

AMSSA Migrant Worker Hub Webinar Handout:

Temporary Residence to Permanent Residence – Pathways for Migrant Workers



Territorial Acknowledgement

As a provincial umbrella association, AMSSA acknowledges that B.C. is on the unceded homelands of First Nations who have stewarded this land since time immemorial. We recognize the privilege that we have as settlers on this land and acknowledge that AMSSA's operations is on the unceded traditional territories of the x̱m̱əθkwəy̱əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətaʔ/Selilwitulh (Tsleil-Waututh) Nations.

Thank You

We would like to thank James McNamee from Immigration, Refugees and Citizenship Canada (IRCC) and Will Tao and Candy Hui from Heron Law Offices for their presentations during this webinar.

Thank you to Will Tao, Candy Hui and Xiaoyi Zhu from [Heron Law Offices](#) for their contributions to the development of the content of this handout.

Temporary Residence to Permanent Residence – Pathways for Migrant Workers

On August 24, 2022, AMSSA's Migrant Worker Hub held a webinar on this topic with speakers James McNamee from Immigration, Refugees and Citizenship Canada (IRCC) and Will Tao and Candy Hui from Heron Law Offices. The information presented during the webinar is reflected in this accompanying handout to be used as a learning tool for those working with and supporting migrant worker communities in Canada.

[The webinar can be accessed on the Migrant Worker Hub here.](#)

INTRODUCTION

Many migrant workers would like to apply to permanent residency in Canada. There are varying application processes and pathways for migrant workers to apply for permanent residency in Canada. Migrant workers require information and resources on the program(s) available to them, preparation for applying, the application process, wait times, legal implications and applications for family members.



Temporary and Permanent Economic Migration

Temporary Migration fills immediate labour market shortages or broader interests, for example shortages where Canadian citizens and permanent residents are not available; or provides significant benefit to Canada. The intake capacity responds to demand and there is no limit set. The selection of candidates is based on their ability to perform the duties of the positions. The intention is that individuals have the plan to depart Canada, although they may later transition to permanent status.

Permanent Economic Migration contributes to Canada's long-term economic goals and growth. The intake capacity is managed and depends on the Multi-Year Levels Plan. The selection of candidates is based labour market needs and the applications attributes, such as age, official language proficiency, skilled work experience and education. The intention is that individuals plan to remain in Canada and eventually apply for citizenship.

PROGRAMS FOR TEMPORARY FOREIGN WORKERS

There are two work permit programs for temporary foreign workers:

- Temporary Foreign Worker Program (TFWP)
- International Mobility Program (IMP)

There are three types of work permits:

- Employer-Specific
- Open Work Permit
- Open Work Permit for Vulnerable Workers (OWP-V)

There are several pathways to permanent residency for migrant workers. They include:

Federal programs

- Express Entry (EE)
 - Federal Skilled Worker
 - Federal Skilled Trades Program
 - Canadian Experience Class
- Non-Express Entry
 - Home Child Care Provider and Home Support Worker Pilots (Caregiver pilots)
 - Agri-Food Pilot



Regional programs

- Provincial Nomination Program (PNP)
- Atlantic Programs (AIP)
- Rural and Northern Immigration Pilot (RNIP)

ALTERNATIVE PERMANENT RESIDENCY STREAMS

Each province in Canada has additional provincial programs for permanent residency. Below is list of the programs that migrant workers could explore, although each program has its own set of eligibility requirements that applicants must meet.

Alberta

Opportunity Stream

<https://www.alberta.ca/aaip-alberta-opportunity-stream-eligibility.aspx>

British Columbia

Entry Level and Semi-Skilled Worker (ELSS)

<https://www.welcomebc.ca/Immigrate-to-B-C/Skills-Immigration#ELSS>

Manitoba

Skilled Worker Overseas (SWO)

<https://immigratemanitoba.com/immigrate-to-manitoba/skilled-workers/>

Saskatchewan

Semi-Skilled Agriculture Worker with Existing Work Permit

International Skilled Worker Hard-To-Fill Skilled Pilot

Hospitality Sector Project

<https://www.saskatchewan.ca/residents/moving-to-saskatchewan/live-in-saskatchewan/by-immigrating/saskatchewan-immigrant-nominee-program>

The Yukon

Critical Impact Worker

<https://yukon.ca/en/doing-business/yukon-nominee-program/apply-skilled-worker-and-critical-impact-worker-streams-hire>

The Northwest Territories

Entry Level/Semi-skilled Occupations

<https://www.immigratenwt.ca/en/immigrate-here>

Ontario

In-Demand Skills

<https://www.ontario.ca/page/oinp-employer-job-offer-demand-skills-stream>

Nova Scotia

Semi-Skilled and Low-Skilled Worker

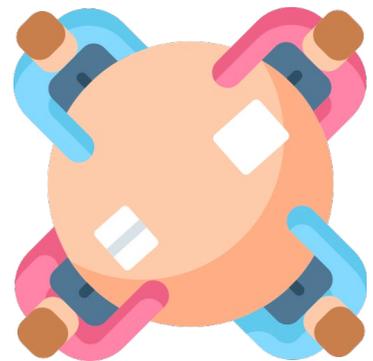
Occupations in Demand

<https://novascotiainmigration.com/move-here/>

New Brunswick

Skilled Worker with Employer Support

[https://www2.gnb.ca/content/gnb/en/services/services_renderer.201043.New_Brunswick_Provincial_Nominee_Program_\(NB_PNP\)_-_Skilled_Worker_Applicants_with_Employer_Support.html](https://www2.gnb.ca/content/gnb/en/services/services_renderer.201043.New_Brunswick_Provincial_Nominee_Program_(NB_PNP)_-_Skilled_Worker_Applicants_with_Employer_Support.html)



Newfoundland

International Graduate

Skilled Worker

<https://www.gov.nl.ca/immigration/>

TIPS FOR MIGRANT WORKER SUPPORT WORKERS

The following list provides five tips for front-line workers supporting migrant workers who are interested in transitioning from temporary residence to permanent residence in Canada.

1 Connect with migrant workers “on the ground”

Get to know the realities of migrant workers, learn about the positions they hold and understand their working conditions.

2 Learn the basics of misrepresentation

Misrepresentation occurs when information is provided to Immigration, Refugees and Citizenship Canada (IRCC) or to the Canada Border Services Agency (CBSA) that is inconsistent, inaccurate, or incomplete. If an applicant is found inadmissible due to misrepresentation, they can be banned for five years from making an application to return to Canada.

<https://www.canada.ca/en/immigration-refugees-citizenship/services/protect-fraud/document-misrepresentation.html>

3 Understand your limitations

Front line workers are limited in their roles to provide information and referrals. For any legal advice or information on how to complete an application form for permanent residency, front line workers must refer the individual to a lawyer or accredited immigration consultant.

4 Build trust

When working with migrant workers, it's important to build trust and have a greater understanding of challenges they may be facing beyond immigration, such as mental health and isolation challenges.

5 Keep up to date with policy changes

With changing programs and policies, it is important to keep up to date on changes occurring as it relates to migrant workers so appropriate referrals can be made.

ADDITIONAL RESOURCES

Work Permits

Open Work Permit for Vulnerable Workers

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/temporary-residents/foreign-workers/vulnerable-workers.html>

Extending or Changing the Conditions on a Work Permit

<https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/permit/temporary/extend/change-jobs-employers.html>

Pathways to Permanent Residency

Federal Skilled Worker

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/federal-skilled-workers.html>

Federal Skilled Trades Program

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/skilled-trades.html>

Canadian Experience Class

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/canadian-experience-class.html>

Agri-Food Pilot

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/agri-food-pilot/about.html>

Home Child Care Provider and Home Support Worker Pilots (Caregiver Pilots)

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/permanent-residence/economic-classes/pathways-for-caregivers.html#pr-1>

Provincial Nomination Program (PNP)

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/provincial-nominees/works.html>

Atlantic Programs (AIP)

https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration/how-to-immigrate/eligibility.html#work_experience

Rural and Northern Immigration Pilot (RNIP)

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



The **Migrant Worker Hub** is a digital centre of resources and tools to enhance the knowledge and capacity of individuals, employers, unions, professional associations and other organizations supporting migrant workers in British Columbia.

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