

Immigrant
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Council of BC

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EMPLOYER
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SERIES

Retain International Talent

TIP SHEET #5

FROM THE IEC-BC EMPLOYER WEBINAR | 2026

IECBC **LEARNING**

Retain International Talent

Tip Sheet #5

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:

Permanent residence is no longer guaranteed, even for strong candidates. Employers can no longer rely on PR pathways alone to keep international talent. This tipsheet helps BC employers think about retention as a broader strategy: one that doesn't depend on an immigration outcome you can't fully control.

“When PR becomes uncertain, immigration alone can’t anchor your retention strategy. The employers keeping talent the longest are the ones investing in workplace experience, growth, and support.”

1. Set realistic expectations about PR from day one.

- Be clear that you cannot guarantee permanent residence, even if you support an application.
- Walk candidates through what you will and won’t do to support PR.
- Help candidates understand that the system, not your willingness, sets the limits.

2. Build retention strategies that don’t depend on immigration outcomes.

- Invest in growth, development, and career path conversations.
- Pay competitively. Recognize good work. The basics still matter.
- Make sure international employees feel as much a part of the team as anyone else.

3. Support employees as people, not just as workers.

- Recognize that immigration affects family, finances, and long-term plans.
- Connect employees with settlement supports and community resources where appropriate.
- Make space for the personal weight that immigration can carry.

4. Plan for both outcomes.

- Some employees will leave when their permit ends. Plan for that turnover.
- Some will stay for the long term. Invest in them now.
- Build a workforce strategy that works either way.

“Retention strategies must go beyond immigration and include broader workforce practices and employee support.

- 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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