Canada is the great immigration exception among industrial countries. The government aims to increase the population of 38 million by one percent each year with immigrants, has a generous social welfare system, and enjoys widespread public support for its immigration and integration policies. Canadian exceptionalism is due in part to a flexible point system that gives priority to young and well-educated foreigners who know English or French and who studied or worked in Canada.

**Immigration**

The Immigration, Refugees and Citizenship Canada (IRCC) ministry sets annual targets for the admission of various types of immigrants. Immigration fell to less than half of the 400,000 target in 2020 due to covid. Of the 185,000 immigrants who were admitted, a quarter were from India, nine percent were from China, and six percent were from the Philippines, so that 40 percent were from the top three countries of origin. The US, Nigeria, Pakistan, and Syria each accounted for three percent of Canada's 2020 immigrants.

The immigration target for 2022 is 432,000, including 56 percent admitted under economic criteria, 24 percent admitted for family reasons, and 20 percent admitted for humanitarian and other reasons. Canada aims to admit over a million immigrants in the next three years. If the US had the same immigration rate, over three million rather than one million immigrants would be admitted to the US each year.

Immigration to Canada peaked between 1895 and 1913, when 2.5 million newcomers arrived, including 400,000 who arrived in the peak year of 1913, adding five percent to the then-population of 7.6 million. The Canadian govern-
Immigration encouraged Europeans to immigrate and settle the midwestern provinces, offering 160 acres of land to farmers.

Immigration was low during the 1920s, 1930s, and 1940s, rose in the 1950s, but began to fall as European countries recovered from WWII. Canada opened doors to Asian immigrants in 1962 and introduced a point system in 1967 to give priority to young and educated immigrants who speak English or French. One member of a family had to achieve at least 67 of 100 possible points to receive an immigrant visa, resulting in a higher share of immigrants having college degrees than Canadian-born residents.

Well-educated immigrants sometimes fail to find jobs that use their skills, leading to brain waste, as when doctors trained in India drive taxis in Canada. There are many explanations for and policies to reduce brain waste, ranging from anti-discrimination laws to programs that speed up the recognition of credentials earned outside Canada.

Most of Canada’s eight million immigrants settle in metro Toronto, Vancouver and Montreal, the three cities with a third of Canadians.

The Express Entry system has since 2015 tried to reduce brain waste by adding points for Canada-earned credentials, work experience, and relatives settled in Canada. Foreigners seeking immigrant visas provide their personal details on a government web site: [https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/submit-profile.html](https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/submit-profile.html).

The IRCC awards up to 1,200 points for personal human capital (youth, education, English and/or French and Canadian education or work experience), spouse’s human capital, foreign work experience, and up to 600 points for having a Canadian job offer, relatives in Canada, or being nominated by a provincial government at the behest of an employer.

Almost half of the foreigners invited to apply for immigrant visas under express entry in recent years were already in Canada, highlighting the importance of Canadian education, work experience, and job offers. Immigrating to Canada often means arriving as a student, foreign worker, or other temporary visitor and finding a Canadian employer or provincial government to support an application for an immigrant visa.

Canada establishes immigration targets that aim to make the country a destination for global talent, unite families, and “fulfill Canada’s humanitarian commitments.” The government says that immigrants contribute to short-term economic growth by addressing labor market needs and bolster the long-run growth potential of the country.

**Guest Workers**

The rising share of immigrants who adjust status to immigrant while in Canada focuses attention on the employer and education gatekeepers who bring foreigners to Canada as guest workers and students.

Canada had over 400,000 guest workers in 2019, compared to a million in the US, even though Canada’s labor force of 20 million is only an eighth of the US labor force of 160 million.

Canada has several Temporary Foreign Worker Programs (TFWPs), including the Seasonal Agricultural Worker program that allows employers to hire foreign guest workers after receiving a Labor Market...
Impact Assessment confirming that Canadian workers are not available to fill the job. Some 103,830 work permits were issued under Canadians TFWPs in 2021.

The separate International Mobility Program allows employers to hire foreign workers without testing the labor market if the job serves Canada’s cultural and economic interests. Employers post their job offers in a government portal and provide the code to the foreign worker they want to hire, who submits an application for a work permit. The IMP is used to bring workers to Canada under free-trade agreements such as NAFTA-USMCA, to move workers within a company (intra-corporate transfers), and for 18-to-35-year old youth who want to work and learn in Canada. Some 341,745 work permits were issued under the IMP in 2021.

There have been periodic protests against guest workers, as when several McDonald’s restaurants gave more hours of work to Filipino guest workers than to Canadian employees and banks subcontracted their IT work to firms that relied on Indian guest workers, displacing Canadians. The government in 2014 promised to step up enforcement to ensure that employers hired Canadians first, generate more reliable data on wages and labor market conditions, and increase penalties on employers who violate guest worker program regulations.

Provinces are responsible for determining which schools are Designated Learning Institutions that may admit foreign students. In 2019, there were over 400,000 international students in Canada, but covid reduced their number to 257,000 in 2020. Some international students, typically three to five percent, are able to become immigrants each year.
Canada had over 400,000 guest workers in a labor force of 20 million.

Canada has several streams or guest worker programs.

**Temporary Foreign Worker Program**

The Temporary Foreign Worker Program (TFWP) allows Canadian employers to apply for LMIA's in order to hire foreign workers within a wide range of job positions. The TFWP is overseen by Employment and Social Development Canada (ESDC).

**What are the TFWP Streams?**

- Agriculture Worker Stream
- Low Wage Worker Stream
- Home Care Provider Stream
- Foreign Academics
- High Wage Worker Stream
- Seasonal Agricultural Worker Program (SAWP)
- Global Talent Stream

**What Type of Work Permit is Issued Under the TFWP?**

Temporary foreign workers are issued employer-specific work permits/closed work permits under the TFWP. This allows them to only work for the employer specified in their work permit application.
The IMP Does Not Require Labor Certification

Employers can hire temporary foreign workers through two different programs. The program you use depends on whether or not you need a Labour Market Impact Assessment (LMIA).

If you are hiring in Quebec, please visit the Immigration website for the Government of Quebec.

TEMPORARY FOREIGN WORKER PROGRAM

This program helps employers fill labour shortages on a temporary basis when no qualified Canadian citizens or permanent residents are available.

EMPLOYERS

Step 1 Determine if you need an LMIA
Step 2 Apply to Service Canada for an LMIA and pay the $1,000 processing fee
Step 3 Once a positive LMIA has been issued, provide a copy of the confirmation letter to the worker
advise them to apply for a work permit

FOREIGN WORKERS

Apply for an employer-specific work permit online (recommended) or on paper
Where to apply
- Outside Canada
- Inside Canada, or
- At a port of entry

There are specific requirements you need to meet depending on where you are when you apply for your work permit.

For more information, visit Employment and Social Development Canada’s Temporary Foreign Worker Program web page.

INTERNATIONAL MOBILITY PROGRAM

This program lets employers hire temporary workers without an LMIA. Exemptions from the LMIA process are based on:
- broader economic, cultural or other competitive advantages for Canada
- reciprocal benefits enjoyed by Canadians and permanent residents

EMPLOYERS

Step 1 Determine if you are exempt from needing an LMIA
Step 2 Create an Offer of Employment in the Employer Portal and pay the $230 Employer Compliance Fee
Step 3 Once you receive an Offer of Employment Number,
provide the number to the worker
advise them to apply for a work permit

FOREIGN WORKERS

Apply for an employer-specific work permit online (recommended) or on paper
Where to apply
- Outside Canada
- Inside Canada, or
- At a port of entry

There are specific requirements you need to meet depending on where you apply for your work permit.

For more information, visit Immigration, Refugees and Citizenship Canada’s Program Research Portal web page.

The Government in 2014 Promised to Tighten TFWP Regulations

OVERHAULING THE TEMPORARY FOREIGN WORKER PROGRAM

#canadianfirst

LIMITING ACCESS

Canadian Workers Come 1st

New Labor Market Impact Assessment Cap on Low-Wage TFWs per Work Site Reduced Duration of Work Permits

BETTER LABOUR MARKET INFORMATION

New Quarterly Job Vacancy Survey
New Annual National Wage Survey
Enhanced Job Matching Service

STRONGER ENFORCEMENT PENALTIES

More Investigations & Detection of Abuse
More Stiffening of Penalties
More Fines & Revocation of Work Permits for Employers who Break the Rules

New Application Fee: $1,000

The Number of International Students Topped 400,000 in 2019

International Students

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<td>2017</td>
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<td>402,427</td>
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### Appendix. Detailed Immigration Plans for 2022–24

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<th>Immigrant Category</th>
<th>2022 Target</th>
<th>Low Range</th>
<th>High Range</th>
<th>2023 Target</th>
<th>Low Range</th>
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<th>2024 Target</th>
<th>Low Range</th>
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<td>Federal High Skilled</td>
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<td>Caregivers; Agri-Food Pilot; Rural and Northern Immigration Pilot; Economic Mobility Pathways Project</td>
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<td>Quebec Skilled Workers and Business</td>
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<td>Spouses, Partners and Children</td>
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<td>Protected Persons in Canada and Dependents Abroad</td>
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