



Employing International Students: Immigration Options

SFU Business Career Management Centre
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CANADA

Stop brain drain, says report

FOREIGN STUDENTS:
Losing skilled labour pool to other countries

BY PAULINE TAM
COURTESY NEWS RELEASE

OTTAWA — Canada is losing ground to other countries in keeping the foreign students who graduate from its universities and colleges — just as the competition for them is heating up, says a report to be released this week.

With an aging population and a labour shortage looming, Canada needs to be more aggressive about keeping these skilled immigrants-in-waiting, the report by the Canadian Bureau for International Education concludes.

The agency, which represents 200 postsecondary schools, says Canada continues to squander a valuable talent pool that could add as many as

30,000 skilled immigrants annually. The report, to be released Tuesday, is highly critical of Canada's immigration policies and calls on the federal government to create a national strategy on international students. It also urges officials to drop the barriers that drive many foreign graduates back to their home countries — or to well-paying jobs, south of the border.

This "brain drain" is happening as the U.S., Britain and Australia move swiftly to attract and retain more foreign students. Once ranked as a top-five destination for international students, Canada has dropped to 14th place among rich nations, well behind Belgium and Spain.

While the U.S. and Britain together attract about one-third of all international students, Canada receives less than three per cent.

"Whether it intends to or not, this country's policy turns away the kind of immigrant that Canada says it

wants," says lead author Sheryl Bond, a Queen's University professor.

The study, based on interviews with 900 foreign nationals either studying in Canada or newly graduated, documents for the first time their difficulties finding work in this country.

It concludes that, despite being model newcomers who are fluent in English or French and have worked hard to fit in, only one-third of foreign students who graduate from a Canadian university plan to stay.

Many are in high-demand fields such as science, engineering and computer science, and a majority come from the U.S., France, China or India.

"Canada finds itself in a vulnerable position: Not only will we lose two-thirds of our highly educated graduates as contributors to the labour force, we are losing half of this group to our trading partners and competitors," the report says.

— Ottawa Citizen

Vancouver Province
October 28, 2007



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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



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Suzie



Immigration status:

- Study Permit
- Temporary Resident Visa (TRV)



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Company



- Local accounting firm in Vancouver
- Co-op Position: Accounting Analyst
- 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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Co-op Work Permit 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

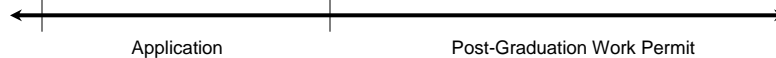


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Applying and Receiving

Graduation confirmed



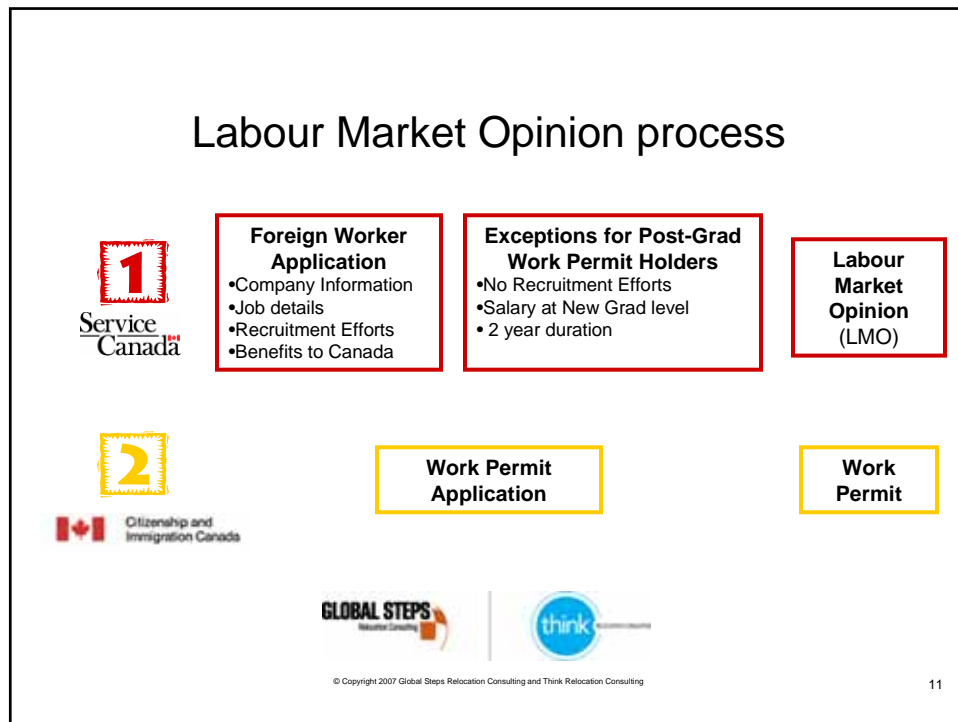
- Apply within 90 days of receiving written confirmation that the requirements to complete the program have been met
- Job offer for a job related to the field of study
 - No further company involvement required
- Length of work permit cannot be valid longer than the period the he/she studied
- Maximum 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



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)





Dive into the Details with a Discount

Immigration Basics

Canadian work permits: when you need one, what are your options, and how to get one, including:

- Business visitors
- Labour market opinions
- IT Workers
- NAFTA Professionals
- Intra-company transferees
- BC Provincial Nominee Program

Other immigration issues that arise, such as:

- Spousal work permits
- Study permits
- Permanent residence

Relocation Basics

Developing your Relocation Program

- Defining your company's Relocation Philosophy: what are your guiding principles?
- Building your Relocation Policy: what options are there, what are other companies doing and how much does it cost?
- Putting your philosophy and policy into Practice: internal processes and tools in implementation

The Candidate's Experience

- Your approach
- Your actions



Code Word
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Resources

Work permits for students - Guides and Instructions:

www.cic.gc.ca/english/study/work.asp

HRSDC Foreign Worker Program:

www.hrsdc.gc.ca/en/workplaceskills/foreign_workers/index.shtml

National Occupation Classification (NOC) Codes:

www23.hrdc-drhc.gc.ca/2001/e/generic/welcome.shtml



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??? Questions ???

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Thank you!



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