

# Accessing Skilled Workers

Presented to  
Sidney North Saanich Industrial Group  
January 27, 2014



Ministry of Jobs, Tourism and  
Skills Training

*Labour Market and Immigration  
Division*

# BC's Skills for Job Blueprint

Re-engineering education and training to put British Columbians first in line for jobs

- 1** *A HEAD-START TO HANDS-ON LEARNING IN OUR SCHOOLS* 
- 2** *A SHIFT IN EDUCATION AND TRAINING TO BETTER MATCH WITH JOBS IN DEMAND* 
- 3** *A STRONGER PARTNERSHIP WITH INDUSTRY AND LABOUR TO DELIVER TRAINING AND APPRENTICESHIPS* 

WorkBC

ita  
YOUR TICKET.

**BRITISH COLUMBIA  
2022 LABOUR  
MARKET OUTLOOK**

# Employer Supports

## Canada-B.C. Job Grant



- Offsets employer costs for training new or current employees
- [www.workbc.ca/canadabcjobgrant](http://www.workbc.ca/canadabcjobgrant)

## WorkBC Centres



- Helps connect employers with job seekers
- Saanich Location:  
GT Hiring Solutions  
3962 Borden St  
(250) 479-9675

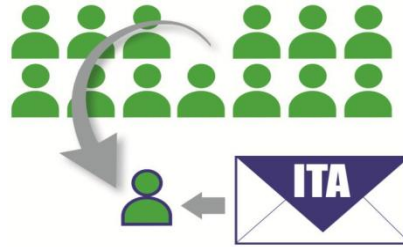
## Apprentices



- Job Match Tool
- Tax credits, grants, and loans helping employers and apprentices
- <http://www.itabc.ca>

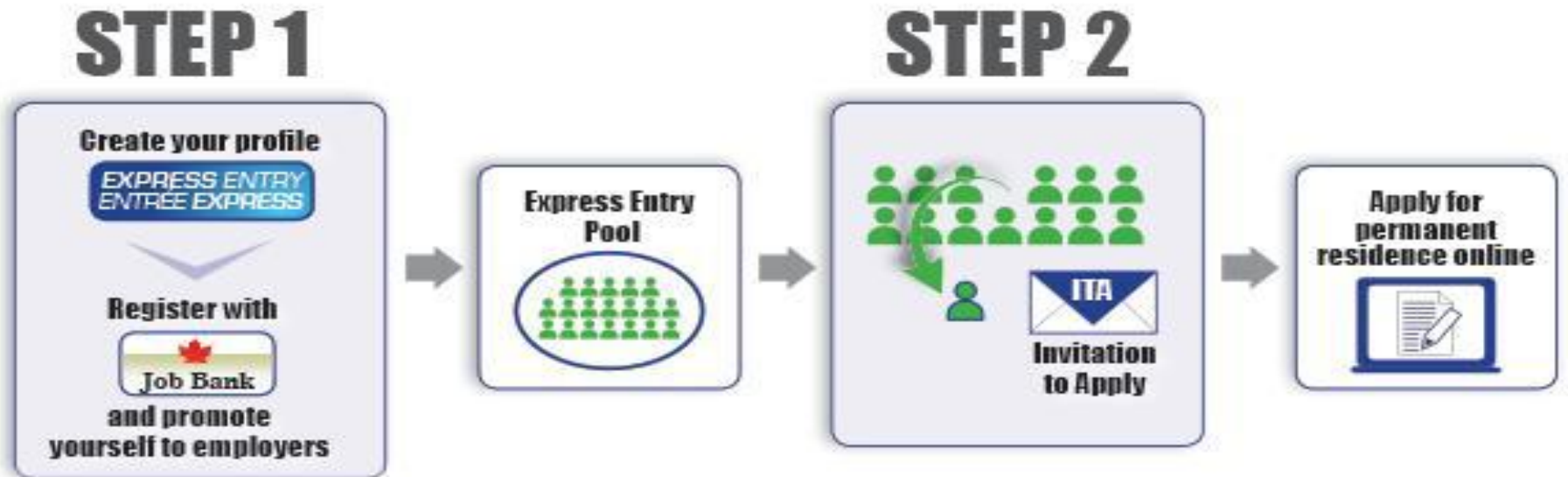
# Accessing Skilled Immigrants

# Express Entry System: Launched January 2015



- Canada is changing its economic immigration system to meet current needs with:
  - More recruitment possibilities for employers;
  - More opportunities for prospective skilled immigrants;
- Candidates who are most likely to succeed in Canada will receive an Invitation to Apply (ITA) for permanent residence
- Express Entry candidates will benefit from processing times of six months or less

# Express Entry System: 2 Step Application



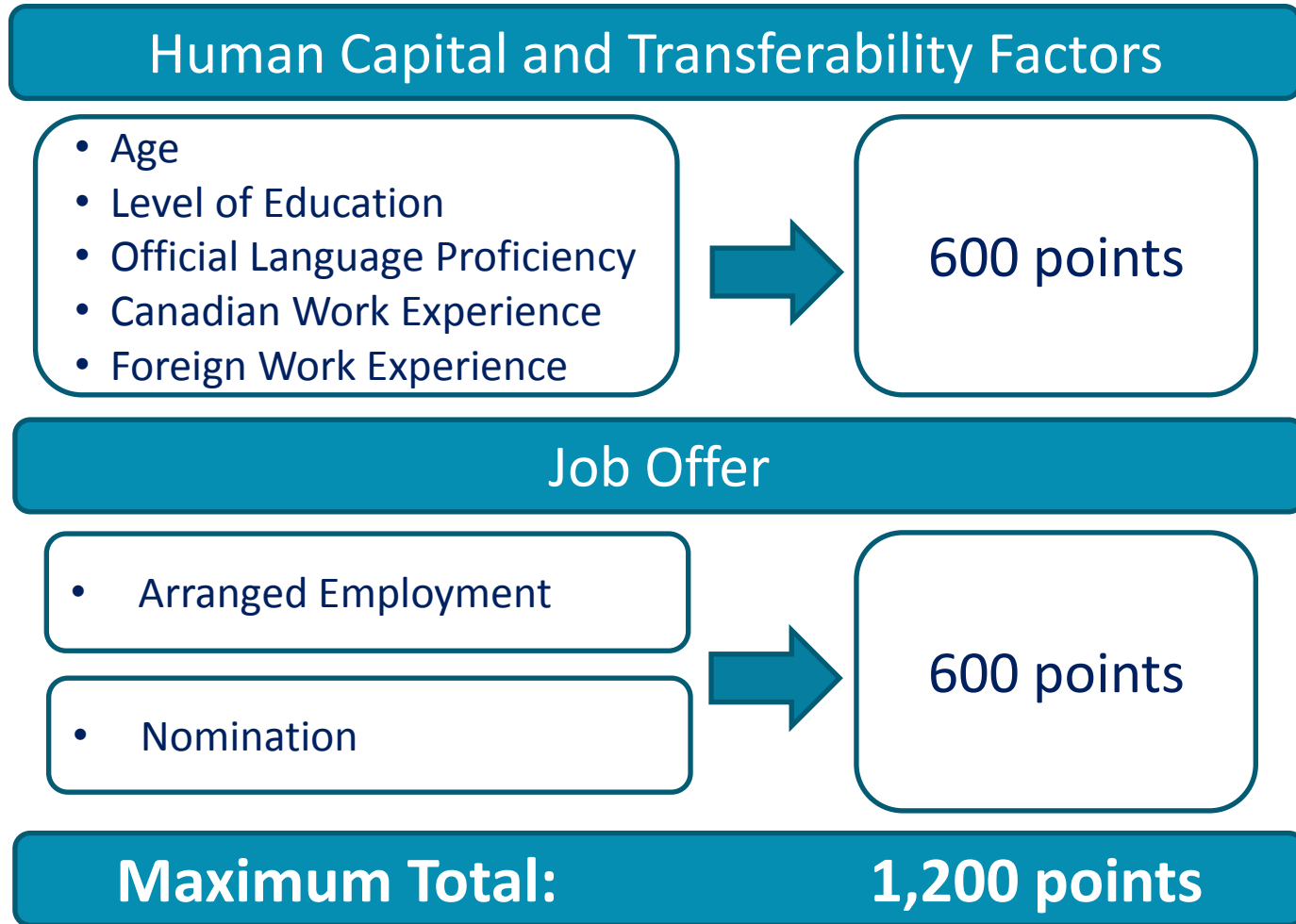
Source: CIC Employer Engagement Sessions

# Express Entry System: Invitation to Apply



- An Express Entry candidate can receive an Invitation to Apply for Permanent Residence if they:
  - Have a valid job offer from a Canadian employer (subject to the Labour Market Impact Assessment in place at that time);
  - Are nominated by a province or territory; or,
  - Are among the top ranked in the Express Entry pool based on their skills, education and experience.

# Express Entry: Comprehensive Ranking System





# Provincial Nominee Program

## What is the PNP?

- BC PNP is an economic immigration program administered jointly by Ministry of Jobs, Tourism and Skills Training and Citizenship & Immigration Canada (CIC)

## Why does it exist?

- PNP allows B.C. to select economic immigrants for permanent residence based on provincial labour market & economic development needs, priorities and selection criteria

# BC PNP and Express Entry

## Express Entry British Columbia Streams

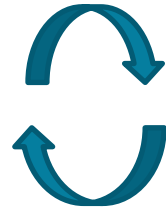
Express Entry British Columbia - Skilled Worker

Express Entry British Columbia - Health Care Professional

Express Entry British Columbia - International Post-Graduate

Express Entry British Columbia - International Graduate

Applicants obtain Express Entry Profile Number



EE Pool

ITA

Electronic PR Application  
(80% processed in < 6 mos)

BC nominates candidates through Express Entry Pool

## Non-Express Entry British Columbia Streams

Skills Immigration

Business Immigration

Regular Provincial Nomination

Paper PR Application

# Temporary Workers

# Temporary Foreign Worker (TFW) Program

- Federal government announced two distinct program streams in June 2014.
  - The TFW Program - streams that require a Labour Market Impact Assessment (LMIA)
  - The International Mobility Program (IMP) - streams exempt from LMIA process.
- The TFW Program lets employers hire foreign workers to fill temporary labour and skill shortages.
  - An LMIA verifies there is a genuine need for a foreign worker and that no Canadians can do the job.

# TFW Program Streams

<h2>Low Wage (up to \$21.79/hour)</h2>	<h2>High Wage (at or above 21.79/hour)</h2>
<ul style="list-style-type: none"><li data-bbox="175 592 994 742">• 10% cap on low waged TFWs per employer ( 10 employees or more)</li><li data-bbox="175 756 994 906">• Exclusion of select occupations in regions with 6% unemployment</li><li data-bbox="175 921 994 1028">• 1 year work permit</li></ul>	<ul style="list-style-type: none"><li data-bbox="1033 592 1827 742">• No cap on low waged TFWs per employer</li><li data-bbox="1033 756 1827 906">• No occupational exclusion</li><li data-bbox="1033 921 1827 1028">• 10 day service standard</li><li data-bbox="1033 1042 1827 1149">• 2 year work permit</li><li data-bbox="1033 1163 1827 1270">• Transitional plan requirement</li></ul>

# Resources

[www.workbc.ca/canadabcjobgrant](http://www.workbc.ca/canadabcjobgrant)

<http://www.itabc.ca>

**[WelcomeBC: http://www.welcomebc.ca/home.aspx](http://www.welcomebc.ca/home.aspx)**

**Federal Express Entry System:**

<http://www.cic.gc.ca/english/immigrate/express/express-entry.asp>

**Federal Temporary Foreign Worker Guide for Employers:**

[www.cic.gc.ca/english/pdf/pub/tfw-guide.pdf](http://www.cic.gc.ca/english/pdf/pub/tfw-guide.pdf)