Immigration, Refugees and Citizenship Canada
Immigration, Réfugiés et Citoyenneté Canada

Canada

Our Goal

Immigration, Refugees and Citizenship Canada (IRCC) aims to facilitate connections between employers and available sources of in-Canada labour, before an employer seeks to hire from abroad.

Asylum Claimants

As **open work permit** holders with varied **skills and experiences**, asylum claimants represent a pool of available workers who can support Canada's labour market needs and economic priorities. They can live and work anywhere in Canada, and do not require a Labour Market Impact Assessment to hire them, presenting cost and time savings to employers.

CONNECTING ASYLUM CLAIMANTS TO EMPLOYMENT IN CANADA

How We Get There

IRCC works with partners to facilitate employment connections. These are some of our main activities:

GATHERING RELEVANT DATA

IRCC takes available labour market information to reconcile with data on asylum claimant populations. We are able to collect profiles with skills and demographic information to assist with job matching.

PROMOTING IN-CANADA LABOUR POOLS

IRCC promotes and educates partners about asylum claimants and open work permit holders as untapped labour pools in Canada.

SUPPORTING JOB READINESS

We help identify and promote tools and resources for both employers and prospective workers to bolster recruitment and hiring. This includes promoting access to provincially or federally-funded job readiness supports (e.g., interview preparation, language skills acquisition, Job Bank).

FACILITATING CONNECTIONS

IRCC helps link prospective employers with pools of available labour by working with them to gather job descriptions, identify needed qualifications, and plan and deliver various employment activities (like employment events), where employers can meet directly with asylum claimants/open work permit holders.

MEASURING EMPLOYMENT OUTCOMES

Finally, IRCC collaborates with partners to identify and report on employment outcomes to measure the success of facilitation efforts and adjust approach based on feedback.

Who is Involved

Our work requires ongoing collaboration between many partners. To make connections happen, we may collaborate with:

- Government of Canada partners (e.g., Employment and Social Development Canada (ESDC), Service Canada);
- Provincial and Municipal Governments (who typically manage reception centres or temporary accommodations for claimants);
- NGOs/Service Provider Organizations;
- Employers, Industry Associations, Employment Committees and Tables; and
- Asylum Claimants/Open Work Permit Holders.

What an Employment Event Looks Like

1

DETERMINING EMPLOYER NEEDS & OBJECTIVES

Once an interested employer signs on to the project, IRCC collects the job descriptions and number of current vacant job opportunities they are looking to fill.

2

CONNECTING WITH LABOUR POOL

IRCC identifies a prospective labour pool and engages with partner organizations (reception centres, service providers) to share event information with asylum claimants.

3

PRE-SCREENING ASYLUM CLAIMANTS

IRCC and/or partners (like service provider organizations) match job descriptions against asylum claimants' skills/work experience and provide a short list of qualified candidates to employer.

4

INVITATION TO THE INTERVIEW SECTION

While invitation to attend the event may remain open to wider pool of asylum claimants, separate invitation for on-site interviews can be extended to pre-screened candidates.

5

JOB READINESS PREPARATION

Service provider organization provides job-readiness supports (e.g., resume writing, interview preparation, cross-cultural competencies, labour information, sector-specific language) to asylum claimants in preparation for Event Day.

6

EVENT PRESENTATION

On the day of, employer delivers presentation with important informational material for prospective employees. Option for ESDC/SC to deliver a presentation regarding the use of the Job Bank Plus Account and information on the Social Insurance Number (SIN).

7

BOOTH FAIR AND ONSITE INTERVIEWS

Employer has option to have staff meet prospective employees during booth fair and collect CVs, while also formally interviewing asylum claimants who were pre-screened and received job-readiness preparation.

8

REPORTING EMPLOYMENT OUTCOMES TO IRCC

Employer reports back to IRCC with the number of hires and staffed positions and provides event feedback.

Contact Us

If you are interested in learning more about how you can get involved, reach out to connect with our team on potential next steps:

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