

# Hiring an International Student: What Employers Need to Know

## WHY HIRE AN INTERNATIONAL STUDENT?

### Benefits to Your Company

- Help fill your labour shortages
- Provide short, medium and/or long term hiring solutions
- Reduce turnover
- Support a culturally diverse workforce
- Help retain qualified individuals in our community post graduation

### International Students Are:

- An untapped market and another option for hiring
- Highly motivated and committed workers
- Often bringing a wide range of other experiences, credentials and education
- Interested in staying in Canada
- Able to work increased hours during holidays and school breaks

## WHICH INTERNATIONAL STUDENTS ARE ELIGIBLE TO WORK?

- Ask the student to provide a letter or documentation from their school confirming active enrolment to help verify that they are legally entitled to work in Canada
- Request a copy of the student's study permit

*We proudly employ a diverse group of international students in a variety of roles. They bring their unique global perspectives and expertise and have enriched every aspect of our business. Everyday they remind me to stay grateful and pursue your dreams no matter the obstacles.*

– Taz Khajanchi, Owner  
Mary Browns Chicken  
and Taters

## Know and Follow the Rules when Hiring

- Different study permits have different restrictions and conditions based on the school program a student is enrolled in
- International students on a placement require an additional co-op work permit which accompanies their study permit
- Each post secondary institution has a [RISIA](#) who can help answer general questions however, they cannot provide information on individual students
- Follow all [Employment Standards](#) as you would for any other employee you hire; this includes employer contributions, health and safety, working hours, wages, etc.
- Check [Immigration, Refugees and Citizenship Canada \(IRCC\)](#) regularly to keep-up-to date with rule changes and training that might be available

*For years, our organization has long valued the extraordinary work ethic and dedication of the international student body. This group arrives prepared and willing to work, often with expertise from their home countries that adds value to Canadian operations.*

– Mike Sanders, President  
Aaron Group

Just over 5,000 international students at post-secondary institutions in Greater Sudbury in 2024



## HOW DO I FIND AN INTERNATIONAL STUDENT TO HIRE?

**Important note:** let jobseekers know you value international skills, credentials and applicants

- Contact the Career Centres at: [Cambrian College](#), [Collège Boréal](#) or [Laurentian University](#)
- Contact the International office at: [Cambrian College](#), [Collège Boréal](#) or [Laurentian University](#)
- Participate in local job fairs (often run by local [Employment Ontario](#) services)
- Use your normal recruitment methods (word of mouth, sign on business, paid online job ads, free online job ads available through Canada's [Job Bank](#), etc.)

## OTHER CONSIDERATIONS – IS MY BUSINESS READY?

- Conduct an internal review of your business, staff, training and policies to be sure you are ready to hire someone from a different cultural background
- Identify any additional training, changes or accommodations you need to make to support and hire a more diverse workforce
- When you hire, even though you are not responsible to provide housing, consider where your business is located, your hours of operation and access to public transportation

*Excited to be doing my formal program placement and happy it was extended into a post graduation work assignment giving me my first professional Canadian work opportunity. Thankful to my employers and for Cambrian's support services in helping my coop and job search.*

- Jose C., Graduate  
Cambrian College  
Komatsu

## OTHER RESOURCES

- IRCC and their [Dedicated Service Channel](#) (DSC)
- IRCC [virtual learning sessions](#) for employers
- Local [Employment Ontario](#) offices can provide some guidance and information on hiring and training grants that might be available
- [Business Development Officer for Workforce](#) at the City of Greater Sudbury
- Collège Boréal offers free diversity training and resources to employers through their: [Inclusivity Works](#) initiative

*In my experience, if you give an international student an opportunity, they will express their gratitude by being an extremely hardworking, dedicated, reliable employee, that adds a little flavour to your workforce!*

- Tyler Lisi, Owner  
Mucho Burrito



Workforce Planning for

## Sudbury & Manitoulin

Planification en main-d'oeuvre

This resource was developed by [Workforce Planning for Sudbury & Manitoulin](#) in collaboration with: Cambrian College, City of Greater Sudbury, Collège Boréal, Greater Sudbury Chamber of Commerce, Laurentian University, SLIP (Sudbury Local Immigration Partnership), YMCA Northeastern Ontario



If you want to make a permanent job offer to an international student once they graduate, familiarize yourself with other resources and rules that apply when hiring by going to IRCC

## Terms and Definitions

**Co-op work permit:** allows an international student to work in a co-op or internship placement if the work is an essential part of their academic program

**International student:** is a foreign national authorized to study in a designated learning institution

**IRCC (Immigration, Refugees and Citizenship Canada):** is the Canadian government department responsible for matters related to immigration, refugees and citizenship

**RISIA (Regulated International Student Immigration Advisor):** holds a professional license by the College of Immigration and Citizenship Consultants and is authorized to provide advice to international students in Canada

**Study Permit:** is a document issued by IRCC that allows a foreign national to study at a designated learning institution in Canada

**Work Permit (WP):** is a document issued by IRCC that allows a foreign national to work in Canada for a specific employer and duration (closed WP) or for any employer (open WP)



Scan to learn more terms and definitions