

# Employers' Role in Immigration and Accessing International Labour

Given the skills and labour shortages affecting employers and the need for flexible human resource solutions, employers have a growing stake in selecting who comes to Canada.

"The creation of a modernized, efficient economic immigration program for Canada provides an opportunity for an increased role for employers in selecting economic immigrants. Such a role could facilitate a better match between skilled immigrant supply and labour market demand, which we know to be of concern to Canadian employers, and Canadians as a whole."<sup>1</sup>



Following consultation with business communities, both the Province of Ontario and Government of Canada have responded with the following programs:

## 1 OPPORTUNITIES ONTARIO: PROVINCIAL NOMINEE PROGRAM

Ontario's Provincial Nominee Program helps employers to meet their human resource challenges by recruiting foreign workers and international students.

**LEARN MORE** → <http://www.ontarioimmigration.ca/en/pnp/index.htm>

## 2 TEMPORARY FOREIGN WORKER PROGRAM

Employment and Social Development Canada manages this program which supports employers to fill both high and low-skilled labour needs.

**LEARN MORE** → [http://www.esdc.gc.ca/eng/jobs/foreign\\_workers/index.shtml](http://www.esdc.gc.ca/eng/jobs/foreign_workers/index.shtml)

## 3 EXPRESS ENTRY

In January 2015, Citizenship and Immigration Canada (CIC) launched this new electronic system to manage applications for permanent residence under certain economic immigration programs. Canadian employers can hire Express Entry candidates to meet labour needs when Canadians or permanent residents are not available to fill job vacancies. Later in 2015, Job Bank will introduce a matching function to more easily connect eligible employers with Express Entry candidates.

**LEARN MORE** → <http://www.cic.gc.ca/english/immigrate/express/express-entry.asp>

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