

## 4. Creating an inclusive culture

# Can international students accept jobs?

Yes! Every year thousands of international students come to the London region to study at The University of Western Ontario, Fanshawe College and other institutions.

Here are some things you should know about international students:

- Many students who come here from other countries hope to gain permanent residency and stay in Canada.
- Even though a student may not have permanent resident status, most are entitled to work off campus through the Off-Campus Work Permit Program, introduced in 2006.

International students make excellent employees because they:

- Have a strong work ethic;
- Add cultural and ethnic diversity;
- Bring a global perspective;
- Are usually multilingual;
- Are eager for Canadian work experience

Students may work off campus for 20 hours a week during the academic year, and up to 40 hours a week during school breaks.

As an employer, you must ensure that an international student has:

- An Off-Campus Work Permit – many students who apply for jobs already have this permit, otherwise it may take a few weeks to process a student's application.
- A Social Insurance Number – this can usually be obtained in a few days by a student with a work permit.

### Co-op and Internship Programs

Many programs of study at university and college now include a work component. Students applying for co-op placements and internships require a work permit.

### What Happens after Graduation?

International students may apply for a work permit that will allow them to continue to work in Canada for up to two years after graduation. Many students will also submit an application for permanent residency.

If the employer wants to retain the international graduate after the expiration of the post-graduation work permit, they can do so by filing an Human Resources and Social Development Canada (HRSDC) Foreign Worker Application. There may, in some cases, be an exception from the requirement to demonstrate in-Canada recruitment efforts.

For more information on hiring students contact Citizenship and Immigration Canada, or contact the international office at the educational institution of your choice.

Citizenship and Immigration Canada –  
[www.cic.gc.ca](http://www.cic.gc.ca)

UWO –  
[www.international.uwo.ca](http://www.international.uwo.ca)

Fanshawe –  
[www.fanshawec.on.ca/international](http://www.fanshawec.on.ca/international)