

Hiring International Talent

An Employer's Resource



WHY HIRE INTERNATIONAL TALENT?

- Canada's working-age population is shrinking and so is the talent pool
- Employers will need to expand their search area outside of Canada to offset labour shortages and fill skills gaps
- Competition for talent is increasing, especially for highly-skilled professionals
- Hiring for diverse skills and global talent will boost your competitive edge

Hiring international talent begins with your JOB OFFER and - as with any job vacancy - it can take time to attract, recruit and retain the right employee

IS YOUR COMPANY READY TO HIRE?

- What jobs are hard to fill?
- What skills/experience are you looking for?
- Do you have a job to offer?
- Is anyone able to fill this job within Canada?
- Is your staff ready to welcome and support internationally trained workers? and their families?
- Have you thought about ways to encourage employee buy-in?

HOW DO I GET STARTED?

Get Informed there are various pathways for immigration to Canada that can help you meet your hiring needs

Review IRCC (Immigration, Refugees and Citizenship Canada) resources, programs and rules (subject to change)

- [IRCC Info-sheets](#) for currently-available economic immigration programs
- [The Employer's Roadmap](#) to hiring and retaining Internationally Trained Workers (ITW)

Check out how an IRCC [outreach officer](#) can help you

Consider recruiting through the Ontario Immigrant Nominee Program ([OINP](#))

HOW CAN AN APPLICANT'S INTERNATIONAL CREDENTIALS BE EVALUATED?

- International Credential Assessment Service of Canada ([ICAS](#))
- World Education Services ([WES](#))
- Canadian Language Benchmarks ([CLB](#)) is a FREE online language self-assessment tool

HOW CAN I FIND AND HIRE INTERNATIONAL TALENT?

Reach out to settlement services in Sudbury to connect with newcomers already in our community

- Collège Boréal [Francophone Newcomer Services](#)
- Multicultural and Folk Arts Association [Newcomer Settlement Program](#) (NSP)
- YMCA of Northeastern Ontario [Employment and Immigrant Services](#)

Contact other local services and programs

- Rural and Northern Immigration Pilot ([RNIP](#)) Sudbury — a permanent residence pathway for eligible candidates

Contract a private fee-for-service agency, immigration consultant or lawyer. **Confirm** that this professional is registered with the [Immigration Consultants of Canada Regulatory Council](#)

Recruit on your own

- Use the Canada [Job Bank](#) to [Recruit newcomers to Canada](#)

“Drawing in international talent is critical to the economic and social development of rural communities, including Nickel Belt - Greater Sudbury!”

- Marc G. Serré, MP/Député Nickel Belt

TERMS & DEFINITIONS

EXPRESS ENTRY is a process for skilled immigrants who want to apply for permanent residency [learn more](#)

ITP (Internationally Trained Professionals) are professionals and trades people who obtained their credentials outside of Canada

ITW (Internationally Trained Workers) are defined by IRCC as immigrants, refugees, international students and Canadians who trained or worked outside of the country

LMIA (Labour Market Impact Assessment) may be required for some jobs and may also include a processing fee [learn more](#)

OINP (Ontario Immigrant Nominee Program) can assist Ontario businesses to recruit international talent [learn more](#)

TFW (Temporary Foreign Worker) temporarily fills jobs when Canadian workers are not available

WORK PERMIT allows eligible candidates to work temporarily in Canada

Note: while many immigrants, international students and trained foreign workers want to remain in Canada - it is the Government of Canada that makes the final decision on who will become a permanent resident

FREQUENTLY ASKED QUESTIONS

Will I need to ...

sponsor them? NO but you must provide a job offer with a clear job description and comply with Canada's immigration policies

provide a place for them to live? NO however any local housing leads and supports are helpful

support their family? NO this is your employee's responsibility

find a job for their spouse? NO but helping with job leads could contribute to employee retention

provide English language training? NO Ontario's literacy network and local cultural centres can help with language and skills development in locations where English as a Second Language (ESL) training is not available

accommodate cultural and religious traditions? YES employers must respect religious traditions for all employees as per the Employment Standards Act and Ontario Human Rights Code

OTHER QUESTIONS

Can I ask if an applicant is legally entitled to work in Canada? In most cases **YES** [learn more](#)

Can I hire an international student? YES Contact the Employment Services office of your local community college or university (student eligibility depends on conditions set by their study and/or work permit) [learn more](#)

If I have to terminate employment will it affect immigration status? NO an employee on an open work permit can find another job while an employee on a closed work permit can stay in Canada and apply for a new work permit

DID YOU KNOW THAT IMMIGRANTS AND NEWCOMERS ...

- **INVEST in Canada, work, pay taxes, and purchase goods and services?**
- **MAKE UP about 25% of Canada's workforce?**
- **ACCOUNT for roughly 75% of Canada's population growth?**
- **LAUNCHED 200 start-ups since May 2019?**
- **FILLED 24,000 vacancies through Canada's Global Skills Strategy?**
- **BUILD their community through volunteering and participating in social organizations?**

PROJECT PARTNERS

Collège Boréal Newcomer Services

Greater Sudbury Chamber of Commerce

Sudbury Multicultural and Folk Arts Association

Rural and Northern Immigration Pilot (RNIP-Sudbury)

Sudbury Local Immigration Partnership (SLIP)

Workforce Planning for Sudbury & Manitoulin

YMCA of Northeastern Ontario
Employment and Immigrant Services



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