

PROGRAMS AND SUPPORTS FOR TEMPORARY FOREIGN WORKERS IN MANITOBA

**Rural Matters Conference
Edmonton, Alberta
July 5-8, 2008**



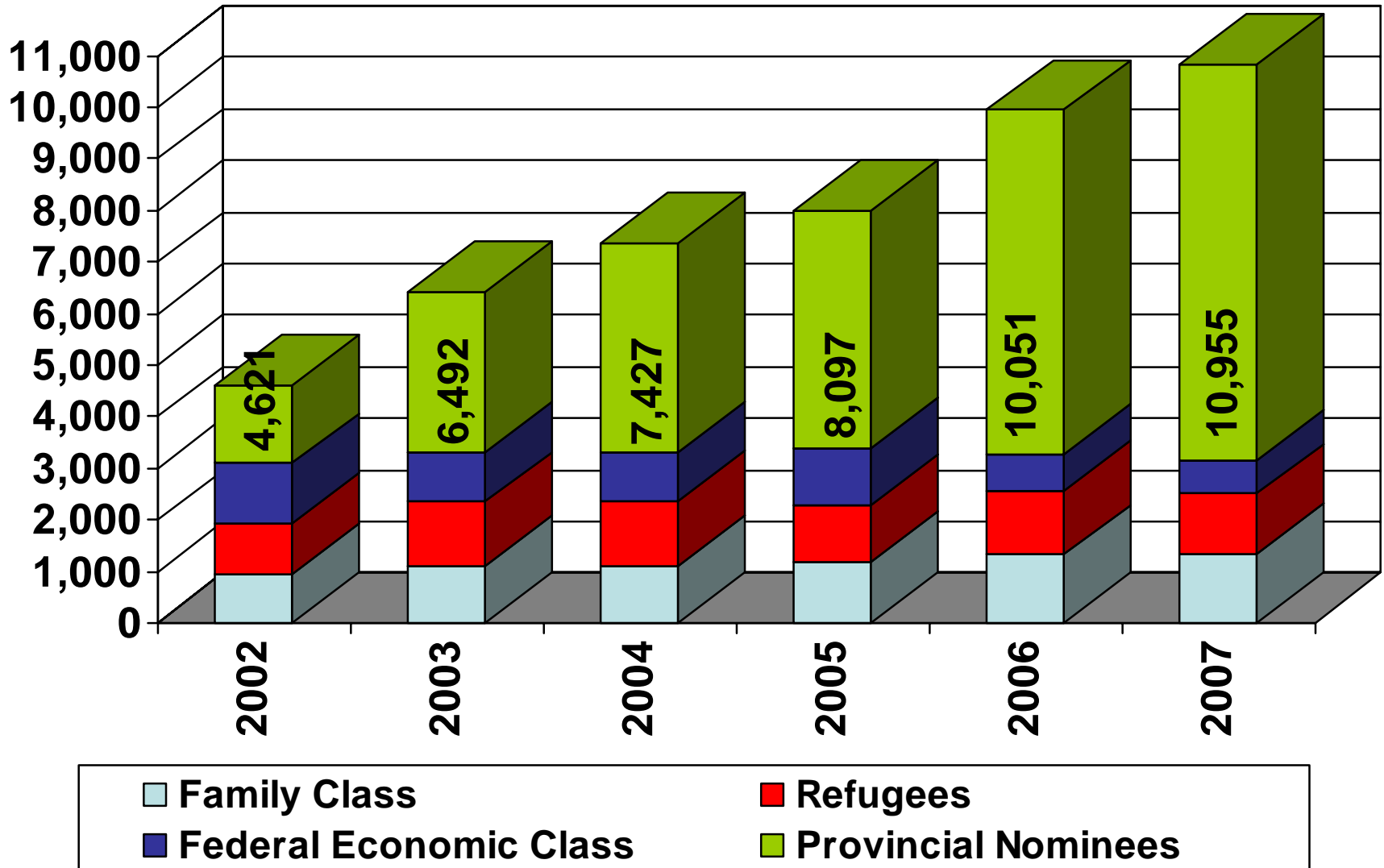
Background

- Canada Manitoba Immigration Agreement
- Manitoba's Action Strategy for Economic Growth
 - Growing Through Immigration Strategy

New Targets

- Increase immigration level to 20,000 annual arrivals over the next decade

Manitoba Immigration Levels



What We Have Achieved

- Our Share of National Immigration:
 - 1990s: < 2%
 - 2007: 4.6% (10,955) (CIC)
- How many are Provincial Nominees:
 - 1999: 11%
 - 2007: 70%
- How many are staying:
 - 1989: 56.1%
 - 2004: 82.1% (IMDB 2004)
- Highest immigrant employment rate:
 - 73.1% (LFS 09/07 – small sample size)

Manitoba Provincial Nominee Program

- Selects Immigrants for Economic Success in Manitoba
- Applicants with Strong Connections
 - Families, Employers, International Students
- Applicants with Employable Skills
 - age, education, work experience and language ability
- Priority Processing for Job-Ready Applicants
- TFW eligible to apply for PNP after six months

Immigrant Settlement Services

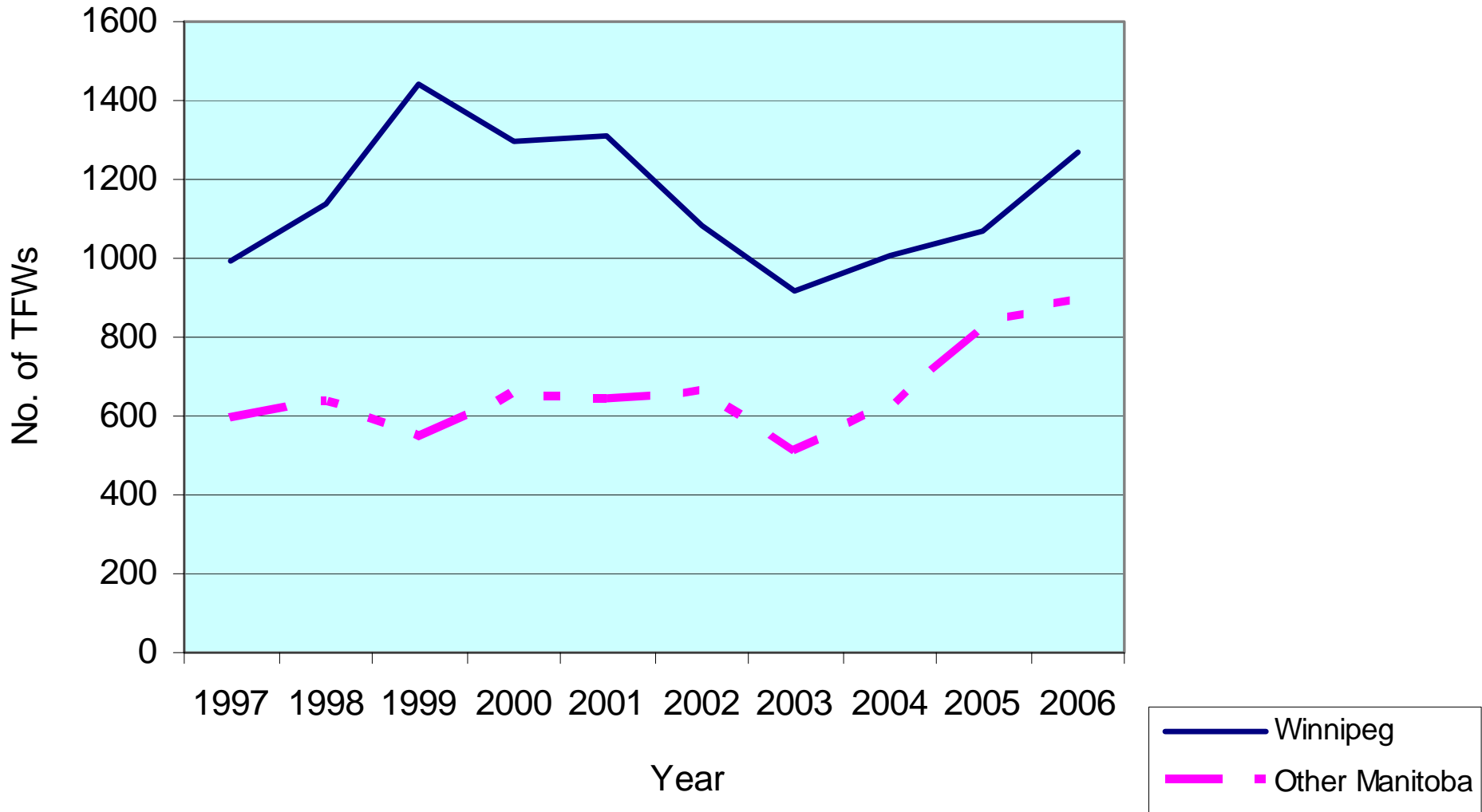
- Over 140 programs funded
 - Through the Manitoba Immigrant Integration Program in Settlement and Adult English as an Additional Language
- New Settlement Strategy
 - Respond to changing needs and immigrant profile
 - Improve and consolidate settlement and labour market programs, including pre-arrival services
- Recognition of International Qualifications
 - Ongoing programs to reduce barriers and the *The Fair Registration Practices in Regulated Professions Act*
- Labour Market Strategy for Immigrants Initiative

Temporary Foreign Workers in Manitoba

Temporary Immigration:

- Employer applies to Service Canada for job offer confirmation; Applicant applies for work permit with Service Canada confirmed job offer.

Flow of Foreign Workers to Manitoba 1997-2006



Challenges with TFW Employment

- Labour brokers that charge employees recruitment fees.
- Not knowing where TFWs are working.
- Employers that breach LMO agreements.
- Employers that reduce TFWs' wage rates.
- TFWs employed in exempted occupations.
- TFWs unfamiliar with provincial labour standards.
- TFWs' inability to leave abusive employers.

Worker Recruitment and Protection Act (WRAPA)

- Replace the existing *Employment Services Act*, which governs the activities of third-party placement agencies (recruiters/labour brokers).
- Strengthens, modernizes, and expands coverage to encompass two increasingly important issues - protection of:
 - foreign workers from unscrupulous recruiters and employers
 - children in the modeling industry from sexual exploitation

Key Provisions for Employers

- Employers hiring foreign workers must first register with the Province prior to recruiting.
- Good history of compliance with labour legislation and use of licensed recruiter to be registered.
- Working on criteria to ensure unregistered employers cannot approach federal government for a Labour Market Opinion (LMO). No LMO = no foreign workers.
- Liable for recruitment fees charged to a worker by unlicensed recruiter, or if recruiting directly.

EMPLOYER SUPPORTS MODEL

TEMPORARY AND PERMANENT IMMIGRANT RECRUITMENT INITIATIVES

- Facilitating access to international recruitment through International Organization for Migration, Memorandum of Understanding with the Philippines
- International Job Fairs

MPNP – EMPLOYER DIRECT STREAM

- Temporary to Permanent Immigration Process
- Pre-Approved Job Offer and Training
 - License and Certification
 - Previous Work Experience
 - Language Ability to Work

IMMIGRANT EMPLOYMENT AGENCIES AND PROGRAMS

- Local Immigrant Workforce
- Local Job Fairs
- Assessment
- Gap Training / Skills Building

PRE-ARRIVAL INITIATIVES AND PROGRAMMING

- Pilot pre-arrival initiatives, including orientation, assessment and training components

SETTLEMENT AND LANGUAGE TRAINING SUPPORTS

- Settlement and Integration Planning Supports
- Orientation and Settlement Support Services
- Adult Language Training, including Language in the Workplace

Key Provisions for Recruiters

- Recruitment agencies must obtain a license. Licensed agencies will be posted on Employment Standards web site.
- Foreign recruiters must:
 - be a member of CSIC (Canadian Society of Immigration Consultants), Chambre des Notaires de Quebec, or a Law Society in Canada
 - provide an irrevocable letter of credit
- Prohibited from charging workers, directly or indirectly, any fees whatsoever.

Addressing the Challenges of TFW Employment

- Labour brokers that charge employees recruitment fees.
- Not knowing where TFWs are working
- Employers that breach LMO agreements, reduce TFWs' wage rates and employ TFWs in exempted occupations
- TFWs unfamiliar with provincial labour standards and unable to leave abusive employers

Links

Immigration and Multiculturalism Division Website

www.immigratemanitoba.com

www.immigraumanitoba.com

Employment Standards Division Website

<http://www.manitoba.ca/labour/standards/>

The Legislative Assembly of Manitoba, 2nd Session, 39th Legislature

<http://web2.gov.mb.ca/bills/sess/b022e.php>

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