

Immigrant
Employment
Council of BC

IECBC

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EMPLOYER
WORKFORCE
RESOURCE
SERIES

A photograph of four diverse professionals (three women and one man) sitting around a wooden table in a modern office setting. They are engaged in a discussion, with one man gesturing while speaking. Large windows in the background offer a view of a body of water and mountains. The image is partially overlaid by a dark blue diagonal shape in the top left and a white rectangular box at the bottom containing text.

Build Your Immigration Strategy

TIP SHEET #1

FROM THE IEC-BC EMPLOYER WEBINAR | 2026

IECBC **LEARNING**

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Tip Sheet #1

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:

In 2026, Canada's immigration system is more selective and less predictable than it was even two years ago. Work permit volumes are decreasing, processing times are longer, and access to permanent residence is more competitive. This tipsheet helps BC employers move from a reactive, case-by-case approach to a clear internal strategy. It defines what your organization will and won't support before a candidate is on the table.

“Hiring international talent is no longer a routine HR step. It’s a strategic decision. Employers who decide their position before they post a job are in a stronger position to compete for global talent, support candidates fairly, and protect their organization from risk.”

1. Decide your immigration position before you post a job.

- Decide whether your organization supports work permit applications, or only hires candidates who already have work authorization.
- Decide whether you sponsor permanent residence applications, and under what conditions.
- Put it in writing. An undocumented position becomes a different decision every time it gets made.

2. Identify which roles qualify for immigration support.

- Look at which roles are most critical to the business, hardest to fill locally, or need specialized skills.
- Set clear criteria. For example: specialized technical roles, hard-to-fill positions, or roles in your leadership pipeline.
- Share the criteria internally so hiring managers don’t make commitments your organization can’t support.

3. Decide who owns immigration decisions inside your organization.

- Identify the decision-maker for each immigration question. This may be HR, legal, finance, or a senior leader.
- Set a maximum response time for candidate questions so you don’t lose talent while people wait for an answer.
- Bring finance into the conversation early, so budget isn’t a roadblock when you’re ready to make an offer.

4. Set clear rules on what you will and won't do to support an application.

- Decide how much risk your organization is willing to take on refusals, processing delays, and applications that don't succeed.
- Make clear that you won't change job conditions just to meet immigration requirements.
- Budget for outside immigration advisors when a case is more complex than your team can handle.

"The system is becoming more selective, and employers should not assume that past pathways will remain accessible.

- 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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