



Recruiting International Students: Overcoming the Immigration Hurdles

Campus Recruitment 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



Suzie



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



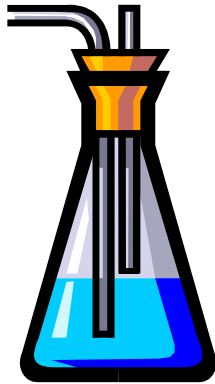
Company



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



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

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



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





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



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



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



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)



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



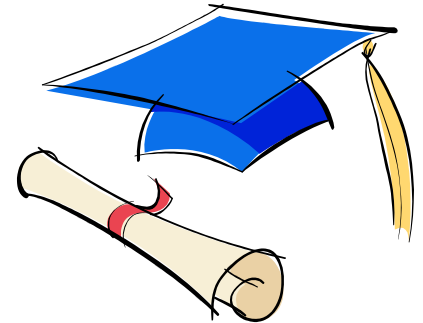


- Companies can nominate current or prospective employees
- Joint application by company and employee
- Expedited processing
- 2 Step Process:
 1. PNP application → BC Ministry of Economic Development
 2. Permanent Residence application → Canadian Consulate



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



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



Other International students

- ESL students
- Working Holiday & SWAP Programs



Resources

Work permits for students - Guides and Instructions:

www.cic.gc.ca/english/study/work-opp.html

HRSDC Foreign Worker Program:

www.hrsdc.gc.ca/en/gateways/nav/top_nav/program/fw.shtml

Provincial Nominee Program:

www.ecdev.gov.bc.ca/ProgramsAndServices/PNP/index.htm

National Occupation Classification (NOC) Codes:

www23.hrdcdrhc.gc.ca/2001/e/generic/welcome.shtml



??? Questions ???

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Thank you!

