



# AN EMPLOYER'S GUIDE QUICK LINKS to HIRING FOREIGN WORKERS

## Introduction

More and more employers are turning to skilled immigrants as a way to overcome skills shortages, a shrinking labour pool, and the demands of globalization. This guide is designed to help small and medium-sized businesses in British Columbia who are interested in hiring new immigrants to help address skills and labour shortages.

## Hiring Skilled Immigrants from within Canada

For information on recruiting internationally trained professionals and workers from within your community, contact your local multi-cultural or immigrant-serving organization. The following websites provide a wealth of information for employers interested in hiring foreign workers.

### **Looking Ahead** [www.LookingAhead.bc.ca](http://www.LookingAhead.bc.ca)

An online resource guide for employers on recruiting, retaining and training foreign workers. Includes links to a directory of multi-cultural organizations in B.C.

### **Hire Immigrants** [www.HireImmigrants.ca](http://www.HireImmigrants.ca)

Provides information on practical strategies for recruiting and retaining skilled immigrants, including employer success stories and tips on creating a culturally diverse workplace.

## Hiring Prospective Immigrants from outside Canada

If you are unable to fill a position with a Canadian resident, you can offer jobs to workers in foreign countries and support them through the immigration process. For certain occupations, applications can be fast-tracked through the Provincial Nominee Program (PNP).

### **Provincial Nominee Program** [www.Gov.BC.ca/EcDev](http://www.Gov.BC.ca/EcDev)

Accelerated immigration for qualified skilled workers who wish to settle in B.C. and become permanent residents of Canada. Visit the Ministry of Economic Development website, click on the Provincial Nominee Program in the column on the left. Tel. (604) 775-2227.

## Hiring Temporary Foreign Workers

Until recently, foreign workers have been mainly recruited by large companies. Now, small and medium-sized businesses are also using this strategy to meet labour demands. Two useful guides are available for employers interested in hiring temporary foreign workers:

### **Hiring Temporary Foreign Workers: A Guidebook for Employers** [www.CIC.gc.ca](http://www.CIC.gc.ca)

Select Working Temporarily in Canada in the left column, click on Information for Canadian Employers on the right. Scroll down to the Guidebook for Employers. Tel. (604) 666-7509.

### **Hiring a Temporary Foreign Worker** [www.HRSDC.gc.ca](http://www.HRSDC.gc.ca)

Select Policies and Programs in the menu on the left. Click on Foreign Workers. Scroll down to Information for Employers. Tel. (604) 687-7803. Toll free: 1-888-246-7712.

## Hiring International Students

There are several federal government programs that allow eligible international students to work off-campus while completing their studies and for up to two years after graduation. Contact your local college or other post-secondary institution and ask about hiring foreign students.



## RECRUITMENT & SUPPORT

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## FOREIGN CREDENTIAL RECOGNITION

Foreign Credential Recognition is the process of verifying that the education, training and job experiences obtained in another country are equal to the standards established for Canadian workers.



## Foreign Credential Recognition

There are a growing number of resources and organizations in British Columbia that will help employers evaluate foreign credentials. It's up to the employer to determine if the paper credentials and work experience meet the requirements of the job. In many cases, foreign workers have already gone to the trouble of having their credentials assessed.

### Regulated vs. Non-regulated occupations

Credential recognition for regulated occupations has been delegated to provincial regulatory bodies that set their own requirements for provincial certification or licensing. For non-regulated occupations, there is no single process in place for the assessment of qualifications, as requirements vary from place to place.

For more information, contact the regulatory body, sector council or professional association for your industry.

#### **The International Credential Evaluation Service** [www.BCIT.ca/ICES](http://www.BCIT.ca/ICES)

A provincially-mandated assessment service that evaluates credentials obtained in other countries. Tel. (604) 432-8800. Toll free: 1-866-434-9197.

#### **Directory of Regulated Occupations** [www.CICIC.ca](http://www.CICIC.ca)

An online directory from the Canadian Information Centre for International Credentials. Click on the Working in Canada section, go to Occupational Profiles for Selected Trades & Professions, click on Professional Organizations in Canada.

#### **The Alliance of Sector Councils** [www.Councils.org](http://www.Councils.org)

Provides a directory of industry sector councils. Click on the List of Sector Councils and search by name or industry sector. Tel. (613) 565-3637.

#### **MOSAIC Credential Brokerage Service** [www.MosaicBC.com](http://www.MosaicBC.com)

Provides funding for credential evaluation for immigrants who meet certain criteria. Click on Programs & Services and go to Credential Brokerage Services. Tel. (604) 254-9626

## Prior Learning Assessment and Recognition (PLAR)

Many B.C. educational institutions, regulatory bodies, professional associations and employers use Prior Learning Assessment and Recognition (PLAR) to evaluate skills, knowledge, or competencies that have been acquired outside of formal education settings, and apply them towards Canadian equivalencies for employment qualifications and academic credit. The following organizations provide a list of PLAR services in B.C.

#### **Recognition for Learning** [www.RecognitionForLearning.ca](http://www.RecognitionForLearning.ca)

Click on the Learner section, go to PLAR Contacts, and search by sector, city or province.

#### **Prior Learning Assessment** [www.ECIAD.ca/PLA](http://www.ECIAD.ca/PLA)

Provides useful information about the PLAR process and a directory of post-secondary institutions that provide PLAR assessment in B.C.

**Post-secondary Institutions.** For assistance in evaluating credentials and providing an assessment of prior learning, contact your local school district, college, university or other post-secondary institution.

#### **Directory of School Districts in B.C.** [www.BCED.Gov.BC.ca](http://www.BCED.Gov.BC.ca)

Ministry of Education's website. Select For Parents in the left hand column. Scroll down and click on School Information. Click on the Map or search by City.

#### **Industry Training Authority** [www.ITABC.ca](http://www.ITABC.ca)

If you have previous experience and/or training in a trade or occupation, the Industry Training Authority offers an assessment service that may allow you to become certified in a shorter period of time. Click on Apprentices and Trainees and scroll down to Credit for Prior Learning.

## Bridging and Mentoring Programs

### **Career Bridge** [www.CareerBridge.ca](http://www.CareerBridge.ca)

Provides companies with pre-screened skilled immigrant interns as a way for employers to test the waters and for newcomers to gain Canadian experience. Tel. (604) 601-8521. Toll free: 1-888-507-3343.

### **Integration Net** [www.Integration-Net.ca](http://www.Integration-Net.ca)

Provides a list of organizations and programs designed to support the training and employment of internationally trained skilled workers. Scroll down to Links and search by province or category. Tel. (613) 520-2717.

### **SUCCESS Training Institute** [www.SUCCESSBC.ca](http://www.SUCCESSBC.ca)

Offers several bridging, employment and language training programs to assist immigrants in entering the workforce. Select Organization, click on Social Service, and STI - SUCCESS Training Institute. Tel. (604) 438-2100 (Burnaby Campus).

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TRAINING  
TO SUPPORT  
INTERNATIONALLY  
TRAINED  
WORKERS

## Language/Career Assessment and Training

English as a Second Language (ESL) courses are offered by a variety of community organizations and public post-secondary institutions across B.C. For more information about language assessment and training, both on and off-site, contact your local college, school board, or multicultural organization.

### **Skills Connect for Immigrants** [www.Gov.BC.ca/EcDev](http://www.Gov.BC.ca/EcDev)

The Skills Connect program provides career and skills assessment for new immigrants. Visit the Ministry of Economic Development's website, click on Skills Connect for Immigrants Program in the left column.

### **ESL Courses & Employment Programs in B.C.** [www.ELSANet.org](http://www.ELSANet.org)

For a Directory of ESL programs in B.C., visit the English as a Second Language Network (ELSANet) website. Tel. (604) 639-3230.

### **The Canada Language Council** [www.C-L-C.ca](http://www.C-L-C.ca)

Provides a list of ESL programs at universities and colleges across Canada. Select Officially Approved Programs in Canada and search by province.

### **Directory of Public Post-secondary Institutions** [www.AVED.Gov.BC.ca](http://www.AVED.Gov.BC.ca)

Visit the Ministry of Advanced Education's website. Select the Overview of B.C.'s Public Post-secondary Institutions and click on the Map.

### **Directory of School Districts in B.C.** [www.BCED.Gov.BC.ca](http://www.BCED.Gov.BC.ca)

Visit the Ministry of Education's website. Select For Parents in the left column. Scroll down and click on School Information. Click on the Map or search by City.

### **Language Canada** [www.LangCanada.ca](http://www.LangCanada.ca)

A directory of post secondary and private training organizations offering English as a Second Language training. Searchable by province.

### **Language Training Services Across Canada** [www.CIC.gc.ca](http://www.CIC.gc.ca)

From Citizenship and Immigration Canada. Select Information for Newcomers in the left column, select Finding Help in Your Community and go to Language Training Centres. Toll free: 1-888-242-2100.

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## WORKPLACE DIVERSITY & COMMUNITY RESOURCES

### Additional Information on Workplace Diversity, Employment Resources and Community Support for Hiring Immigrant Workers in British Columbia

The following websites provide useful tools, links and information for employers.

**Affiliation of Multicultural Societies & Service Agencies** [www.AMSSA.org](http://www.AMSSA.org)

For a directory of multi-cultural organizations in B.C., click on Library of Links, select Immigrant Employment, and scroll down to Immigrant Serving Agencies. Tel. (604) 718-2780. Toll free: 1-888-355-5560.

**Canadian Immigrant Settlement Sector Alliance** [www.CISSA-ACSEI.ca](http://www.CISSA-ACSEI.ca)

Click on Links, select Agencies in Canada. Search by province. Tel. (604) 718-2782. Toll free: 1-866-753-7788.

**Immigrant Services Society of B.C.** [www.ISSBC.org](http://www.ISSBC.org)

Established in 1972, the Immigrant Services Society of B.C. provides a variety of employment, training and pre-employment services for both new immigrants and employers. Tel. (604) 684-7868 or (604) 233-7031.

**Go2HR** [www.Go2HR.ca](http://www.Go2HR.ca)

Go2 is a non-profit industry association dedicated to assisting B.C.'s tourism industry in recruiting, retaining and training employees. Click on the link For Employers, click on Recruitment and scroll down to Foreign Workers. Tel. (604) 633-9787.

**WorkBC** [www.WorkBC.ca](http://www.WorkBC.ca)

For more information on the Province's strategies to address skills shortages, visit the Ministry of Economic Development's WorkBC website and select Looking for Workers. Tel. (250) 952-0697.

**WelcomeBC** [www.Gov.BC.ca/AG](http://www.Gov.BC.ca/AG)

For more information on Multiculturalism and Immigration Services in B.C., visit the Ministry of Attorney General's website. In the column on the right, select Welcome BC and click on the links for a Directory of Immigration Resources, Multicultural Resources and How to Attract Immigrants to B.C. Tel. (604) 660-2421. Toll free: 1-800-663-7867.

**Citizenship and Immigration Canada** [www.CIC.gc.ca](http://www.CIC.gc.ca)

Directory of immigration resources for newcomers to Canada as well for employers thinking of hiring skilled immigrants. Includes information on the immigration process, work permits, and community support programs, resources, and services. Tel. toll free: 1-888-242-2100.

**Human Resources and Social Development Canada** [www.HRSDC.gc.ca](http://www.HRSDC.gc.ca)

For more information on programs and services to support the hiring of foreign workers, click on Topics or Policies and Programs, and select Foreign Credential Recognition, Foreign Workers, and the Workplace Skills Program.

**Service Canada** [www.ServiceCanada.gc.ca](http://www.ServiceCanada.gc.ca)

Scroll down and select the links for Employers and Newcomers to Canada.

