

BCHA Seminar Immigration updates

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Today's Agenda

1. Immigration updates and announcements
2. Permanent Residency Options
3. Work Permits
4. LMIAs
5. Francophone Mobility Work Permit
6. Questions and Discussion

Updates & Announcements

Express Entry CRS points for high-wage occupations

- Changes take effect November 3, 2026.
- 20-70 additional CRS points for 1-year Canadian experience in high-wage occupation.
- 50-100 additional CRS points for job offer in high-wage occupation.
- Wage determined by government stats, not individual wage.
- CRS points for other skilled Canadian experience will remain.

Unknowns:

- Impact on pool – How many candidates move up/down in the CRS score range?
- Minimum CRS thresholds – what will be the new CRS score needed for an ITA?
- Category invites – will IRCC continue with category-based invites? Will these change?

[Visit our Blog for a summary of the CRS Changes](#)

High-wage NOCs include:

10011	Human resources managers
60010	Corporate Sales Managers
10019	Other Administrative managers
10022	Advertising, marketing and public relations managers
10029	Other business services managers
70012	Facility operation and maintenance managers
11100	Financial auditors and accountants
11109	Other financial officers
11200	Human resources professionals
60031	Accommodation service managers
60040	Managers in customer and personal services

Other Potential Changes to Express Entry

Government has considered:

- Simplified eligibility into one Federal High-Skilled Program
- Minimum high school
- Minimum English or French CLB 6 in each ability
- At least one year of cumulative experience in Teer 0-3
- Trades requiring Red Seal Certification
- Removing Spousal points, limiting French bonus points, sibling points and other non-economic

Canada's 2026 Budget in November will give Immigration Levels Plan

BC Provincial Nominee Program

Program streamlined to three priorities:

- 1) Care – 36 in-demand occupations in healthcare, education, childcare and veterinary care
- 2) Build – 9 in-demand skilled trades, requiring valid Trade Certificate or registered Apprentice
- 3) Innovate –
 - Invitations to all high-economic impact workers who meet the point threshold.
 - Invitations to high-economic impact workers based on the job offer salary and hourly wage.

No change to points system

BC received 1,000 additional nomination allocations for 2026

[Visit our Blog for a Summary of PNP Changes](#)

LMIA's

- 2025 Directive: Wages substantially higher than the prevailing wage can lead to a refusal.
- April: Rural areas outside CMAs can retain current cap of low-wage positions filled by temporary foreign workers at a given worksite. Expires March 31, 2027.
- April: minimum 8-week recruitment for low-wage LMIA's, plus youth recruitment efforts.
- July: hourly wage threshold for high-wage LMIA now \$38.40/hour.
- Sept: placement/recruitment/staffing agencies do not qualify as employer for LMIA's.
- Oct: Unemployment rates now below 6% for Kamloops and Chilliwack, next change January 8.
- Oct: IRCC updated instructions to hold WP extensions with LMIA in process.
- Nov: No LMIA required for high-wage job offer for additional CRS points.

Canadian Citizenship

As of December 15, 2025, Canada's amended Citizenship Act extends citizenship beyond the first generation born outside Canada.

Processing time for Citizenship Certificates is up to 3 years.

Why this matters?

- Employees who have a Canadian ancestor may be Canadian.
- New hires who have Canadian ancestors may need to apply for proof of citizenship, NOT a work permit and can request urgent processing with a job offer.



Permanent Residency Options

- Express Entry
- BC Provincial Nominee Program
- Spousal Sponsorship for common-law or married couples
- Rural Community Immigration Pilot
- Francophone Community Immigration Pilot

Recent Express Entry ITAs

Draw date	Draw type	ITAs issued	Lowest CRS score
Oct 16, 2026	French-language proficiency	5,000	435
Oct 15, 2026	Canadian Experience Class (CEC)	2,500	519
Oct 13, 2026	Provincial Nominee Program (PNP)	752	772
Oct 1, 2026	Trades occupations	3,500	476
Sep 29, 2026	CEC	2,000	518
Sep 28, 2026	PNP	733	725
Sep 16, 2026	Senior managers with Canadian work experience	250	389
Sep 15, 2026	CEC	2,000	519
Sep 14, 2026	PNP	576	734
Sep 4, 2026	Healthcare and social services	3,500	475
Sep 3, 2026	Physicians with Canadian work experience	229	198

What is a viable Express Entry profile?

Profile 1

- Civil Status: Single
- Age: 28
- Education: Bachelors
- English score: CLB 10 in each ability
- CAD skilled experience: 2 years
- Foreign skilled experience: 1 year

Points: 519

Profile 2

- Civil Status: Single
- Age: 35
- Education: Masters in Canada
- English: CLB 9 in each ability
- CAD skilled experience: 2 years
- Foreign skilled Experience: 1 year

Points: 519

Chances of an ITA are good, but the new high-wage points may have an impact

Recent BC PNP ITAs – High-Economic Impact Workers Only

Draw date	Selection criteria	Minimum score	Invitations issued
May 14, 2026	Wage ≥ \$59/hour and \$120,000/year; NOC TEER 0–3	N/A	225
May 14, 2026	Points-based	135	212
June 18, 2026	Wage ≥ \$62/hour and \$125,000/year; NOC TEER 0–3	N/A	130
June 18, 2026	Points-based	136	149
July 16, 2026	Wage ≥ \$58/hour and \$115,000/year; NOC TEER 0–3	N/A	223
July 16, 2026	Points-based	132	346
August 20, 2026	Wage ≥ \$55/hour and \$110,000/year; NOC TEER 0–3	N/A	337
August 20, 2026	Points-based	132	265
September 24, 2026	Wage ≥ \$52/hour and \$105,000/year; NOC TEER 0–3	N/A	426
September 24, 2026	Points-based	131	288

What is a viable BC PNP profile?

Front Desk Supervisor on Vancouver Island

- Wage: \$28 per hour
- Education: Bachelors
- Years of Supervisor Experience: 5
- English score: minimum CLB 9
- CAD experience: 1 year on Vancouver Island
- Job offer: On Vancouver Island

Points: 123

If...

- Wage: 30 per hour
- Education: Bachelors completed in Canada

Points 133

Hotel Manager in Vancouver

- Wage: \$38.46/hour (\$80,000)
- Education: Post-grad Diploma
- Years of management: 5
- English score: minimum CLB 9
- CAD experience: 1 year in Vancouver
- Job offer: In Vancouver

Points: 106 (less points for location)

If...

- Education: In Canada
- French basic
- Wage: \$40/hour

Points 128 (we may see PNP ITAs drop)

Hotel Manager
NOC 60031
is on the Express
Entry High-Wage
Occupation List!

Rural Community Immigration Pilot

- Status: Open
- BC has three RCIP Regions - West Kootenay, North Okanagan–Shuswap, Peace Liard
- Each region has its own priority lists and intake windows/process
- Regions update occupation list and sector priorities annually
- May 2026: IRCC updated instructions for work permits of RCIP candidates
 - WP submitted inside Canada – need AOR or email confirmation of PR submission
 - WP outside – needs AOR and must pass completeness check

Francophone Community Immigration Pilot

- Status: Open
- BC Community: Kelowna
- Requirements:
 - Valid job offer from designated employer in community
 - Community recommendation
 - At least 1 year of related experience in past 3 years
 - Minimum French ability – CLB 5 in each ability
 - Canadian education or foreign equivalent (secondary or post-secondary)
 - Proof of funds, if not working in Canada

Work Permits

How do I hire or retain workers?

- LMIA's
- Francophone Mobility Program
- Free Trade Agreements, e.g.:
 - Chefs (Colombia, Peru)
 - Hotel Managers or other managers (USA, Mexico, Europe, UK, Ukraine, Pacific countries part of CPTPP, Colombia, Peru)
 - Accommodation Managers (Panama)
- International Experience Canada
 - Working Holiday
 - Young Professionals
 - Additional IECs with Recognized Organizations
- Open work permits – post-graduate, accompany family
- Support worker with their tuition to study/work?

International Student / Workers Reminders

- International students can work up to 24 hours during academic periods, unlimited during scheduled school breaks (summer, winter holidays)
- April change: no need for separate co-op work permits
- Cannot work when on an authorized break (i.e. taking a term off)
- Cannot work once program is complete, and until PGWP or other work permit submitted. This may lead to a gap in their employment.
- Must complete a language test and submit results with PGWP –
 - University programs - require CLB 7
 - College or non-university – require CLB 5
- Completion date may be different than graduation date, and is not usually the date the school Completion Letter is issued to student
- Note: 90 day validity of study permit after completion; 180 days to submit PGWP.

Accompanying Family members

Changes made January 2025

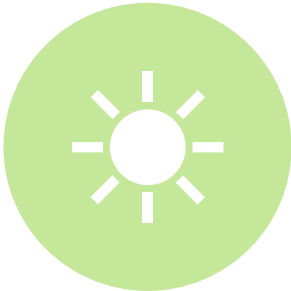
- Only spouses of Masters and doctoral students can obtain a work permit
- Only spouses of workers:
 - With TEER 0 or 1; or
 - Specific TEER 2 or 3 jobs; AND
 - Minimum 16 months remaining on work permit
- Spouses that fall under a Free Trade Agreement provision are mostly exempt from above



Low-wage LMIA – Seasonal Positions

- No cap on number of positions – seasonal industries
- Employee may work 8 months /270 calendar days in a calendar year
- Participation once a year per location
- Subject to 6% unemployment rate restriction
- Standard government fee applies per position
- LMIAs for non-seasonal position can be done in parallel

LMIA – Seasonal Positions Requirements



Demonstrate the industry AND position is seasonal. Peak and Off- Peak periods reoccur annually.



Recruitment efforts still mandatory for 8 weeks prior to submission of LMIA.

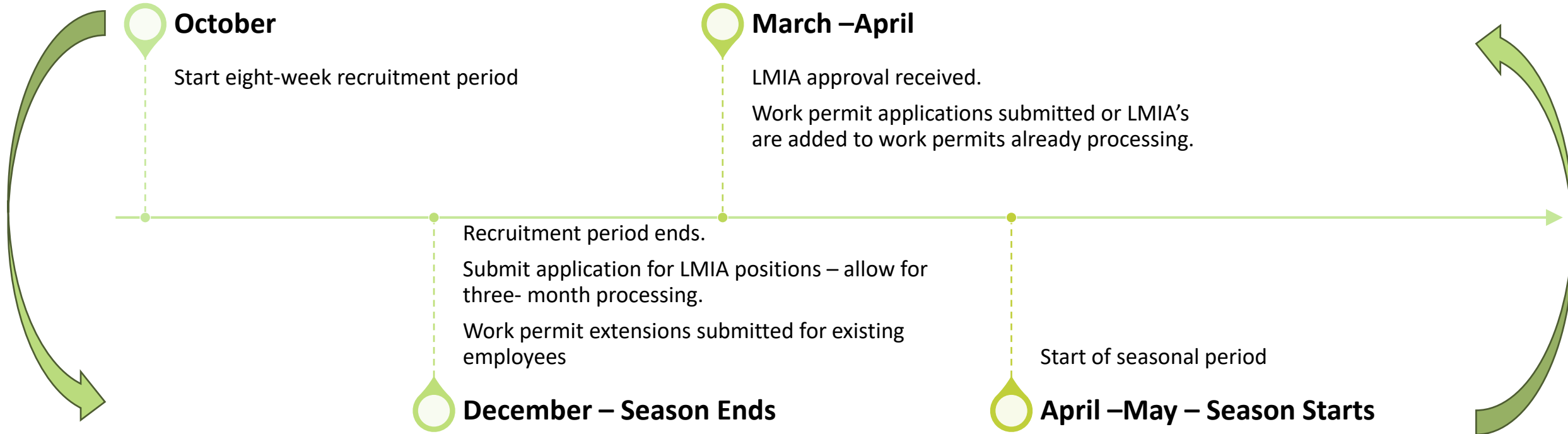


Round trip transportation, ensuring adequate housing, median wage still expected.



Kamloops, Victoria and Chilliwack are below 6% unemployment rate and therefore may have LMIA's processed.

Example of Seasonal LMIA cycle



LMIA Work Permit Extensions

Current wording of IRCC Instructions states the following:

If you applied without an LMIA or CAQ

Make sure you submit your [labour market impact assessment \(LMIA\)](#) or [Quebec Acceptance Certificate \(CAQ\)](#) when you get them. We need your LMIA or CAQ to finalize your application and issue your new work permit.

We **won't** make a decision on your application until we receive your LMIA or CAQ.

- Type the code **CPTS2026** in the **Job Title** field of the IMM 5710 form.
- Include proof that you have a valid job offer.
- Provide either of the following documents depending on how your employer applied:
 - a copy of the LMIA receipt confirmation number **online applications**
 - a copy of the application sent to Service Canada or the Ministère de l'Immigration, de la Francisation et de l'Intégration **paper applications**
- Indicate all of the following in the Details of intended work in Canada section of your work permit application:
 - the date the LMIA or CAQ request was sent
 - the office it was sent to
 - the employer's name
 - the confirmation number for the submission, if available

Francophone Mobility Program

LMIA Exemption R205(c) C16

- Currently open to offers in all TEER categories*
- NCLC Level 5+ in Speaking and Listening*
- Employment outside Quebec
- Up to 3 years permit duration
- No restriction on extension

*Rumors of language score increasing to NCLC 7 and removal of TEER 4 and 5.

[Consider BCHA's Destination Canada Mobility Forum for Recruitment](#)

Francophone Mobility Program – Good Investment?



- The government has a commitment to reach a **12% Francophone immigration target by 2029**
- No employer cap
- No requirements for housing, transportation and not bound to the median wage
- Government fee for the company is \$230
- French speakers get more points in Express Entry and PNP



Questions /
Discussion

Thank you

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