



AN EMPLOYER'S GUIDE QUICK LINKS to HIRING FOREIGN WORKERS



RECRUITMENT & SUPPORT

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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 recruit, train and retain foreign-trained workers.

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-trained workers.

Looking Ahead www.LookingAhead.bc.ca

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

Hire Immigrants 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.AVED.Gov.BC.ca

An accelerated program for qualified workers wanting to settle in B.C. and become permanent residents of Canada. Visit the Ministry of Advanced Education and Labour Market Development website. From the menu on the left, select For Employers and scroll down to the Provincial Nominee Program. Tel. (604) 775-2227.

Hiring Temporary Foreign-trained Workers

Until recently, foreign-trained 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 online for employers interested in hiring temporary, foreign-trained workers:

How to Hire Temporary Foreign Workers: A Guidebook for Employers www.CIC.gc.ca

Select Work Temporarily in the left column and then Information for Canadian Employers on the right. For more information and a guide to hiring foreign-trained workers, click on the link for How to Hire a Foreign Worker. Tel. (604) 666-7509.

Hiring Foreign Workers www.HRSDC.gc.ca

Select Policies and Programs from 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.

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FOREIGN CREDENTIAL RECOGNITION

Foreign Credential Recognition is the process of reviewing and assessing the education, training and work experiences obtained in another country in relation to Canadian standards.



Foreign Credential Recognition

There are a growing number of resources and organizations that will help employers evaluate foreign credentials. It's up to the employer to decide if the paper credentials and work experience meet the requirements of the job. In many cases, foreign-trained workers have already taken the time to have 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

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

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

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 www.MosaicBC.com

Provides a variety of programs and services to help immigrants, including assistance for employers looking for qualified employees. Click on Programs & Services and select Employer Information. 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

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

Prior Learning Assessment www.ECUAD.ca

Provides useful information about the PLAR process and a directory of post-secondary institutions that provide PLAR assessment in B.C. Click on the link to Student Services and scroll down to Prior Learning Assessment.

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

Ministry of Education website. Select For Parents in the left hand column. Scroll down and click on School Districts and Contacts. Use the Map or search by City.

Industry Training Authority www.ITABC.ca

For prospective employees with previous experience and/or training in a trade or occupation, the Industry Training Authority offers an assessment service that can shorten the certification process. From the top menu bar, click on Industry Training Programs and Information. Select Apprenticeship Programs and then Credit for Prior Learning.

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TRAINING
TO SUPPORT
INTERNATIONALLY
TRAINED
WORKERS



Bridging and Mentoring Programs

Integration Net 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.

S.U.C.C.E.S.S. Employment Services www.SUCCESSBC.ca

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

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.AVED.Gov.BC.ca

The Skills Connect program provides career and skills assessment for new immigrants. Visit the Ministry of Advanced Education and Labour Market Development website. From the menu on the left, select For Employers. Scroll down to the Skills Connect for Immigrants Program.

ESL Courses & Employment Programs in B.C. www.ELSANet.org

For a Directory of ESL programs in B.C., visit the English Language Services for Adults (ELSA) website and select Find ELSA Schools in B.C. Tel. (604) 639-3230.

Languages Canada www.LanguagesCanada.ca

Provides a list of ESL programs at universities and colleges across Canada. Select Approved Programs from the menu on the left, and search by city or province. Tel. (604) 574-1532.

Directory of Post-secondary Institutions www.AVED.Gov.BC.ca

Visit the Ministry of Advanced Education and Labour Market Development website. From the menu on the left, select For Students and scroll down to Post-secondary Institutions Overview.

Directory of School Districts in B.C. 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

A directory of post secondary and private training organizations offering English as a Second Language training. Searchable by province. Hosted by the Canadian Association of Second Language Teachers.

Language Training Services Across Canada www.CIC.gc.ca

Citizenship and Immigration Canada website. From the menu on the left, select Live in Canada > After You Arrive. Click on Who to Contact for Help and then Language Training and/or Enhanced Language Training. Toll free: 1-888-242-2100.

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

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

An alliance of provincial and national organizations representing 450 immigrant and refugee settlement agencies from across Canada. Tel. (604) 718-2782. Toll free: 1-866-753-7788.

Immigrant Services Society of B.C. 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

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

WorkBC www.WorkBC.ca

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

WelcomeBC www.WelcomeBC.ca

For more information on Multiculturalism and Immigration Services in B.C., visit the Welcome BC website. In the column on the right, select the links for a Directory of Immigration Resources and Grow Your Community. Tel. (604) 660-2421. Toll free: 1-800-663-7867.

Citizenship and Immigration Canada www.CIC.gc.ca

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

Human Resources and Social Development Canada www.HRSDC.gc.ca

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

Service Canada www.ServiceCanada.gc.ca

Service Canada offers single window access to a wide range of Government of Canada programs and services. For more information on hiring foreign-trained workers, scroll down and select the link for Newcomers to Canada. Additional information can also be found by clicking on the link for Employers.



WORKPLACE DIVERSITY & COMMUNITY RESOURCES

