



Discovering International Talent

with Northern Policy Institute and SEO

Sherry Mayer, Anglophone International & Community Matchmaker,
Northeastern Ontario

Stephanie Cotnoir, Francophone Employability & Entrepreneurship
Advisor
Northern Ontario



Who we are and what we do....



We work in two main areas....

- Immigrants currently residing within northern communities that hold temporary residence status (TR), such as students and post graduates
- Internationals seeking immigration to Northern Ontario, under immigration programs such as Francophone Mobilite, Express Entry, RNIP and more.

Temporary Residents....

A foreign national has temporary resident status when they have been found to meet the requirements of the legislation to enter and/or remain in Canada as a visitor, student, worker., or temporary resident permit holder. Only foreign nationals physically in Canada hold temporary resident status- *Immigration, Refugees and Citizenship Canada*

Fun Facts.....

- Between 2014-2019, 39,785 unique individuals obtained temporary permits in Northern Ontario
- 27,390 of those were study permits
- 12,720 were work permits
- The most common languages spoken by study permit holders in Northern Ontario are:
 - Punjabi
 - English
 - Chinese
- English is the most common language spoken by work permit holders in Northern Ontario
- The number of TR permits issued has been increasing in Northern Ontario every year since 2015



Post-Graduate Work Permit

- The Post-Graduation Work Permit Program (PGWPP) allows students who have graduated from eligible Canadian [designated learning institutions](#) (DLIs) to obtain an open work permit to gain valuable Canadian work experience. Skilled Canadian work experience in National Occupational Classification (NOC) skill type 0 or skill level A or B that is gained through the PGWPP helps graduates qualify for permanent residence in Canada through the Canadian experience class within [Express Entry](#).
- <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/temporary-residents/study-permits/post-graduation-work-permit-program.html>



Post-Graduate Work Permit

- Open work permit.
- Can work for any employer.
- No restrictions on hours of work.
- Only eligible once in a lifetime.
- Is the same length of their study period (eg: over 8 months = 1 year PGWP, minimum 2 years = 3 year PGWP)
- Have 90 days to apply after receiving final marks and proof of completion of studies.

Post-Graduate Work Permit

Q: Are graduates eligible to work while they are waiting to receive their post-graduation work permit?

A: YES, if:

- They apply for a work permit before the expiry of their study permit
- They have completed their program of study
- They met the requirements for working off campus without a work permit
- They didn't exceed the maximum off campus hours



Why Hire International Talent?

- Opportunity to bring a new perspective into your workplace
- Benefit from language fluency in multiple languages, improving communications in the workplace
- Link to global markets
- Engage cultural knowledge and apply it to your business practices
- Recruit bright new international graduates for today and tomorrow, helping to contribute to the growth of northern economy

Best Practices for Employers

Employers should consider taking the below steps in best practices:

- Implement an internal policy for hiring internationals and ensure the internal policy is communicated to the hiring managers and human resource departments;
- Request a copy of the applicant's Study Permit and Work Permit (if applicable);
- Review the Study Permit to ensure there is a notation that authorizes the applicant to work in Canada pursuant to section 186(v) of the *IRPR*;
- Review the Work Permit (if applicable) to ensure that it is an open Work Permit and not a closed Work Permit tied to a previous employer;
- Review the Study Permit and Work Permit (if applicable) to ensure there is no special notation or condition that prevents the applicant from accepting the job offer; and
- Request an official letter from the applicant's designated learning institution confirming that the applicant is enrolled and is in good academic standing.

Helping Immigration Partners, Employers and Stakeholders





The Francophone Mobility program

To promote Francophone immigration in Francophone minority communities, as of June 1, 2016, foreign nationals who are destined for a province or territory outside Quebec and qualified under National Occupational Classification (NOC) 0, A or B may be eligible for an exemption from the Labour Market Impact Assessment (LMIA) requirement under [paragraph 205\(a\)](#) of the Immigration and Refugee Protection Regulations (IRPR).

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/temporary-residents/foreign-workers/exemption-codes/canadian-interests-significant-benefit-mobilite-francophone-r205-exemption-code-c16.html>

Francophone Mobility program in fact

- Candidates qualified to work in managerial, professional, technical or skilled trades occupations (NOC 0, A or B)
- The foreign national's habitual language of daily use is French; however, the language of work does not have to be French (exemption code C16, exemption for LMIA)
- Work close permit (associated with your business)
- Employer compliance fee: 230\$
- Delay : 3 months
- Duration of the contract: 12, 18, 24 months accordind to your needs.

Example of admissible positions at the FM

NOC 0	NOC A	NOC B
Purchasing managers	Geological engineers	Administrative assistants; Executive assistants
Corporate Sales Directors	Mining engineers	Computer network technicians; System administrator
Computer systems managers	Consultants and program officers in natural and applied sciences	Biological technologists and technicians;
Financial services manager	Computer engineers	Welder; Welding and brazing machine operators; Carpenter; Fitter
Manufacturing managers	Hardware engineer	Motor vehicle, truck and bus mechanics and repairs
Managers in natural resources production and fishing	College teachers and other professional training instructors	Contractors and supervisors in landscaping

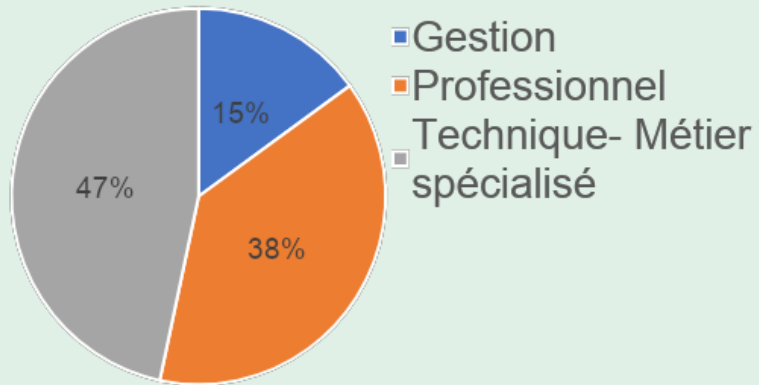


How we can help you to connect with the candidates?

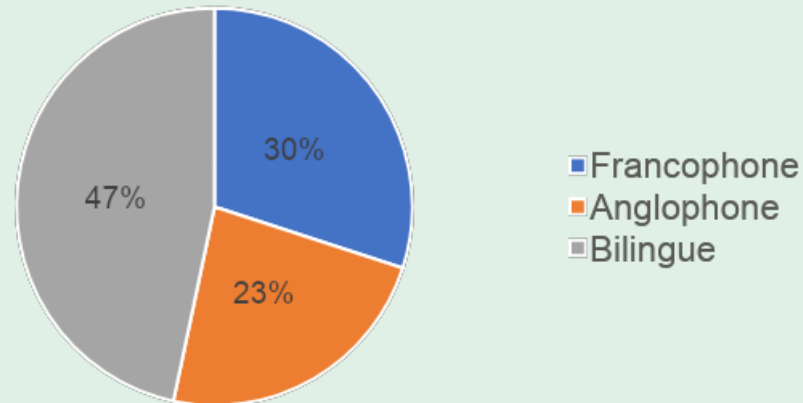
- Participate to Destination Canada
- Offer Match maker services to international candidates
- Maintain an large pool candidates eligible to MF
- Refer candidates in relation with you needs
- Support as part of your application

The Pool candidates of the Matchmaker program

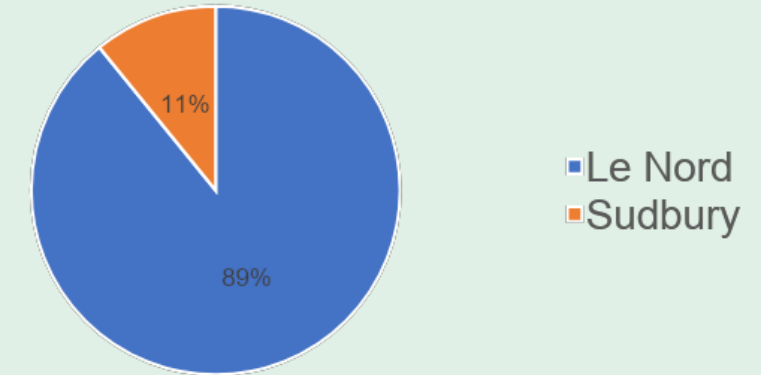
Catégories de postes



Langues parlées



Lieu d'établissement





How to enjoy those benefits?

Contact International & Community Matchmaker team:

- smayer@northernpolicy.ca
- scotnoir@seo-ont.ca



“Our strength is found in our differences and we strive to embrace diversity in all that we do”

City of Greater Sudbury

Project Partners



International
& Community
Matchmaker

Intermédiaire
communautaire
et international

NORTHERN
POLICY INSTITUTE
INSTITUT DES POLITIQUES
DU NORD



Northwest/Nord-Ouest



North Superior
Workforce Planning Board



Funded by:



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Northeast/Nord-Est



**Chambre de
commerce**
du Grand Sudbury



**Sudbury
& Manitoulin**

Workforce Planning

Planification en
main-d'oeuvre



Question Period....

Resources

- [Study Permits: Off-campus work – IRCC](#)
- [Canada: Hiring International Students – What Employers Need To Know](#)
- [Work in Canada After Graduation](#)
- [Immigration and Refugee Protection Regulations](#)



**Thank you • Merci
Miigwech • Marsee • ΡαλάδΓΝΨ**

