

Immigration Advisory Council Recommendations July 2023 Update

 Complete

 In Progress

 Not Started

Recommendation Area #1: Recruitment

1.1	Increase Immigration to Manitoba	Action	Status
1.1.1	As the Premier of Manitoba is currently Chair of the Council of the Federation, encourage collaborative dialogue between levels of government to boost provincial nominee allocations for Manitoba. The Manitoba Provincial Nominee Program's 2022 allocation of 6,367 nominations is insufficient to fill current, estimated labour supply gaps.	Increase Manitoba Provincial Nominee Program allocations	Significant advocacy resulted in an increased allocation of 9,500 for 2023, and notional increases to 9,880 for 2024 and 10,571 for 2025.
	The Council requests that Immigration, Refugees and Citizenship Canada increase the Manitoba Provincial Nominee Program nomination allocation to one per cent of Manitoba's population per year.	Increase Manitoba Provincial Nominee Program allocations	The current allocation of 9,500 nominations represents over 20,000 persons (family members of the principal applicant). This total number is greater than 1% of Manitoba's population.
1.1.2	Maximize all other non-Manitoba Provincial Nominee Program options to increase the number of immigrants landing in Manitoba instead of putting all of them through the Manitoba Provincial Nominee Program. Advocate to increase Manitoba's allocation in the Economic Mobility Pathways Pilot, which helps skilled refugees immigrate to Canada through existing economic programs. With the priority to grow francophone immigration and with the current influx of Ukrainian arrivals to Manitoba, work with the federal government to have specific francophone and Ukrainian allocation categories under the federal economic immigration class outside of regular Manitoba Provincial Nominee Program allocations.	Increase annual landing numbers, Economic Mobility Pathways Pilot allocation and advocate for specific Francophone and Ukrainian allocation categories	In 2022, the highest number of permanent residents landed in Manitoba since the Manitoba Provincial Nominee Program was established in 1998 (21,675). Advocacy continues on Economic Mobility Pathways Pilot and Francophone/Ukrainian allocations.
1.1.3	As allotments to the Manitoba Provincial Nominee Program are increased, ensure that Immigration Pathways has sufficient staff to maintain current processing times of six months or less.	Increase number of Manitoba Provincial Nominee Program officers to maintain 6 months processing service standard	Four new full time Manitoba Provincial Nominee Program officers added to the team since February 2023.
1.1.4	Develop and implement a provincial immigration strategy, taking into consideration factors such as: maintaining and growing Manitoba's francophone population; fostering economic development in areas outside the capital region; labour shortages and unique labour needs in the capital region and other regions throughout the province.	Develop a provincial immigration strategy	A new Advisory Council on Economic Immigration and Settlement and an Interdepartmental Working Group have been established to guide the development of a strategy.

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1.2	Recruitment	Action	Status
1.2.1	Be more proactive and competitive in recruiting international students, skilled workers and business investors overseas. Diversify source countries and expand outreach activities to regions with large numbers of potential immigrants with strong professional credentials and family/community connections to Manitoba and/or established diaspora communities in Manitoba.	Work with a number of stakeholders to identify and target desirable source countries. Provide immigration-related support and guidance as needed.	Undertook Philippines Health Recruitment Mission in Feb 2023, virtually attended an information technology and hospitality focused online edition of Destination Canada in March 2023, and sent staff to the Netherlands for the Emigratiebeurs Emigration Expo in April 2023. Immigration staff also provided virtual support to community partner Yes! Winnipeg as part of their hybrid international recruitment mission in June 2023. Planning for future missions is underway.
1.2.2	Be transparent about opportunities and eliminate miscommunication with internationally educated professionals about availability of careers in the region to avoid potential issues.	Develop labour market outlook information targeted to internationally educated professionals	Work has not yet begun.
1.3	Address labour market needs	Action	Status
1.3.1	Align nominations of skilled workers and business investors through the Manitoba Provincial Nominee Program with strategic industry growth areas for Manitoba. This initiative could also consider other provincial strategies and plans, such as the Skills, Talent and Knowledge Strategy and A Made-in-Manitoba Climate and Green Plan. The majority (81 per cent) of people who responded to the survey were in favour of aligning Manitoba Provincial Nominee Program applicants with growth areas in industries/sectors.	Conduct Expression of Interest draws based on labour market needs.	Complete. As of February 23, 2023, the Manitoba Provincial Nominee Program conducts targeted draws to select candidates working in Manitoba in occupations with high levels of reported labour shortages.
1.3.2	Government of Manitoba encourage businesses to help with recruitment and integration of international skilled workers. Providing a subsidy to employers would help develop those programs. When developing these programs, consider the needs of smaller organizations without human resources capacities or departments.	Increase Manitoba Provincial Nominee Program capacity to support employers	Options to enhance employer services are under development.
1.3.3	Establish a single source recruitment portal for Manitoba employers and global talent to connect.	Continue to maintain and expand relationships with Economic Development Offices, including regional and francophone.	Economic Development Winnipeg expanded their Winnipeg-based employment portal from a municipal to provincial scale. Immigration staff have been trained on use of the Work in Manitoba Portal and regularly market this platform to overseas candidates and local employers.

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1.3.4	Create a list of trusted employers to facilitate an expedited process to fill labour market needs.	Increase the department's capacity to engage with employers	Manitoba employers who have a positive recruitment history through Employer Services and who consistently satisfy employer eligibility criteria can form the basis of a trusted employers list. Additional staff will increase the Employer Services Unit's (ESU) capacity to assess employers and expand awareness of ESU's services
1.4	Immigration outside the capital region	Action	Status
1.4.1	Immigration Pathways communicate landing statistics by region to municipalities by making its data portal easily accessible from the Immigrate Manitoba home page.	Make landings data more accessible.	Landings data is provided by Immigration, Refugees and Citizenship Canada, however options are being considered to make the landings data that is published on the immigratemanitoba.com's data portal more user friendly and easier to navigate.
1.4.2	Immigration Pathways establish economic immigration regional hubs to work closely with partners outside the capital region and in northern Manitoba.	To be determined.	Work has not yet begun.
1.4.3	Establish and communicate targets for the number of Manitoba Provincial Nominee Program nominees destined to areas outside the capital region, including northern Manitoba	To be determined.	Work has not yet begun.
1.4.4	Have special Expression of Interest (EOI) draws based on regional labour market needs and adaptability factors.	Conduct Expression of Interest draws based on regional labour market needs.	Options are under development.
1.5	Francophone immigration	Action	Status
1.5.1	Adopt a specific and separate francophone economic immigration policy, with the objective of maintaining the proportion of Manitoba's total population as francophone.	Consider the adoption of a francophone economic immigration policy.	Preliminary discussions have occurred with representatives of the Francophone community and the Francophone Affairs Advisory Council.
1.5.2	Increase the Manitoba government's capacity to process immigration applications from French-speaking source countries.	Expand capacity by hiring additional bilingual staff.	One bilingual Manitoba Provincial Nominee Program Officer was hired. The Department is exploring other opportunities to augment its complement of bilingual staff.
1.6	Business investors	Action	Status
1.6.1	Create virtual options. Although exploratory/research trips are not mandatory, they can be beneficial. When issuing Letters of Advice to Apply, the Manitoba Provincial Nominee Program could include a preliminary virtual submission to move the process forward.	Make virtual options available to streamline the process for business investors.	Options are under development. The Department plans to consult with Manitoba stakeholders and the Government of Canada on proposed program changes.

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1.6.2	Encourage international entrepreneurs to invest in communities outside the capital region by creating new businesses and purchasing existing businesses. Creating new businesses in these communities increases the number of businesses and the size of the business pool and can increase job creation and available community services. Business investors purchasing existing businesses can provide a succession plan for current business owners.	Amend policies and processes to increase number of international business investors.	Options are under development. The department plans to consult with Manitoba stakeholders and the Government of Canada on proposed program changes.
1.6.3	To be consistent with other provinces, Manitoba should reduce or remove the language requirement for the Business Investor Stream (BIS) and explore ways of providing interpretation services as needed to business investors.	Ensure requirements and supports are appropriate and competitive with other provinces.	Options are under development. The department plans to consult with Manitoba stakeholders and the Government of Canada on proposed program changes.
1.7	International students	Action	Status
1.7.1	Work with Immigration, Refugees and Citizenship Canada to reduce their backlog and improve processing times for international students to ensure these applicants receive their visas by the date needed to start their education in Manitoba.	Advocate for shorter processing times.	Manitoba continue to discuss processing times for international students with the Government of Canada.
1.7.2	Expand programs for young investors to include international student graduates from across Canada and globally, and lower the language requirement for young investors.	Review International Student Entrepreneur Pathway (ISEP).	Options for a review are under development.
1.7.3	Promote opportunities for careers in trades for international students by waiving the six-month work requirement for Apprenticeship Manitoba graduates who have job offers.	Review Career Employment Pathway eligibility requirements and consult with Apprenticeship Manitoba.	Work has not yet begun. Will discuss with the Advisory Council on Economic Immigration and Settlement.
1.8	Enhance marketing efforts	Action	Status
1.8.1	Improve the Immigrate Manitoba website and marketing campaigns to promote the affordability, low cost of living and robust job market in Manitoba.	Enhance the Immigrate Manitoba website.	A phased approach to website redesign is underway.

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<p>1.8.2 Revamp the Immigrate Manitoba website to make it visually appealing and easy to navigate. This could include:</p> <ul style="list-style-type: none"> • Adding testimonials from newcomers, international students, employers, etc., and using success stories • Having a video showcasing Manitoba and our sector needs (e.g., IT sector, health care, etc.) • Connecting the Immigrate Manitoba website to one of the partners, such as YES! Winnipeg's website, which provides much of the needed videos/ testimonials and clear links to employers • Allocating funding for marketing campaigns related to benefits, acceptance, understanding, etc. This could include: <ul style="list-style-type: none"> • Explaining the benefits of choosing Manitoba, including the affordability and low cost of living in Manitoba compared to other Canadian cities • Building a brand: Manitoba is the home for every person • Publicizing our efforts by doing promotion on social media and through immigrant groups, and by using foreign media, relevant organizations and international partners to publicize the advantages of our province 	<p>Enhance the Immigrate Manitoba website.</p>	<p>A phased approach to website redesign is underway.</p>
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Recommendation Area #2: Streamlining the Manitoba Provincial Nominee Program and Balancing Needs

2.1 Collaborate with Immigration, Refugees and Citizenship Canada	Action	Status
<p>2.1.1 Work with Immigration, Refugees and Citizenship Canada to reduce their backlog and improve processing times at the federal level, particularly for applicants with skills that are in high demand in Manitoba.</p>	<p>Improve processing times for work permit and permanent residence (PR) applications for Provincial Nominee candidates Standardize processing times for PR applications of all Economic Class immigrants.</p>	<p>Working with federal-provincial/territorial (FPT) colleagues to improve processing times through the Forum of Ministers' Responsible for Immigration</p>
<p>2.1.2 Work with the federal government to bypass the Labour Market Impact Assessment (LMIA) process for sectors/positions that have been identified as being in dire need in Manitoba.</p>	<p>Work with Immigration, Refugees and Citizenship Canada to implement LMIA exemption for in-demand health occupations</p>	<p>Action under review to determine the most effective approach.</p>

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2.2	Address labour market needs	Action	Status
2.2.1	Give priority to industry sectors and occupations that are identified as being in greatest need of skilled labour, based on federal and provincial data as well as input from the business community. This may require reviewing and adjusting EOI points and conducting draws designed to ensure that provincial nominees are selected to address labour market needs for workers with various levels of education and language proficiency.	Consider improvements to Manitoba Provincial Nominee Program Expression of Interest policy and processes, as well as the point system.	In progress. As of February 23, 2023, the Manitoba Provincial Nominee Program conducted targeted draws to select candidates working in Manitoba in occupations with the highest levels of worker shortages. Options for reviewing the points system are under development.
2.2.2	Review points allocated for language proficiency to ensure that the Manitoba Provincial Nominee Program is open to applicants in occupations that have a labour shortage in Manitoba and where lower language proficiency may be acceptable. If needed, collaborate with Immigration, Refugees and Citizenship Canada to address this via Manitoba Provincial Nominee Program stream design and enhancement or pilot projects.	Consider pilot projects and/or changes to the Expression of Interest point system.	Options for reviewing the points system and pilot projects are under development.
2.2.3	Work with regions to ensure EOI draws address their unique local labour market needs.	Consider implementing Expression of Interest draws to reflect regional labour market needs	Work has not yet begun.
2.3	Criteria for Expression of Interest points and draws	Action	Status
2.3.1	Move prospective immigrants with a family connection to Manitoba higher up at every stage of the process; this could include increasing the EOI points for family connection and holding draws to select those with a family connection.	Consider improvements to Manitoba Provincial Nominee Program Expression of Interest policy and processes, as well as the point system.	100 per cent of individuals who have received Invitations to Apply through recent Skilled Worker Overseas draws have indicated a close family connection in their Expression of Interest. Options to prioritize those with a close family connection are under development.
2.3.2	Prioritize candidates who are francophone and plan to settle in an area outside the capital region.	Engage with regional and Francophone stakeholders to obtain feedback on proposed prioritization. Examine possibility of creating special Expression of Interest draws for these candidates.	Work has not yet begun.
2.3.3	Allocate human capital points to the spouse like the federal economic immigration programs.	Consider changes to the Expression of Interest point system.	Work has not yet begun.

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2.3.4	Set targets for the number of EOI profiles to be drawn per Manitoba Provincial Nominee Program stream, and communicate these clearly. Immigration Pathways also should communicate clearly the frequency of draws and the pool of applicants to which the draw applied (e.g., Skilled Workers in Manitoba, Skilled Workers Overseas, and International Student).	Consider enhancements to the Expression of Interest draw process.	Full details on every Expression of Interest draw are published on the Immigrate Manitoba website immediately following the draw.
2.4	Immigration outside the capital region	Action	Status
2.4.1	Lead the development of a strategy, in collaboration with municipalities, to support immigration outside the capital region. This should include outreach and communication to regional municipalities about the resources and supports offered by Immigration Pathways, including a dedicated Manitoba Provincial Nominee Program contact.	Include regional priorities in the development and implementation of a provincial immigration strategy.	The Immigration Division has a dedicated staff who works with regional communities. New Advisory Council and Interdepartmental Working Group on Economic Immigration and Settlement have been established to guide the development of a strategy.
2.4.2	Develop a strategy to promote immigration to Northern communities. For example, the recognition of the unique needs of Northern Manitoba communities may be recognized in stream designs or assessment points.	Include northern priorities in the development and implementation of a provincial immigration strategy.	New Advisory Council and Interdepartmental Working Group on Economic Immigration and Settlement have been established to guide the development of a strategy.
2.5	International students	Action	Status
2.5.1	Provide an expedited process within the Manitoba Provincial Nominee Program for international students who live in or move to communities outside the capital region after graduation to find employment.	Examine data pertaining to existing settlement of international students outside the capital region.	Work has not yet begun.
2.5.2	Reduce the current point deduction for international students who have studied and worked in other provinces, and provide incentives for them to settle outside the capital region by offering them processing through the Manitoba Provincial Nominee Program after working 12 months outside the capital region or 18 months in the capital region.	Examine data pertaining to existing retention of out of province international students.	Work has not yet begun.
2.5.3	Consider additional points for international graduates from Manitoba post-secondary institutions with family connections.	Consider changes to the Expression of Interest point system.	Work has not yet begun.
2.5.4	Increase the minimum amount of Manitoba work experience required for spouses of study or work permit holders to one year to become eligible to apply to the Manitoba Provincial Nominee Program.	Examine impact of increasing work eligibility requirement for spouses.	Work has not yet begun.

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2.5.5	Revisit the International Student Entrepreneur Pilot to assess its success and effectiveness.	Review the International Student Entrepreneur Pilot.	Options are under development. The department plans to consult with Manitoba stakeholders and the Government of Canada on proposed program changes.
2.6	Business investors	Action	Status
2.6.1	Streamline the process and financial verification of funds checklist.	Consider changes to the Business Investors Stream.	Options are under development. The department plans to consult with Manitoba stakeholders and the Government of Canada on proposed program changes.
2.6.2	Incentivize the business application to focus on industrial clusters in communities outside the capital region.	Consider changes to the Business Investors Stream.	Options are under development. The department plans to consult with Manitoba stakeholders and the Government of Canada on proposed program changes.
2.6.3	Review and adjust the point allocations for age for business investors to reflect that older investors (aged 45 to 54) often have the greatest means and experience to invest in a business.	Consider changes to the Business Investors Stream.	Options are under development. The department plans to consult with Manitoba stakeholders and the Government of Canada on proposed program changes.

Recommendation Area #3: Settlement and Retention

3.1	Enhance and streamline settlement services	Action	Status
3.1.1	The provincial government should work with settlement service agencies to streamline and enhance settlement services for all newcomers to Manitoba. There is a need for all newcomers to be directed to a one-stop shop that is connected to resources in their communities. This should include:	Undertake the four actions below:	Four proposed actions are at different stages of implementation (see below).
	Conducting a review of Manitoba's settlement system to identify best practices, duplication of services, gaps in services and systems or processes that are not working. The review should also identify any gaps in funding between current federal and provincial programs for settlement services.	Review settlement and integration services in Manitoba in partnership with the Government of Canada and identify duplications and gaps.	Work has not yet begun.
	Reviewing the settlement and employment sectors to create common intake and assessment processes.	Implement standardized Needs Assessment and intake process across all settlement service projects funded by the provincial government to be consistent with Immigration, Refugees and Citizenship Canada funded settlement services. Cross-departmental and sector effort would be required to achieve a standardized common intake and assessment process	Many provincially funded organizations are using Needs and Assets Assessment and Referral Services (NAARS) that was implemented by Immigration, Refugees and Citizenship Canada (IRCC) and MB in 2021 to create a standardized needs assessment and intake process for all newcomers who access settlement services in Manitoba. Currently NAARS can only be used by organizations who also receive funding from IRCC. Options are being reviewed to ensure common processes across all organizations that receive provincial funding, including those who cannot access NAARS.

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	Using the response to Ukrainian displaced persons as an arrival and settlement model. Review the supports that were provided to these immigrants, including first contact at the airport, the Canada-Ukraine emergency response and the manitoba4ukraine.ca website, to identify successes and lessons learned that can be applied to other newcomers to set them up for success.	Review lessons learned and develop options with other government departments.	Preliminary analysis of options has begun.
	Having one common portal for all employment-focused programming.	Review recommendation in partnership with the Department of Economic Development, Industry and Trade.	Work has not yet begun.
3.1.2	Explore options for creating a shared digital platform that all settlement agencies and government departments can access to refer newcomers to employers and other resources, collect and analyze data, and inform decision-making. The idea is to help international talent every step of the way. The platform would initiate a needs assessment and be a matchmaking program to help skilled workers connect with employers and other key local individuals and organizations (e.g., community organizations, family doctors, etc.).	Explore options for a shared digital platform.	Work has not yet begun.
3.1.3	Ensure every region has a single-source hub for settlement services that provides training and learning spaces, as well as auxiliary supports, such as translation or housing supports. These regional hubs may leverage partnerships with other provincial organizations that already have or are setting up satellite locations to share infrastructure.	Explore options with other provincial government departments and the Government of Canada.	The Newcomer Community Connections Stream (NCCS) of the Newcomer Community Integration Support Program (NCIS) is funding projects in 6 regional communities.
3.2	Effective co-ordination between all stakeholders	Action	Status
3.2.1	Work with ethnocultural groups to enhance settlement services.	Encourage provincially funded settlement services to collaborate with ethnocultural groups and/or form partnerships	The NCCS is funding four ethnocultural organizations whose projects met the program's requirements.
3.2.2	Commit 100 per cent of the Manitoba Provincial Nominee Program application fees to settlement services.	Increase funding for settlement services	Complete. The Newcomer Community Integration Support Program funding is doubled and exceeds the total revenue of the Manitoba Provincial Nominee Program.

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3.2.3	Improve access to a driver's licence by making changes to Manitoba Public Insurance to reduce wait times between written tests and road tests for individuals who are at least 18 years of age, and providing incentives for newcomers to take driving classes to increase likelihood of success and better utilize MPI resources. Newcomers who do not have a driver's licence from their country of origin can experience significant barriers and limitations.	Consult with Manitoba Public Insurance on possible policy changes.	Work has not yet begun.
3.3	Employers	Action	Status
3.3.1	Engage Economic Development Winnipeg and regional economic development units, business councils, chambers of commerce and employers to explore how they can be engaged as part of the settlement and integration system. This strategy should include opportunities for engagement in areas outside the capital region.	Develop and implement an engagement strategy.	The Immigration Division has strong lines of communication with Economic Development Winnipeg and a number of Economic Development Offices throughout Manitoba. Partnerships have focused on marketing and recruitment and could be expanded. A number of communities are already working in partnership with the MPNP, such as Morden, Winkler-Stanley and Neepawa.
3.3.2	Provide a subsidy to employers who help develop or contribute to programs for the integration of international employees.	Explore options in partnership with the Department of Economic Development, Industry and Trade.	Work has not yet begun.
3.3.3	Educate employers on the use of "Canadian work experience" in recruitment and selection and the need to prove it is a bona fide job requirement before using it as a criterion for recruitment and hiring.	Work with provincially funded employment services to review/develop/Improve on training/information materials for employers	Work has not yet begun.
3.4	Municipalities outside the capital region	Action	Status
3.4.1	The provincial government should offer regional settlement incentives to augment what communities can offer locally.	CFA 2023 to give priorities to projects that address service gaps in regional areas	Six projects in regional communities in Manitoba were selected.
3.4.2	Provide better access to post-secondary education in communities outside the capital region to improve retention of newcomer families in those communities. Often, when children of newcomers move to Winnipeg or larger centres for postsecondary education, their families move with them to support their children.	Review recommendation with the Department of Advanced Education and Training.	Work has not yet begun.
3.5	Language Training	Action	Status

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3.5.1	Recognizing that virtual language training is not a viable option for some newcomers due to bandwidth limitations, digital literacy skills, etc. Create small language training hubs by working with local organizations such as libraries, chambers of commerce and settlement agencies to provide wraparound support and Wi-Fi.	Review recommendation with the Department of Economic Development, Investment and Trade	Work has not yet begun.
3.5.2	Offer government-subsidized occupation-specific language training in the workplace. This initiative would involve the employer in the process and ensure the employee does not have to leave work to learn English.	Review recommendation with the Department of Economic Development, Industry and Trade	Work has not yet begun.
3.5.3	Explore private-public partnerships to increase access to general language training for newcomers who have become Canadian citizens or arrived as naturalized Canadian citizens.	Review recommendation with the Department of Economic Development, Investment and Trade	Work has not yet begun.
3.6	Foreign Credential Recognition	Action	Status
3.6.1	Work with regulatory bodies to develop and implement consistent timeframes for reviewing foreign credentials and advising applicants of the steps they need to take for licensing in Manitoba	1. Work with self-regulatory bodies to conduct registration reviews, which included a review of public information available to applications. 2. Amend the Fair Registration Practices in Regulated Professions Act (FRPRPA) to include timelines for responding to labour mobility applicants and authority for language proficiency testing regulations.	1. The Fair Registration Practices Office (FRPO) recently finished conducting registration reviews which are pending final approval. Where required, FRPO issued recommendations for changes to information to ensure applicant information is clear and concise. 2. Amendments to the FRPRPA received Royal Assent in May 2023, putting labour mobility timelines into place. Regulations for language proficiency testing are under development.
3.6.2	Work with regulatory bodies to improve and streamline the Foreign Credential Recognition (FCR) process. This could include working with regulatory bodies to reduce barriers to providing internationally educated professionals with information about the FCR process	Amend policies and processes to increase number of international business investors.	FRPO has recently finished conducting registration reviews of all 31 professions, to ensure compliance with fairness legislation, which exists to reduce barriers to registration for internationally educated applicants. These reviews are pending final approvals.
3.6.3	Explore offering a pre-arrival foreign credential assessment service in collaboration with regulatory bodies and professional associations to ensure an applicant has the right experience and academic credentials to work in Manitoba. The majority (79 per cent) of people who answered the survey are in favour of offering pre-arrival foreign credential recognition with professional and regulatory bodies before immigrants land in Manitoba.	Explore and connect with a small number of regulatory bodies to explore options of providing pre-arrival assessment services.	The majority of professions under fairness legislation in Manitoba offer pre-arrival options to begin the registration process for internationally educated professionals.

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3.6.4	Consider a credential match tax credit for Manitoba businesses that hire newcomers and help them acquire work experience in a related field while working on getting their credentials recognized by professional associations and licensing bodies.	Review recommendation with the Department of Finance.	Work has not yet begun.
3.6.5	Work with stakeholders to develop bridge programs, micro-credentials or postgraduate certificates for internationally educated professionals to support language and technical training as well as work-ready programs. These programs could work with regulatory bodies to reduce barriers for internationally educated professionals working in their field.	Review recommendation with the Department of Advanced Education and Training	Manitoba amended fairness legislation in December 2021 to include a duty for regulators to explore opportunities for collaboration with Post-Secondary Institutions and employers to address skills gaps and increase opportunities for supervised practice in the regulated professions under the act. FRPO will review all regulators for compliance to duty, with a special report planned for March 2024.
3.7	International students	Action	Status
3.7.1	Support international students to get more work experience in their fields of study with Manitoba companies while they are completing their post-secondary program.	Explore ways of encouraging relevant employers to employ international students in partnership with the Department of Advanced Education and Training.	Work has not yet begun.
3.7.2	Improve job-matching programs with post-secondary institutions and educate businesses on the benefits of hiring international student graduates to encourage labour market attachment and retention in Manitoba.	See 3.7.1	Work has not yet begun.
3.8	Business Investors	Action	Status
3.8.1	The Manitoba Provincial Nominee Program should assign a relationship manager to approved business investors to provide support throughout the immigration process. Create provincial employer and newcomer entrepreneur relationship managers like the ones Immigration, Refugees and Citizenship Canada has for strategic investment programs.	Explore option of how proposed supports and services could be provided within the current organizational structure.	Work has not yet begun.

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3.8.2	Improve settlement and integration resources and supports available to investors once they arrive, such as housing in communities outside the capital region. For example, access to housing is critical and was brought up by previous provincial nominees from the Business Investor Stream (BIS). BIS applicants need support with housing and this is particularly an issue in regional municipalities where there are few housing options available. It was noted that arrivals liaisons in Morden have been a helpful resource with matching new arrivals with housing; offering transition apartments or rent-to-own housing subsidies were other helpful resources for new immigrants.	Explore settlement services that could assist investors/entrepreneurs in and outside of the capital region	A public announcement about provincial settlement funding for 24 newcomer support organizations, was made on May 16, 2023. Successful recipients were named, including 6 projects in regional communities. Eligible business investors/entrepreneurs are able to access those services.
3.8.3	Create a soft-landing toolkit including information about financing, taxation, etc.	Review status of existing resources and examine feasibility of creating new toolkits	Work has not yet begun.
3.8.4	Provide greater provincial insight and resources to support newly integrated businesses from newcomers for the benefit of the individuals and communities (e.g., health and safety compliance).	Increase resources for BIS post-arrival support	Work has not yet begun.
3.9	Data	Action	Status
3.9.1	Review the data used to determine funding and supports. Stakeholders in some regions, particularly the North, felt that the most recent census data did not accurately reflect the population of towns and cities. In addition, northern communities in particular often provide services to a much larger regional population, and this should be taken into account, instead of census data, to reflect funding and support needs more accurately.	Integrity of Census data and basis of program/budgetary funding to be reviewed in partnership with Government of Canada, northern stakeholders, and other relevant partners.	Work has not yet begun.
3.9.2	Publish clear metrics on Manitoba-funded settlement agencies.	CFA guidelines clearly indicate selection criteria and consideration priorities of the funding program.	A public announcement about provincial settlement funding for 24 newcomer support organizations, was made on May 16, 2023. Successful recipients were named.