



Canadian Immigration & Business Lawyers

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Just Released: Canada Immigration Eases Foreign Worker Process

From the Minister Monte Solberg's announcement of November 15, 2006, BC and Alberta are set to profit from new allowances that help bring foreign workers to Canada more smoothly and quickly. This is especially important in certain sectors of the economy, where select groups of employees are desperately needed, namely tradespeople, hospitality workers, and professionals.

In brief, the Conservative government has reduced advertising requirements for more than 170 occupations in high demand in B.C. and Alberta. These include the following:

- Welders, Pipefitters, Carpenters, Electricians, Plumbers, Sheet Metal workers, etc.
- Engineers, Architects, Land Surveyors, Construction Estimators, Geologists, etc.

In Alberta only, the following occupations have been recognized as in high demand:

- Food & Beverage servers, Counter Attendants, Kitchen Helpers, Cashiers, Cleaners, Janitors.
- Accountants, Retail Managers, Early Childhood Educators.

The new regulations require only 1 week of advertising, because these occupations have known "high pressure" demand. This will not only save time, but also the expense of advertising, which can run into the thousands of dollars.

We all know there are simply not enough qualified Canadians to fill the large number of new jobs that have been created in recent years. Critical-thinking Canadian employers are thus urged to carefully consider the positive implications of this recent development and apply it to their advantage.



Employer's Top Immigration Questions

Are you asking yourself these types of questions?

Q: I own a bustling hotel with a popular restaurant. How can I hire foreign chambermaids, servers, front desk clerks and others?

Q: I need 50 welders for a certain project of my oil-related business. How can I get staff from the foreign work pool?

Find out the Answers to these questions on Page 3!

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The Scoop on Labour Market Opinions

For most occupations, an employer must obtain a Labour Market Opinion from Service Canada (formerly HRSD) to prove that hiring a foreign worker would not have a negative effect on the Canadian labour market. Service Canada would consider the employer's advertising efforts, wages offered, whether or not the foreign worker would train the Canadian employees, and other factors. In November 2006, it is taking 2 to 3 months to process an LMO in BC or Alberta.

Useful Strategy: Pre-Approvals

A Company can obtain approval for multiple positions, before identifying the foreign workers. For example, an Oil service company could obtain approval to hire up to 49 welders

without knowing who they were. Once the approval is received, the company can then recruit up to 49 workers from anywhere in the world, and the workers could apply for work permits based upon the LMO.

This strategy also works for the hospitality industry. A fast food outlet could apply for approval to bring in 30 food and beverage servers. During the 2 to 3 months that the LMO application is being processed, the restaurant could recruit, test, and select workers overseas so that when the LMO approval is issued, the foreign workers could apply for their work permits immediately.

B.C. PNP: Your Employee's Fast Pass to the West

Did you know?

Most provinces have PNP programs that are useful for hiring engineers, scientists; skilled tradespeople; health care professionals; international students; and many other categories.

"The job market in British Columbia is sizzling."

So said the Business Council of British Columbia's *Policy Perspectives* in May 2006. The Provincial Nominee Program allows the BC government to select immigrants that would benefit the BC economy, and fast track their cases. Instead of waiting 2 to 4 years to process a Skilled Worker case, PNP cases allow a company to bring a skilled worker in with a work permit in 2 to 3 months, and then have the worker's immigration case processed in less than a year.

As BC encourages its Provincial Nominee Program (PNP), employers can keep their crucial positions filled with nominated foreign workers. This year's The Annual Report to Parliament opens this avenue wider than ever with 13,000 to 14,000 revealed as the candidate target numbers for 2007, compared to 8,000 in the previous year.

For those foreign workers you would like to hire long-term, a residency application for a Provincial Nominee will receive preferred, expedited processing, thereby providing an escape from the backlog of applications that could take 4 years or more to process!



Lowe and Company's offices are located in Vancouver, B.C. Our initial consultations are conducted either here or over the telephone from your location.

To arrange a meeting to find out your options, call 604-875-9338, or email info@CanadaVisaLaw.com

How International Students can help meet your labour needs

With 150,000 international students in our country, resourceful employers must consider the number of ways to hire foreign workers thereby easing the labour shortage. Among the solutions are:

1. The Work Study Program: Certain schools offer Work Study programs which allow foreign students to gain practical experience while working;
2. Off-campus Work Permit: In this Program, successful applicants can work a maximum of 20 hours per week during academic semesters, and can work full time during summer and winter holidays as well as reading breaks. They must be studying at a qualifying institution;
3. Post-graduation Work Permit for 1 or 2 years: Students may be eligible for a 1 or 2 year Work Permit,

depending on the location of the school and other factors;

4. Provincial Nominee Program: For the foreign working student whom an employer would like to keep for a longer term, the International Student category of the Provincial Nominee Program is an excellent avenue to take, especially as it does not require one year of work experience.
5. Furthermore, the spouse of student can apply for an open Work Permit, allowing them to work for any employer.

Don't discount the addition to the standard labour pool that these foreign students and their spouses represent, as there are ways and means to allow them to be hired for those crucial positions!

Contact us to find out more!

Did you know?

International students may be eligible to work off-campus now –filling those crucial gaps in your hospitality/ tourism business!

Foreign Student on the Fast Track

Peter completed his Master's degree at UBC as a foreign student. He was not eligible to immigrate as an Independent Skilled Worker, because he did not have at least one year of work experience. We first obtained a one-year post-graduation work permit for him. Then, while he was working during that year, we applied under the International

Student category of the Provincial Nominee Program, which does not require one year of work experience, thereby fast-tracking his immigration application. His employer was eminently pleased at being able to hire him for the long term.



Answers to Employer's Top Immigration Questions

A: The answers to these two questions are very similar. The objective of hiring foreign employees can be accomplished in 4 steps. First, the position(s) must be advertised for a certain length of time, minimally in B.C. and Alberta. Then, a Labour Market Opinion must be obtained from Service Canada (see page 2 for an article on this topic) . Next, recruit the foreign workers, and finally obtain Work Permits for the employees. For tradespeople, trades credentials must be approved by the provincial licensing authorities.

Contact Canada Trade Jobs to obtain the benefits of outsourcing these tasks of recruitment, credential approval, and obtaining Work Permits: www.CanadaTradeJobs.com





Recently...

- Jeffrey S. Lowe co-chaired the 2-day "Hiring Foreign Workers" Conference by the Canadian Institute at Calgary's Hyatt Regency. About 120 people attended from all over Canada and as far away as Europe and Africa to learn about the process of hiring foreign workers, employment law issues, NAFTA, integrating them into the workforce, and other topics.
- Abi Anyakwo and Nader Wahba of Lowe and Company were in Nigeria speaking to businesspeople on Business Immigration options to Canada, including the Investor Immigrant Programs, Provincial Nominee Programs, Investment into real estate, and setting up branch offices in Canada.
- Also in September, Jeffrey Lowe spoke to the Christian Legal Fellowship, Canada, in Calgary on Christian Principles in the Practice of Law to an audience of lawyers, judges, and students from across Canada.

Did you know?

A foreign worker may be able to apply for a Work or Immigrant visa through a Canadian office in the USA, even if he/she is out of status there.

Finding a way to the Promised Land

Joshua is an East Indian pipefitter who also worked in Singapore and Dubai. He was deceived into moving to the US by an agent who charged him a lot of money and promised him both a job and a Green Card. After living in the US with uncertain status and in difficult circumstances, he was put in touch with us. We found him a high-paying job in the oil fields of Alberta and handled his successful applications for trade certification and a work permit.



Meet the Team

Lowe & Company is a leading Canadian Immigration and Business law firm based in Vancouver, B.C. Our clients are from over 60 countries, and we handle business immigrants, work permits, skilled workers, family sponsorships and appeals up to the Supreme Court of Canada. Using Canada's Immigration regulations as tools, we often use "out of the box" thinking to provide creative solutions for difficult cases.

Our lawyers have taught Continuing Legal

Education courses since 1990, and receive referrals from lawyers across Canada and around the world. Founder Jeffrey S. Lowe was called to the Bar in 1983, and is an innovator in the convergence of technology, business, and the law.

Rated "BV" by www.Martindale.com (Very high ethical standards, and High to very high legal abilities), Jeffrey regularly advises lawyers across Canada on immigration issues.

Jeffrey S. Lowe and our immigration consultants: (L to R) Vivien Lee, Abiola Anyakwo, Nader Wahba, Rita Cheng

