



TCWC

TRI-CITIES WELCOMING COMMUNITIES

tcwcp.successbc.ca

The Tri-Cities Welcoming Communities Project

The communities of Coquitlam, Port Coquitlam and Port Moody attract a significant share of immigrants to Metro Vancouver. Immigrants and refugees are offered an array of settlement and support services, but research shows that basic settlement services alone are not enough to integrate and retain new immigrants. What makes the difference is a community's overall receptivity.

The Tri-Cities Welcoming Communities Project was born out of that recognition. In partnership with 21 government and community stakeholders and Welcome BC, TCWCP aims to dramatically improve our capacity to be welcoming communities for newcomers to Canada.

Several initiatives are underway. A Workplace Integration program addresses problematic gaps in understanding between newcomers and potential employers. The goal? To grow the capacity of workplaces to be more welcoming, so that newcomers can settle more quickly and in turn contribute more to the local economy.

Welcoming Spaces follows from research showing that when immigrants develop a sense of belonging they are much more likely to stay in the community and contribute positively. The Tri-Cities Service Map provides a comprehensive, community-based database, representing and highlighting the services and supports of the Tri-City area as a community. And Our Home, Our Stories identifies and highlights the nature and special features of immigration within the Tri-Cities.

THE RIGHT WORKERS IN THE RIGHT PLACE AT THE RIGHT TIME

HOW CANADA'S IMMIGRATION SYSTEM RESPONDS TO LABOUR MARKETS AND ECONOMIC DEMAND

Most Immigrants Are Job Seekers

The primary goal of Canada's immigration system is to serve the country's economic needs, and the proportion of economic class immigrants has been gradually growing. In recent years these have accounted for more than 60% of all newcomers to Canada and B.C., compared to less than 50% in the early 1990s.

2012 figures:

	Canada	B.C.
Economic class:	160,617	22,481
Family class:	64,901	11,831
Refugees:	23,056	1,429
Others:	8,936	835

In 2012 immigrant landings in B.C. totalled 36,176

Source: Citizenship and Immigration Canada

Employers Have Access To Several Distinct Channels

There are several programs designed to settle immigrants and fill jobs. Prospective employers can select from the option that best suits their situation. And hiring a newcomer need not involve anything more complicated than hiring a native Canadian. The majority of immigrants already landed entered using these and predecessor programs. They represent an excellent pool of qualified job candidates already present in the community.

Federal Skilled Worker Program

Historically this has been the primary program used to qualify and admit economic class immigrants. Significantly amended in 2013, the program is now geared primarily to medical and engineering fields, and emphasizes youth, language facility and streamlined processing to fill specific needs. Some newcomers qualify without a job offer by meeting criteria based on current employment needs, in this way adding to the available labour pool. Or employers can improve the chances of a candidate's approval by making a job offer, which in most cases must be supported with a Labour Market Opinion, verifying the genuine nature of the job and lack of success in hiring a Canadian or permanent resident. By restricting admission to specified fields, the program promises greater flexibility and much shorter backlogs averaging no more than one year. In 2012, under the old program, there were 9,940 immigrant landings in B.C. under this category.

For the list of 2013-14 eligible occupations see: <http://www.cic.gc.ca/english/immigrate/skilled/apply-who-instructions.asp?expand=jobs#jobs>



WelcomeBC

This project is made possible through funding from the Government of Canada and the Province of British Columbia.

Other Specialized Programs

Live-in Caregiver Program

A program geared to those who provide care for children, elderly persons or persons with disabilities in private homes without supervision. Live-in caregivers must live in the private home where they work in Canada. In 2012 there were 1,804 immigrant landings in B.C. under this category.

Canadian Experience Class

This provides a path to permanent residency for temporary foreign workers, international students and others who have been working in Canada. Changes announced in 2013 will result in the admittance of up to 15,000 in this class in 2014, combined with a streamlined process and shorter backlogs. At the same time, there are new criteria emphasizing language skills and limiting or restricting entries in certain occupations. In 2012 there were 1,611 immigrant landings in BC under this category.

Temporary Foreign Worker Program enables employers to hire foreign workers on a temporary basis. Changes announced in 2013 impose stricter requirements on employers wishing to use this program.

Additional Resources

Citizenship and Immigration Canada site for prospective employers:

www.cic.gc.ca/english/hire/index.asp

Citizen and Immigration Canada guide for small and medium-sized businesses: www.credentials.gc.ca/employers/roadmap/index.asp

Guide to the BC Provincial Nominee program: www.welcomebc.ca/Immigrate/About-the-BC-PNP.aspx

A handy guide created by the Central Okanagan Economic Development Commission: www.investkelowna.com/workforce-development

Federal Skilled Trades Program

Launched in 2013, and incorporating some functions of the old Skilled Worker Program, this program identifies specific trades experiencing labour shortages and provides a streamlined immigration process for up to 3,000 experienced tradespeople a year. Advantages for employers include the creation of a larger pool of locally available workers, streamlined processes for admitting incoming tradespeople, and, in some cases, a waiving of the necessity to receive a Labour Market Opinion when doing so. The following list of qualifying trades is broken into two categories, high and moderate demand. Admissions in the latter category are capped at a low annual level. The lists will be amended as conditions dictate.

Occupations in high demand

- Machinists and machining and tooling inspectors
- Sheet metal workers
- Structural metal and plate work fabricators and fitters
- Ironworkers
- Welders and related machine operators
- Electricians (except industrial and power system)
- Industrial electricians
- Power system electricians
- Electrical power line and cable workers
- Telecommunications line and cable workers
- Telecommunications installation and repair workers
- Plumbers
- Steamfitters, pipefitters and sprinkler system installers
- Gas fitters
- Construction millwrights and industrial mechanics
- Heavy-duty equipment mechanics
- Refrigeration and air conditioning mechanics
- Railway car men / women
- Aircraft mechanics and aircraft inspectors
- Elevator constructors and mechanics
- Crane operators
- Drillers and blasters - surface, mining, quarrying and construction
- Water well drillers
- Underground production and development miners
- Oil and gas well drillers, servicers, testers and related workers
- Petroleum, gas and chemical process operators

Occupations in moderate demand

- Contractors and supervisors, electrical trades and telecommunications occupations
- Contractors and supervisors, carpentry trades
- Contractors and supervisors, other construction trades, installers, repairers and servicers
- Carpenters
- Contractors and supervisors, mechanic trades
- Contractors and supervisors, heavy equipment operator crews
- Supervisors, logging and forestry
- Supervisors, mining and quarrying
- Contractors and supervisors, oil and gas drilling services
- Logging machinery operators
- Agricultural service contractors, farm supervisors and specialized livestock workers
- Supervisors, mineral and metal processing
- Supervisors, petroleum, gas and chemical processing and utilities
- Supervisors, plastic and rubber products manufacturing
- Central control and process operators, mineral and metal processing
- Power engineers and power systems operators
- Water and waste treatment plant operators

Applications capped at 100 per year Canada-wide

For more information on all federal programs: www.cic.gc.ca/english/hire/

Provincial Nominee Program

Introduced in 1999 but widely utilized only in the past few years, B.C.'s provincial nominee program can streamline the hiring process in cases where positions cannot be filled with Canadian workers. The program is especially geared to health care professionals, international graduates of Canadian post-secondary institutions, skilled workers in select eligible occupations and semi-skilled workers in select food and hospitality, transportation and food-processing occupations. The onus is on the employer to find a qualified foreign worker and to file a joint application with that worker. In 2012 there were 5,932 immigrant landings in B.C. under this category.

For more information: www.welcomebc.ca/Immigrate/About-the-BC-PNP.aspx