

Quinte Local Immigration  
Partnership (QLIP)  
Supporting Temporary Foreign  
Workers/Migrant Workers

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# QLIP: Summary of Purpose

Regional stakeholders include:

- local and regional governments
- local school boards
- community organizations
- immigrant serving agency
- language training providers,
- health care providers,
- employment networks
- chambers of commerce
- economic development corporations
- employers

Funded by Immigration, Refugees and Citizenship Canada IRCC and housed at Quinte Immigration Services.

The Partnership works together to develop a coordinated, comprehensive and strategic approach to immigration and integration of newcomers in the Quinte Region.

We examine services currently available and consider how those could be enhanced, modified, or expanded to facilitate equitable access to services for newcomers, and build upon the Quinte Region's capacity to provide a welcoming and inclusive community.

# QLIP Guiding Values and Ethics

Encourages contributions from newcomers via settlement services to assist in developing the strategies that will provide support for a welcoming community for newcomers

The Partnership values diversity and agrees to a stance of anti-racism, anti-oppression, gender equity and basic cultural diversity principles.

Partners agree to be honest and transparent in their participation.



# The Role of QLIP Partnership and Teams

## THE QLIP WILL:

- Ensure mechanisms are in place to support the Partnership, and its Teams;
- Facilitate focused Team activities as an extension of the QLIP
- Be responsible for making decisions regarding the work, direction, and development of the partnership as a whole
- Via QLIP staff and admin, ensure that no advocacy stance will be taken regarding issues on behalf of an organization without the approval of the organization.

## QLIP TEAMS (WORKING GROUPS/SUBCOMMITTEES)

- “Team”: a working group that involves organizations interested in working together on a particular issue or concern relating to immigration and the needs of newcomers to the Quinte Region.
- Teams are adaptable and independent
- Members of the QLIP may request the creation of a Team and it may be approved by consensus within the Partnership
  - This provides for a broad-reaching and collaborative nature.

# QLIP Teams Responsibilities



## Teams:

- are independent groups (Working groups) that maintain a direct connection to the QLIP including a reporting relationship to ensure they have the overall support necessary and can benefit from the collaborative effort.
- **will be able to organize in any manner that leads to valuable outcomes.**
- will not have responsibilities such as QLIP finances, contracts, and interactions with funders of QLIP, as these support functions are carried out by the QLIP staff.
- will have access to the services of the QLIP staff that will, if necessary, determine appropriate Team resources.

# Current QLIP Working Group Examples

## QLIP ANTI-RACISM SUB-COMMITTEE

- Formed in June 2021
- 9 partner agencies work together to create, promote and support anti-racism initiatives in the region
- Vision: support the creation of a community that understands the historical context of racism and has the knowledge and skills to reduce and mitigate the effects of racism on members of the communities in which we live, learn and work.
- Members of the Anti-racism subcommittee meet monthly/bi-monthly
- Terms of Reference formed for this sub-committee
- Core work this year has included:
  - Funding proposal: large-scale 3 year anti-racism project for the Quinte Community
  - Monthly recognition of ethnocultural contributions and historical and current realities of Canada
  - Learning and cooperation on indigenous Truth and Reconciliation issues
  - Investigating racism reporting tools and applying this information to the Quinte community

## UKRAINE CRISIS WORKING GROUP

- Formed on May 10, 2022 as a response to displaced Ukrainians landing in the region in crisis and with unique immigration status
- Provides a web of community support for displaced Ukrainians in our community
- Approx. 30 regularly supporting members – looser group structure due to rapidly changing situation and needs
- Met bimonthly until September 2022, and then monthly after that date
- With funding from IRCC for this particular situation, a Community Engagement Coordinator for Ukraine was hired to engage with community agencies and Ukrainians to support ongoing efforts for new programming to immediately supporting displaced Ukrainians.
- Extremely successful effort by all the partner agencies and other agencies in our community working together to build supports for the growing population of Ukrainians in our community

# Working Group for Temporary Foreign Workers



## AIM

- Initiate a Working Group team to support the needs of temporary foreign workers in the Quinte region.

## Catchment areas covered:

- Hastings County, Prince Edward County, Brighton and Cramahe, Greater Napanee

# Defining Temporary Foreign Workers



## Temporary Foreign Worker Program

IRCC created the temporary foreign worker program and indicates that:

“The Temporary Foreign Worker Program is intended to be used when you are facing short-term skills and labour shortages, and only when no Canadians and permanent residents are available.”

## Temporary Foreign Worker (IRCC definition)

- “A “temporary foreign worker” is a foreign national engaged in work activity who is authorized, with the appropriate documentation (work permit), to enter and to remain in Canada for a limited period.”<sup>1</sup>

## Other terminology

- You will also hear temporary foreign workers referred in various circles as “migrant workers”, “international workers”, and “undocumented workers”.

1. Library of Parliament, Temporary Foreign Workers in Canada  
[https://lop.parl.ca/sites/PublicWebsite/default/en\\_CA/ResearchPublications/201936E#:~:text=A%20%E2%80%9Ctemporary%20foreign%20worker%E2%80%9D%20is,Cana%20for%20a%20limited%20period.](https://lop.parl.ca/sites/PublicWebsite/default/en_CA/ResearchPublications/201936E#:~:text=A%20%E2%80%9Ctemporary%20foreign%20worker%E2%80%9D%20is,Cana%20for%20a%20limited%20period.)



# IRCC Program Streams for TFWs



- **IRCC:** is responsible for the creation of immigration programs, rules and regulations of those programs and of TFWs immigration processes and status in Canada

## Programs

### Primary Agriculture:

- **Seasonal Agricultural Workers Program:** TFWs work seasonally and temporarily for up to 8 months; must be from Caribbean country or Mexico, can work for any SAWP employer, no easily accessible avenue for permanent residence
- **Agricultural stream:** TFW's work for 2-3 years in agriculture, closed work permit, may be eligible for Agri-food pilot PR application

### High and Low Waged Positions:

- Depending on the wage being offered for the position by the employer, they must apply for a Labour Market Impact Assessment either under a High-wage Position stream or a Low-wage position stream and each of those have their own requirements for the employer.

### Caregiver Program:

- TFWs can work with children under 18 years of age via NOC 44100 - child care provider, live-in caregiver, nanny; or with elderly persons over 65, people with disabilities or a chronic/terminal illness via NOCs for either nurses or home support worker, live-in caregivers or personal attendant; they often live in the home with employer, can get eligibility for PR

### Global Talent Stream:

- designed for employers to recruit highly skilled, unique or specialized TFWs that meet certain, likely eligible for Economic stream of immigration depending on length of work

# IRCC Permits

## TWO TYPES OF WORK PERMITS FOR TFWs:

### Open:

- A work permit that is not job-specific or tied to an employer.
- Open work permit holders do not need a Labour Market Impact Assessment and can work in many different jobs with the permit.
  - Examples: graduated international students\*, sponsored spouses in Canada, spouses of TFWs and international students, refugee claimants

### Closed/Employer tied work permit:

- Work permit is tied to an employer.
- Closed work permit holders cannot work for any other employer
- Employers will need to go through a process called a Labour Market Impact Assessment to hire TFWs on a closed work permit.

*~ All work permits may be individualized with information and conditions specific to the person or the program ~*



\*Note: International students can work before graduation, but their “work permit” is incorporated into their study permit document


# Hiring Temporary Foreign Workers

Employment and Social Development Canada (ESDC) is responsible for administering the conditions of hiring temporary foreign workers for employers, and mitigating any potential employer missteps or abuses.

Webpage that explains the various programs and processes of hiring TFWs:

<https://www.canada.ca/en/employment-social-development/services/foreign-workers.html>

Français


 Government of Canada / Gouvernement du Canada

**MENU** ▾

[Canada.ca](#) > [Employment and Social Development Canada](#)

## Hire a temporary foreign worker with a Labour Market Impact Assessment

Determine which type of Labour Market Impact Assessment (LMIA) application you should submit to hire a temporary foreign worker (TFW). Understand your responsibilities when hiring under the Temporary Foreign Worker Program.

**Most requested**

- [Find out if you need a Labour Market Impact Assessment](#)
- [Application Processing times](#)
- [Processing Centres Contact Information](#)
- [Employer Contact Centre](#)

|   |   |   |
|---|---|---|
| <p><b><a href="#">High and low-wage positions</a></b><br/>           Hire a temporary foreign worker for a wide range of positions based on provincial/territorial median wage.</p> | <p><b><a href="#">Primary agriculture positions</a></b><br/>           Hire a temporary foreign agricultural worker in occupations and activities related to primary agriculture.</p> | <p><b><a href="#">Applications to support Permanent Residency</a></b><br/>           Hire a skilled temporary foreign worker to support their permanent residence through an immigration program.</p> |
| <p><b><a href="#">Global Talent Stream</a></b><br/>           Hire uniquely skilled talent or in-demand</p>   | <p><b><a href="#">Caregiver positions</a></b><br/>           Hire a foreign worker to care for children,</p>  | <p><b><a href="#">Academics positions</a></b><br/>           Hire a foreign academic at a degree-granting</p>   |

# What is a Labour Market Impact Assessment?

**ESDC:** administrates the process of applying for an Labour Market Impact Assessment to hire a temporary foreign worker. The employer must apply for the assessment.

## LMIA:

- is a document that an employer in Canada **may** need to get before hiring a foreign worker.
- A positive LMIA will show that there is a need for a foreign worker to fill the job and that no Canadian worker or permanent resident is available to do the job.
- A positive LMIA is essentially an approved LMIA.
- Once an employer gets the LMIA, the worker can apply for a work permit.
- Can take 1 to 3 months to receive a positive LMIA.

## Next step:

- the potential employee applies for a work permit. A worker needs: a job offer letter, a contract, a copy of the LMIA, and the LMIA number.

\*Persons holding an **open work permit** do not need an employer to obtain an LMIA.

The screenshot shows the Government of Canada website. At the top, there is a navigation bar with the Canadian flag, the text 'Government of Canada / Gouvernement du Canada', and a search bar. Below the navigation bar is a 'MENU' dropdown. The main heading is 'Hire a temporary foreign worker with a Labour Market Impact Assessment'. Below the heading is a sub-heading: 'Determine which type of Labour Market Impact Assessment (LMIA) application you should submit to hire a temporary foreign worker (TFW). Understand your responsibilities when hiring under the Temporary Foreign Worker Program.' There is a 'Most requested' section with three columns of links: 'Find out if you need a Labour Market Impact Assessment', 'Application Processing times', 'Processing Centres Contact Information', and 'Employer Contact Centre'. Below this are three columns of links: 'High and low-wage positions', 'Primary agriculture positions', 'Applications to support Permanent Residency', 'Global Talent Stream', 'Caregiver positions', and 'Academics positions'. Each link has a brief description of the category.

# International Students/ Graduates



- The programming for international students in Canada is created and run by IRCC
- International students:
  - temporary residents who often have the ability to work while enrolled in an eligible post-secondary institution, but they are not considered Temporary Foreign Workers.
- IRCC provides specific working rules and regulations for International students that do not apply to workers. (QLIP has produced a document that helps employers understand the employment processes and rules for international students and international graduates).
- International students who graduate from an eligible educational institution and meet the requirements for the Post Graduate Work Permit are considered temporary workers once they have received the PGWP.
- The Post Graduate Work Permit is an open work permit, and there are specific processes and job requirements they need to apply for permanent residence.
- International graduates face unique barriers that may differ from other temporary foreign workers

# TFWS in Our Region – Government Data

## Number of New TFW Positions on Positive Labour Market Impact Assessments

### Census Subdivision      2021 Totals      2022 Totals (until 3rd quarter Sept.)

|                              |     |     |
|------------------------------|-----|-----|
| Belleville                   | 31  | 35  |
| Quinte West                  | 33  | 61  |
| Greater Napanee              | 8   | 20  |
| Prince Edward County         | 286 | 259 |
| <b>Hastings County</b>       |     |     |
| Stirling-Rawdon              | 2   | 2   |
| Centre Hastings              | 20  | 12  |
| Faraday (Bancroft)           | 0   | 10  |
| <b>Northumberland County</b> |     |     |
| Brighton                     | 26  | 42  |
| Cramahe                      | 149 | 122 |
| Trent Hills                  | 3   | 3   |

**~ In the last 20 years, TFWs to Canada have increased dramatically. In 2000, there were a total of 111,000 TFWs.**

**As of 2021, TFWs increased to over 777,000 arriving in Canada (Statistics Canada, 2022) ~**

# QUIS Stats on TFWs

## QUIS Clients on Temporary Permits Jan 2021 - March 2023

| Status  | Number of clients | % of Clients |
|---|-------------------|--------------|
| Not Set   | 411               | 51.2%        |
| Canada-Ukraine Authorization for Emergency Travel (CUAET) (eligible for work permit)                            | 74                | 9.2%         |
| Work Permit (Business People, professionals, intra-company transferees, traders, investors and migrant workers) | 58                | 7.2%         |
| Live-In Caregiver (work permit)   | 19                | 2.4%         |
| Refugee Class: Refugee Claimant (eligible for work permit)  | 8                 | 1.0%         |
| Federal Skilled Worker Program (TFWs applying for PR)   | 8                 | 1.0%         |
| Provincial Nominee (TFWs applying for PR)   | 2                 | 0.2%         |
| Canadian Experience Class (TFWs applying for PR)  | 1                 | 0.1%         |
| <b>Total</b>  | <b>170</b>        | <b>21.1%</b> |

\*Total number of QUIS clients Jan 2021 to March 2023: 802

# Barriers to Integration for TFWs

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- Government views TFWs as temporary; they fill short-term job vacancies and then return to their country of origin.
  - Because of this view, temporary foreign workers are not eligible for federally funded settlement services.
  - This view creates stigmas about the status and abilities of TFWs
  - The program is using short term solutions for workers that are needed over the long-term
- TFWs often experience social exclusion in Canada because of lack of settlement services and other migration support.
- TFW's are expected to have the required educational, occupational and language skills for their jobs
  - But sometimes face linguistic barriers. ESL help is not free to them and they often do not have the appropriate hours off work to improve language skills
- Employers are expected to take an active role in settlement for their TFW employees
  - Unfair position for employers as they can provide many benefits and supports to employees, but they are not settlement or social workers who have access to networks of community supports



# Barriers to Integration for TFWs

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- Lower-skilled workers generally come to Canada without their families, so they live in a transitory environment.
- Communal living environments can sometimes be crowded and unsafe
- They often work long hours, preventing access to services during regular service hours
- Limited mobility also contributes to an inability to integrate into the community.
  - Limited or no access to vehicles, sometimes relying on bicycles
- Isolation may be experienced by those working in agriculture or in remote work regions, or caregivers residing in their employers' homes. This isolation can lead to limited access to services and misunderstanding of navigating available services.
- Reluctance to speak about health and safety or precarious work situations due to temporary status and fear of job loss
- Time off work for medical needs/appointments – Access to healthcare due to long hours and isolation, service availability (hours of operation)

# A Few Key Actions in Support of TFWs

**TFW supporting agencies and networks** across Ontario are advocating for and supporting a campaign to regularize all workers, give them equal rights and allow for permanent resident status. Some of those agencies are:

- Migrant Rights Network, Migrant Workers Alliance for Change, No One is Illegal, Workers Action Centre, Ontario Council of Agencies Serving Immigrants (QUIS is a member), FCJ Refugee Centre, CCR, some unions and other organizations

As of December 2022 the **Federal Government** has taken action to support TFWs recognizing the unique challenges they are facing.

- The government has committed \$49.5 million over three years to implement a new ***Migrant Worker Support Program*** to better support temporary foreign workers by addressing power imbalances between employers and workers.
- Includes supporting migrant worker rights and responsibilities through educational activities, assistance accessing service, social cultural and recreational events, emergency situations support and developing coordinated community approaches amongst organizations
- Funding reception and referral services for migrant workers as they arrive at airports

# Rationale for Working Group in Our Region – the “Why”

***“Canada is increasingly reliant on temporary foreign workers (TFWs) to fill labour shortage gaps.”***

(Stats Can , June 2022)

***“Temporary foreign workers and international students are transitioning to permanent residency in greater numbers.”***

(Stats Can June 2022)

- TFWs form a significant part of our immigrant population in our catchment region.
- There is no previous community-wide comprehensive working group in our region that has focused on the support of TFWs
- TFWs often move from temporary status to permanent status and so would highly benefit from a community network that can understand their needs, and help find options for support and integration
- TFWs contribute significantly to economic outcomes in Canada
- Seasonal agricultural programs has been in existence through the Federal government since 1966, so it’s reasonable to speculate that it’s possible that temporary workers may have been arriving to do seasonal work in our region for over 55 years. Support for this group is well past due.

# Benefits of the Working Group to our Region



- Provide broader awareness and information to community and TFWs on the specific challenges and needs of TFWs with regards to housing, health, immigration, employment, language and education
- Create awareness and provide information to employers, services and agencies about the processes and programming for TFWs
- Support employers with hiring challenges with TFWs
- Connect networks of agencies to provide a web of support for TFWs
- Reach out to TFWs in the region to get feedback on needs and challenges
- Obtain specific data on the number of TFWs in the region and other relevant data
- Structured support for TFWs will enhance economic development in the region by improving recruitment methods and practices
- Assist with improving conditions for TFWs particularly vulnerable workers
- Support the Workplace Inclusion Charter goals for the City of Belleville and EDI programs and practices for the region



LET'S TALK

# Discussion Questions

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1. What are your connections with temporary foreign workers currently?
2. If you have worked with TFWs, what barriers or challenges have you identified?
3. What would you hoping to get out of a Working Group on TFWs?
4. What other questions or input do you have about this topic or the Working Group?

# Follow-up Survey on Participation

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**To participate in the Temporary Foreign Worker Working Group, you can:**

- 1) Show your interest now by placing your name and contact information in the chat
- 2) Contact: Cat Fisher Andrews at:  
[lip@quinteimmigration.ca](mailto:lip@quinteimmigration.ca)  
613-784-0652
- 3) Fill out the QLIP Survey
  - To gauge the interest in participation in the Temporary Foreign Worker Working Group, QLIP will distribute a brief follow-up survey to all QLIP members in the next week.

# Thank you!

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