

Immigrant
Employment
Council of BC

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IEC-BC
TOOLKIT

Navigating Canada's Immigration Pathways

KEY TAKEAWAYS

FROM THE IEC-BC EMPLOYER WEBINAR | 2026

IECBCLEARNING

TOOLKIT FOR:

Navigating Canada's Immigration Pathways

Key Takeaways

About Immigration Employment Council of BC

The Immigrant Employment Council of BC (IEC-BC) is a not-for-profit organization dedicated to empowering BC employers with the solutions, tools, and resources needed to effectively attract, hire, and retain skilled immigrant talent. We understand that the successful integration of skilled newcomers into BC's labor force is essential to both their success and the province's long-term economic performance. By collaborating with employers, government, and other partner stakeholders, we ensure that BC employers can effectively integrate global talent.

About the Resource:

Canada's immigration system is changing fast. For BC employers hiring international talent, that means more selective pathways, longer processing times, and tougher access to permanent residence. This briefing summarizes the key insights from IEC-BC's webinar, Navigating Canada's Immigration Pathways: Practical Guidance for Employers, held in February 2026. It is paired with a toolkit of five practical tipsheets that walk through the next steps.

“The way Canada handles immigration has changed. Employers who treat international hiring as long-term workforce planning, not a quick fix, are the ones who will stay competitive.”

The Shift

Hiring international talent used to be relatively predictable. It isn't anymore. The federal government is actively reducing the number of temporary residents in Canada, including international students and work permit holders. For employers, this means fewer approvals, longer processing times, more refusals, and tougher access to permanent residence.

What's Changing

Four shifts BC employers need to understand:

1. Reduced access to talent

Targets for international students and workers are decreasing significantly. The future talent pipeline is smaller.

2. More complex rules

Frequent policy changes and program updates make it harder to stay informed and compliant.

3. Longer, less predictable timelines

Work permit processing and renewals are taking longer, which affects hiring and workforce planning.

4. Tougher pathways to permanent residence

Express Entry and BC PNP are more competitive than ever. Many qualified candidates aren't getting invitations.

What This Means for You

- Not every qualified candidate will be approved for a work permit.
- Permanent residence is not guaranteed, even for strong candidates.
- Policy changes can affect your workforce stability with little notice.
- Hiring international talent now requires more planning, more documentation, and more honest conversations with candidates.

The Bottom Line

A reactive approach to immigration is now a liability. Employers who plan ahead, document their position, and build immigration into broader workforce strategy will stay competitive. Those who don't will fall behind.

Upcoming Tip Sheet

- **Tip Sheet 1:** Build Your Organization's Immigration Strategy. Decide what your organization will and won't support before any candidate is on the table.
- **Tip Sheet 2:** Choose the Right Work Permit Pathway. Understand the pathways and pick the one that fits the role and the candidate.
- **Tip Sheet 3:** Plan Immigration into Your Workforce Strategy. Build immigration into recruitment timelines, budgets, and expiry tracking.
- **Tip Sheet 4:** Stay Compliant and Communicate Clearly. Meet your compliance obligations and set clear expectations with candidates.
- **Tip Sheet 5:** Retention Beyond Immigration. Retain international talent through workplace experience, growth, and support.

"Hiring international talent is becoming more competitive, less predictable, and requires more proactive planning."

- From the [IEC-BC Employer Webinar 2026](#)"

IEC-BC provides an extensive online library of employer tools and resources.

The IEC-BC Employer Tools and Resources Library is a collection of materials developed in part or entirely by partners or key organizations throughout Canada.

Click the button below to dig deeper in attracting immigrant talent!

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