Workshop

*Working in Canada as an international student*

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Immigration, Refugees and Citizenship Canada (IRCC)
IRCC Webform
1-888-242-2100
8 AM to 4 PM

Visit us online: Guichet virtuel
RESOURCES AND CONTACT INFORMATION

BENEFITS AND CHALLENGES

IMMIGRATION LAWS
• Working on campus
• Working off campus
• Working after your studies

OTHER OBLIGATIONS
• Social Insurance Number
• Income tax obligations
• Labour standards
• Legal compliance

Note: This presentation is a summary of the applicable procedures, laws and regulations in Québec and Canada, which are subject to change without notice. The websites of the Ministère de l’Immigration, de la Francophonie et de l’Intégration (MIFI) and Immigration, Refugees and Citizenship Canada (IRCC) take precedence, and it is your responsibility to validate all information at the source.
BENEFITS AND CHALLENGES

BENEFITS

• Additional income $$
• Acquire work experience in Québec
• Getting prepared for the labour market
• Establish a professional network
• Obtain references
• Practice job interviews
• Development of hard and soft skills
• Professional AND social integration

CHALLENGES

• Balancing studies and work - Time management
• Language skills
• Lack of information about labour market
• Access to the hidden job market
• Networking
• Legal norms, OIQ
• Local standards for resume, cover letter, interviews
• Few opportunities on campus
• Cultural differences

Warning: Your studies at ÉTS must always be your main objective and primary activity. Otherwise, you may run into administrative problems (e.g.: failure or insufficient grade point average) or immigration problems (non-compliance with the law)
COVID 19 : IMMIGRATION UPDATES

Flag-poling

• Within the current context, and until further notice, going to a land border to obtain immigration services or documents is strongly discouraged.
• All requests should be submitted online in accordance with the applicable procedures.

Social Insurance Number

• In-person SIN applications have not been accepted at Service Canada centers since the beginning of the pandemic, but offices are gradually reopening.
• You have the option of submitting your application online or by mail.
• Please note that this procedure may take several weeks.
• For more information, consult the Service Canada website
IRCC – WORKING WITH YOUR STUDY PERMIT

ARE YOU ELIGIBLE?
• Check your study permit AND
• Determine your eligibility on IRCC’s website.

OVERVIEW OF ELIGIBILITY CONDITIONS
• Your study program has started;
• You hold a valid study permit with the right conditions;
• You are a full-time student (exception: last semester of your study program if only a few credits left to complete your program);
• You have a Social Insurance Number.

DIFFERENT OPTIONS
• Working on campus
• Working off campus
• Internship (Bacc, M.Ing)

CONDITIONS PRINTED ON YOUR STUDY PERMIT
You can work without a work permit as an international student if your study permit indicates one of these conditions:

A. May work 20 hours per week off campus or full-time during regular breaks if meeting criteria outlined in paragraph 186(v) of the Immigration and Refugee Protection Regulations.

B. May accept employment on or off campus if meeting eligibility criteria, per paragraph R186(f), (v) or (w) and must cease working if no longer meeting these criteria (reference).
“On campus” means you can work at all the buildings on your school campus.

You can work at other locations if:
• you’re working as a teaching or research assistant and
• your work is strictly related to a research grant.

An “on campus” employer can be:
• ÉTS, a faculty member, a student organization, a private business, a private contractor that provides on-campus services to the school, even yourself if you run a business that is physically located on-campus

Unlimited number of hours per week.

See Part-Time Jobs (very few, and most request French) and increase your chance of getting a part-time job by applying through the Work-Study Program.
• It is legally permissible to combine on-campus and off-campus work.

• Off-campus is limited to 20 hours per week during regular school terms/semesters.

• Full-time (unlimited number of hours) during regular school breaks (e.g.: Summer vacation, Holiday season, period between two semesters).

• For students in a PhD program or a Master’s with Research program:
  • You must be registered on a continuous basis, meaning full-time enrollment three semesters per year (fall/winter/summer). You CANNOT work full time during the summer semester. You HAVE TO respect the limit of 20 hours for off campus work.

**WARNING:** If you’re on an authorized leave from your studies, or you’re switching schools and you’re not studying, you can’t work. You can only return to work once you’re back to studying full time.
A temporary resident must apply to extend their period of authorized stay before it ends. If they have done so, their period of authorized stay as a temporary resident is extended by law until a decision is made. Such a person is considered to have maintained status as a temporary resident during that period.

You can keep studying and working during this period.

MAINTAINED STATUS AND TRAVELLING OUTSIDE CANADA
It is not recommended to leave Canada before receiving your new study permit. Doing so could cause problems at customs. For more information, consult the Government of Canada Help Centre.
Transition between study permit and work permit: remember that you must respect immigration laws at all times!

- If you have completed your academic activities and are eligible for off-campus work, you can keep working a maximum of 20h/week until you receive the written confirmation of the end of your program.
- Once ÉTS confirms the end of your program (email from the Registrar’s Office), you must stop working immediately using your study permit.

**REMINDER** - In order for ÉTS to be able to confirm the end of your studies, your CAQ and study permit need to cover the entire term, or until you’ve made your final submissions. If your documents expire before, you’ll need to renew them!
POST GRADUATION WORK PERMIT

In most cases, international students can apply for a work permit after completing their studies. Verify your eligibility on the IRCC website. The PGWP is an open work permit, which means that it is not associated with a specific employer and you do not need to have a valid offer of employment when you apply for it.

ELIGIBILITY CRITERIA OVERVIEW

• You must have successfully completed a study program and have received the transcript and certificate of completed studies from the Registrar’s Office;

• Submit your application within 180 days after ÉTS establishes your final marks;

• You must have maintained full-time status as a student in Canada during each semester of your study program (unless granted an authorized exception). If this situation does not apply, attach an explanatory letter and other supporting documents;

• If you are in Canada, you must hold valid temporary resident status at the time when you submit your application;

• You must not have received a PGWP following the successful completion of another study program.
Your right to begin working full-time immediately depends on your legal status at the time when you submit your application for a PGWP.

• If your study permit allows you to work off campus and is valid at the time when you submit your application for a PGWP:
  ✓ You are eligible to work full-time while waiting for a decision concerning your application for a work permit.

• If you are in a situation of maintained status (in the process of renewing your previous study permit):
  😞 You are not eligible to work until you have obtained your work permit. As per paragraph R186(w), graduates need a valid study permit to be eligible to work full time without a work permit.

• If your study permit will expire before you are able to submit an application for a PGWP, you must extend your stay in Canada as a visitor, appending an explanatory letter, before your study permit expires.
  😞 You are not eligible to work until you have obtained your work permit.

• If you do not have a legal status, you have 90 days after the expiration of your study permit to apply for a PGWP and restore your status as a student, or else you must leave Canada and submit an application from abroad.
  😞 You are not eligible to work until you have obtained your work permit with the exception of your final session of registration for your program, and only if you have been registered as a full-time student up to that point.
OTHER OBLIGATIONS

SOCIAL INSURANCE NUMBER

A Social Insurance Number (SIN) is required in order to work in Canada. You will be asked to provide it when being hired or on your tax returns. The SIN is a nine-digit number that is assigned to you by the Government of Canada. Your SIN is valid until your study permit or work permit expires, and is renewable.

*Your Social Insurance Number is confidential, so exercise caution!*

Service Canada Centre (Complexe Guy-Favreau)
200 Blv. René-Lévesque O.
Monday till Friday, between 8 h 30 and 4 p.m.

INCOME TAX OBLIGATIONS

All Canadian residents are required to declare their income if they owe money to Revenu Québec and the Canada Revenue Agency.

Even if you are not working, it may be advantageous for you to declare your income here, as you may be entitled to certain tax credits.

Declare your income for the previous year on or before April 30.

For more detailed information

- Our website
- Canada Revenue Agency
- Revenu Québec
- International Students and Income Tax (video)
- New to Canada? Learn about taxes (video)
All workers in Canada, regardless of their legal status, are protected by Canadian laws. This includes labour standards pertaining to holidays and absences, labour conditions, minimum wage and prohibited practices, such as harassment at work.

*Minimum wage in Quebec = $13.50 (increase as of May 1, 2021)*

For more information

- [EducaLoi](#)
- [Commission des normes, de l’équité, de la santé et de la sécurité du travail](#) (CNESST – Labour standards, equity and health and safety Commission)
- [Canada’s labour laws – Foreign workers](#)
- [Employment Equity Act](#)
- [Commission des droits de la personne et des droits de la jeunesse](#) (Human Rights and Youth Rights Commission)
- [Filing a complaint related to labour standards](#)
Offenses to immigration laws
Breaking immigration laws can lead to the following consequences:

- Refusal of renewing study permit;
- Refusal of post graduation work permit or permanent residency;
- Refusal of entry to Canada;
- Deportation from Canada.

Undeclared work
‘Working under the table’ / working in the black market is illegal. It's not illegal to pay cash for work in Canada, but it’s illegal not to declare the payments, both as employer and as employee or part-time worker.
JOB MARKET

20%
Advertised jobs

80%
Hidden job market
Adapt your research techniques and tools according to the desired job!

Accessing the hidden job market
• Network traditionally (career fairs, conferences, chamber of commerce events etc.+ college/uni alumni, LinkedIn connections, message to friends, family, contacts in your industry etc.)
• Talk about your job search (ballgame, baby showers, social events etc.)! Be social and introduce yourself to people you don’t know. Practice your elevator speech ^^
• Active solicitation (calls, emails) to employers of interest
• Participate in career and networking events
• Create or update your LinkedIn profile

Accessing advertised jobs on employment websites

Sites généraux
www.indied.ca
www.monster.ca
www.workopolis.com
www.jobboom.com
www.jobs-emplois.gc.ca (Fonction publique du Canada)

Sites en génie
https://lemarche.ca/fr/
https://www.emploisingenieur.ca/
https://www.engineeringcareers.ca/
https://emplois-eiq.qc.ca/
https://www.ingenieur-emplois.com/

www.treor.gouv.qc.ca
www.emplois-emploi.gouv.qc.ca
www.travailleurs-canada.gc.ca
www.carriere.gouv.qc.ca (Fonction publique du Québec)
https://www.guichetemploi.pc.ca/accueil
https://www.emplois-montreal.ca/
https://www.genie-inc.com/
https://www.techjobs.ca/fr/
https://www.emploisengineerinque.com/fr/
https://emplois.reseau-carriere.com/
https://www.etsmtl.ca/activites-et-services-aux-etudiants/stages
RESUMÉ

KEY ELEMENTS
• Make sure your resumé is error free! Use a simple, easy to read, and coherent visual.
• Limit your resumé to one or two pages
• Begin sentences with action verbs
• Be honest!
• Essential information only

MISTAKES TO AVOID
• Do not include a photo, birth date, health status, social insurance number or any kind of personal information.
• Do not use the title of ‘Engineer’ as long as you are not a member of OIQ (only for your exp. in Québec!)
• Do not use acronyms without explaining them.
Within each section, the information needs to be presented in reverse chronological order, from the most recent to the oldest.
• Show your interest and knowledge in the position, and explain why you are THE good person for it.
• Show the links between your skills and the skills required for the position
• A good way to prove your communication skills
• Personal, yet professional
• Make the employer feel special
• Call to action: ask for an interview!

• Cover letter + Resumé in the same PDF document
• Ensure you have a fast, reliable internet connection
• Set the stage (how to sit in relation to the camera, check your background etc.)
• Light from the front
• Go somewhere quiet
• Turn off notifications

BE CONCRETE AND ACCURATE, GIVE JOB-RELATED ANSWERS!
• Speak in the first person
• Communicate your interest, motivation for the position and / or the company
• Your skills are everywhere in your life. Prove that you have the required skills (CAR Technique)
• Do not interrupt your contact
• Be authentic
• Be prepared to speak about your skills, your motivation for the company and the job position etc. Read the company’s website (about us, projects, talk to employees, annual report etc.) and practice your speech!
• Show your motivation!
THE C.A.R. TECHNIQUE

C - CONTEXT is about describing a situation and setting the scene for a relevant example from your past.

A - ACTION is about explaining what action you took. Be really specific rather than making vague statements.

R - RESULTS is about detailing the outcome of your action. Offer specific facts relating to the result. For instance, quote figures and statistics, or feedback from your manager, that back up your assertion.
EMPLOYMENT CONTRACT

• Can be oral or written

• The bases of the employment contract are set by the Civil Code of Quebec

• Internship: No formal employment contract - SEC takes care of formalizing the internship

• Ask for a letter of employment if your engagement does not seem official.
  • Make sure you have a document attesting the required tasks
• Pay slip (mandatory): proof that your employment is declared with Revenu Québec and Canada Revenue Agency

• Usually every 2 weeks, but sometimes every week

• Payroll deductions: federal and provincial taxes, RRQ (Québec Pension Plan), QPIP (Québec Parental Insurance Plan), Employment Insurance, etc.

• Depending on your employer: contributions to retirement savings plans, union fees, insurance, etc.
Questions?

Please fill out our short survey.