search-wages>

Economic Mobility Pathways Pilot: <https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/economic-mobility-pathways-pilot/hire.html>

IRCC's Services for Employers: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/employer-liaison-network.html>

IRCC Help Centre: <https://ircc.canada.ca/english/helpcentre/results-by-topic.asp?st=17.4>

IRCC Employer Road Map: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/employer-roadmap-hiring-retaining-internationally-trained-workers.html>

Quebec Immigration: <https://www.quebec.ca/en/immigration>



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