



Citizenship and  
Immigration Canada

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Immigration Canada

# *Managing Labour Migration to Canada*

**International Workshop on Making Global Labour  
Mobility a Catalyst for Development**

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## *Supporting Canada's interests through a system of managed migration*

- Canada has a managed migration system focused on:
  - Two main streams of business:
    - **Permanent:** individuals settle permanently, building our communities and labour force of the future
    - **Temporary:** complimentary program, workers to meet acute, short-term labour market needs
  - Three key objectives identified in the *Immigration and Refugee Protection Act (IRPA)*:
    - Economic growth
    - Family reunification
    - Humanitarian protection



## *Labour migration: balancing short and long term needs*

- Labour migration to Canada is a mix of planned and unplanned flows processed under the same system
- Tools to manage the entry of individuals into Canada:
  - Permanent stream:
    - Yearly levels plan – projection of number expected to become Permanent Residents in following year
    - Selection grid – only tool to control intake of applications, affects quality of skilled worker applicants
  - Temporary stream:
    - No numerical limits/quotas in place – admissions are labour market sensitive
    - International students allowed to work during and after studies



## *Permanent migration – open system of selection*

- Non-discriminatory and transparent system for selection of permanent migrants
- Economic Class (138,257)
  - Supplies skills, knowledge, investment and talent to the labour market and the economy
- Family Class (70,506)
  - Reunites people and families and links Canada to the world
- Refugees and Protected persons (32,492)
  - Upholds Canada's international commitments and contributes to international solutions

### 2006 Snapshot

- 250,000 arrived through managed flow primarily from overseas
  - 18% subject to selection grid
- 59% of those landed had some form of post-secondary education
  - Very recent immigrants more than twice as likely as Canadian born to have a university degree
- Even split between males (49%) and females (51%)
- Top source countries:
  - China (13%)
  - India (12%)
  - Philippines (7%)
  - Pakistan (4.9%)



## *Economic class – supports Canada's economic agenda*

- Skilled Workers
  - Selected by key indicators of success in the labour market over the long term (language ability, education, work experience)
- Provincial Nominee Program
  - Meets local labour market and demographic needs
- Business Class
  - Attracts entrepreneurs, investors and self-employed



## *Temporary migration facilitates international labour mobility*

- Temporary program fills labour shortages and skills gaps, through facilitating the flow of foreign labour
- Temporary entry of:
  - Foreign workers and business people (113,000 in 2006)
  - Foreign students (70,000 per year)
- To be accepted as a temporary residents certain legislative conditions apply:
  - Intention to leave voluntarily
  - Admissibility criteria related to health, criminality, security, appropriate documentation, finances
- All foreign workers paid comparable wages to Canadian workers and covered by labour and health and safety standards

### **2006 Snapshot – Workers**

- 113,000 admitted
- 60% skilled (mostly skilled trades and professionals) and 40% low or unskilled (farm labourers, caregivers)
- Higher number of male participants (67%) than female (33%)
- Top source countries:
  - US (15%)
  - Mexico (12.4%)
  - France (7.7%)
  - Philippines (7.6%)

### **2006 Snapshot – Students**

- 61,000 admitted
- Level of study:
  - Trade (13.2%)
  - University (36.8%)
  - Other post-secondary (14.3%)
- Top source countries:
  - Korea (23.2%)
  - China (13.8%)
  - France (6.9%)
  - Japan (6.6%)



## *Temporary worker programs: opportunity for all*

- Programs offer the same, non-discriminatory opportunity to all temporary migrants
  - Foreign Worker Program
  - Live-in Caregiver Program
  - Seasonal Agricultural Worker Program
  - International Youth Exchange Programs
  - International Student Program



## *Immigration program – key management challenges*

- Managing application intake in light of increasing demand in both permanent and temporary streams:
  - Need for balancing temporary and permanent flows
- Monitoring conditions of Temporary Foreign Workers:
  - Unprecedented employer demand, particularly for low skilled temporary workers
- Creating a pathway for temporary entrants demonstrating successful integration to remain
  - Must leave country to apply for permanent residence





## *Moving forward*

- Multi-Year Levels Plan – introduction of a longer-term planning horizon with a phased approach to inventory reduction and application management
- Temporary Foreign Workers – development of monitoring and compliance mechanism
- Canadian Experience Class – introduction of a staged approach to migration, focusing on Temporary Foreign Workers and International Students