



Immigration Update

HRTG Webinar
March 1, 2011

IT Workers Program lives on

- until March 31, 2011 in BC
- same occupations:
 1. Senior Animation Effects Editor
 2. Embedded Systems Software Developer
 3. MIS Software Developer
 4. Multimedia Software Developer
 5. Software Developer – Services
 6. Software Products Developer
 7. Telecommunications Software Designer
- same education and experience requirements
- same technology lists



http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/tbc.shtml

New!

- Salaries updated:

| | Old | | New | |
|----|-------|--------|----------|-----------|
| 1. | \$65K | \$100K | \$85,000 | \$130,000 |
| 2. | \$45K | \$95K | \$60,000 | \$120,000 |
| 3. | \$45K | \$95K | \$60,000 | \$120,000 |
| 4. | \$35K | \$80K | \$45,000 | \$100,000 |
| 5. | \$40K | - | \$50,000 | - |
| 6. | \$45K | \$95K | \$60,000 | \$120,000 |
| 7. | \$45K | \$95K | \$60,000 | \$120,000 |

New!

- Send e-mail notifications to:

1. Service Canada:

bcitoccupation@servicecanada.gc.ca

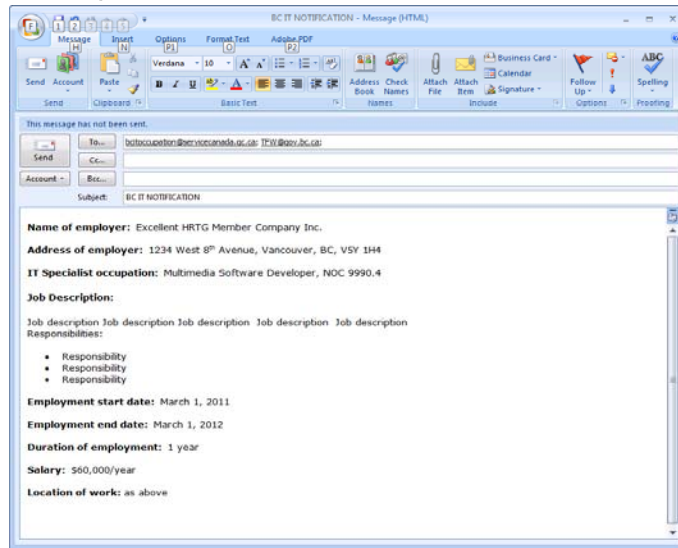
(You will receive a generic auto reply)

2. BC Ministry of Advanced Education and Labour Market Development:

TFW@gov.bc.ca

- With these details:

Subject: BC IT Notification



Coming Soon

- LMO Exemptions List
 - replaces the IT Workers Program and more
 - occupations in demand across all industries
 - to be published April 1, 2011
 - process to be announced
 - work permits would be for 1 year durations

Labour Market Opinions



Service
Canada

Labour Market
Opinion

Job



Citizenship and
Immigration Canada

Work Permit

Person

Salary

- “Prevailing Wages”: what Canadians and Permanent Residents earn doing that job in a particular location
- Must pay between Average – High

The screenshot shows the Labour Market Information website interface. The main content area displays search results for 'Wages & Salaries'. The search results include the following information:

- NOC code:** 2171
- Occupation:** Information Systems Analysts and Consultants
- Area:** Vancouver and Lower Mainland Southwest - British Columbia
- Results Generated on:** February 23, 2011
- Wage Information:** Vancouver and Lower Mainland Southwest - British Columbia
- 1 to 1 listing**

| Category | Income Range | Mid-Range | Low-Range | Reference Period |
|--------------|--------------|-----------|-----------|--------------------|
| Top-Range | 31,760 | 18,760 | 12,760 | 07/2008 to 06/2009 |
| Second-Range | 28,490 | 20,000 | 15,490 | |

View detailed wage comments



<http://www.labourmarketinformation.ca/> > English > Wages & Salaries

Advertising Requirements

•Based on NOC (National Occupation Classification) codes and levels:

- NOC Level O = Management
- NOC Level A = Professionals
- NOC Level B = Skilled and Technical
- NOC Level C = Intermediate and Clerical
- NOC Level D = Elemental and Labourers



http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/communications/advertisement/recruitment.shtml

Advertising Requirements

| NOC | Job Bank | | Other | |
|----------------|-----------------|-----|---|---|
| Levels O and A | minimum 14 days | Or | Recruitment activities consistent with the practice within the occupation | |
| Level B | minimum 14 days | And | Recruitment activities consistent with the practice within the occupation | Must include salary range in the postings |

Advertising Requirements

- Must be recent ads/postings
 - within the last 3 months
- Provide proof of advertising
 - copies of ads, postings, e-mail blasts, screen shots, tweets, etc.
 - dates posted
- Provide summary of recruitment efforts
 - list of applicants and why Canadians/ Permanent Residents were not qualified

Post-Graduation work permits

- Allows international students from Canadian post-secondary schools to obtain Canadian work experience
- Open work permit
- Up to 3 years (depending on duration of study)
- Must apply within 90 days of graduation
- Public post-secondary schools
 - UBC, SFU, Capilano University, Vancouver Community College, etc.



<http://www.cic.gc.ca/english/study/work-postgrad-who.asp>

More schools added

- New: Pilot Program in BC
 - Vancouver Film School, Trinity Western, Ashton College, Pacific Institute of Culinary Arts and more



<http://www.cic.gc.ca/english/resources/manuals/bulletins/2011/ob262.asp>

Processing Times

- Labour Market Opinions = 3 to 5 weeks
- BC PNP applications = 16 weeks
- Work permit renewals by mail:

| Type of Application | Paper Application | | Online Application | |
|----------------------------------|-------------------|-------------------------------------|--------------------|--------------------------------------|
| | Processing times | Working on applications received on | Processing times | Working on applications submitted on |
| Visitor | 117 days | October 23, 2010 | 49 days | December 30, 2010 |
| Study Permit | 51 days | December 28, 2010 | 49 days | December 30, 2010 |
| Off-Campus Work Permit (OCWP) | 30 days | Not applicable | 20 days | January 28, 2011 |
| Work Permit (new employer) | 30 days | January 18, 2011 | 49 days | December 30, 2010 |
| Work Permit (same employer) | 103 days | November 6, 2010 | 49 days | December 30, 2010 |
| Protected Person Status Document | 13 days | February 4, 2011 | Not applicable | Not applicable |

103 days?!

- Implied Status
 - Renewal application must arrive before the work permit expiry date
 - Employee must stay in Canada once the work permit has expired
 - Keep working status quo until the new work permit arrives

On-line Applications

- Processing time is 49 days
- Employee must generate an Access Key
- On-line form similar to paper form
- Upload documents (must be under 2MB)
- Can save as go along and come back to complete it later



Stricter Controls

Effective April 1, 2011:

1. More rigorous assessment of the genuineness of the job offer
2. Employers who fail to meet commitments as stated on the LMO application are suspended from hiring foreign workers for 2 years and may have their company name published on the CIC website
3. Maximum work permit duration = 4 years
 - Must return home for four years before coming back to Canada

Stricter Controls

- Mostly applies to work permits obtained through a LMO
 - Intra-company transferees, NAFTA, BC PNP nominees not included
- Track when four years is coming up
 - Work with the employee to develop a plan (Permanent residency? Transition plan?)

Questions?

Thank you!

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