



Demystifying Immigration: Immigration & Temporary Foreign Worker Processes

Wednesday, April 30, 2014



AUMA.ca AMSC.ca

WE ARE
economies
OF SCALE

WE ARE THE
support
YOU NEED

WE ARE THE
experts
IN MUNICIPALITIES

WE ARE YOUR
advocate

Introduction

- Alberta Urban Municipalities Association (AUMA)
- Welcoming and Inclusive Communities (WIC)
- Come Together Alberta (CTA)



AUMA.ca AMSC.ca

WE ARE
economies
OF SCALE

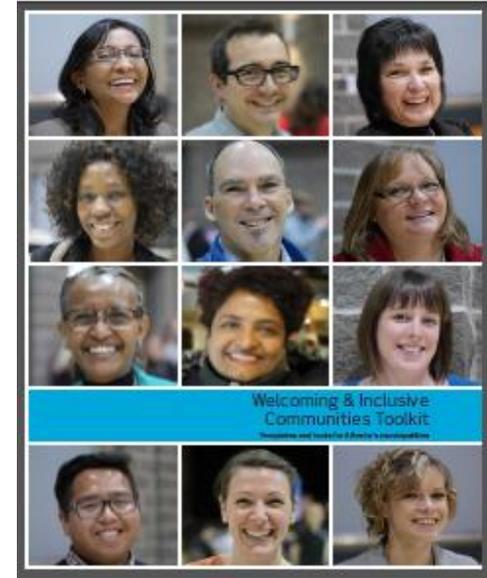
WE ARE THE
support
YOU NEED

WE ARE THE
experts
IN MUNICIPALITIES

WE ARE YOUR
advocate

Resources

- Terms of Reference Guide
- WIC Campaign Kit
- Revised WIC Toolkit
- Municipal Assessment and Planning Tool
- A Tool for Reaching Ethno-Cultural Communities
- Webinars
- WIC Website Refresh
- Immigration Matters
- Planning Together Guide



AUMA.ca AMSC.ca

WE ARE
economies
OF SCALE

WE ARE THE
support
YOU NEED

WE ARE THE
experts
IN MUNICIPALITIES

WE ARE YOUR
advocate



Demystifying Immigration: Immigration and temporary foreign worker processes

Workforce Strategies
Ministry of Jobs, Skills, Training and Labour

Contents

- Immigration Myths
- Immigration History and Statistics
- Provincial and Federal Roles
- Coming to Alberta Temporarily
- Staying in Alberta Permanently
- Alberta Immigrant Nominee Program (AINP)
- Q&As

Immigration Myths

- ✘ The Government of Alberta can intervene in the federal immigration process.
- ✘ All TFWs can stay in Alberta and/or Canada permanently.
- ✘ Employers can save money by hiring TFWs as they can be paid less.

Immigration History and Statistics



History of Immigration to Canada

Top 5 Source Countries of Permanent Residents to Canada in 1966 and 2013

Rank	Top Source Countries in 1966	Top Source Countries in 2013
1	United Kingdom 63,291	China 33,878
2	United States 17,514	India 30,534
3	Germany 9,263	Philippines 27,259
4	Portugal 7,930	Pakistan 11,334
5	France 7,872	United States 10,612
Total from all countries	194,743	258,619

Source: Manpower and Immigration. (1966). Immigration Statistics. Retrieved from http://epe.lac-bac.gc.ca/100/202/301/immigration_statistics-ef/mp22-1_1966.pdf and CIC, RDM, Permanent Residents Q4 2013 extracts.

Federal and Provincial Roles



Immigration

Federal	Federal and Provincial (shared)
Who is admitted to Canada	Attraction of immigrants
Number of immigrants coming to Canada each year	Settlement services and language training
Protection and settlement of refugees	Educational, credential and skills recognition

Supporting Immigrants and Immigration to Alberta (SIIA)

- Alberta's framework for a coordinated cross-ministry approach to immigration
- Four strategic directions:
 - Welcoming communities
 - Attracting immigrants to Alberta
 - Living in Alberta
 - Working in Alberta

Immigration to Canada

Category of Permanent Residents in Canada

Category	2009	2010	2011	2012	2013	Grand Total
Family Class	65,207	60,224	56,450	65,010	79,586	326,477
Economic	153,491	186,915	156,117	160,821	148,037	805,381
Refugees	22,850	24,697	27,873	23,098	23,968	122,486
Other*	10,624	8,852	8,308	8,965	7,028	43,777
Grand Total	252,172	280,688	248,748	257,894	258,619	1,298,121

Source: Citizenship and Immigration Canada, RDM, Permanent Residents Q4 2013 extracts.

* Other includes retirees, humanitarian and compassionate cases, post-determination refugee claimants, deferred removal order class

Immigration to Alberta

Category of Permanent Residents in Alberta

Category	2009	2010	2011	2012	2013	Grand Total
Family Class	7,599	7,372	6,845	8,435	10,398	40,649
Economic	16,532	22,404	20,757	24,577	22,447	106,717
Refugees	2,237	2,205	2,638	2,250	2,704	12,034
Other*	649	669	721	832	817	3,688
Grand Total	27,017	32,650	30,961	36,094	36,366	163,088
Alberta's Share of National PR Landings	11%	12%	12%	14%	14%	13%

Source: Citizenship and Immigration Canada, RDM, Permanent Residents Q4 2013 extracts.

* Other includes retirees, humanitarian and compassionate cases, post-determination refugee claimants, deferred removal order class

Temporary Residents in Alberta

Category of Temporary Residents in Alberta

Category	2009	2010	2011	2012	2013
Foreign Workers	28,548	22,996	25,582	35,699	38,694
Foreign Students	5,511	5,641	4,914	6,344	6,730
Humanitarian Population	1,410	1,238	1,119	1,161	774
Other*	11,325	10,404	10,805	10,866	11,784
Grand Total	46,794	40,279	42,420	54,070	57,982
Alberta's Share of Foreign Workers in Canada	12%	11%	11%	13%	13%

Source: Citizenship and Immigration Canada, RDM, Temporary Residents Q4 2013 extracts.

* Other includes visitors and temporary resident permit holders

Temporary Residents in Canada and Alberta

Temporary Residents in Canada on Dec. 1 each year

Category	2009	2010	2011	2012	2013
Foreign Workers	280,646	281,664	299,105	337,536	386,406
Foreign Students	195,760	217,882	239,044	265,414	293,503
Humanitarian Population	113,087	108,911	103,717	95,875	79,013
Other	58,436	58,009	68,565	77,839	84,426

Temporary Residents in Alberta on Dec. 1 each year

Category	2009	2010	2011	2012	2013
Foreign Workers	65,556	57,590	58,168	68,338	85,911
Foreign Students	15,521	16,253	16,606	18,516	20,381
Humanitarian Population	5,900	6,436	6,398	5,980	4,581

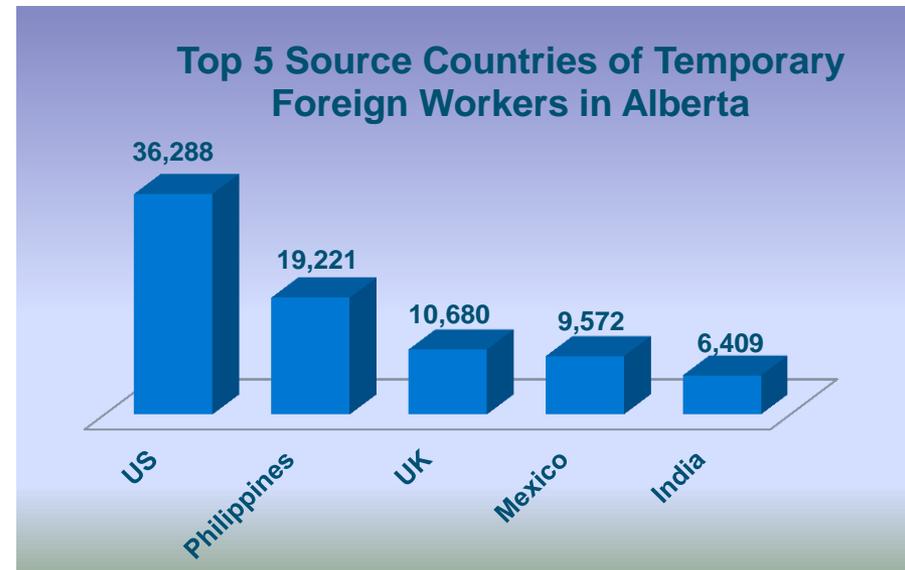
Source: Citizenship and Immigration Canada, RDM, Permanent Residents Q4 2013 extracts.

* Other includes retirees, humanitarian and compassionate cases, post-determination refugee claimants, deferred removal order class

Coming to Alberta: Permanent Residents and Temporary Foreign Workers, 2009-2013



Source: Citizenship and Immigration Canada, RDM, Permanent Residents Q4 2013 extracts



Source: Citizenship and Immigration Canada, RDM, Temporary Residents Q4 2013 extracts.

Top 20 Destinations in Alberta for TFWs and Permanent Residents

Top Destinations of Permanent Residents in Alberta, 2009-2013

Rank	Destination	Total, 2009-2013
1	Calgary	77,179
2	Edmonton	50,482
3	Fort McMurray	3,914
4	Red Deer	3,667
5	Lethbridge	2,588
6	Brooks	2,498
7	Grande-Prairie	1,417
8	Sherwood Park	1,271
9	Banff	1,245
10	Medicine Hat	898
11	St Albert	873
12	High River	872
13	Airdrie	811
14	Okotoks	809
15	Canmore	649
16	Cochrane	515
17	Leduc	501
18	Chestermere	456
19	Jasper	430
20	Spruce Grove	423

Top Destinations of Temporary Foreign Workers in Alberta, 2009-2013

Rank	Destination	Total, 2009-2013
1	Calgary	47,178
2	Edmonton	29,297
3	Fort McMurray	4,523
4	Banff	4,029
5	Lethbridge	1,922
6	Red Deer	1,851
7	Grande-Prairie	935
8	Fort Saskatchewan	910
9	Jasper	723
10	Lake Louise	712
11	Canmore	710
12	Medicine Hat	639
13	Brooks	610
14	High River	596
15	Redcliff	538
16	Leduc	520
17	Cold Lake	428
18	St Albert	424
19	Nisku	395
20	Spruce Grove	374

Coming to Alberta Temporarily

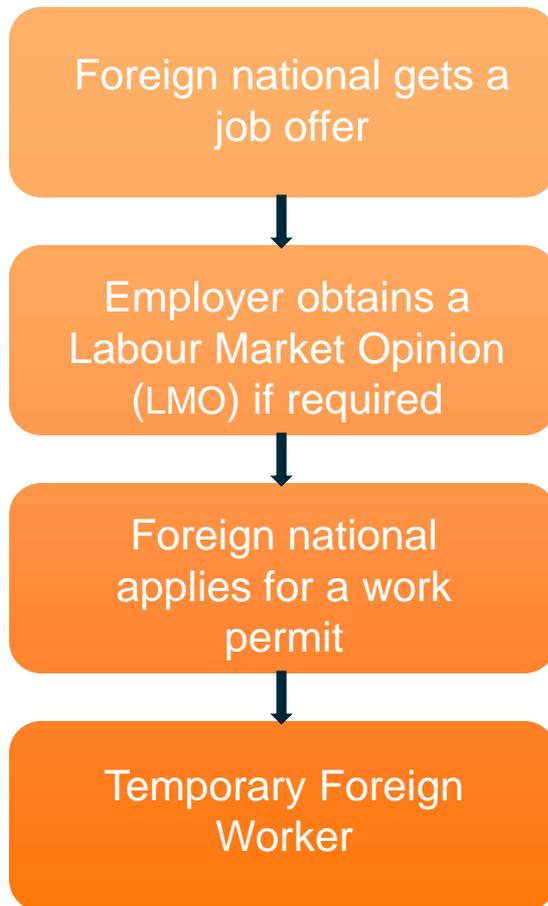


TFW Program

- Federal government program
- Facilitates temporary entry of foreign workers to address immediate skills and labour challenges
- Employer driven
 - Skilled occupations (NOC 0, A and B)
 - Semi-skilled occupations (NOC C and D)

Work Temporarily

Temporary Foreign Worker Program



- **Foreign National**

- Responsible for connecting with employers about job opportunities
- Applies to Citizenship and Immigration Canada (CIC) for a work permit
- If CIC issues work permit, foreign national may come work in Alberta
- Max. 4 years for NOC B, C and D work permits

- **Employer**

- Applies to Service Canada for LMO
- If approved, provides copy to Foreign National to apply for work permit

Labour Market Opinion (LMO) Application Process

- Wages, benefits and working conditions must be same as offered to Canadian workers
- Refer to the median wage posted on:
www.workingincanada.gc.ca
- \$275 fee for each position to apply for LMO
- Language restrictions
- New advertising requirements (Proof of recruitment efforts to hire Canadians)
- Processing time approximately 8 weeks

Work Permits

- Worker must apply for work permit and arrive in Canada before LMO expires
- Work permits are generally employer, occupation and location specific
- Typically valid 1 – 2 years
- Usually require new LMO to renew work permit
- Limit of 4 years for NOC B, C & D
- Processing time varies by country

Work Permit Sample

 Citizenship and Immigration Canada / Citoyenneté et Immigration Canada

CANADA

PROTECTED WHEN COMPLETED / PROTÉGÉ UNE FOIS REMPLI - B

CANADA IMMIGRATION

BB092 612 520

U922257302

WORK PERMIT

CASE TYPE : 20

TRAVEL DOC :
BONDED : NO
EMPLOYER : ASSIGNED EMPLOYER
OCCUPATION : OPEN EA
EMP LOC : HULL
FEE STATUS : EPC TEST

CONDITIONS:

1. UNLESS AUTHORIZED, PROHIBITED FROM ATTENDING ANY EDUCATIONAL INSTITUTION AND TAKING ANY ACADEMIC, PROFESSIONAL OR VOCATIONAL TRAINING COURSE.
2. NOT AUTHORIZED TO WORK IN ANY OCCUPATION OTHER THAN STATED.
3. NOT AUTHORIZED TO WORK FOR ANY EMPLOYER OTHER THAN STATED.
4. NOT AUTHORIZED TO WORK IN ANY LOCATION OTHER THAN STATED.
5. MUST LEAVE CANADA BY 30 DEC 2002

SURNAME, GIVEN NAMES - NOM DE FAMILLE, PRÉNOMS TESTNADA , EXEMPLAIRE		
BIRTH DATE - DATE DE NAISSANCE 01 JAN 1970		SEX - SEXE MALE
COUNTRY OF BIRTH - PAYS DE NAISSANCE LIECHTEN	COUNTRY OF CITIZENSHIP - CITOYEN DE ARAB EMI	
OFF. FILE NO. - N° DE RÉF. DU BUREAU		CLIENT ID. - ID DU CLIENT 5231 - 8649
DATE SIGNED - SIGNÉ LE 15 NOV 2002	VALID UNTIL - DATE D'EXPIRATION 30 DEC 2002	EXT. NO. - CODE PROLOG. 00

REMARKS: THIS IS WHERE THE OFFICER'S REMARKS WOULD APPEAR

THIS DOES NOT AUTHORIZE RE-ENTRY.

CIC: HULL 2104 **Canada**

THIS DOCUMENT IS THE PROPERTY OF THE GOVERNMENT OF CANADA
LE PRÉSENT DOCUMENT EST LA PROPRIÉTÉ DU GOUVERNEMENT DU CANADA

MM 1442 (06-2002) B

Third Party Recruitment/Employment Agencies

- Licensed by Service Alberta regardless of business location
- Must operate under the *Fair Trading Act*
- Cannot charge fees to prospective employees for finding work
- Can charge an employer for their services

TFW Advisory Office

- Help TFWs and Employers understand their rights and responsibilities
- Respond to complaints, inquiries and requests for information across Alberta
- Help resolve unfair, unsafe and unhealthy working conditions by working with federal, provincial and municipal governments, as well as not-for-profit and community based organizations
- Provide access to interpretation & translation services in 170 languages
- TFW Helpline 1-877-944-9955

Contracted Support Services for Temporary Foreign Workers

Support Services include:

- Information sessions (group and one-on-one)
- Orientation workshops
- Referrals
- Outreach and information sessions for employers

Services available in Fort McMurray, Grande Prairie, Edmonton, Red Deer, Calgary, Banff, Brooks and Lethbridge

Staying in Alberta Permanently



Permanent Residence Options

Federal

- Canadian Experience Class
- Federal Skilled Trades Program
- Federal Skilled Worker Program
- Investor/Entrepreneur Class*
- Family Sponsorship Class
- Start-Up Visa Program

Provincial

- Provincial Nominee Class (AINP)

*Fully suspended

Express Entry Model

Early 2015

- Two stage selection process
- Prospective immigrants express interest in immigrating to Canada
 - Must meet eligibility criteria
 - Application placed in pool
- Candidate may be selected and invited to apply for permanent residence
 - Employers, Provincial and Federal Government may be involved in this decision

Alberta Immigrant Nominee Program



AINP Application Process



AINP Employer Driven Stream Skilled Worker Category

- Skilled Worker or International Graduate
 - Employer nominated
 - Skilled occupation (NOC 0, A, B)
 - Permanent full-time job offer
 - Related education, training, work experience

AINP Employer Driven Stream Semi-Skilled Worker Category

- Food and Beverage Processing
- Hotel and Lodging
- Manufacturing
- Long-Haul Trucking
- Food Services (pilot project)

AINP Strategic Recruitment Stream

- Compulsory and Optional Trades
 - AIT Certification
- Engineering Occupations
 - Support letter or registration with APEGA
- Post-Graduate Worker
 - Alberta graduates only
 - Apply directly to AINP without employer
 - Residing in Alberta
 - Alberta work experience

Helpful Contacts

Contacts

- Alberta Immigration Help Centre
www.AlbertaCanada.com/help
- Alberta Immigrant Nominee Program (AINP)
www.AlbertaCanada.com/ainp
- CIC Help Centre
www.cic.gc.ca/english/helpcentre
- TFW Helpline 1-877-944-9955 (TFWAO)
Email: tfwadvisory.office@gov.ab.ca



Thank you

Why your Community?

- Municipal website
- Established ethnic communities
- Facilitate collaboration
- Market your community as welcoming and inclusive
- Create a welcome kit or start a WIC committee
- Host inclusive community events
- Inclusive facilities and leisure activities



Welcoming & Inclusive Communities
Together we shine



AUMA.ca AMSC.ca

WE ARE
economies
OF SCALE

WE ARE THE
support
YOU NEED

WE ARE THE
experts
IN MUNICIPALITIES

WE ARE YOUR
advocate

Thank You

Contact Information:

Ivana Radojevic, Program Coordinator,
Welcoming and Inclusive Communities, AUMA

E: wic@auma.ca

T: 780-643-5635

Email wic@auma.ca or visit
wic.auma.ca



AUMA.ca AMSC.ca

WE ARE
economies
OF SCALE

WE ARE THE
support
YOU NEED

WE ARE THE
experts
IN MUNICIPALITIES

WE ARE YOUR
advocate