

AN EMPLOYER'S GUIDE

QUICK LINKS to HIRING

INTERNATIONALLY TRAINED WORKERS



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RECRUITMENT
& SUPPORT

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 internationally 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 also provide a wealth of information on hiring internationally trained workers.

The Employer's Roadmap www.Credentials.gc.ca

The Foreign Credentials Referral Office of Citizenship and Immigration Canada has produced an online guide for employers interested in hiring and retaining internationally trained workers. The Employer's Roadmap is available online or can be downloaded as a PDF file.

Hire Immigrants www.HireImmigrants.ca

Provides practical strategies for recruiting and retaining skilled immigrants, including a step-by-step interactive guide that will help employers identify, assess and integrate skilled immigrants into their workforce. Click on "What" in the top menu bar and then launch the Roadmap.

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 or e-mail: PNPInfo@gov.bc.ca.

Hiring Temporary Foreign Workers

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

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

Click on the link for Publications in the column on the left, then select Working Temporarily in Canada. 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 Qualification Recognition is the process of reviewing and assessing the education, training and work experience obtained in another country in relation to Canadian standards.



Foreign Qualification Recognition

There are a growing number of resources available to help employers evaluate foreign qualifications. It is up to the employer to decide if the paper credentials and work experience of a candidate meet the requirements of the job. In many cases, internationally 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 establish requirements for provincial certification or licensing. For non-regulated occupations, there is no single process in place for the assessment of qualifications, as it varies 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 and Professions and search by occupational profile.

The Alliance of Sector Councils www.Councils.org

Provides a directory of industry sector councils. Click on Sector Councils in the top menu and go to List of Canada's Sector Councils. Searchable by name or industry sector. For more information, telephone (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 Looking for Work 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 in the top menu, and search by organization. To narrow your search, click on the Search button in the main window, and search by city, province or organization.

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 for Services in the top menu, 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. In the main window, 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 trade experience or training, the Industry Training Authority offers an assessment service that can shorten the certification process. From the top menu, click on Industry Training Programs and Information. Select Apprenticeship Programs and then Credit for Prior Learning.

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 workers. In the menu on the left, 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 on 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. In the main window, scroll down to the Skills Connect program.

ESL Courses & Employment Programs in B.C. www.ELSA.Net.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. Search by region. 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.

Language Canada www.LangCanada.ca

A directory of post secondary and private training organizations that offer 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 After You Arrive. Click on Welcome to Canada in the main window, and then Language Training for a list of Language Instruction for Newcomers to Canada (LINC) centres across Canada. Toll free: 1-888-242-2100.

Training
to support
internationally
trained
workers

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WORKPLACE DIVERSITY & COMMUNITY RESOURCES

Additional Information and Resources

Affiliation of Multicultural Societies & Service Agencies www.AMSSA.org

Click on Library of Links and select a topic from the drop-down menu. Includes links to resources for Diversity and Multiculturalism, Immigrant Employment and Immigrant Integration. Toll free: 1-888-355-5560. Tel. (604) 718-2780.

Immigrant Employment Council of B.C. www.IECBC.ca

The Immigrant Employment Council of B.C. brings together public and private sector organizations to create the tools and resources employers need to hire, integrate and retain internationally trained workers. Provides information on training and assessment, settlement, and immigration.

Immigrant Services Society of B.C. www.ISSBC.org

The Immigrant Services Society provides a variety of employment, training and pre-employment services for both new immigrants and employers. Click on the Employers tab and go to Employer Solutions for a guide to recruiting, training and mentoring new immigrants. Tel. (604) 684-2561.

Go2HR www.Go2HR.ca

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. For the Foreign Worker Guide for Tourism Employers, click on the For Employers tab and scroll down to Foreign Worker Guide. Tel. (604) 633-9787.

WorkBC www.WorkBC.ca

For more information on the Province's strategies to address skills shortages, visit WorkBC, select the Looking for Workers tab, and scroll down to Hiring and Retaining Skilled Immigrants: A Cultural Competence Toolkit. Tel. (250) 952-0697.

WelcomeBC www.WelcomeBC.ca

For more information on Multiculturalism and Immigration Services in B.C., visit the Welcome BC website. Select Communities > Building a Strong Community, and Service Providers > Programs. 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 internationally trained workers, click on Topics or Policies and Programs, and select Credential Recognition, Foreign Workers, Training and Learning, and 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 internationally 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.



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