



# Recruiting International Students: Overcoming the Immigration Hurdles

Campus Recruiting Forum  
May 8, 2007

## Agenda

1. Case Study – meet Suzie from Shanghai
2. Work permit programs for students
  - co-op and internship work terms
  - working off-campus
  - post-graduation employment
3. Staying beyond the New Grad days
  - Labour Market Opinion Process
  - Permanent Residence & Provincial Nominee Program



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# Suzie



- From: Shanghai, China
- School: Simon Fraser University
- Major: Biology (in 3<sup>rd</sup> year of 4 year program)
- Immigration status:
  - Study Permit
  - Temporary Resident Visa (TRV)



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# Company



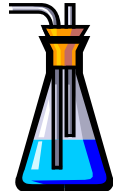
- Biotech company based in Vancouver
- Co-op Position: Researcher
- Term: 8 months
- Campus recruiter: Steve



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## Work permits for Co-ops



- Co-ops, internships, practicums = Work
  - Paid or unpaid
  - Regardless of duration
- All foreign students must have a work permit to do a co-op placement



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## Requirements

- Students must hold valid study permits
- Co-op program must be an integral part of the studies (must be certified by the institution)
- Co-op component must be 50% or less of the program or studies
- No company involvement required



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## Off-Campus Work Permits

- Foreign students at publicly-funded post-secondary educational institutions
  - Institutions have signed agreements with Citizenship & Immigration Canada
- Work off-campus while completing their studies
  - up to 20 hours per week during study terms
  - full-time during breaks
- No company involvement required



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## Post-Graduation Work Permits

- Gain Canadian work experience in their field of study
- Completed and passed program + received degree/ diploma/certificate (or notification of receiving it)
- Studied full-time for at least 8 months preceding the completion of the program
- Valid study permit at time of application



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## Applying and Receiving

- Application
  - Apply within 90 days of receiving written confirmation that the requirements to complete the program have been met
  - Job offer for a job related to the field of study
    - No further company involvement required
- Duration
  - Length of work permit cannot be valid longer than the period the he/she studied
  - Maximum validity of work permit:
    - 1 year, or
    - 2 years if both institution and employer are outside of Vancouver, Toronto, Montreal



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## Labour Market Opinion Process

- Two steps:
  1. Labour Market Opinion (LMO) application
    - Job details
    - Recruitment efforts
  2. Work permit application
- Exceptions for post-grad work permit holders
  - Wages at new grad level
  - No Recruitment efforts required
  - 2 year duration



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## Permanent Residence Overview

- All work permits are temporary
- All work permit holders are temporary residents
- Permanent residents (landed immigrants) can stay in Canada permanently, work for any company
- Different programs for obtaining Permanent Residence:
  - Skilled Worker
  - Family sponsorship
  - Provincial Nominee Program (employer assistance)



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## BC Provincial Nominee Program (BC PNP)

- Provincial program
- Designed to increase the economic benefits of immigration to BC
- Facilitates the permanent residence process for employees nominated by companies located in BC
- Strategic Occupations:
  - Skilled Workers
  - Health Care Professionals
  - International Graduates



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- Companies can nominate current or prospective employees
- Joint application by company and employee
- Expedited processing
- 2 Step Process:
  1. PNP application → BC Ministry of Economic Development
  2. Permanent Residence application → Canadian Consulate



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## BC PNP for International Graduates

- Undergraduate/Graduate Degree or 2-year Diploma:
  - Natural Sciences, Applied Sciences or Engineering
  - Health Sciences
  - Computer Science, IT or Digital Media
  - Business or Commerce
- Recognized institutions
  - BC Public post-secondary institution
  - BC private institution offering a program which is part of the BC Transfer System



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## International Grads

- Overall mark of at least 70% or equivalent grade point average
- Apply within 1 year of final official transcript
- Otherwise, same application forms and requirements as other strategic occupations



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## Other International students

- ESL students
- Working Holiday & SWAP Programs



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## Resources

Work permits for students - Guides and Instructions:  
[www.cic.gc.ca/english/study/work-opps.html](http://www.cic.gc.ca/english/study/work-opps.html)

HRSDC Foreign Worker Program:  
[www.hrsdc.gc.ca/en/gateways/nav/top\\_nav/program/fw.shtml](http://www.hrsdc.gc.ca/en/gateways/nav/top_nav/program/fw.shtml)

Provincial Nominee Program:  
[www.ecdev.gov.bc.ca/ProgramsAndServices/PNP/index.htm](http://www.ecdev.gov.bc.ca/ProgramsAndServices/PNP/index.htm)

National Occupation Classification (NOC) Codes:  
[www23.hrdcdrhc.gc.ca/2001/e/generic/welcome.shtml](http://www23.hrdcdrhc.gc.ca/2001/e/generic/welcome.shtml)



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## ??? Questions ???

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Thank you!



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