



## IMMIGRATION PATHWAYS

# INTERNATIONAL TALENT ALREADY IN CANADA



Tapping into the talent pool of internationally trained workers doesn't necessarily mean having to recruit outside of the country. **There are thousands of people already in Canada**, entitled to work and actively looking for opportunities. Cultivating the right networks and relationships in the short-term can help address your long-term staffing challenges.



### Refugees, asylum seekers, and displaced persons

Every year, Canada welcomes many people who are fleeing war, persecution, or other threats to their safety and wellbeing. As they are settled in communities across Canada, most are given the right to work, but many have difficulties finding a job. Reach out to settlement and support services in your community: these may be government agencies, charities, social projects, or affiliated with religious groups. Building a trusted relationship with service providers can **help connect you with skilled and motivated workers** already on your doorstep.



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.



## Family members of international workers and students

Some international worker programs offer open work permits for the [families of sponsored workers](#) and some [international students](#). Connecting with foreign workers already in your professional network, and reaching out to schools that offer eligible programs can help reach some of these workers. Note that many of the regulations around open work permits have changed recently, and will likely change again, so it is important to understand the current situation.

## Working holiday visa holders

The [working holiday program](#), which is part of International Experience Canada (IEC), offers an open work permit that is part of a set of bilateral agreements between Canada and 36 partner countries, allowing people (particularly youth) to work in Canada for one or two years, depending on the country. These workers may be looking to sample the full range of Canadian experiences, so may prefer short-term work arrangements in a variety of locations. Developing a network of partner businesses across the country can help meet seasonal demands while helping these workers explore the country, from coast to coast to coast.



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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Published April 2025

Funded by the  
Government  
of Canada

Canada

Tourism HR  
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