

Close your Workforce Gap with International Students

QUESTION & ANSWERS TRANSCRIPT

January 20th, 2022 9 am to 10 am

1. Short-term students are ineligible to work. What is a short-term student?

A student comes to study for 6 months or less in duration. Usually, exchange students come from another university and another country.

2. Contractual work or services, would it be beneficial for the international students? Does that count towards QWE (qualifying work experience)?

Canadian work experience through self-employment is not qualifying work experience for Canada Experience Class (CEC). However, there are instances where an applicant wants to claim work experience gained at a company that they own or partly own. There are extra steps an applicant needs to do to make sure the work they are doing meets the definition of QWE. They need to show an arms-length relationship to the business. For example, the degree of the worker's control or autonomy in terms of how and when the work is performed, the degree of financial risk assumed by the worker, etc.

For clear instruction and information on determining employment status (employee vs self-employed), visit this link

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/permanent-residence/economic-classes/experience/qualifying-work-experience.html#toc4>

3. In order to qualify for PR does the international student needs to have managerial experience or match a specific NOC?

Not necessarily (managerial) but yes, the duties need to match a specific NOC. It would need to be reviewed case by case. But generally speaking, if the job duties have progressed or increased, e.g., roles working with managers, helping train new hires, and have more responsibilities (not necessarily increase their pay or change their position) as a team lead, a customer service associate, shift supervisor, etc, the position may fit performing duties of a qualifying NOC occupation. Duties like doing inventory, preparing reports, ordering stocks/merchandise, coordinating delivery, scheduling shifts, monitoring quality control, enforcing safety standards, working with direct manager by providing reports on ..., maintaining records of ... (usually are duties of a NOC B level/type position).

4. A master's student would be generally at a disadvantage as they come for less time than an undergraduate student?

The length of program studies will determine the length of PGWP validity. Master's students are not necessarily disadvantaged for being in Canada shorter time than students who may be doing 3 or 4-year studies because their total "human capital" points (level of education, language, #work experience) will all be factored in the comprehensive ranking system. Generally, applicants that have an MA level of education score quite high in the CRS points system.

5. Non-profit organizations rely on employment grants (for example the Canada Summer Job Program) to hire students and youth under 30 years of age. These grants do not include international students. Are there government funding programs (provincial and federal) that would support NFP to hire international students?

There are no government funding programs that provide grants to hire international students. Having said that, Fleming College and Trent University offer opportunities for setting up internships, coops, placements, and other types of work experience that can get international students to work with NFP organizations for summer or other seasons. The students may get credit for it, some may have wage subsidies, and those programs are offered internally through the institution, not through the government. Please contact Paul Longhurst or Tracey McConnery for them to put you in contact with the right person for this type of opportunity.

6. What is a Bridging Open Work Permit is?

This work permit is given to those that have submitted an application for PR but have not received the final decision of their application and their current work permit is expiring in four months or less. <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/extend-permit/bridging-open-work-permit.html>