

# Accessing Global Talent

Fall 2025

## A guide for employers in Northeast, BC



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

Canada

# Key Concepts



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# Immigration Levels Plan

## Key Concepts

In 2025, Canada aims to welcome:

**395,000**

permanent residents

▼ 21%

from 2024

**305,900**

new students  
needing study permits

▼ 10%

from 2024

**367,750**

new temporary workers  
needing work permits

▼ 16%

from 2024



# Labour Market Impact Assessment (LMIA)

## Key Concepts

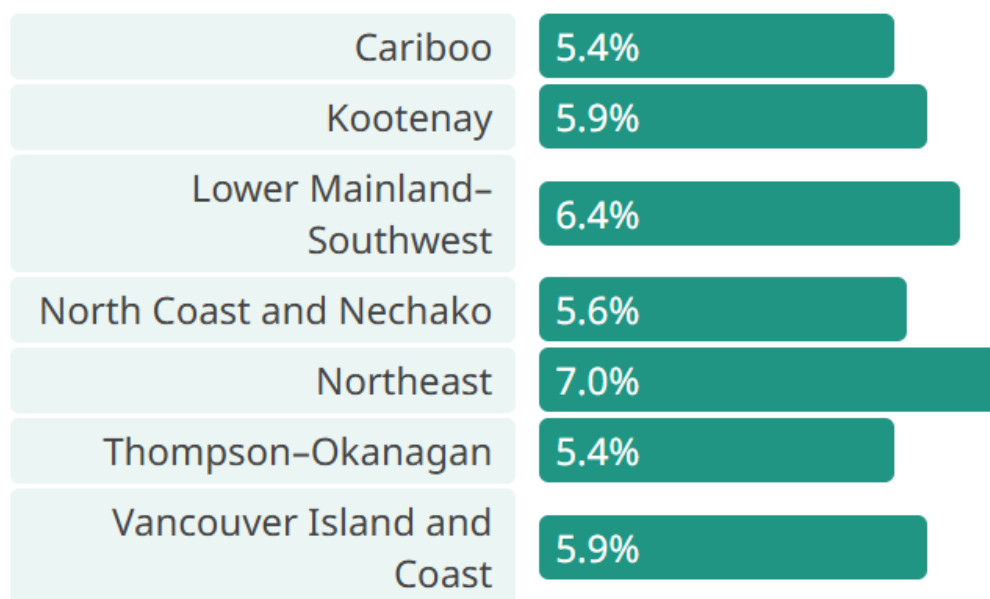
A [Labour Market Impact Assessment](#) is a document that an employer **may** need before hiring a foreign worker.\*

An **LMIA** confirms:

- ✓ there is a need for a temporary foreign worker, **and**
- ✓ no Canadians or permanent residents are available to do the job

\*Process completed with **Employment and Social Development Canada (ESDC)** prior to hiring a foreign worker.

### Unemployment rate by region



The unemployment rate was **lowest in Cariboo** and **highest in Northeast**.



Source: [Labour Market Indicators: By province, territory and economic region, unadjusted for seasonality](#)

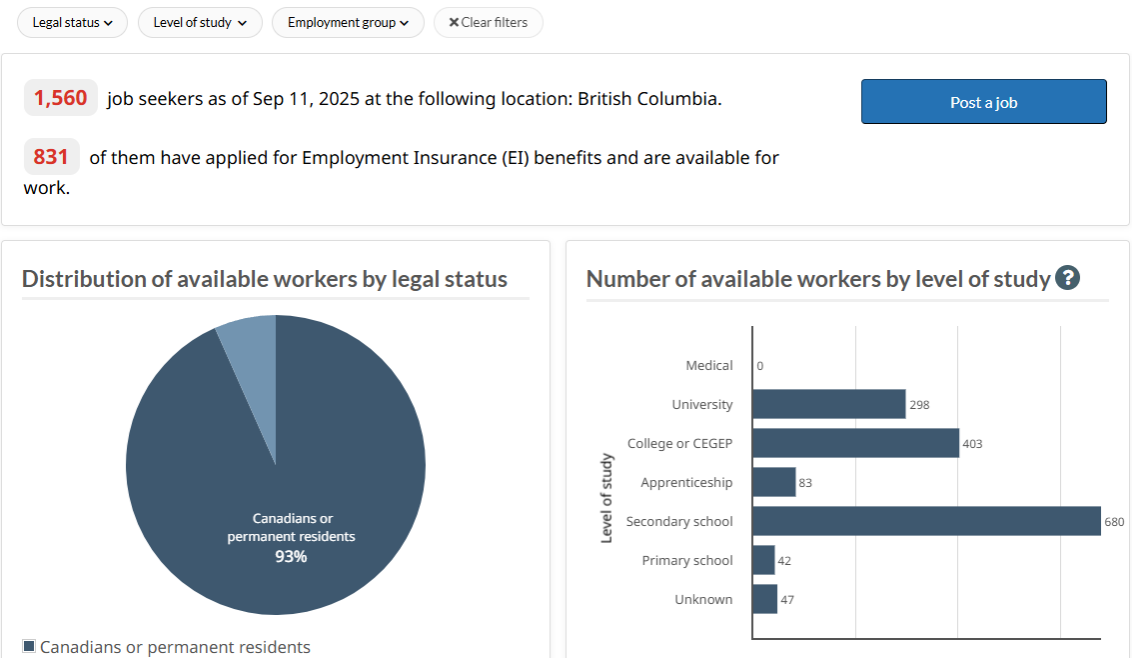
# Available Workers in Canada

## Key Concepts

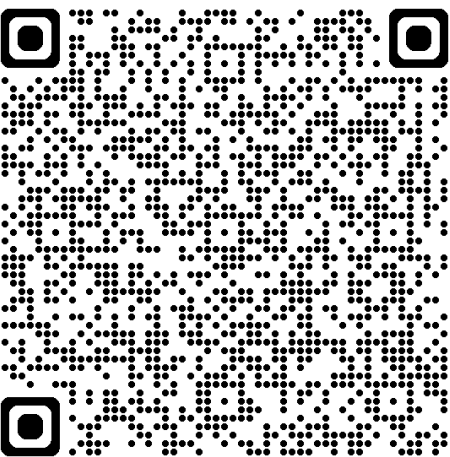
### Find workers with the right skills

Over **839,845** workers are looking for work right now.

Use the **Available Workers Dashboard** to find out where Canadian workers are with the right skills. Simply search an occupation to discover the number of workers looking for a job locally or nationwide. The data comes from Canadian workers who have registered and used Job Bank in the last four months.



### Available Worker Dashboard:



# Two Work Permit Programs

## Key Concepts

### Temporary Foreign Worker Program (TFWP)

- Employer registers with the [Province of BC](#)
- Employer applies for LMIA
  - ✓ \$1000/position
  - ✓ Up to 60 days processing time
- Employee applies for work permit

### International Mobility Program (IMP)

- LMIA Exempt
- Employer submits job offer in Employer Portal
  - ✓ \$230 fee
  - ✓ Receive “A number”
- Employee applies for work permit



# Employer Specific vs. Open Work Permits

## Key Concepts

### Employer Specific Work Permit

Authorizes work according to conditions listed:

- Specific employer
- Duration of employment
- Location of employment

\*Employer **must submit** a LMIA / LMIA-exempt job offer

### Open Work Permit

Allows individual to work for any employer.

Only issued in [specific situations](#).

\*Employer not required to submit LMIA / LMIA exempt job offer



# International Mobility Program

## Labour Market Impact Assessment Exemptions

### Significant Benefit



- ❖ RCIP/FCIP
- ❖ Francophone Mobility
- ❖ Significant Benefit (C10)

### International Agreements



- ❖ Reciprocal Employment
- ❖ International Experience Canada

### Provincial / Territorial Agreements



- ❖ PNP Nominee Program



# Rural & Francophone Community Immigration Pilot (RCIP/FCIP)




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# Pilot Programs – Rural Community Immigration Pilot (RCIP)

Attract & Retain  
Skilled Workers

A photograph of two men, one Black and one white, smiling and looking towards the right. They are outdoors in a field.

A community based economic pathway to permanent residence specifically for candidates residing in a designated RCIP community and working in specific industries and NOC codes.

Participating  
community  
designates  
employers

Designated  
employer  
identifies  
candidates

Community  
issues  
recommendation  
to candidate

Candidate  
submits  
immigration  
application

RCIP Northeast BC: <https://www.nebcimmigration.ca>



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# Federal Eligibility Criteria

RCIP/FCIP

Candidates must meet federal eligibility criteria:

- ☐ Job Offer
- ☐ Work Experience / Recent Graduate Exemption
- ☐ Education
- ☐ Language
- ☐ Intent to Reside

**Note:** Candidates not already working in Canada, will need to provide proof of settlement funds.



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# Work permits under RCIP

RCIP/FCIP

## Designated Employer

- Obtain community recommendation
- Register online in IRCC's employer portal
- Submits an Offer of Employment within the portal (LMIA exemption code C15)
- Pay \$230 compliance fee to generate "A number"

## Applicant

- Apply for RCIP Permanent Resident application to IRCC
- Obtain "A number" from employer
- Apply to IRCC for a work permit
- Pay fees
  - \$155 work permit fee
  - \$85 biometric fee
- Include medical exam (if needed)



Step by step instructions for employers submitting a LMIA exempt job offer

**Employer portal questions:**

[IRCC.EmployerPortal-  
Portailemployeur.IRCC@cic.gc.ca](mailto:IRCC.EmployerPortal-Portailemployeur.IRCC@cic.gc.ca)



# Temporary Programs



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# Other Options

## Temporary Programs

**Contact us to  
discuss your talent  
needs.**



# International Mobility Program – Francophone Mobility

## Labour Market Impact Assessment Exemptions



### Employer Benefits

- LMIA exemption, saving time and fees
- Support from IRCC to find candidates abroad
- Tap into new markets and international networks
- Settlement support and pathway to permanent residence

### Worker Eligibility

- Intermediate French level, the language of the workplace can be English
- Live and work outside of Quebec
- **Any TEER level** - except primary agricultural occupations



# Free Recruitment Services

## Francophone Mobility

Jobs posted on [public employment agencies](#) websites:

- Complete the job profile form in both [English](#) and [French](#)
- Send form to the [Dedicated Service Channel](#)



Benefits:

- Pre-selection of candidates
- Possibility of testing



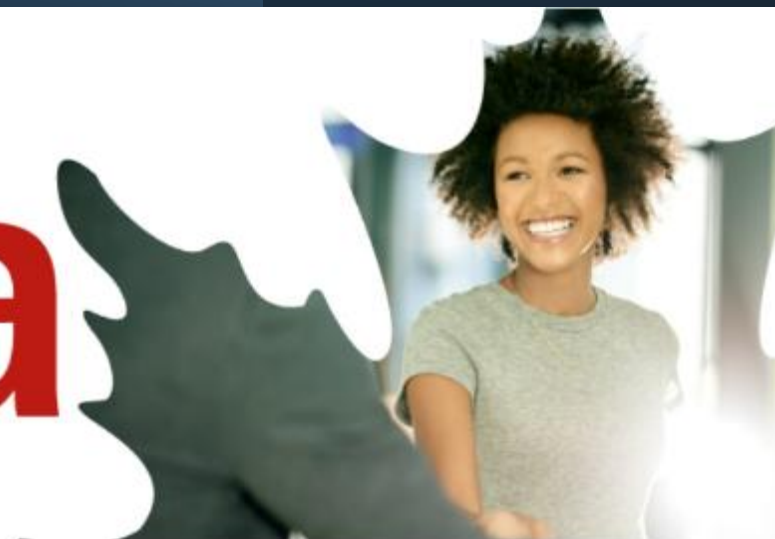
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# DESTINATION Canada

## FORUM MOBILITÉ



**Education-Early Childhood Online:** November 20 – 22, 2025

**Online:** February 2 – 4, 2026

**Tunis, Tunisia:** Week of February 9, 2026

**Paris, France:** February 14, 2026



# International Mobility Program -- IEC

## Labour Market Impact Assessment Exemptions



International Experience Canada (IEC) gives international youth the opportunity to travel and work in Canada for up to 2 years.

- Between ages 18 – 35
- 37 partner countries

Learn more about [working in Canada using a Recognized Organization \(RO\)](#).



# Retention



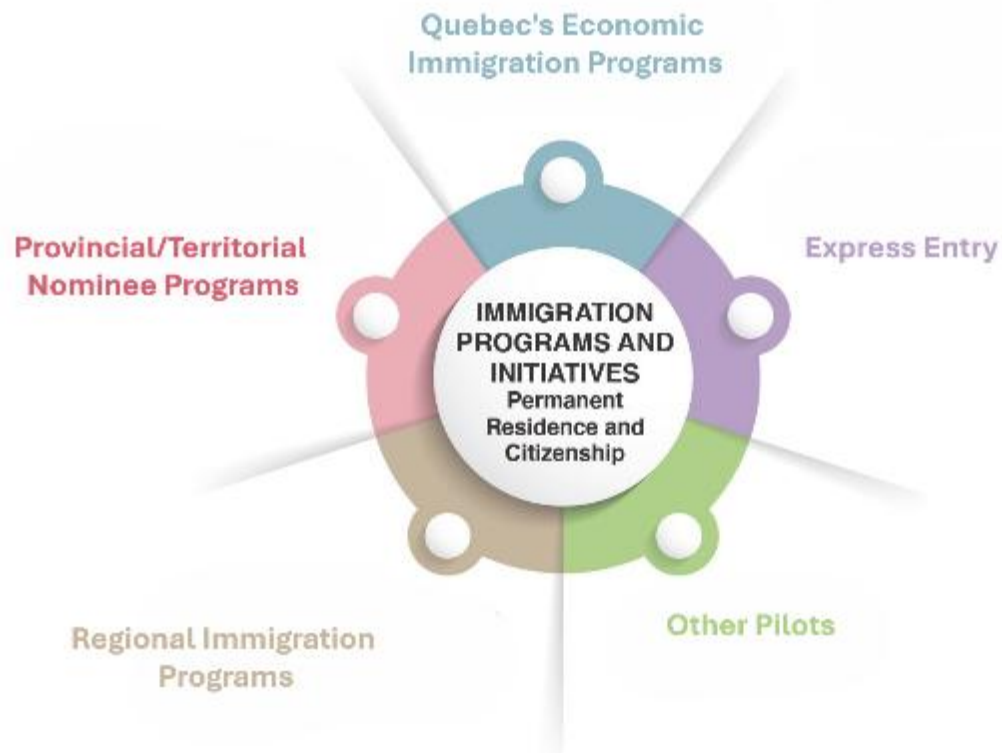
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# Retention

## Permanent Resident Options



# Express Entry (EE) – Category Based Selection

Attract & Retain  
Skilled Workers



Categories designed to meet identified economic goals:

- ☐ French-language proficiency
- ☐ Healthcare occupations
- ☐ Science, Technology, Engineering and Math (STEM) occupations
- ☐ Trade occupations
- ☐ Agriculture and agri-food occupations
- ☐ Education Occupations



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# Employer Compliance & Fraud Prevention



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### Examples of fraud:

- Fake job offers
- Fake or fraudulent documents
- Illegally buying or selling labour market impact assessments
- Using unauthorized consultants/practitioners
- Misrepresentation – document fraud, incorrect information
- Fraudulent LMIA—advertising false positions, fabricating job offers

If you have information about immigration fraud in Canada, please report this information to the [Canada Border Services Agency \(CBSA\)](#): 1-888-502-9060.



# Employer Obligations

## Fraud & Compliance



Give worker [information about their rights](#) and a copy of the employment agreement.



Ensure worker has work permit and follow the conditions on the permit.



Ensure wages, conditions and occupation match what was listed in the offer of employment or LMIA.



Comply with provincial, territorial or federal employment laws.



Make sure that temporary workers aren't charged any recruitment fees.

*Further information about employer inspections and obligations:*



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# Working with the DSC

## Resources



Provides information sessions to employers.

One-on-one meetings with employers to discuss immigration pathways.

Assists with questions during application submission and processing.

Collects insights to inform immigration programs and policies.



# Frequently Asked Questions



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**Q:** What can I do to ensure my employee remains in the community after receiving PR?

**A:** Every permanent resident and citizen of Canada has the right to move and take up residence in any province and to pursue a livelihood in any province as per the Charter of Rights and Freedoms.

Employers may wish to focus on fostering a positive and supportive workplace environment. By offering meaningful employment experiences, opportunities for growth and community integration, companies can increase the likelihood that employees will choose to remain with them over the long term.



## Summary of Findings

Five core factors influence intention to stay in Canada permanently, even after accounting for key demographics. A one percentage point (pp) increase in any one of the following factors leads to a multiple percentage point increase in intention to stay in Canada permanently.

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**Optimism** about the future in Canada (↑28pp)

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**Identity** and belonging (↑25pp)

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**Sense of stability** and security (↑16pp)

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**Confidence** in Canadian institutions (↑15pp)

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**Optimism** about the Canadian economy (↑14pp)

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Among these, **optimism about the future** (+28pp) and **identity and belonging** (+25pp) emerge as the **strongest motivators**.

Download the full report:  
<https://lnkd.in/gQvtfp7>

# Help Us Help YOU!

Share your feedback.



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# Need More Information?

**Contact an Outreach officer:**  
[promotion@cic.gc.ca](mailto:promotion@cic.gc.ca)

Darcy Bromley  
[Darcy.Bromley@cic.gc.ca](mailto:Darcy.Bromley@cic.gc.ca)

Janet Fan (Francophone Immigration)  
[Janet.Fan@cic.gc.ca](mailto:Janet.Fan@cic.gc.ca)

