

The following resources were compiled during the research update process for AMSSA's 2018 provincial engagement strategy, *Immigration for BC's Future*.

The links and resources below provide information on immigration updates, the benefits of immigration, newcomer statistics and demographics, BC labour market information, strategies for workplace and community integration, and best practices for employers and industries hiring newcomers.

Compiled by Jessie Murphy, Masters of Public Policy and Administration candidate at Adler University in Vancouver in collaboration with AMSSA.

## Immigration Data

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### IRCC OPEN GOVERNMENT DATA

[https://open.canada.ca/data/en/dataset?\\_organization\\_limit=0&organization=cic](https://open.canada.ca/data/en/dataset?_organization_limit=0&organization=cic)

Includes regularly updated in-depth data on the number of new permanent residents, refugee, refugee claimants, work and study permit holders, settlement service clients, etc. from 2015 to 2019. Information is organized by NOC code, province or territory, metropolitan area, gender, age, and other categories and is available in English and French.

### BC PNP STATISTICAL REPORT 2018

<https://www.welcomebc.ca/getmedia/c750fb86-d721-49e1-a9d0-460a9d06a451/BC-PNP-Statistical-Report-2018.pdf.aspx>

A breakdown of the 6,500 BC Provincial Nominee Program nominations, organized by program, source country, occupation, and region.

## Current BC Immigration Pilot Programs

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### ENTREPRENEUR IMMIGRATION REGIONAL PILOT

<https://www.welcomebc.ca/Immigrate-to-B-C/BC-PNP-Entrepreneur-Immigration/EI-Regional-Pilot-Community-Profiles>

The Entrepreneur Immigration Regional Pilot is part of the BC Provincial Nominee Program. It aims to encourage investment in smaller communities by allowing them to refer foreign entrepreneurs who will meet the needs of the local economy. Applications through this program are prioritized and a designated concierge provides communities with support and information.

### BC PNP TECH PILOT

<https://www.welcomebc.ca/Immigrate-to-B-C/B-C-Provincial-Nominee-Program/BC-PNP-Tech-Pilot>

The BC Provincial Nominee Tech Pilot was designed to ensure the technology sector in BC can attract and retain foreign workers. The pilot targets 29 in-demand tech occupations. Applicants with at least a one year job offer in one of these occupations can apply for this fast-tracked process to permanent residency. The pilot has been extended until June 2020.

## RURAL AND NORTHERN IMMIGRATION PILOT

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-northern-immigration-pilot.html>

The Rural and Northern Immigration Pilot (beginning January 2020) offers smaller communities the opportunity to recommend candidates for permanent residency who intend to live in the community and meet its specific needs. Vernon and West Kootenay (Trail, Castlegar, Rossland and Nelson) are part of this federal program.

## Recent Immigration Related Government Actions

### MINISTRY OF JOBS, ECONOMIC DEVELOPMENT AND COMPETITIVENESS (8 FEBRUARY 2019) EXPANDED SETTLEMENT SERVICES BENEFIT NEWCOMERS

<https://news.gov.bc.ca/releases/2019JTT0002-000194>

The ministry of Jobs, Economic Development and Competitiveness increased funding for BCSIS and Career Paths for Skilled Immigrants by 45% in early 2019.

### TEMPORARY FOREIGN WORKER PROTECTION ACT (SBC 2018, C-45)

<http://www.bclaws.ca/civix/document/id/complete/statreg/18045>

This BC law prevents exploitation of temporary foreign workers by establishing an online registry for designated employers and recruiters. It also established strict penalties for employers who mistreat their workers, with fines of up to \$100,000.

### OFFICE OF THE HUMAN RIGHTS COMMISSIONER

<https://www2.gov.bc.ca/gov/content/governments/about-the-bc-government/poverty-reduction-strategy>

The BC Human Rights Commission was reinstated in 2018 after being abolished in 2002. BC's human rights system now includes the Office of the Human Rights Commissioner, the Human Rights Tribunal and the Human Rights Clinic. Links to research and reports, as well as the tribunal and clinic, are available on this website.

## BC Labour Market

### BRITISH COLUMBIA LABOUR MARKET OUTLOOK: 2019 EDITION | GOVERNMENT OF BRITISH COLUMBIA

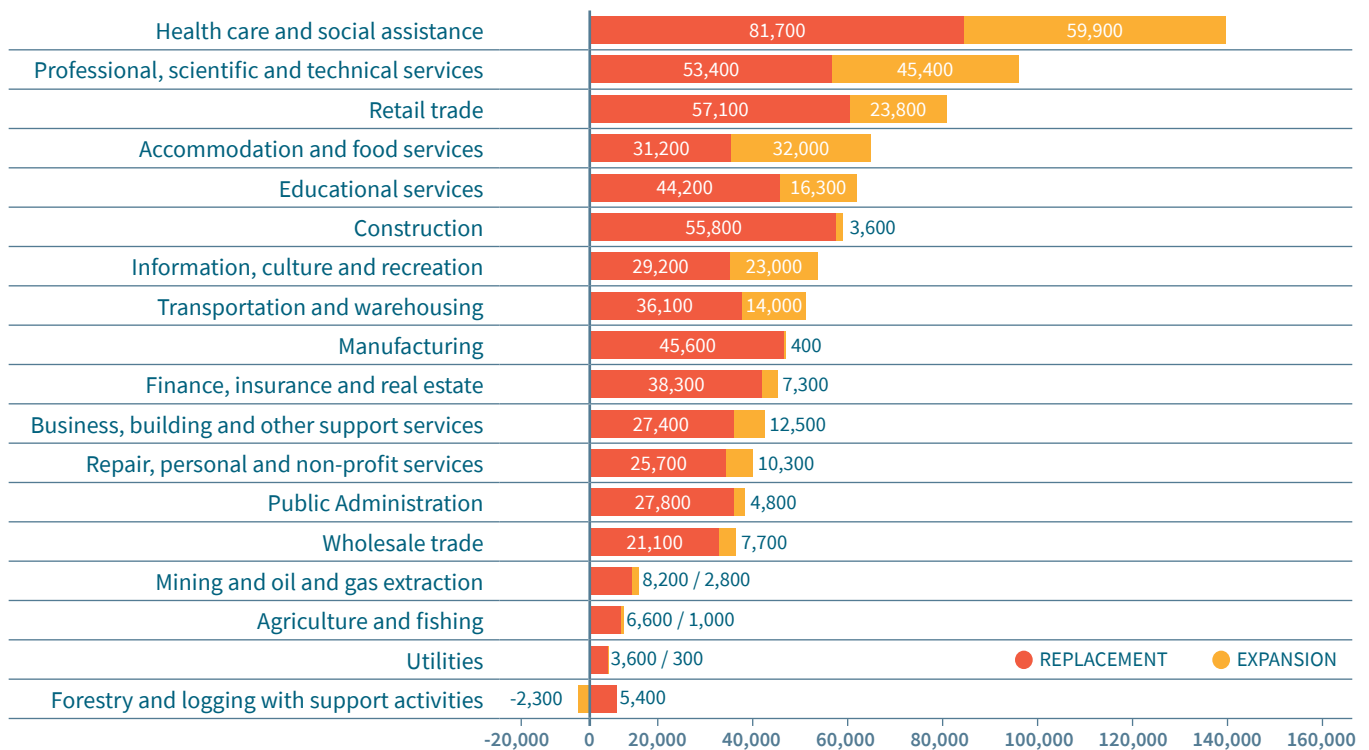
[https://www.workbc.ca/getmedia/18214b5d-b338-4bbd-80bf-b04e48a11386/BC\\_Labour\\_Market\\_Outlook\\_2019.pdf.aspx](https://www.workbc.ca/getmedia/18214b5d-b338-4bbd-80bf-b04e48a11386/BC_Labour_Market_Outlook_2019.pdf.aspx)

Detailed labour market projections from 2019-2029, including high opportunity occupations, sources of new labour force, and regional outlooks. New immigrants will fill 31% of new job openings in BC over the next ten years. Health Care and Social Assistance will account for the most job openings (141,700), followed by Professional, Scientific and Technical Services (98,800).

#### LABOUR MARKET OUTLOOK HIGHLIGHTS, BC 2019-2029

<b>Total Job Openings</b>	<b>903,000</b>	<b>100%</b>
Economic Growth (Expansion)	263,000	31%
Replacement	598,000	69%
<b>Supply Additions</b>	<b>903,000</b>	<b>100%</b>
Young People Starting Work	480,000	56%
Immigrants	263,000	31%
Migrants From Other Provinces	69,000	8%
Additional Supply Requirement	130,000	6%

## JOB OPENINGS BY MAJOR INDUSTRY GROUP, BC 2019-2029



### B.C. & REGIONAL PROFILES | WORKBC (2018)

<https://www.workbc.ca/Labour-Market-Industry/Regional-Profiles.aspx>

An interactive website with information on population, demographics, major industries, and labour market outlooks for the seven regions of BC.

### SITUATION CRITICAL: A MADE-IN-BC PLAN TO ADDRESS THE SENIORS CARE LABOUR SHORTAGE BC CARE PROVIDERS ASSOCIATION

<http://bccare.ca/wp-content/uploads/2018/06/Situation-Critical-June-2018.pdf>

The health care and social assistance sector make up the largest number of job openings in BC, and healthcare occupations are facing critical labour shortages. This report outlines the healthcare assistant shortage in BC. Recommendations include offering post-graduate work permits to international students at private post-secondary institutions and removing barriers to credential recognition for internationally trained healthcare workers.

### TECHTALENTBC REPORT | BC TECH ASSOCIATION(2016)

[https://www.workbc.ca/getmedia/8d38ac6f-82d4-4db1-b0bf-ac0f77d78af5/2016\\_TechTalentBC\\_Report.pdf.aspx](https://www.workbc.ca/getmedia/8d38ac6f-82d4-4db1-b0bf-ac0f77d78af5/2016_TechTalentBC_Report.pdf.aspx)

The technology sector has the second-highest number of new job openings of all industries in BC. This report examines the labour shortfall in the technology sector and calls for increased immigration and skill development programs for newcomer talent. This report was instrumental in the decision to create the BC PNP Tech Pilot.

### BC CHAMBER OF COMMERCE: SUPPORTING THE LABOUR NEEDS OF TODAY AND TOMORROW B.C. PROVINCIAL NOMINEE PROGRAM

<http://www.bcchamber.org/policies/supporting-labour-needs-today-and-tomorrow-bc-provincial-nominee-program>

BC needs up to 32,000 additional skilled workers between 2017 and 2025 to meet projected labour market needs. This statement by the BC Chamber of Commerce supports increasing BC PNP allocations in order to meet BC's labour market needs and support economic growth.

## International Education

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**AN ASSESSMENT OF THE ECONOMIC IMPACT OF INTERNATIONAL EDUCATION IN BRITISH COLUMBIA: AN UPDATE IN 2017 | BRITISH COLUMBIA COUNCIL FOR INTERNATIONAL EDUCATION (MAY 2019)**  
<https://bccie.bc.ca/wp-content/uploads/2019/07/Kunin-report-2019.pdf>

This report examines the economic impact of the 150,000+ international students in BC. International students spent \$4.7 billion on tuition and living expenses in 2017, making international education BC's third-largest export.

**INTERNATIONAL STUDENTS IN BC'S EDUCATION SYSTEMS: SUMMARY OF RESEARCH FROM THE STUDENT TRANSITIONS PROJECT DECEMBER 2018**

<https://www2.gov.bc.ca/assets/gov/education/post-secondary-education/data-research/stp/stp-international-research-results.pdf>

This report answers questions about the programs, pathways, and educational outcomes of international students in BC. One quarter of all international students in Canada study in BC and make up 13.7% of total student enrollment in BC's public post-secondary institutions.

**INTERNATIONAL STUDENTS IN BRITISH COLUMBIA | BRITISH COLUMBIA FEDERATION OF STUDENTS**  
[http://www.wearebcstudents.ca/wp-content/uploads/2018/04/bcfs\\_booklet-FINAL.pdf](http://www.wearebcstudents.ca/wp-content/uploads/2018/04/bcfs_booklet-FINAL.pdf)

This report outlines the issues created by BC's dependence on international student tuition as a strategy to fund its post-secondary institutions. Students face unpredictable increases in tuition due to a lack of regulations for international tuition fees. It calls for better support and fair treatment for BC's international students.

**INTERNATIONAL STUDENTS CONTINUE TO CONTRIBUTE TO B.C. HEALTH CARE AS MSP PREMIUMS ELIMINATED | GOVERNMENT OF BRITISH COLUMBIA (AUGUST 2019)**

<https://news.gov.bc.ca/releases/2019HLTH0114-001555>

International students have been eligible to receive provincial health care since 1992. As of January 2020, BC MSP monthly premiums have been eliminated for BC residents but doubled for international students, from \$37.50 to \$75.

## Immigration and Diversity Benefits

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**CANADA 2040: NO IMMIGRATION VERSUS MORE IMMIGRATION | OTTAWA: THE CONFERENCE BOARD OF CANADA, 2018, EL-ASSAL, KAREEM AND DANIEL FIELDS**  
<https://www.conferenceboard.ca/e-library/abstract.aspx?did=9678>

This report examines the contributions of immigrants in the economic class, family class, and refugee/humanitarian class. It also compares the economic impact up to 2040 under two different scenarios: no immigration and 1% immigration.

**CAN'T GO IT ALONE: IMMIGRATION IS KEY TO CANADA'S GROWTH STRATEGY | THE CONFERENCE BOARD OF CANADA, MCARTHUR-GUPTA, AIMEE, EL-ASSAL, KAREEM, BAJWA, ALI (3 MAY 2019)**  
<https://www.conferenceboard.ca/e-library/abstract.aspx?did=10150&AspxAutoDetectCookieSupport=1>

Due to Canada's low birth rate and aging population, immigrants are vital to Canada's economic and population growth. This is true even when automation and increased labour market participation of underrepresented groups are considered.

**DIVERSITY DIVIDEND: CANADA'S GLOBAL ADVANTAGE | CENTRE FOR INTERNATIONAL GOVERNANCE INNOVATION, PIERRE ELLIOT TRUDEAU FOUNDATION, MOMANI, BESSMA AND STIRK, JILLIAN (2017)**  
<https://www.cigionline.org/publications/diversity-dividend-canadas-global-advantage>

As a diverse country open to immigration, Canada's diversity should provide a global advantage. This report explores the link between economic prosperity and workforce diversity and how Canadian employers can see diversity as an asset.

**#IMMIGRATIONMATTERS ECONOMIC PROFILE SERIES: VICTORIA, BRITISH COLUMBIA | GOVERNMENT OF CANADA (2019)**

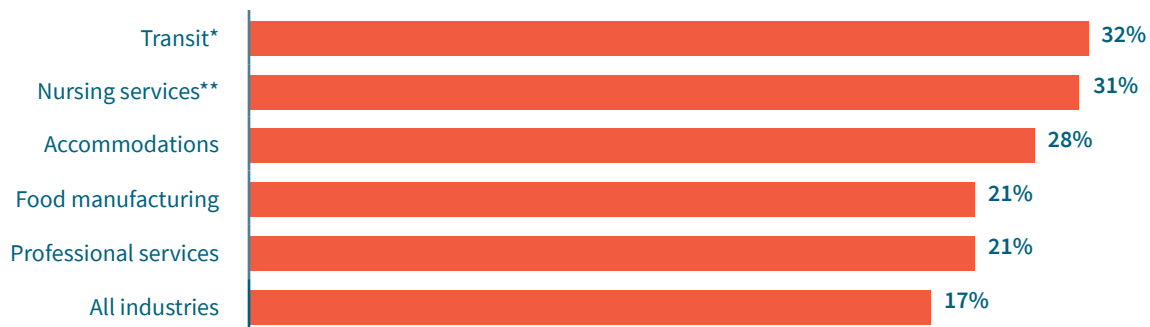
<https://www.canada.ca/content/dam/ircc/migration/ircc/english/pdf/immigration-matters/economicprofile-victoria-britishcolumbia-en-final.pdf>

Highlights the need for more newcomers in Victoria based on its population and labour market profile. Newcomers are needed to support Victoria, where around 30% of workers will be retiring in the next decade, as the major urban centre for all of Vancouver Island.

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**IMMIGRANTS AS A SHARE OF THE TOTAL WORKFORCE—BY SELECTED SECTOR (2016)**

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\*Includes ground passenger transportation.

\*\*Includes residential care services.

Source: Statistics Canada, Table 17-10-0078-01

**#IMMIGRATIONMATTERS ECONOMIC PROFILE SERIES: PRINCE GEORGE, BRITISH COLUMBIA**

<https://www.canada.ca/content/dam/ircc/migration/ircc/english/pdf/immigration-matters/economicprofile-princegeorge-britishcolumbia-en-final.pdf>

Shows the need for more newcomers in Prince George based on its population and labour market profile. Newcomers are needed to help ensure that Prince George, where ¼ of workers are over the age of 55, remains a growing economic centre in Northern BC.

## Newcomer Attraction and Retention Strategies

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**HIRING AND RETAINING SKILLED IMMIGRANTS: A CULTURAL COMPETENCE TOOLKIT**

<https://cphrbc.ca/wp-content/uploads/2012/08/itiguide.pdf>

This resource offers suggestions and resources for hiring and retaining skilled immigrants, from awareness of bias to culturally competent communication.

### **EMPLOYER GUIDE TO HIRING NEWCOMERS**

[http://www.hireimmigrants.ca/wp-content/uploads/Employer\\_Guide\\_to\\_Hiring\\_Newcomers.pdf](http://www.hireimmigrants.ca/wp-content/uploads/Employer_Guide_to_Hiring_Newcomers.pdf)

Several organizations collaborated to create this guide, which focuses on hiring Syrian refugees. It includes information on the Syrian education system and universities, the benefits of hiring Syrian refugees, and strategies for hiring and retaining newcomers.

### **IMMIGRANT EMPLOYMENT COUNCIL OF BC EMPLOYER TOOLS AND RESOURCES LIBRARY**

<https://iecbc.ca/employer-tools-and-resources/>

This webpage includes tools and resources that address finding, hiring, and retaining skilled newcomer employees. Resources include videos, reports, webinars, and toolkits.

### **EMPLOYER CHALLENGES IN ATTRACTING AND RETAINING IMMIGRANT TALENT INTO BC'S TECH SECTOR | IEC-BC (MARCH 2018)**

<https://iecbc.ca/wp-content/uploads/2018/04/Employer-Challenges-in-Attracting-and-Integrating-Immigrants-in-Tech.pdf>

This report by the Immigration Employment Council of BC offers recommendations for policy makers, employers, and settlement services to improve attraction and retention of newcomers working in the technology sector.

### **WELCOMING IMMIGRANTS AND REFUGEES TO CANADA: THE ROLE OF MUNICIPALITIES**

<https://en.ccunesco.ca/-/media/Files/Unesco/Resources/2019/08/CIMToolkitNewComers.pdf>

This toolkit offers strategies to help municipalities increase newcomer inclusion in their communities.

## Initiatives and Best Practices for Hiring Newcomers

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### **TALENT BEYOND BOUNDARIES TALENT CATALOG**

<https://talentbeyondboundaries.org/talent-catalog.html>

Talent Beyond Boundaries is a unique organization that connects skilled refugees to international job opportunities. Their Talent Catalog maps the skills of refugees in Jordan and Lebanon and connects them with employers for permanent resettlement in Canada, Australia, and the USA.

### **JUMPSTART REFUGEE TALENT**

<http://www.rcjp.ca/>

Jumpstart Refugee Talent has several innovative programs including a refugee mentor program in Vancouver and Toronto, a refugee coding academy, The Refugee Trade Connection Project, and a start-up incubation program for refugee women.

### **BC CONSTRUCTION ASSOCIATION INTEGRATING NEWCOMERS**

<https://www.bccassn.com/jobs-&-careers/bcca-integrating-newcomers/about/about>

BCCA offers pre and post-arrival services for newcomers. The program connects employers with skilled immigrants in trades. This website includes links to information on credential recognition for various trades, reports on equivalency comparisons for trades in various countries, and information on construction terms for occupation specific English training.

## **INTERNATIONAL TRUCKING REFERENCE: ROADS, RULES, AND DRIVERS | BC TRUCKING ASSOCIATION (2013)**

[https://www.bctrucking.com/sites/default/files/bcta\\_international\\_trucking\\_reference\\_0.pdf](https://www.bctrucking.com/sites/default/files/bcta_international_trucking_reference_0.pdf)

This BC Trucking Association document was created in collaboration with stakeholders to support trucking companies hiring newcomers. It includes tips on attraction and retention as well as profiles of the trucking industry in eleven top source countries. Similar guides could be created to help other industries understand the context their internationally trained employees are coming from.

## **HIRING SKILLED NEW IMMIGRANTS: TOOLS FOR PRINCE GEORGE EMPLOYERS | WELCOME PG**

<https://www.princegeorge.ca/Business%20and%20Development/Economic%20Development%20Documents/Hiring%20Skilled%20New%20Immigrants%20Resource%20Kit.pdf>

This guide for employers in Prince George offers information on minority populations and languages in Prince George, visa options, local settlement agencies and common cultural differences.

## **HOW ATLANTIC CANADA BUSINESSES KEEP THEIR FOREIGN WORKERS | PUBLIC POLICY FORUM**

<https://ppforum.ca/articles/how-atlantic-canada-businesses-keep-their-foreign-workers/>

This article shares best practices that businesses in Atlantic use to support newcomer employees, such as establishing a department of immigration to help newcomers navigate the immigration process and integrate into their new home.

## Credential Recognition

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### **RECOGNIZING THE PROBLEM: WORKPLACE CREDENTIALS AND THE NEWCOMER EXPERIENCE IN B.C. | VANCITY (JUNE 2019)**

[https://www.vancity.com/AboutVancity/News/MediaReleases/WorkplaceCredentials\\_Jun26\\_2019/Vancity\\_Newcomers-Report.pdf](https://www.vancity.com/AboutVancity/News/MediaReleases/WorkplaceCredentials_Jun26_2019/Vancity_Newcomers-Report.pdf)

Vancity's report of foreign credentials found that BC's immigrant wage gap represented \$4.8 billion in lost wages in 2016. The report explores this issue in a Canadian and BC context and offers recommendations to support newcomers in securing work that matches their professional training.

### **BRITISH COLUMBIA REGULATORY AUTHORITIES**

<https://www.welcomebc.ca/getmedia/705d5f14-86c6-4c5d-bf3b-ce5b579a57fc/BC-Regulatory-Authorities.pdf.aspx>

A list of the regulatory authority and website for each regulated profession and trade in British Columbia.

## Ethnocultural Diversity in BC

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### **IMMIGRANT DEMOGRAPHICS VANCOUVER, B.C. NEWTOBC: THE LIBRARY LINK FOR NEWCOMERS AND PUBLIC LIBRARY INTERLINK | NEWTOBC (2018)**

<https://newtobc.ca/wp-content/uploads/2013/07/Vancouver-Immigrant-Demographic-Profile-2018.pdf>

This report offers in-depth information on immigrant demographics in Vancouver, and an overview of immigrant populations across BC.

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**DISTRIBUTION OF TOP TEN OCCUPATIONS - BY % LABOUR FORCE POPULATION AGED 15 YEARS & OVER**

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METRO VANCOUVER	Canadian Born	Total Immigrants	Recent Immigrants
44-45 Retail trade	11.1%	11.0%	12.2%
62 Health care and social assistance	9.6%	10.9%	7.7%
54 Professional, scientific and technical services	9.8%	9.9%	10.8%
72 Accommodation and food services	7.6%	9.0%	13.0%
31-33 Manufacturing	5.1%	7.7%	7.2%
23 Construction	7.8%	6.5%	7.7%
48-49 Transportation and warehousing	5.2%	6.0%	3.9%
61 Educational services	8.5%	5.8%	4.7%
52 Finance and insurance	4.6%	5.1%	3.7%
56 Administration and support, waste management and remediation services	4.1%	5.0%	5.8%

**IMMIGRATION AND ETHNOCULTURAL DIVERSITY: PROVINCE OF BRITISH COLUMBIA | STATISTICS CANADA FOCUS ON GEOGRAPHY SERIES, 2016 CENSUS.**

<https://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=59&TOPIC=7>

Use this webpage to search any census region for data on immigration and ethnocultural diversity from the 2016 census.

**STATISTICS CANADA IMMIGRATION AND ETHNOCULTURAL DIVERSITY HIGHLIGHT TABLES**

<https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/hlt-fst/imm/Table.cfm?Lang=E&T=44&geo=59&vismin=2&age=1&sex=1&RPP=100&SO=11D>

Use this webpage to find data on minority population groups by municipality from the 2016 census.