

Appendix F: Surveys of employers

1. Where is your company located? Please check all that apply.

- Vancouver
- British Columbia (outside of Vancouver)
- Alberta
- Yukon
- Northwest Territories
- Nunavut
- Saskatchewan
- Manitoba
- Greater Toronto Area (GTA)
- National Capital Region (NCR)
- Other Ontario (outside of GTA & NCR)
- Quebec (outside Montreal)
- Montreal
- Nova Scotia
- New Brunswick
- Prince Edward Island
- Newfoundland and Labrador
- All of Canada

2. Which region(s) do you represent on behalf of your company? Please check all that apply.

- Vancouver
- British Columbia (outside of Vancouver)
- Alberta
- Yukon
- Northwest Territories
- Nunavut
- Saskatchewan
- Manitoba
- Greater Toronto Area (GTA)
- National Capital Region (NCR)
- Other Ontario (outside of GTA & NCR)

- Quebec (outside Montreal)
- Montreal
- Nova Scotia
- New Brunswick
- Prince Edward Island
- Newfoundland and Labrador
- All of Canada

3. Which of the following categories best describes your company?

- Accommodation and Food Services
- Administrative and Support, Waste Management and Remediation Services
- Agriculture, Forestry, Fishing and Hunting
- Arts, Entertainment and Recreation
- Construction
- Educational Services
- Finance and Insurance
- Health Care and Social Assistance
- Information and Cultural Industries
- Management of Companies and Enterprises
- Manufacturing
- Mining, Quarrying, and Oil and Gas Extraction
- Other Services (except Public Administration)
- Professional, Scientific and Technical Services
- Public Administration
- Real Estate and Rental and Leasing
- Retail Trade
- Transportation and Warehousing
- Utilities
- Wholesale Trade
- Other - please specify below

4. Approximately how many people are employed by your company in the region(s) you represent?

- Less than 20
- 20-99
- 100-500
- Over 500
- Don't know

5. Approximately how many people are employed by your company overall (including the region(s) you represent)?

- Less than 20
- 20-99
- 100-500
- Over 500
- Don't know
- Does not apply (if you represent all regions covered by company)

6. Has your company hired international students or international graduates?

*Note: **International students** refer to students from other countries who are currently studying at a Canadian educational institution. **International graduates** refer to international students who have recently graduated from a Canadian educational institution.*

- Yes
- No
- Don't know

7. In the region(s) you represent, how many international students or international graduates has your company hired in the last year? (Best estimate)

8. In the region(s) you represent, of the international students/ graduates that your company has hired in the last year, how many:

had a work permit for a co-op/internship?(Best estimate, Not Applicable or Don't Know)

had an “Off-Campus Work Permit” (permit for international students allowing them to work in Canada while they’re studying or between semesters)? (Best estimate, Not Applicable or Don't Know)

had a “Post-Graduate Work Permit” (permit to work in Canada for recent post-secondary graduates of a Canadian institution)? (Best estimate, Not Applicable or Don't Know)

9. What factors influenced your company’s decision to hire international students and international graduates: Please check **all** that apply.

	N/A - Did not hire any	Speed with which students can be hired	Process is easy/ uncompl-icated	Inter-national students offer valuable skills	To enrich cultural diversity	Insufficient availability of Canadian students	Helps facilitate global business opportunities	Other - please specify below
With a work permit for a coop/ internship?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
With an “Off-Campus Work Permit”?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
With a “Post-Graduate Work Permit”?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Is your company aware that it may be able to hire international students or international graduates with either an Off-Campus Work Permit or Post-Graduate Work Permit?

- Yes
- No
- Don't know

11. What influences your company's decision not to hire international students or international graduates? Please check all that apply.

- We typically don't hire students (either Canadian or international)
- We have had no need for temporary work placements
- Option has not been explored
- Students have not applied for positions with our company
- We have filled our need for temporary work through other means
- Students may not have the capacity/skills to do the work we would require
- Lack of resources to hire or recruit students
- Not aware this was an option
- Process is too difficult
- Aware that we can hire international students, but unaware of how to do it
- Don't Know
- Other - please specify below

12. Would you consider hiring international students or international graduates:

	Yes	No	Not sure
With a work permit for a coop/internship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With Off-campus work permits?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With Postgraduate work permits?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Has your company hired Temporary Foreign Workers?

Note: **Temporary Foreign Workers** refer to foreign workers with temporary work permits (not students) coming to Canada specifically to address short-term labour needs.

- Yes
- No
- Don't know

14. How many Temporary Foreign Workers have you hired in the last year? (Best estimate or Don't know)

15. What influenced your company's decision to hire Temporary Foreign Workers? Please check all that apply.

- Speed with which these workers can be hired
- Process is easy/uncomplicated
- These workers offer valuable skills
- To enrich cultural diversity
- Insufficient availability of Canadian labour
- Required low-skilled labour
- Other - please specify below

16. What prompted you to fill these positions with Temporary Foreign Workers, and not international graduates with a Post-Graduate Work Permit? Please check all that apply.

- Post-secondary educated workers are not required for these positions
- Unaware that hiring international graduates with a Post-Graduate Work Permit was an option
- Unaware of the difference between the two types of work permits (Temporary Foreign Worker and Post-Graduate)
- Position required more experience than students could offer
- Other - please specify below

17. Would you consider hiring international graduates with post-graduate work permits instead of Temporary Foreign Workers? (when applicable)

- Yes
- No
- Don't know

18. What influences your company's decision not to hire Temporary Foreign Workers? Please check all that apply.

- Much easier to acquire students with Post-Graduate Work Permits
 - Not appropriate for the type of temporary work we require
 - We have no need for temporary work placements
 - We fill our need for temporary work through other means
 - Not aware this was an option
 - Process is too complicated
 - We have no need for temporary foreign workers as there are sufficient numbers of Canadian persons to meet our temporary work needs
 - Other - please specify below
-
-
-
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19. Please rank your agreement/disagreement with the following?

My company sees a **clear benefit** in hiring international students and/or international graduates.

- Strongly disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly agree
- Not applicable to me
- Don't know

20. Please rank your agreement/disagreement with the following?

For HR purposes, my company has a **clear understanding** of the rules and regulations regarding hiring international students and/or international students) graduates with work permits.

- Strongly DISAGREE
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly AGREE
- Not applicable to me
- Don't know

21. Can you describe any issues or challenges that you have encountered with respect to hiring international students/ international graduates?

22. Do you have any further comments?
