

BC Employer Guide: Updates on Foreign Worker & Immigration Changes

Duration: 1.5 Hours

Guidance for BC employers in understanding and adapting to recent changes to temporary foreign worker programs, student work permits, and immigration pathways

Presented by go2HR, the Health, Safety and Human Resources Association for BC's tourism and hospitality industry



go2HR respectfully acknowledges that our work on Vancouver Island takes place on the traditional, ancestral and unceded territories of the Kwakwaka'wakw, Nuu-Chah-Nulth and Coast Salish peoples.

Further, we recognize and acknowledge the more than 200 First Nations across BC, who've stewarded this land since time immemorial.

WHO WE ARE

go2HR is BC's
tourism and
hospitality
human resource
and health &
safety
association.



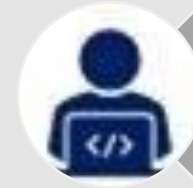
Health & Safety



Human Resources



Industry Training



Research and Strategy





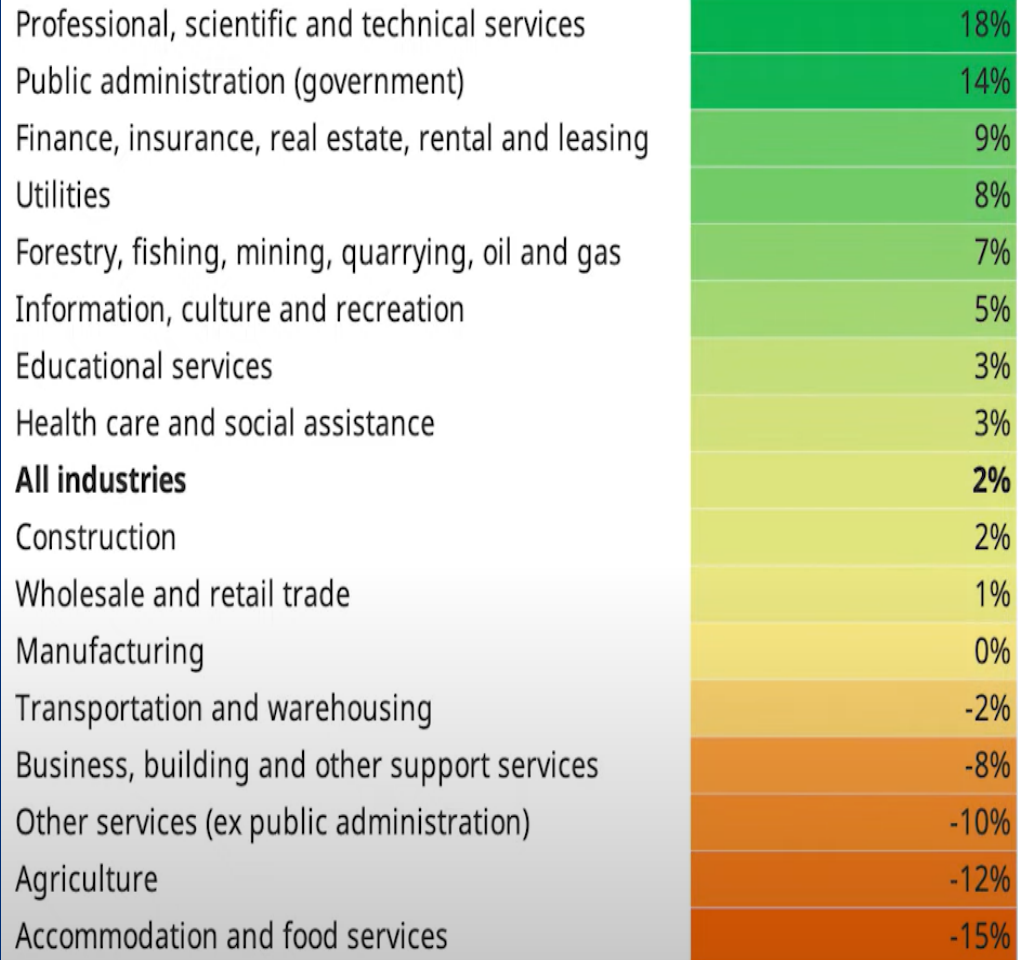
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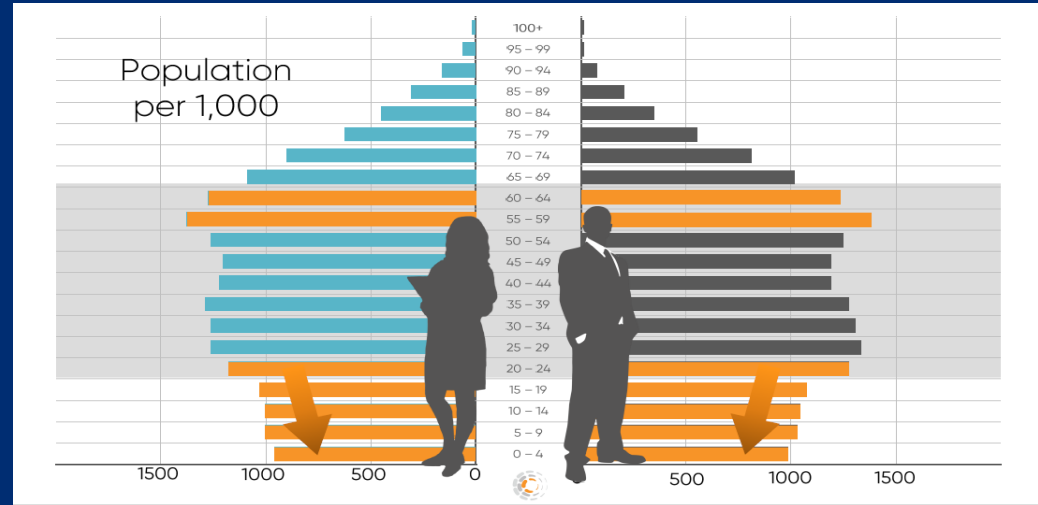


Overview & Recent Changes

% change in industry employment: Feb-2020 to Aug-2022



Credit: indeed.ca



Credit: THRC

2023 LMIA Approvals - Low-Wage TFWP

- Food counter attendants, kitchen helpers and related support occupations, NOC 2021 code: 65201.
Number of approvals (2023): 8,333, Percentage increase since 2018: 4,802%
- Light duty cleaners, NOC 2021 code: 65310
Number of approvals (2023): 3,043, Percentage increase since 2018: 1,414%
- Food service supervisors, NOC 2021 code: 62020
Number of approvals (2023): 10,409, Percentage increase since 2018: 341%
- Cooks NOC 2021 code: 63200
Number of approvals (2023): 11,977, Percentage increase since 2018: 279%

* National Figures

Recent Changes to Global Talent pathways

Changes to Low Wage Stream - TFW Program (Aug 26th, 2024)

[Minister Boissonnault reducing the number of temporary foreign workers in Canada - Canada.ca](#)

- The Government of Canada will refuse to process Labour Market Impact Assessments (LMIAs) in the Low-Wage stream in **census metropolitan areas** with an unemployment rate of 6% or higher. Exceptions will be granted for seasonal and non-seasonal jobs in food security sectors (primary agriculture, food processing and fish processing), as well as construction and healthcare;
- Employers will be allowed to hire no more than 10% of their total workforce through the TFW Program. This maximum employment percentage will be applied to the Low-Wage stream and is a further reduction from the March 2024 reduction. Exceptions will be granted for seasonal and non-seasonal jobs in food security sectors (primary agriculture, food processing and fish processing), as well as healthcare and construction; and
- The maximum duration of employment for workers hired through the Low-Wage stream will be reduced to one year (from two years).

Tighter cap on International Student Visas and restrictions on Post-Graduate work permits (Sept 18th, 2024)

[Strengthening temporary residence programs for sustainable volumes - Canada.ca](#)

- An [intake cap on international student permit applications](#) was introduced in January 2024, and further capped (10%+) in September to stabilize new growth and ensure Canadian communities have the capacity to welcome them.
- GoC introduced a [letter of acceptance verification system](#) to protect students from fraud and increased [financial requirements](#) that applicants must meet to be approved for a study permits
- *We limited the open work permit [eligibility for spouses of students](#) to only those situations in which the principal applicant is in a master's, doctoral or professional degree program, or part of the Francophone Minority Communities Student Pilot (further limitations on Spousal work permits)*
- *We introduced reforms to the post-graduation work permit that removed eligibility for graduates of college programs delivered through public-private [curriculum licensing arrangements](#).*
- We [proposed new regulations](#) that would require international students to apply for a new study permit to change schools and that would hold learning institutions accountable for failing to participate in student compliance and letter of acceptance verification activities.

Recent Changes to Global Talent pathways (cont'd)

- The [proposed regulations](#) would also adjust the hours per week international students can work off-campus to help students focus primarily on their studies, while still having the option to work. At this time, the new rule is not yet in effect and we are continuing to work towards implementation later this fall.
- Starting in 2025, master's and doctoral students, among others, will be counted as part of the cap. As we have now included temporary residents into our levels planning, going forward, we will have an annual target for international students.
- Some international students are better set up to integrate and succeed in Canada. In particular, graduate degree students are well aligned with Canada's labour market needs. That's why we will be reserving about 12% of the cap for these students and aligning the Post-Graduation Work Permit Program with our economic priorities.
- *For prospective students applying on or after November 1, post-graduation work permit eligibility will depend on the level of study—graduates from bachelor's, master's and doctoral degree programs will remain eligible for a work permit of up to three years. These graduates are more likely to acquire transferable knowledge and skills, and be able to adapt to changing economic circumstances over the long term.*
- Graduates from programs at public colleges will only be eligible for a work permit of up to three years only if their field of study is linked to labour market shortages in Canada **(2 year T&H programs not eligible)***

Changes to High Wage Stream - TFW Program (Oct 21st, 2024)

[Minister Boissonnault announces further Temporary Foreign Worker Program reforms to better protect the Canadian labour market and workers - Canada.ca](#)

- Effective November 8, 2024, the starting hourly wage for workers coming into Canada through the high-wage stream will be increased to 20% higher than its current level, which is the median wage in the applicable province or territory of work. This represents an increase to the existing threshold of between \$5 and \$8 per hour, depending on the province or territory of work.


2025-2027 Immigration Levels Plan Introduced, 21% reduction in YOY Immigration targets (Oct 24th, 2024)


[Government of Canada reduces immigration - Canada.ca](#)

[Actions taken to strengthen Canada's temporary residence programs and migration pathways - Canada.ca](#)


- 2480 Students currently enrolled in T&H-related post-secondary programs (diploma/degree/certificate) in BC. Includes both domestic and international students across all programs and all public colleges and universities. (does not include private training institutions).





 Census metropolitan area
Région métropolitaine de recensement

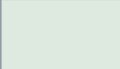
 Census agglomeration
Agglomération de recensement


Census subdivisions influenced by census metropolitan areas and census agglomerations
Subdivisions de recensement influencées par les régions métropolitaines de recensement et les agglomérations de recensement

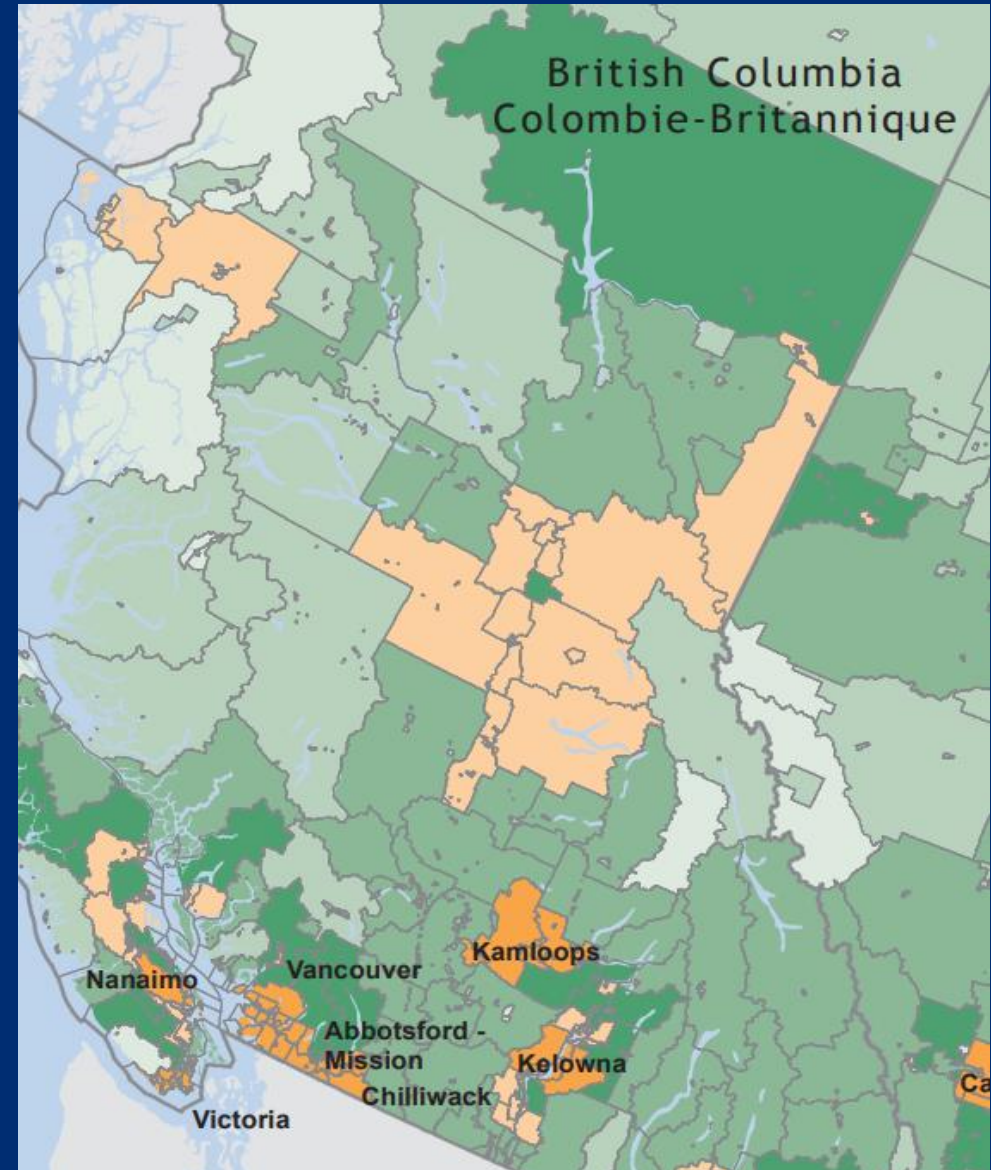
 Strong metropolitan influenced zone
Zone d'influence métropolitaine forte

 Moderate metropolitan influenced zone
Zone d'influence métropolitaine modérée

 Weak metropolitan influenced zone
Zone d'influence métropolitaine faible

 No metropolitan influenced zone
Aucune zone d'influence métropolitaine

 Territories (outside census agglomerations)
Territoires (à l'extérieur des agglomérations de recensement)



H.I.R.E.S./EMPP

HIRES EMPPP (Economic Mobility Pathways Pilot)

ENTRY LEVEL LABOUR SOLUTION with a global impact



Refugees Gain:

- ❖ ability to work and build livelihood in safety and security
- ❖ permanent resident status

Employers Gain:

- ❖ young, motivated, entry staff
- ❖ further workplace diversity
- ❖ staff with job flexibility

Communities Gain:

- ❖ increased workforce
- ❖ opportunities for community engagement

HIRES

Hospitality Industry *welcomes* Refugee Employment Solutions



Total hires:
94

Candidates	Entry-Level Jobs	BC Communities to date
20-29 years 1-year work experience English Proficiency Level (CLB 4+)	Room Attendants Front Desk Stewards Prep Cooks Line Cooks Food & Beverage Restaurant Hosts Night Auditors	Tofino Victoria Kelowna Vernon Cranbrook Fairmont Hot Springs Golden Nelson Salmon Arm



	HIRES under federal EMPP stream <ul style="list-style-type: none"> ❖ Entry-Level (TEER 4-5) ❖ Young Adults (20-29 years old) 	Low-Wage Temporary Foreign Worker / Labour Market Impact Assessment (LMIA) + Work Permit
Job Offer	Job offer for 1 year Must be 30+ hours per week (full-time) Internationally recruited staff	
Restrictions	None	10% cap on proportion of staff that a location can fill
Status / Length of Stay	Permanent Residence →Length of stay unrestricted →Flexibility in job position permitted	Temporary Residence →Length of stay is restricted, unless successful PR →Duties restricted to position / NOC code
Process	Job Offer → 2-page IMM form	First approved by LMIA → Advertising requirement
Timeline	6-8 months from job offer	Similar: LMIA (3 month average) + work permit timeline
Cost / Fees	\$4,000 contribution fee to WUSC	\$4,000 -5,000 +
Housing	Arrange temporary housing for 1-month	Ensure affordable housing is available
Employee preparation & support	All IRCC funded settlement supports	
	Workplace readiness and industry preparation →Devant career support platform Post arrival resources and support →Check-ins and guidance as required	

Easy steps to fill your HR needs



**Connect with
WUSC**



**Virtual interviews
with refugee youth**



**Formal offer of
employment**



**Welcome and
support new employees**



New Video Series

**Enriching Businesses
& Changing Lives :
One Job at a Time**



LEARN MORE

Visit us online at <https://wusc.ca/hires/>

Contact Eliza Seaborn
eseaborn@wusc.ca

n



**HOTEL
ZED**

Our First Employer!



Natalie Corbett

Director of Continuous Improvement at Accent Inns / Hotel Zed / Roar

A person wearing a blue helmet and an orange jacket is riding a mountain bike on a dirt trail. The trail is rocky and surrounded by green trees and shrubs. In the background, there are mountains and a valley with a winding road. The sky is filled with large, grey clouds.

Francophone Mobility Program

FRANCOPHONE MOBILITY GUIDE



WHAT IS THE FRANCOPHONE MOBILITY?

Francophone Mobility is an initiative of the Government of Canada which facilitates work permits for skilled Francophone foreign nationals. Its aim is to encourage the growth of vibrant, French-speaking communities across Canada.

Francophone Mobility is a **Labour Market Impact Assessment (LMIA) exemption** which removes the obligation for employers to obtain the positive LMIA usually required to hire temporary foreign workers. The LMIA exemption code for Francophone Mobility is **C16**.

Employers are not expected to offer a French-speaking working environment to Francophone Mobility candidates.

WHO IS ELIGIBLE FOR THE FRANCOPHONE MOBILITY?

- ✓ The candidate's habitual language of daily use is French
- ✓ The candidate is destined to work in a province or territory outside of Quebec
- ✓ Open to any nationality & no age limit, and for any kind of position

WHAT ARE THE ADVANTAGES?

FOR THE EMPLOYERS

- No Labour Market Impact Assessment required
- The offer of employment in Canada does not have to require French language abilities
- Employer-specific work permit
- Work permit valid for the duration of the offer of employment and is renewable

FOR THE CANDIDATES

- Common-law & spouse open work permit (for employment over 6 months)
- Authorization to study for accompanying dependent children (Primary and Secondary)
- Government-funded French-language Settlement Services
- A stepping stone for Permanent Residency

HOW LONG DOES IT TAKE?

As of September 2023, processing times for a work-permit demand revolve around **10 weeks** for French and Belgian applications. However, it may be accelerated for a demand related to a TEER category 0 or 1 from the Canada's National Occupational Classification.

For up-to-date information, visit : <https://www.canada.ca/en/immigration-refugees-citizenship/services/application/check-processing-times.html>

WHAT ARE THE COSTS?

- Employer Compliance Fee*: \$230 CAD
- Work Permit Processing Fee* : \$155 CAD (+ \$85 for biometrics if required)

*refunded if work permit application is refused or withdrawn

3 MAIN STEPS

- 1 ENSURE THAT THE POSITION OFFERED IS ELIGIBLE**
- ▶ French-speaking Temporary Foreign Worker (job doesn't need to require French)
 - ▶ Job Offer is Outside of Quebec
 - ▶ Part-time or full-time position, but for a minimum of 6 month-contract

- 2 SIGN AN EMPLOYMENT CONTRACT WITH YOUR CANDIDATE**
- Ensure that the employment contract mentions ALL of the following elements even if it's to clarify that they are not paid for by the employer (ex. accommodation, plane ticket to Canada)

- Job duties
- Terms of resignation / termination
- Hours of work
- Wages
- Accommodation arrangements
- Holiday and sick leave entitlements
- Transportation to Canada
- Medical insurance coverage
- Workplace safety insurance coverage
- Any recruitment fees

- 3 APPLY ONLINE FOR FRANCOPHONE MOBILITY THROUGH THE EMPLOYER PORTAL**

- A. Sign In/Create an Account on the [Employer Portal](#)
- B. Click "Create a Job Offer"
- C. Fill in the required information in all four modules
 - Job Details section: Under *LMIA exemption title*, select *Francophone mobility C16 exemption*
 - Under *Explanation of how the job meets the requirements of the exemption being requested*, mention that the candidate is French-speaking, settling outside of Quebec, and has been offered a skilled position
- D. Pay the Employer Compliance Fee (\$230 CAD)
- E. Return to the Homepage. Click on "Access Offer of Employment Queue".
 - Note the Offer of Employment Number
- F. Provide the Number to the Candidate who will then be able to apply for the Work Permit

HOW CAN WE HELP ?

- 1** After you ensured the eligibility of your candidate to the program, you can contact us in order to get a free support on the next steps to be taken. You can also contact your IRCC Employer outreach officer

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+1 604 699 0627

➔ For more information, visit [Immigration, Refugees and Citizenship Canada website](#)

- 2** We organize one or more meetings with you and your candidate so that everyone understands their role and the documents they need to provide to IRCC

- 3** The application is ready to be sent. We stay in touch with your organization for any details concerning the process



Funded by:
Immigration, Refugees
and Citizenship Canada

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et Citoyenneté Canada

SDE
Colombie-Britannique



Tools and Program Supports

Tools and Program Supports

- [Discover the services of the SDÉCB \(sdecb.com\)](http://sdecb.com)
 - Speed Jobbing/Candidate Matching
- IRCC/ESDC
 - Dedicated Services Channel (Francophone Mobility)
 - IRCC - Virtual Assistant, **BC Outreach Officer Network**
 - International Mobility Workers Unit (IMWU)

[Immigration | go2HR](#)
- [BC Hotel Association | Advocate, Communicate, Educate \(bcha.com\)](http://bcha.com)

A scenic landscape at sunset. The sky is filled with soft, golden light and scattered clouds. In the foreground, a paved road winds through a lush, green forest. Two cyclists are riding along the road, their silhouettes visible against the bright background. The overall atmosphere is peaceful and vibrant.

go2HR Recruitment & Retention Resources

Recruitment & Retention Resources

- Time-saving HR tools, tips and customizable templates

[HR Toolkit | go2HR](#)

- Industry Job Board

[Top Job Board for Tourism & Hospitality in BC | go2HR](#)

- Regional HR Consultant Network

[HR Advisory Services | go2HR](#)

- Career Awareness Initiative

[For Educators | go2HR](#)

- Employee & Leadership Training

[Training | go2HR](#)



Questions?

THANK YOU!



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