

# How to Find Jobs in Canada

A Practical Guide for New Immigrants



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# Disclaimer

***How to Find Jobs in Canada*** is a practical guide written for new immigrants who are or will be seeking Canadian employment.

Although this guide discusses Canadian immigration and employment in Canada, it is not and shall not be considered immigration, legal or professional advice.

Furthermore, the information in this guide does not replace the advice of licensed immigration lawyers or authorized immigration consultants.

Additionally, there is no guarantee made or implied that the reader will find employment in Canada or receive a Canadian job offer or be approved for immigration to Canada or be approved for any type of Canadian visa or work permit by using the information presented in this guide.

The author and publisher believe the information in this eBook to be accurate on the date of its publication, however, the reader should be aware that immigration laws, regulations and procedures, as well as the Canadian job market, are constantly changing. It is up to the reader to make sure that the information is accurate and up to date.

The author and publisher shall not be held liable for any damage suffered directly or indirectly due to the use of this guide.

# Introduction

Canada is one of the top destinations for expat workers and their families.

In fact, a [survey](#) of 209,000 people in 190 countries conducted by the University of Pennsylvania's Wharton School, BAV Group and US News & World Report found that Canada was the #1 preferred destination for expat workers in 2021.

There are many reasons why Canada is such an attractive destination for immigrants in general and skilled foreign workers in particular.

First of all, Canada is known for being a friendly country that welcomes immigrants from around the globe.

According to the results of a 2019 Gallup survey performed in 145 countries, people who live in Canada are [the most accepting of immigrants](#).

Second, Canada is a diverse country (22% are foreign-born) and it had the first official government policy of multiculturalism (established in October 1971).

Third, Canada's government is actively seeking new immigrants and has been steadily increasing the annual Canadian immigration levels.

For example, the government announced that it wants to grant Canadian permanent residency to a [record 431,645 immigrants during 2022](#) of which approximately 241,850 will be skilled foreign workers and their family members.

The goal for Canadian immigration jumps to 447,055 new permanent residents in 2023 and climbs even higher to 451,000 during 2024.

Fourth, there is a high demand for skilled immigrants to fill jobs in Canada because of an ongoing worker shortage that is expected to continue for several years, partly because around five million Canadian workers from the baby boomer generation are retiring this decade, and also because new jobs are being created through economic growth.

Fifth, there is generally a [high quality of life in Canada](#), which is a prosperous country with one of the top 10 largest economies, universal healthcare, [outstanding education](#), low inequality, a long average life expectancy at birth (82.6 years), and it is one of the 10 safest countries in the world, according to the 2021 Global Peace Index.

Finally, immigrants can apply to become Canadian citizens after living in Canada as permanent residents for at least three years in a five-year period and meeting other eligibility criteria.

These are some of the many reasons why Canada is the prime destination for expat workers and their families who are seeking opportunities abroad.

## Preparing for Employment in Canada

Before you start searching for jobs in Canada, it would be wise to do some research to learn what the requirements are for the job(s) you will be applying for, especially if your occupation is regulated in Canada and requires some kind of certification or other approval before employment can begin, such as architects, electricians, engineers, nurses, physicians and plumbers (approximately 20% of the jobs in Canada are regulated occupations).

Furthermore, you will need to receive a favorable Education Credential Assessment (ECA) if you will be applying for immigration to Canada through the [Federal Skilled Worker Program \(FSWP\)](#) and your education was received outside of Canada.

The ECA assesses to what extent an education received outside of Canada is valid and equal to an education obtained inside Canada and it must be performed by the relevant organization in Canada that is authorized by the Canadian government to conduct such assessments for immigration purposes (the ECA should be done before filing your [Express Entry](#) profile).

It is important to note that in order to legally work in Canada as a foreign worker, you will need to (1) be a Canadian permanent resident, a citizen of Canada, or possess the relevant temporary work permit; and (2) have a nine-digit Social Insurance Number (SIN), which you should apply for on the [Service Canada website](#) after you move to Canada.

You should also be aware that the Canadian government states: “In Canada, it is against the law to treat people differently or not hire them because of their gender, race, ethnicity, religion, age, sexual orientation or where they came from.”

When you find a job opening in Canada that you would like to apply for, be sure to conduct research about the job requirements, the company or organization, what they do, their business culture, what kinds of customers they have, their key managers and employees, and then update your resume and write your cover letter to clearly show how you are the perfect match for the job and the company/organization.

After the job interview is scheduled with the employer in Canada, you will know whether it will be in-person, via video conference (e.g., Skype, Zoom, etc.) or over the telephone, and then you should spend sufficient time preparing for the job interview (for example, practicing answering common interview questions).

These are some of the important issues you should consider before you seek Canadian employment opportunities and start applying for jobs in Canada.

On the following pages of this eBook, you will learn about different ways that you can find jobs in Canada, including visiting the websites of companies/organizations where you may want to work in Canada in order to view their job advertisements; using job search websites; networking; using employment agencies; and contacting organizations in Canada that help immigrants.

## Employer Websites

You may already know of some companies or organizations in Canada where you may be interested in working, so you can visit their website(s) and review the job openings that they have posted on their Jobs, Careers or Employment webpages.

If you find a job posting that you are interested in applying for, make sure that you carefully review the eligibility requirements and then update your resume and write your cover letter in order to clearly show that you are the perfect match for the position.

In the event that you do not find any relevant job postings, you can also contact the employer directly to ask if they are hiring workers for your occupation.

Two sources of information about Canadian employers that you might want to review are [Forbes 300 best employers in Canada for 2022](#), as well as [Canada's Top 100 Employers \(2022\)](#) which has a link at the bottom of each entry about an employer that makes it easy to view their current job openings.

## Job Search Websites

There are many job search websites that make it easy to quickly find job openings in Canada and to apply for them online and some even have apps you can download to your smartphone from Google Play or the App Store for added convenience.

These job search websites allow you to search by job title, industry, company name, location, or other keywords and quickly list the Canadian job postings and information about each job, such as the job description, employer, location, date of the posting, job requirements, salary, and how to apply.

Here are the names and links for the top Canadian job search websites to further assist you with seeking employment in Canada:

- Adecco: <https://www.adecco.ca/>
- CareerBuilder: <https://www.careerbuilder.ca/>
- Eluta: <https://www.eluta.ca/>
- Glassdoor: <https://www.glassdoor.ca/index.htm>
- Indeed: <https://ca.indeed.com/>
- Job Bank (Government of Canada): <https://www.jobbank.gc.ca/home>
- JobBoom (for jobs in Quebec): <https://www.jobboom.com/en>
- Jobillico: <https://www.jobillico.com/en>
- Jooble: <https://ca.jooble.org/>
- Monster: <https://www.monster.ca/>
- SimplyHired: <https://www.simplyhired.ca/>
- Zip Recruiter: <https://www.ziprecruiter.com/?country=ca>

# Networking

Networking with other people can sometimes open the door to Canadian job opportunities that you might not otherwise find seeking employment on your own.

If you have family or friends living in Canada, you might inform them that you would like to work in Canada and ask if they or someone they know is aware of any job vacancies you could apply for (preferably in your occupation or a closely-related occupation).

Many job openings are not advertised, because news about the position is spread “word of mouth” by employees who know about the job opportunity and who inform their friends or family members so they can apply.

In other cases, a Canadian job opening is advertised, however, knowing someone at the company or organization who can “put in a good word for you” with the employer can often give an applicant an edge over other job candidates (“It’s not what you know, it’s *who* you know.”).

Whether or not you have a network of family or friends in Canada, or know someone outside of Canada with connections to Canadians who could network on your behalf, creating a LinkedIn online profile can greatly expand your opportunities for a Canadian employer to view your profile and possibly contact you about a job opening in Canada.

# Employment Agencies

It can be useful to contact a reputable employment agency in Canada to facilitate your Canadian job search efforts.

The advantage of using an employment agency in Canada is that they usually have the connections with Canadian employers in various business sectors and can match qualified workers with employers who have job openings in Canada.

Furthermore, the Canadian employer normally pays the employment agency’s service fee, rather than the worker.

Some of the top employment agencies in Canada and their websites include:

- Adecco: <https://www.adeco.ca/>
- Hays: <https://www.hays.ca/>
- Michael Page: <https://www.michaelpage.ca/>
- Randstad: <https://www.randstad.ca/>
- Robert Half: <https://www.roberthalf.ca/en>



# Organizations Helping Immigrants

Canada has many organizations all across the country that offer free settlement services to immigrants, which include help finding Canadian employment, assistance locating a place to live, registering children for school, English or French language training, help with daily life, etc.

Examples of the settlement organizations that help immigrants find jobs in Canada include:

- Access Employment (Toronto, Ontario): <https://acesemployment.ca/>
- Calgary Region Immigrant Employment Council (Calgary, Alberta): <https://www.criec.ca/>
- Immigrant Centre Manitoba Inc. (Winnipeg, Manitoba): <https://www.icmanitoba.com/>
- MOSAIC (Vancouver, British Columbia): <https://www.mosaicbc.org/>
- Ottawa Community Immigrant Services Organization (Ottawa, Ontario): <https://ociso.org/>

## Conclusion

There are many ways for an immigrant to find jobs in Canada and most of them are free.

You can visit the websites of Canadian employers to review their job postings; use job search websites; network with others which should include creating a LinkedIn online profile; have an employment agency match you with employers in Canada; and seek assistance from organizations that offer settlement services which include helping immigrants find a job in Canada.

It is important to find out if your occupation is regulated in Canada and if it is, to take the necessary steps to be able to work in your occupation in Canada.

Of course, you must be authorized to legally work in Canada, such as by becoming a Canadian permanent resident or getting a temporary work permit along with the Social Insurance Number (SIN).

You now have plenty of resources to help you find jobs in Canada.

When you find Canadian job openings that you would like to apply for, remember to create a resume and cover letter that show a potential employer that you are the right match for the job, to increase your chances of receiving a job interview and, hopefully, an offer of employment in Canada.

The benefits of accepting a qualifying offer of employment in Canada include earning a good salary to support yourself and your family, plus it could potentially facilitate the Canadian immigration process, for example, by giving you extra points for points-based immigration programs or leading to an Invitation to Apply for Express Entry immigration to Canada.

We hope that you found this eBook informative and wish you much success on your efforts to live and work in Canada!