

Immigrant
Employment
Council of BC

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EMPLOYER
WORKFORCE
RESOURCE
SERIES

Plan Immigration into Your Workforce Strategy

TIP SHEET #3

FROM THE IEC-BC EMPLOYER WEBINAR | 2026

IECBC **LEARNING**

EMPLOYER WORKFORCE RESOURCE SERIES - HIRING BEYOND THE LOCAL WORKFORCE

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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:

Immigration timelines are unpredictable, and they're getting longer. When immigration is treated as a last-minute task, employers lose talent, miss deadlines, and absorb avoidable costs. This tipsheet helps BC employers build immigration into their workforce planning so they're not caught short when a work permit takes longer than expected or expires before a renewal lands.

*“When immigration is bolted on at the end of a hiring cycle, it becomes a crisis.
When it’s part of how you plan your workforce, it becomes manageable.”*

1. Map immigration risk into your workforce plan.

- Identify which roles in your organization may need immigration support over the next year.
- Flag employees whose work authorization will expire in the next twelve to eighteen months.
- Treat work permit expiry like any other major workforce risk and review it regularly.

2. Factor processing times into recruitment timelines.

- Build immigration processing into your recruitment timeline before you start posting.
- Communicate realistic start dates to hiring managers and candidates from the beginning.
- Don’t promise dates you can’t control. Government processing times can change without notice.

3. Budget for immigration-related costs.

- Include legal fees, application fees, and possible advisor costs in your hiring budget.
- Budget for renewals and PR support if you’ve committed to those.
- Decide in advance who pays for what. Get it in writing in the offer.

4. Track work permit expiry dates proactively.

- Maintain a central record of every work permit expiry date in your organization.
- Set reminders six to nine months before expiry to start the renewal conversation.
- Know which employees may face challenges and start planning early.

“Immigration timelines are not short and can be unpredictable.

- 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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