



## IMMIGRATION PATHWAYS

# ALTERNATIVES TO THE TEMPORARY FOREIGN WORKER PROGRAM



For many tourism operators, **international workers** are synonymous with the Temporary Foreign Worker Program (TFWP). While this program is certainly high-profile, there are a number of alternatives you should look into, which may offer a simpler or faster route to international recruitment, depending on your needs.

## Free Trade Agreements (FTAs)

Canada has negotiated agreements with a number of countries to facilitate trade and worker mobility. There are currently agreements in place with several countries including the **United States of America, Mexico, Japan, Australia, Vietnam, and South Korea**, and the government continues to negotiate further agreements with other countries. Each FTA has specific requirements, but many offer easier entry options to the Canadian labour market than the TFWP. A starting point to explore FTA options can be found [here](#), although it may be useful to consult with an immigration consultant to help navigate the systems.



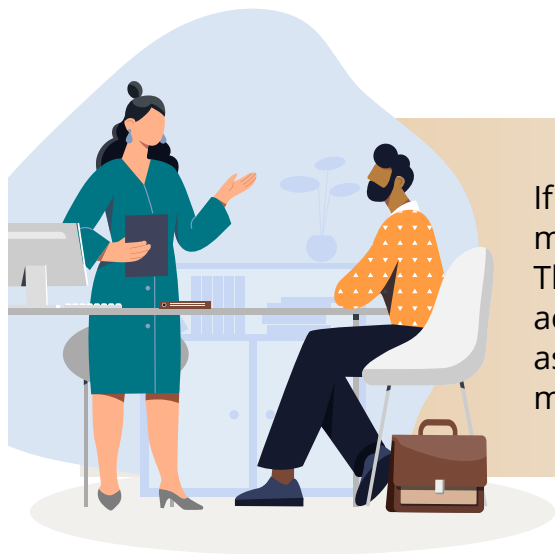
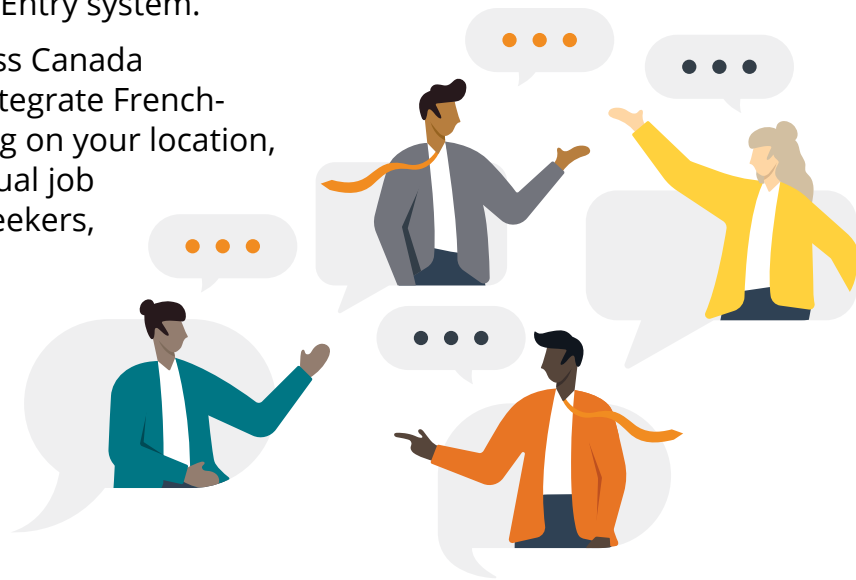
The tourism sector offers a lot of opportunities for newcomers to Canada and for temporary international workers, and these workers are a key part of our labour force. Recent changes in immigration policy have made it harder for operators to know where they should recruit overseas. Please visit Tourism HR Canada's **Immigration Hub** to stay up to date on the options available to tourism operators.

## Francophone programs

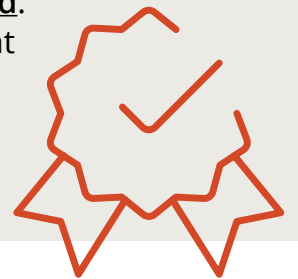
Recruiting international Francophone or bilingual workers for businesses based outside of Quebec can give you access to a different set of recruitment options, and can help you reach new customers by offering more or better services in French. [The Francophone Mobility Program](#) streamlines the process for employers and provides options for some skilled workers to transition to permanent residency, especially for those who have submitted a profile in the Express Entry system.

The [RDÉE Canada National Network\\*](#) across Canada (except Quebec) can help you recruit and integrate French-speaking or bilingual immigrants. Depending on your location, you could benefit from services such as virtual job fairs and exhibitions, networking with job seekers, promotion of your job offers, etc.

\* This page is only available in French.



If you choose to work with an immigration consultant, make sure that they are **qualified and licensed**. There are a number of predatory or fraudulent actors who will take advantage of businesses as well as international jobseekers, and you may find yourself in legal difficulties.



The information provided here should be used for general guidance only, and not as professional or legal advice. Always confirm the latest immigration regulations with IRCC.

**For more information, please contact**

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[TourismHR.ca](https://TourismHR.ca)

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