



Refugee Hiring in Canada 101

A resource for HR,
Recruitment, and DEI
Teams in the Canada



Tent & ACCES developed a new guidebook for companies on how to hire refugees in Canada

The Canada Employers' Guide to Hiring Refugees is a new Tent resource for businesses looking to recruit, hire, and effectively integrate refugee workers in Canada.

This training webinar will review the content of this guides and provide an opportunity for companies to ask questions about recruiting refugee talent in Canada.

Public site: <https://www.tent.org/resources/canada-employers-guide-to-hiring-refugees/>



By the end of this presentation, you will:

- ▲ Understand the different refugee statuses provided to forcibly displaced people in Canada and the work authorization documents employers can accept when hiring them
- ▲ Know where refugees are being resettled in Canada
- ▲ Learn more about the refugee population and the benefits to businesses that hire them
- ▲ Find out where and how to connect with refugees in Canada

Canadian Employers'
Guide to Hiring Refugees

Content

- I. Introduction
- II. Refugees in Canada, and why companies should hire them
- III. How to connect with refugee job seekers
- IV. Evaluating refugee talent
- V. Onboarding refugee employees
- VI. Hiring Afghan refugees
- VII. Hiring Ukrainian refugees

Contents

1

**REFUGEES IN
CANADA**

2

WHO IS A
REFUGEE

3

BUSINESS CASE OF
HIRING REFUGEES

4

HOW TO
CONNECT TO
REFUGEES

5

EVALUATING
REFUGEE TALENT

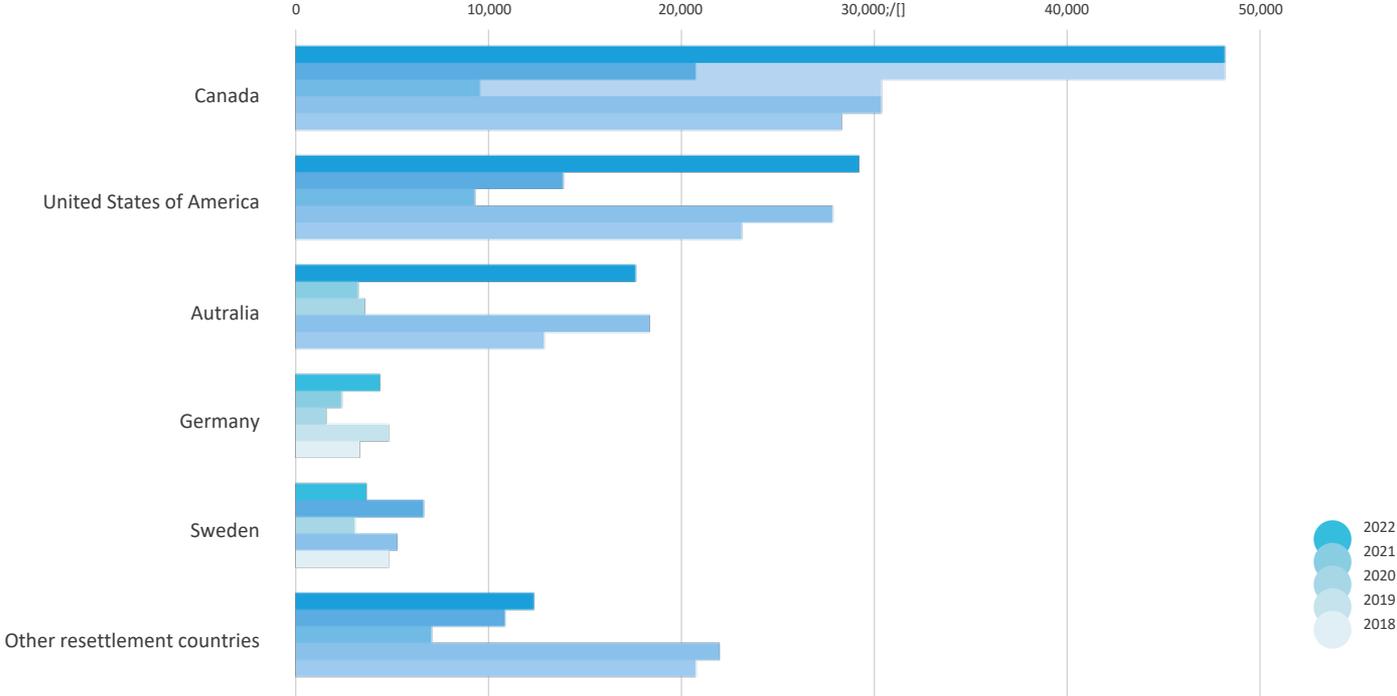
Canada is a major host country for refugees from all over the world

Canada has a longstanding tradition of welcoming refugees, with 1+ million refugees having arrived since 1980.

- ▲ Canada is home to tens of thousands of refugees from many countries, including [Syria](#), [Eritrea](#), [Iraq](#), and [Venezuela](#).
- ▲ More than [200,000 refugees from Ukraine](#) have been admitted into Canada, with [600,000](#) more expected to come in future months
- ▲ The Canadian government has already welcomed over [40,000 refugees from Afghanistan](#), with more expected to arrive in coming years



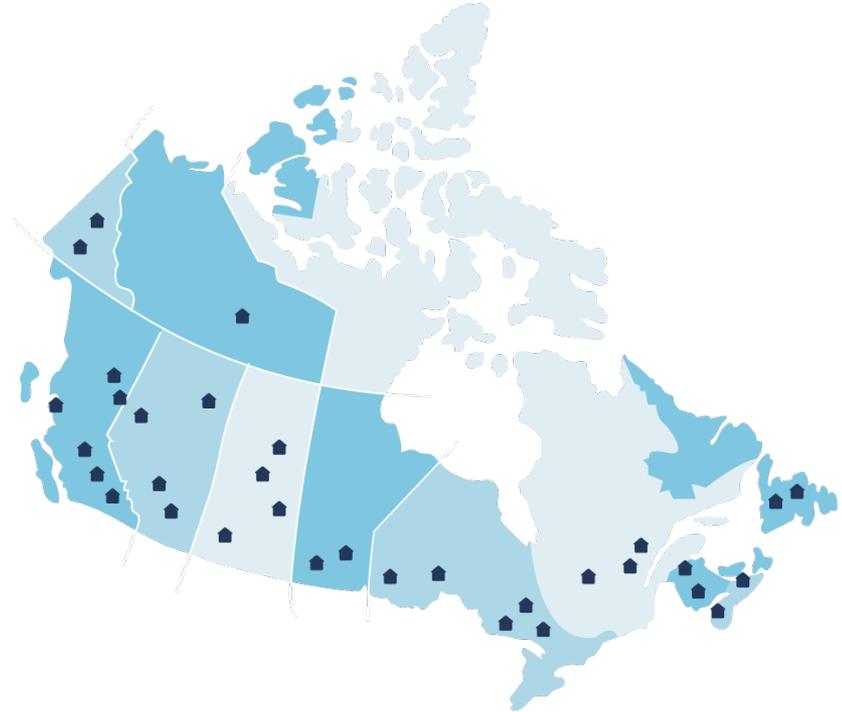
Refugee arrivals in Canada, 2018-2022



Refugees are located in urban and rural areas of all sizes throughout Canada

Province / Territory	Total
Ontario	109,180
Alberta	47,965
Quebec	37,625
British Columbia	24,250
Manitoba	15,255
Saskatchewan	10,070
Nova Scotia	6,890
New Brunswick	5,910
Newfoundland and Labrador	3,600

Provinces with most resettled refugees during January 2015 to December 2023





1

REFUGEES
IN CANADA

2

**WHO IS A
REFUGEE**

3

BUSINESS CASE OF
HIRING REFUGEES

4

HOW TO
CONNECT TO
REFUGEES

5

EVALUATING
REFUGEE TALENT



Types of refugees in Canada

Resettled and refugee claimants in Canada

Refugees in Canada are categorized into two main groups depending on how they arrived in the country:

1. Resettled refugees: Resettled refugees arrive in Canada after being referred by either UNHCR, a designated referral organization, or a private sponsorship group.
2. Refugee claimants, also referred to as “asylum seekers”



Resettled refugees come into Canada through three programs:

Private Sponsorship of Refugees (PSR) program, **through which Canadians can resettle individuals or families who qualify as refugees under Canada's refugee and humanitarian program.**

Government Assisted Refugees (GAR) program, **through which refugees are referred for resettlement to Canada by UNHCR and other partners with which Canada has an agreement.**

Blended Visa Office Referred (BVOR) program, **which matches refugees identified for resettlement by referral organizations, such as UNHCR, with private sponsors in Canada.**

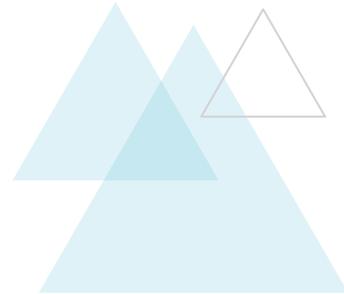
Resettled refugees are automatically granted permanent resident status and the legal right to work in Canada.

Refugee claimants

Refugee claimants are people with a “well-founded fear of persecution” or who “are at risk of torture or cruel or unusual punishment in their home countries”. They can make a claim from inside Canada, either at a port of entry upon arrival or online.

Canada often refers to these claimants as ‘asylum seekers’

Refugee claimants can apply and receive a work permit while they are waiting for a decision on their asylum process



Alternative pathways to enter Canada

Other ways refugees can resettle in Canada

Health Care Workers Permanent Residence Pathway is available to refugee claimants who worked a minimum number of hours in Canada's health care sector during the Covid-19 pandemic.

Economic Mobility Pathways Pilot helps skilled refugees to immigrate to Canada through existing economic programs.

Contents

1

REFUGEES
IN CANADA

2

WHO IS A
REFUGEE

3

**BUSINESS CASE OF
HIRING REFUGEES**

4

HOW TO
CONNECT TO
REFUGEES

5

EVALUATING
REFUGEE TALENT

Why invest in setting up a thoughtful refugee hiring program?

Companies that invest in creating a [welcoming environment](#) for refugees benefit from improved [employee retention](#) rates, an enhanced [brand and reputation](#), and dividends in their ability to [attract new talent](#) to the company.

Refugees are talented professionals with diverse skills and experiences

Refugees can help companies meet their needs through their diverse skills, educational experiences and professional backgrounds:

- ▲ Canada is an aging population. Nearly **60% of refugees living in Canada are of working age** as compared to 38% of Canadian born who are considered working age
- ▲ Half of the refugees (**51%**) in Canada are employed in **high-skilled jobs**; 20% are employed in professional jobs that require a university degree.



Contents

1

REFUGEES
IN CANADA

2

WHO IS A
REFUGEE

3

BUSINESS CASE OF
HIRING REFUGEES

4

**HOW TO
CONNECT TO
REFUGEES**

5

EVALUATING
REFUGEE TALENT

Building a refugee talent pipeline

The Canadian government works with a host of diverse organizations to deliver much-needed settlement and integration services to refugees. These agencies can assist businesses (at no cost) with:

- ▲ Identifying candidates whose skills match employers' needs
- ▲ Completing new hire paperwork
- ▲ Offering translation or interpretation services
- ▲ Following up to ensure mutual satisfaction

More information about this topic can be found in the [“Partnering with Refugee-Focused NGOs”](#) resource available on Tent’s Members’ Hub.





Finding a full list of the 400 available settlement providers can be a challenge. [Here is a resource](#) that provides a full scope of the services, including across all locations in Canada.

Contents

1

REFUGEES
IN CANADA

2

WHO IS A
REFUGEE

3

BUSINESS CASE OF
HIRING REFUGEES

4

HOW TO
CONNECT TO
REFUGEES

5

**EVALUATING
REFUGEE TALENT**

Evaluating refugee candidates

Hiring a refugee in Canada is similar to hiring any other foreign employee. Companies must first ensure that candidates are authorized to work in the country.

- Refugee candidates will have an open work permit, and Ukrainian refugee candidates will possess a CUAET open work permit.
- Open work permits allow the recipient to work for any employer in Canada and are not job specific.
- Open work permits are valid for up to 3 years

Do not assume that refugee candidates will know which documents they need to share to prove work eligibility.

Refugees may also be reluctant to share information or documentation they deem to be personal.

Documentation to request from refugee job seekers

List of Documents most likely to be presented

- Refugees require a Social Insurance Number (SIN) to work in Canada.
- Open work permit holders will usually have a temporary SIN starting with a '9'.
- While a refugee may present their SIN to an employer for income tax and benefits, they are not legally required to present it to an employer before receiving a job offer.
- If a new refugee does not have a SIN but is eligible to work in Canada, employers can instruct them to apply for one.

Sample Images of documentation for refugees

Example of Confirmation of Permanent Residence

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada

PROTECTED WHEN COMPLETED / PROTÉGÉ UNE FOIS REMPLI

AA123 456 789
0123456789

CANADA

REFUGEE PROTECTION CLAIMANT DOCUMENT
THIS IS TO CERTIFY THAT THE PERSON HEREIN IS A REFUGEE PROTECTION CLAIMANT WITHIN THE MEANING OF THE IMMIGRATION AND REFUGEE PROTECTION ACT

Application No: N00000708
UCI: 8771-7687

CLIENT INFORMATION

Family Name: [Redacted]
Given Name(s): [Redacted]
Date of Birth: [Redacted]
Sex: [Redacted]
Country of Birth: [Redacted]
Country of Citizenship: [Redacted]
Date Issued: [Redacted]
Expiry Date: [Redacted]

ADDITIONAL INFORMATION

Planned to Substantiate: [Redacted]

NOT VALID FOR TRAVEL

THIS FORM HAS BEEN ESTABLISHED BY THE MINISTER OF IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA. THIS DOCUMENT IS THE PROPERTY OF THE GOVERNMENT OF CANADA. FORMULAIRE ÉTABLI PAR LE MINISTRE DE L'IMMIGRATION, RÉFUGIÉS ET CITOYENNETÉ CANADA. LE PRÉSENT DOCUMENT EST LA PROPRIÉTÉ DU GOUVERNEMENT DU CANADA.

Canada

Example of Work Permit

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada

PROTECTED WHEN COMPLETED / PROTÉGÉ UNE FOIS REMPLI

AA123 456 789
0123456789

CANADA

Application/Demande: 0123-4567
UCI/UC: 12345678

WORK PERMIT/PERMIS DE TRAVAIL

CLIENT INFORMATION/INFORMATION DU CLIENT

Family Name/Nom de Famille: [Redacted]
Given Name(s)/Prénoms: [Redacted]
Date of Birth/Date de Naissance: [Redacted]
Sex/Sexe: [Redacted]
Country of Birth/Pays de Naissance: [Redacted]
Country of Citizenship/Citoyenneté: [Redacted]
Travel Doc. No./N° du document de voyage: [Redacted]

ADDITIONAL INFORMATION/INFORMATION SUPPLÉMENTAIRE

Date Issued/Date de délivrance: [Redacted]
Expiry Date/Date d'expiration: [Redacted]
Category/ Catégorie: [Redacted]
Employment Location/ Lieu d'emploi: [Redacted]
Occupation/Profession: [Redacted]

Conditions: [Redacted]

Remarks/Remarques: [Redacted]

THIS DOES NOT AUTHORIZE RE-ENTRY/CECI N'AUTORISE PAS LA RÉ-ENTRÉE

THIS FORM HAS BEEN ESTABLISHED BY THE MINISTER OF IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA. THIS DOCUMENT IS THE PROPERTY OF THE GOVERNMENT OF CANADA. FORMULAIRE ÉTABLI PAR LE MINISTRE DE L'IMMIGRATION, RÉFUGIÉS ET CITOYENNETÉ CANADA. LE PRÉSENT DOCUMENT EST LA PROPRIÉTÉ DU GOUVERNEMENT DU CANADA.

Canada

Example of Temporary Resident Permit

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada

PROTECTED WHEN COMPLETED / PROTÉGÉ UNE FOIS REMPLI

AA123 456 789
0123456789

CANADA

Application/Demande: 0123-4567
UCI/UC: 12345678

TEMPORARY RESIDENT PERMIT/PERMIS DE SÉJOUR TEMPORAIRE

CLIENT INFORMATION/INFORMATION DU CLIENT

Family Name/Nom de Famille: [Redacted]
Given Name(s)/Prénoms: [Redacted]
Date of Birth/Date de Naissance: [Redacted]
Sex/Sexe: [Redacted]
Country of Birth/Pays de Naissance: [Redacted]
Country of Citizenship/Citoyenneté: [Redacted]
Travel Doc. No./N° du document de voyage: [Redacted]

ADDITIONAL INFORMATION/INFORMATION SUPPLÉMENTAIRE

Date Issued/Date de délivrance: [Redacted]
Expiry Date/Date d'expiration: [Redacted]
Immigration Category/Catégorie d'immigration: [Redacted]
Date Spent/Date de séjour: [Redacted]
In Force/En vigueur: [Redacted]

Remarks/Remarques: [Redacted]

NOT VALID FOR TRAVEL TO CANADA/NON VALIDE POUR VOYAGER AU CANADA

THIS FORM HAS BEEN ESTABLISHED BY THE MINISTER OF IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA. THIS DOCUMENT IS THE PROPERTY OF THE GOVERNMENT OF CANADA. FORMULAIRE ÉTABLI PAR LE MINISTRE DE L'IMMIGRATION, RÉFUGIÉS ET CITOYENNETÉ CANADA. LE PRÉSENT DOCUMENT EST LA PROPRIÉTÉ DU GOUVERNEMENT DU CANADA.

Canada

After learning *how* to hire refugees, consider adapting your company's hiring process to make it inclusive for refugees



- *Out-of-date or lack of skills*
 - Determine whether required skills are absolutely necessary for the role.
 - Test for any technical skills that are a prerequisite for doing the job (e.g., numeracy, computer literacy, experience operating heavy machinery, business-level written English/French).
- *Limited language proficiency*
 - Challenge your team to assess the level of local language proficiency that is actually required for the role
 - Partner with local organizations that can assist with interpretation and paperwork for initial screening and interviews.
- *Low familiarity with Canadian workplace norms*
 - Assign buddies or mentors to new refugee employees so they have a partner who can help to acclimate to your workplace culture
 - Explain to interviewers that refugee candidates may not always adhere to certain norms; this may be a sign of cultural difference, not disrespect

Tent is here to help!

The Tent Partnership for Refugees is here to provide individualized guidance on how to set up refugee employees and your teams for success.



Companies should reach out to the [Tent team](#) for support with building their strategy and to connect with local implementing partners and service providers.

Visit our [Member's Hub](#) to access Tent's suite of exclusive trainings, webinars, research, case studies, and more.



Thank you!

sophie@tent.org