



***Access to Services in the
Waterloo Region Regardless
of Immigration Status:
Non-permanent migrants***

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Categories of non-permanent residents

International
Mobility
Program

International
Student
Program

Temporary
Foreign
Worker
Program

Seasonal
Agricultural
Worker
Program

Visitors

CUAET and
Special
Measures

Refugee claimants, non-status migrants

The Temporary Foreign Worker Program

- All work permits are employer-specific. Employers must obtain a Labour Market Impact Assessment from Employment and Social Development Canada (ESDC) before hiring a temporary foreign worker.
- Canadian employers have obligations regarding accommodations for temporary foreign workers, depending on the program stream.
 - High-Wage Stream
 - Low-Wage Stream
 - Primary Agriculture Stream
 - Seasonal Agricultural Worker Program (SAWP)
 - Stream to support permanent residency (Express entry)
 - Caregivers
 - Global Talent Stream
 - Student work permits
 - Special initiatives and pilots

The International Mobility Program

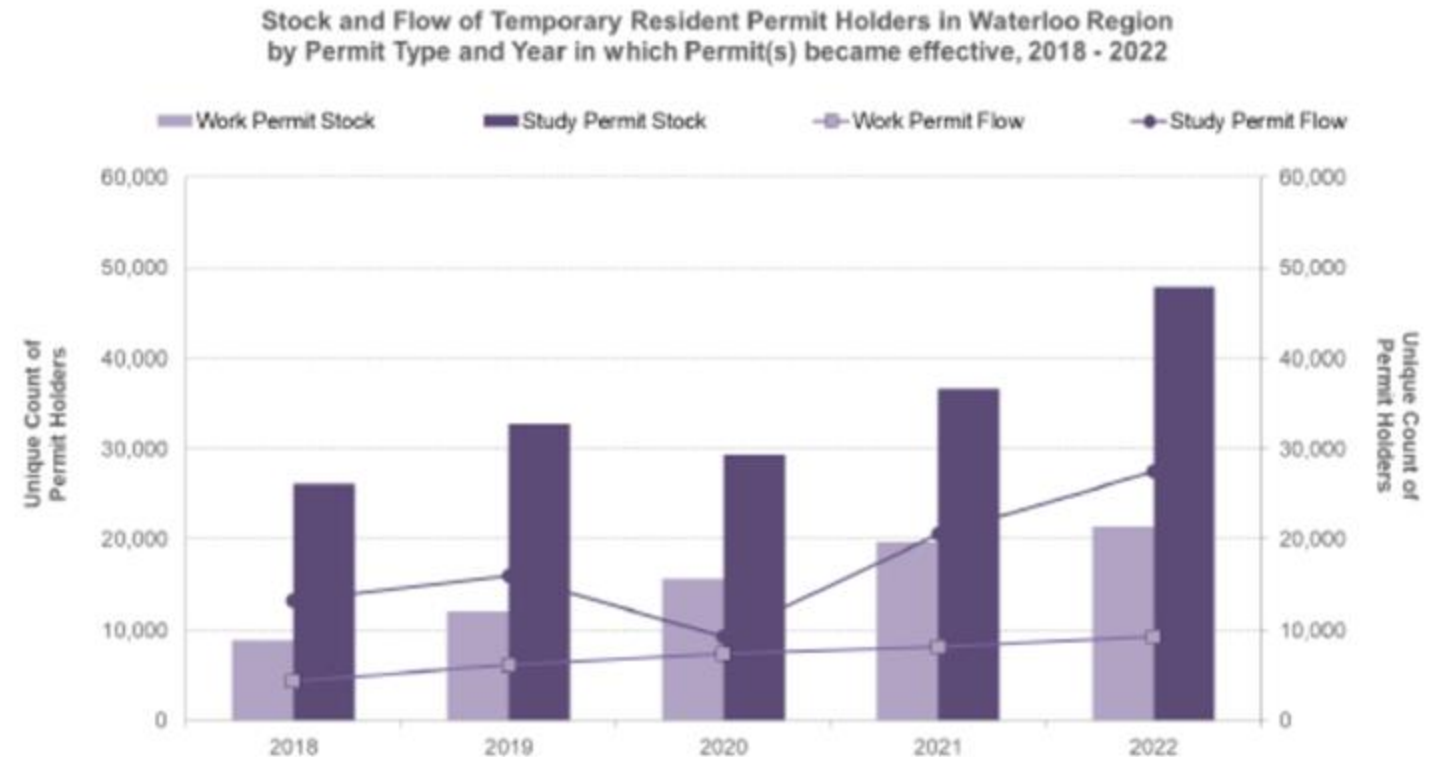
- Work permits are typically open, but can be employer-specific.
- The IMP exempts employers from the LMIA requirement; no obligations to provide accommodations.
 - Labour mobility under trade agreements
 - Intra-company transferees
 - Family members of selected work permit holders
 - Spouses and common-law partners of study permit holders
 - Post-graduation work permit (PGWP), Post-doctoral fellows, Foreign medical (or dental) residents, medical research fellows; Academic Award recipients
 - Pilots and initiatives (e.g. Innovation Stream pilot)

Growth of temporary migration in Waterloo Region

- The number of temporary permits issued each year in Waterloo Region (flow) nearly doubled during the last 5 years from 17,630 in 2018 to 36,840 in 2022.
- A total of 122,145 temporary resident permits were issued from 2018 to 2022.
- International students made up the majority of temporary residents in Waterloo Region.
- In 2018, there were 26,125 unique permit holders with study permits. This increased to 47,860 in 2022.

As of July 1, 2023, Ontario had the largest number of non-permanent residents, with almost 1 million non-permanent residents.

Figure 4. Stock and Flow of Temporary Resident Permit Holders in Waterloo Region by Program and Year, 2018-2022



Source: Immigration, Refugees, Citizenship Canada (IRCC), Temporary Residents, 2018-2022

Key issues and needs

Non-permanent status creates unique vulnerabilities and risks due to program stream, permit type, permit duration, tied work permit, expired permits, refugee claim processes, and administrative hurdles. Non-permanent status heightens vulnerability to:

- **Human rights violations**
- **Labour rights violations**
- **Health risks**
- **Insecurity & precarity**
- **Loss of status**
- **Detainment and deportation**



**Canada Foreign-Worker Programs a
'Breeding Ground' for Contemporary
Forms of Slavery: UN Special
Rapporteur**

Barriers to accessing supports

- **Employment and labour** – LMIA's, tied employment, under regulated recruitment, ineligibility, exclusions from ESA, OHS, documentation, references, insecurity, discrimination
- **Housing and transportation** – employer housing (SAWP/Ag Stream), communication access, ineligibility, residency requirements, references, insecurity, discrimination, cost, remote areas
- **Family** – visitor and multiple entry visa restrictions, delays in reunification, documentation and status for children, ineligibility for childcare and schooling
- **Immigration** – ineligibility, documentation, lack of support/information, cost, lack of pathways to PR
- **Health, socio-cultural, legal** – ineligibility, location/hours, childcare, navigation issues, language barriers, discrimination
- **Social protection** – ineligibility, partial coverage, systemic discrimination in compensation and
Fear, lack of information, stigma, discrimination, hate

City of Kitchener: Access without fear policy

Approved in 2022, the objective of this policy is to support access to city services by Kitchener residents with uncertain or no immigration status and who may fear detention or deportation when accessing services like:

- Public education, sports and recreation, youth or older adult services and access to community centres.
- Licensing, applying for jobs in the city and registering as a delegate to Council.
- Access to gas and water, sanitary &

Advocates say 'Access Without Fear' would reduce uncertainty and promote health

Richard Raycraft · CBC News · Posted: Apr 05, 2022 6:17 AM EDT | Last Updated: April 5, 2022



Kitchener City Council voted unanimously in favour of a motion to establish an "Access Without Fear" policy for migrants who don't have documentation looking to use city services. (Gary Graves/CBC)

Waterloo Region Migrant Worker Coalition

IP Subcommittee

Membership: WR Community Legal Services, YMCA Immigrant Services, KW Multicultural Centre, Grand River Community Health Centre, House of Friendship, Occupational Health Clinics for Ontario Workers, International Migration Research Centre, Immigration Partnership

Chair: J.Hennebry

1. Share information, consultations with stakeholders
2. Survey and scan of supports
3. Brown Bag Seminar
4. Migrant Worker Appreciation Day
5. Website Resources
6. Outreach planning
7. Partnership development

Resources for temporary residents



Community Support



Unknown Neighbours

Support with food, clothes and translation.
- Service in Spanish, English and Tagalog.

<https://www.facebook.com/unknownneighbours>

Kitchener-Waterloo Multicultural Centre

Translation and interpretation services, refugee services, english learning programs.


 715 Fischer-Hallman Rd #401, Kitchener, ON
 519-745-2531





Healthcare services

Telehealth Ontario

Free and accessible information about health. All information is confidential.

 705.787.0846



Freeport Campus

 3570 King St. E., Kitchener
 519-749-4300





Available 24/7 in 240 languages



St. Mary's General Hospital

 911 Queen's Blvd., Kitchener
 519-744-3311

Grand River Hospital

 835 King St. W., Kitchener
 519-749-4300

Cambridge Memorial Hospital

 700 Coronation Blvd, Cambridge
 519-621-2330



1 844 437 3247
(HERE247)

Call anytime to access Addictions, Mental Health & Crisis Services
Waterloo-Wellington

Region of Waterloo Community Health Services



Legal aid

YMCA Immigrant & Employment Services

800 King Street W, Kitchener ON
250 Hespeler Road, Cambridge ON

+1-519-579-9622

Legal Aid Ontario

Monday - Friday
8 am to 7:30 pm

+1-800-668-8259

Waterloo Region Community Legal Services

Legal aid, representation or advice.

<https://www.wrcls.ca/>



Security in the workplace

OHCOW

Information and support regarding health and workplace security

+1-289-684-2821

Workplace Safety & Prevention Services

Information and training

<https://www.wsps.ca/>

WSIB

In case of injury or harm in the workplace or while working

+1-800-397-0750



Report situations of abuse or violence

Report abuse:: Service Canada

+1-877-202-9448

Human trafficking

Available 24/7

+1-833-900-1010

Report a health hazard in your workplace

1-877-202-0008

Sexual Assault Support Centre of Waterloo Region

300-151 Frederick St.,
Kitchener, ON N2H 2M2
519.571.0121

nfo@sascwr.org



Thank you



Migrant Worker
Health Project

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<https://www.migrantworker.ca/>



IMRC
International Migration
Research Centre