

2011



MINISTRY OF JOBS, TOURISM AND INNOVATION
BC PROVINCIAL NOMINEE PROGRAM EVALUATION
TECHNICAL COMPENDIUM



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A | PROFILE OF THE BC PROVINCIAL NOMINEE PROGRAM

The BC Provincial Nominee Program (“BC PNP”) consists of two streams as profiled below.

Strategic Occupations: The Strategic Occupations stream of the BC PNP helps provincial employers recruit or retain qualified foreign workers to meet current and future labour needs.

The following represents a chronology of the Strategic Occupations stream:

March 2001: The BC PNP was introduced to attract skilled workers to the province, and focused initially on retaining foreign-trained nurses. The scope of the program’s Strategic Occupations stream has been progressively expanded to include all occupations at the NOC 0, A and B skill levels (managers, professionals, technologists, and skilled trades). Until May 2010, this stream was exclusively employer-driven, requiring applicants to have an offer of indeterminate employment from an eligible BC employer.

December 2002: An International Graduates stream was introduced to retain degree graduates in select fields from BC public universities who had a job offer from a BC employer. The category was subsequently expanded to include graduates of diploma programs of at least one year in length from a public post-secondary institution in BC.

February 2008: An Entry-Level and Semi-Skilled Pilot Project was introduced for select lower-skilled occupations in the hospitality and tourism sector and long-haul trucking. Applicants require at least nine months of work experience in BC and an offer of continuing employment from their original employer.

October 2008: The Entry-Level and Semi-Skilled Pilot was extended to select occupations in food processing, but is due to expire at the end of August 2011.

May 2010: The International Graduates stream was broadened to include graduates from any Canadian post-secondary institution authorized to grant degrees or public institutions granting diplomas requiring at least one year of full-time study to apply with a job offer from a BC employer. Also, the BC PNP launched the International Post-Graduates Pilot Project, a three-year pilot category for masters’ and doctoral post-graduates in the natural, applied and health sciences from BC institutions, which allows qualified applicants to be nominated in advance of receiving a permanent job offer.

1. The National Occupational Classification (“NOC”) identifies four occupational skill categories based on commonly accepted educational, training or preparatory routes for entering employment. In addition, there is a skill level category (0) for management occupations.

The major components to the Strategic Occupations stream and associated requirements as of June, 2010, are as follows:

Skilled Workers A job offer:

- Of indeterminate length;
- From an eligible BC employer;
- For an in-demand National Occupational Classification (“NOC”) 0, A or B occupation!; and
- For which the applicant is qualified.

Designated Health Professionals A job offer:

- Of indeterminate length;
- For which the applicant is qualified;
- As either:
 - A physician, registered nurse or psychiatric nurse from a provincial health authority; or
 - A midwife.

International Graduates Completed:

- A degree at a Canadian post-secondary institution authorized to grant degrees; or
- A diploma at a public post-secondary institution in Canada of at least normally 12 months in length;

And a job offer:

- Of indeterminate length;
- From an eligible BC employer;
- For a NOC 0, A or B occupation (or with a career track to such a position with the same employer); and
- For which the applicant is qualified.

International Post-Graduates Pilot
(introduced May 2010 as a three-year pilot)

Completed a masters or doctorate in the physical, applied or health sciences at a BC post-secondary institution authorized to grant degrees.

Entry-Level and Semi-Skilled Pilot
(ends August 2011)

Completed the equivalent of secondary education;

- Basic English language proficiency (or employer-paid ESL for a minimum of six months); and

A job offer:

- Of indeterminate length;
- For a designated NOC C or D occupation in the tourism and hospitality, long-haul trucking or food processing sectors; and
- From an eligible BC employer for which the applicant has worked full-time for at least nine months at the time of application in the same occupation.

Business: The Business stream of the BC PNP is intended to attract immigrants willing to invest in British Columbia through the expansion of an existing business or establishment of a new business, which may also include foreign controlled companies.

The following represents a chronology of the Business stream:

September 2002: The BC PNP implemented a Business stream to attract entrepreneurs with the skills and capital to develop a business in British Columbia. This stream originally included a Business Skills category for individual entrepreneurs and Projects category for foreign-owned corporations. Both categories required a minimum investment of \$1 million and creation of at least five new jobs.

Approved candidates are required to sign a performance agreement and obtain a two-year work permit to allow them to establish their business; candidates are nominated, once they have met the terms and conditions of their performance agreement. Applicants must have an active role in the management of the enterprise and a minimum one third equity ownership.

September 2003: The Regional Business category was introduced to increase economic benefits to regional communities, requiring \$300,000 in investment and creation of two new jobs for businesses established outside of the Greater Vancouver Regional District (now Metro Vancouver).

March 2005: The minimum investment amount for the Business Skills category was adjusted to \$800,000.

September 2007: The following changes were made to enhance the competitiveness of the BC PNP's Business stream:

- A Fast Track Option was introduced, providing immediate nomination of candidates who had obtained a work permit, signed a performance agreement, and deposited a conditionally-refundable \$125,000 performance bond with the Province;
- The minimum investment and job creation thresholds were adjusted to \$400,000 with three new jobs for the Business Skills category, and \$200,000 with one new job for the Regional Business category;
- The geographic boundary for the Regional Business category was revised to exclude the Abbotsford census metropolitan area; and
- The minimum investment and job creation requirement for the Strategic Projects category was changed to \$500,000 with three new jobs for each foreign key staff member seeking nomination.

The major components of the Business stream along with related requirements as of June, 2010, are profiled below.

- Business Skills***
- Have the business skills and experience necessary to establish and operate a viable business in BC and a personal net worth of at least CAD \$800,000.
 - Minimum CAD \$400,000 personal investment to establish or expand an eligible business in BC creating at least three new jobs for Canadians.
 - Own at least 1/3 of the equity in that business and provide active and on-going participation in the day-to-day management of the business.
 - Sign a performance agreement with the Province.

- Regional Business* (outside Metro Vancouver and Abbotsford)**
- Have the business skills and experience necessary to establish and operate a viable business in BC and a personal net worth of at least CAD \$400,000.
 - Minimum CAD \$200,000 personal investment to establish or expand an eligible business in BC creating at least one new jobs for Canadians.
 - Own at least 1/3 of the equity in that business and provide active and on-going participation in the day-to-day management of the business.
 - Sign a performance agreement with the Province.

**Applicants in the Business Skills and Regional Business categories have the option to either:*

Obtain a work permit and fulfill their obligations under the performance agreement prior to being nominated; or

Deposit CAD \$125,000 with the Province to be refunded once the terms and conditions of the performance agreement have been met, and be immediately nominated (the Fast-Track Option).

- Strategic Projects**
- A foreign-controlled company establishing, purchasing or expanding an eligible business in BC may have up to five key staff nominated if the company:
 - Makes a minimum equity investment of CAD \$500,000;
 - Creates at least three jobs for Canadians in BC for each nominee applicant put forward;
 - Demonstrates a record of good business practices and successful business operations outside Canada;
 - Demonstrates that the nominee applicants are qualified senior personnel who are essential to the proposed endeavour in BC;
 - Sign a performance agreement with the Province.

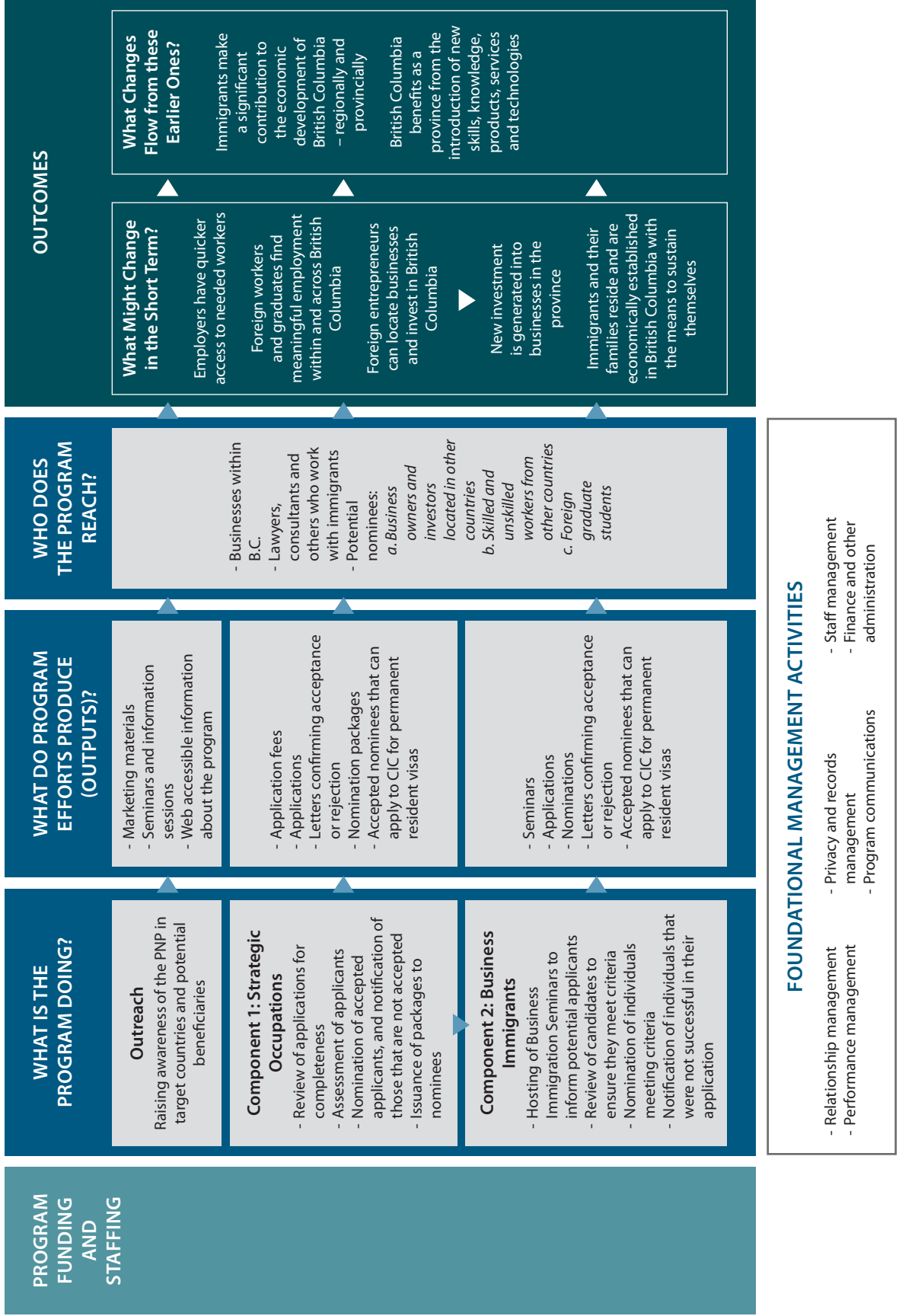
B | BC PNP LOGIC MODEL

The scope of services as delivered under the BC PNP as well as those activities supporting program management and monitoring is illustrated in the logic model presented in Exhibit B-1. In addition, this model describes the types of products or tangible aspects that flow from these services and activities (often referred to as “outputs”), and the expected outcomes which represent desired benefits and changes. With respect to the outcomes, a further distinction has been drawn between those that are shorter term and more directly under the influence of the Province (often denoted as “initial outcomes”) relative to longer term impacts of the program (usually referred to as “longer-term (final outcomes”).

Exhibit B-1: BC PNP Logic Model

Guiding Purpose

To increase the benefits of immigration to British Columbia, based on economic priorities and labour market conditions by providing mechanisms to more efficiently nominate foreign workers, graduates and entrepreneurs while taking into account the importance of encouraging the economic development of Minority Official Language Communities.



C | SUPPLEMENTAL NOTES ON THE EVALUATION APPROACH

Surveys

Strategic Occupations Survey: A web based survey was employed to reach 3,945 foreign worker nominees in the Strategic Occupations stream of the BC PNP, of which 3,367 were successfully contacted (i.e., a total of 578 “bounce-backs” were seen which indicates that the email address is no longer current). Overall, 1,412 responses were received, equating to a 42% response rate. The respondent profile closely reflected the distribution of total nominees across salary, age, gender and NOC categories.

Employer Survey: A web-based survey was also administered to reach 1,654 employers, with the end result of 371 responses (i.e., a 22% rate of response). The surveyed population closely matches the total population in terms of sector. When comparing based on the number of nominees hired by the employer, the surveyed population over-represents larger employers and employers that have hired two to five nominees, and under-represents employers that have hired just one employee.

Business Survey: A web-based survey was planned to support the evaluation. As the evaluation progressed, it became apparent that available contact information could not support this approach. The survey was scaled back and a mix of a web and telephone survey was adopted. A total of 95 (out of a total of 203) foreign entrepreneurs that have been nominated through the Business stream of the BC PNP comprised the new survey population. Of the 64 people that could be reached, 40 surveys were completed (i.e., a response rate of 63%). This survey cannot be considered representative of the total population of business immigrants, given the size of the sample which had to be manually constructed from program files.

Interviews

A structured series of interviews, both in-person and telephone, were conducted after the survey results were completed. In the first phase, these interviews were used to understand the views held by employer associations, economic development agencies and other groups that have an active interest in the BC PNP given their constituent needs. For the second phase, interviews were also conducted with immigration consultants and lawyers who use the BC PNP as they work to further their client's interests. A total of 18 interviews across both phases were conducted in December, 2010 and January, 2011. Program staff interviews were initially envisioned to support the evaluation but these were subsequently excluded from the work-plan. Select program staff was consulted though, following the presentation of the preliminary evaluation results.

File Review and Analysis

Existing evaluations and analyses were used to compare performance between BC PNP immigrants and those coming through other economic immigration programs such as the Foreign Skilled Worker (“FSW”) Program, as well as the broader population of immigrants and the labour force in general. In particular, this evaluation relied on:

- A recent analysis conducted by the Ministry of Jobs, Tourism and Innovation (“Ministry”) comparing performance between the BC PNP and FSW immigrants using a database referred to as the IMDB.
- A federal evaluation of the FSW program.
- BC Stats information for the broader labour force and immigrant population.

Limitations

There are a few constraints that were encountered during the conduct of the evaluation of the BC PNP. First, the survey of foreign entrepreneurs was more limited in scope than had been planned, primarily due to the absence of reliable contact details.

Second, a number of related issues were identified with the database that is used to capture information for the Business stream, and to a lesser extent the Strategic Occupations stream. A preponderance of data entry errors and inconsistencies reduced the reliability of analyses dependent on the database in some areas. Following the presentation of the preliminary evaluation results, considerable effort was invested by the Ministry into the cleaning of data and confirmation of its validity. While this created inefficiencies in the reporting, the improvements to the data have significantly bolstered the quality of the analysis.

Third, the analysis of the BC PNP relative to other programs for economic immigrants is also limited by the fact that the recent federal evaluation is national in scope; hence key survey data on FSW’s including those with Arranged Employment Offers (“AEO”) is reliable only from a cross-Canada perspective. An analysis of the provincial experience, for example, demonstrates that FSW’s in British Columbia are realizing lower salary levels than what is being reported in the federal evaluation. There is also a considerable lag time in the Taxfiler dataset that is used in the IMDB database. While this database is extremely useful in analyzing the economic performance of people coming through the BC PNP and the FSW program, the most current data is for tax year 2006. However, the evaluation survey findings were used to confirm the general accuracy of reported income in the IMDB database and this provides some assurance that the findings reported for each of the three components of the Skilled Occupations stream of the BC PNP are reliable.

D | SUPPLEMENTARY DATA

The following tables serve to profile nominees across a number of dimensions.

Exhibit D-1: Key Program Differences in Country of Citizenship

COUNTRY OF CITIZENSHIP	BC PNP ALL NOMINATIONS	FSW PROFILE
United Kingdom	17%	7%
China	11%	16%
Philippines	11%	3%
United States	8%	4%
India	6%	17%
Other	48%	52%
Total Percent	100%	100%

Data Source: PNP Database extraction performed by the Ministry; and, CIC.

Exhibit D-2: Key Program Differences in Highest Level of Education Attained

EDUCATION LEVEL	BC PNP SKILLED OCCUPATIONS	FSW PROFILE
Secondary or less	12%	5%
Formal trade certificate	11%	2%
Non-university certificate or diploma	18%	8%
Some university, no degree	0%	1%
Bachelor Degree	40%	37%
Post-graduate study, no degree	0%	2%
PhD	7%	8%
Master's degree	11%	38%
Total Percent	100%	100%

Data Source: PNP Database extraction performed by the Ministry; and, CIC.

Exhibit D-3: Ranges in Age

Age Range	BC PNP SKILLED OCCUPATIONS		FSW PROFILE
	Survey Sample	Completed Surveys	
Under 25	3%	4%	1%
25-34	47%	51%	48%
35-44	33%	31%	36%
45-54	14%	12%	13%
55-64	3%	3%	1%
65+	0%	0%	0%
Total	100%	100%	100%
Average Age	36		

Data Source: PNP Evaluation – Survey of Nominees; PNP Database extraction performed by the Ministry; and, CIC.

Exhibit D-4: Gender

Gender	BC PNP EVALUATION (SO)			FSW PROFILE
	Survey Sample	Completed Surveys	All Nominees	
Male	67%	65%	68%	69.3%
Female	33%	35%	32%	30.7%
Total Percent	100%	100%	100%	100%

Data Source: PNP Evaluation – Survey of Nominees; PNP Database extraction performed by the Ministry; and, CIC.

Exhibit D-5: NOC for BC PNP Skilled Occupations (Survey)

NOC CATEGORIES	SAMPLE	COMPLETED SURVEY
0 (Management Occupations)	12%	10%
1 (Business Finance and Administration)	7%	7%
2 (Natural and Applied Sciences and Related)	18%	21%
3 (Health)	16%	18%
4 (Social Science, Education, Government Services and Religion)	7%	9%
5 (Art, Culture, Recreation and Sport)	3%	3%
6 (Sales and Service)	21%	21%
7 (Trades, Transport and Equipment Operators)	14%	9%
8 (Primary Industry)	1%	1%
9 (Processing, Manufacturing and Utilities)	1%	1%
n/a	1%	1%
Total Percent	100%	100%

Data Source: PNP Evaluation – Survey of Nominees; PNP Database extraction performed by the Ministry.

Exhibit D-6: Distribution of Employers by Sector

SECTOR	COMPLETED SURVEYS – BC PNP EMPLOYERS (SO)	TOTAL POPULATION OF BC PNP EMPLOYERS (SO)
Agriculture and Food Processing*	4%	2.6%
Construction	15%	11.8%
Educational Services	4%	3.7%
Finance, Insurance and Real Estate	4%	3.7%
Health Care	4%	4.4%
Information and Cultural Industries	1%	3.3%
Manufacturing	8%	7.8%
Mining	2%	1.2%
Professional, Scientific and Technical Services	15%	
Computer Systems Design and Related		7.6%
Architectural, Engineering and Related		5.7%
Aerospace**		0.6%
Life Sciences	--	1.4%
Other Professional, Scientific and Technical Services		5.0%
Public Administration	1%	0.7%
Retail Trade	4%	5.9%
Tourism and Hospitality	27%	29.0%
Transportation and Warehousing	2%	3.4%
Other	8%	2.0%

* Agriculture and Food Processing is not a NAICS category but is used in the BC PNP program. The survey used NAICS categories, and Agriculture, components of Forestry, Fishing and Hunting, and components of manufacturing would correspond to this. The table shows the percentage of employers who fall within the Agriculture, Forestry, Fishing and Hunting category.

** Aerospace is a category used in the BC PNP database.

Note: Database sector information was reviewed and revised during the course of the evaluation so the categories selected by the Ministry for the survey do not correspond to the sector categories used in subsequent data extractions which makes comparisons between the survey population and the broader nominee population difficult.

Exhibit D-7: Distribution of Employers by Number of Nominees Hired

Nominees Hired Per Employer	BC PNP Employer Survey	BC PNP DATABASE		
		Number of Employers	Percentage of Employers	Percentage of Applicants
1	49%	3,032	70%	30%
2 to 5	38%	1,136	26%	30%
6 to 20	9%	157	4%	15%
21+	5%	34	1%	25%
Total	371	4,359	100%	100%

Data Source: Survey of BC PNP Employers; PNP Database extraction performed by the Ministry.

Note: Numbers are smaller than reported elsewhere as certain employers are not uniquely identified in the database.

Exhibit D-8: Trends in Principal Applicants (Provincial Nominee and Federal Skilled Worker) and Temporary Foreign Workers

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
PNP PA	11	84	171	249	309	807	1,132	1,610	2,228	2,127
FSW PA	8,275	6,530	6,608	6,884	8,406	6,557	5,720	6,106	4,599	6,206
TFW (Net Growth)	1,377	2,720	2,923	4,556	4,622	3,710	8,200	14,924	10,774	-1,238

Data Source: CIC.

Exhibit D-9: Citizenship of BC PNP Nominees by Year of Application

	ENTRY-LEVEL SEMI-SKILLED	INTERNATIONAL STUDENTS	SKILLED WORKERS	GRAND TOTAL
United Kingdom	26	19	1615	1,660
China	55	546	510	1,111
Philippines	530	6	556	1,092
United States	5	5	823	833
Korea, Republic of	153	51	502	706
India	107	46	443	596
Germany	16	6	471	493
Japan	111	22	293	426
South Africa, Republic of	1	3	283	287
Australia	7		264	271
Mexico	70	10	174	254
New Zealand	5	1	157	163
Ireland, Republic of	1	3	157	161
France	5	2	131	138
Israel	4		75	79
Indonesia, Republic of	3	44	30	77
Russia	13	7	57	77
Brazil	13	2	59	74
Turkey	1	9	60	70
Netherlands	2		66	68
Jamaica	26		39	65
Taiwan	4	23	36	63
Iran		13	43	56
Switzerland	3	2	51	56
Ukraine	12	2	42	56
Italy			53	53

	ENTRY-LEVEL SEMI-SKILLED	INTERNATIONAL STUDENTS	SKILLED WORKERS	GRAND TOTAL
Romania	5		34	39
Thailand	8	3	28	39
Pakistan		4	32	36
Poland		2	34	36
Austria	3		32	35
Malaysia	1	6	28	35
Hong Kong		13	16	29
Serbia	4		25	29
Colombia	1	5	21	27
Peru	4	3	19	26
Nigeria		2	23	25
Kenya	5	2	17	24
Singapore	1	7	16	24
Finland			23	23
Chile	1	1	20	22
Zimbabwe			21	21
Bangladesh	3	2	15	20
Fiji	16		4	20
Spain	1	3	16	20
Sweden		1	18	19
Belgium		1	17	18
Denmark			18	18
Hungary			18	18
Vietnam		5	13	18
Argentina		2	15	17
Trinidad & Tobago, Republic of			17	17
Egypt	2		14	16
Mauritius			14	14
Venezuela		4	10	14
Nepal	6		7	13
Sri Lanka	4	1	8	13
Ghana	1		11	12
Bulgaria			10	10
Czech Republic		1	9	10
Jordan		2	7	9
Norway		1	8	9
Ecuador	1		7	8
Portugal		1	7	8

	ENTRY-LEVEL SEMI-SKILLED	INTERNATIONAL STUDENTS	SKILLED WORKERS	GRAND TOTAL
Zambia			8	8
Czechoslovakia			7	7
Greece	1		6	7
Slovak Republic	2	2	3	7
Bosnia-Herzegovina			6	6
Croatia		1	5	6
Cuba			6	6
Morocco	3	1	2	6
Tanzania, United Republic of	1		4	5
Armenia			4	4
Belarus	1	1	2	4
Bolivia			4	4
Costa Rica		1	3	4
El Salvador			4	4
Honduras			4	4
Iceland			4	4
Kazakhstan		1	3	4
Sierra Leone		1	3	4
Uganda		1	3	4
Uzbekistan	1		3	4
Albania			3	3
Barbados		1	2	3
Cameroon, Federal Republic of	1	1	1	3
Canada		1	2	3
Kosovo			3	3
Lebanon		2	1	3
Luxembourg			3	3
Mongolia, People's Republic of			3	3
Nicaragua			3	3
Syria			3	3
Yugoslavia	1		2	3
Algeria			2	2
Estonia			2	2
Guyana			2	2
Kuwait			2	2
Latvia			2	2

	ENTRY-LEVEL SEMI-SKILLED	INTERNATIONAL STUDENTS	SKILLED WORKERS	GRAND TOTAL
Libya			2	2
Macedonia	1		1	2
Maldives, Republic of	1		1	2
Moldova			2	2
Myanmar (Burma)		2		2
Namibia			2	2
Palestinian Authority (Gaza/ West Bank)			2	2
Panama			2	2
Paraguay		1	1	2
Brunei			1	1
Commonwealth of Dominica			1	1
Congo, Democratic Republic of			1	1
Cyprus			1	1
Dominican Republic			1	1
Ethiopia			1	1
Guatemala		1		1
Isle of Man			1	1
Lesotho			1	1
Lithuania			1	1
Macao		1		1
Montenegro			1	1
Rwanda		1		1
Slovenia			1	1
St. Lucia			1	1
Surinam			1	1
Tonga			1	1
Tunisia	1			1
Turkmenistan			1	1
United Arab Emirates		1		1
Uruguay			1	1
Vietnam, North			1	1
West Indies		1		1
Yemen			1	1
Grand Total	1,254	916	7,793	9,963

Data Source: PNP Database extraction performed by the Ministry.

Exhibit D-10: Number of Nominees Fluent in French

	ENTRY-LEVEL SEMI-SKILLED	INTERNATIONAL STUDENTS	SKILLED WORKERS	GRAND TOTAL
Fluent in French	38	37	726	801
Not Fluent	1,181	848	6,842	8,871
Data Missing/Data Entry Error	35	31	225	291
Grand Total	1,254	916	7,793	9,963

Data Source: PNP Database extraction performed by the Ministry.

*Exhibit D-11: Applications Approved, Refused and Total Processed by SO Category and Region (January 1, 2005 to June 30, 2010)***BRITISH COLUMBIA**

Year	Category	Nominated	Refused	Grand Total
2005	International Students	48	9	57
	Skilled Workers	467	54	521
Total		515	63	578
2006	International Students	61	20	81
	Skilled Workers	1,007	123	1,130
Total		1,068	143	1,211
2007	International Students	221	29	250
	Skilled Workers	1,477	189	1,666
Total		1,698	218	1,916
2008	Entry-Level Semi-Skilled	3	4	7
	International Students	375	50	425
	Skilled Workers	1,955	322	2,277
Total		2,333	376	2,709
2009	Entry-Level Semi-Skilled	541	46	587
	International Students	163	15	178
	Skilled Workers	1,898	293	2,191
Total		2,602	354	2,956
2010 (first 6 months)	Entry-Level Semi-Skilled	710	190	900
	International Students	48	1	49
	Skilled Workers	989	150	1,139
Total		1,747	341	2,088
Grand Total		9,963	1,495	11,458
	Entry-Level Semi-Skilled	1,254	240	1,494
	International Students	916	124	1,040
	Skilled Workers	7,793	1,131	8,924
Total		9,963	1,495	11,458

GREATER VANCOUVER

Year	Category	Nominated	Refused	Grand Total
2005	International Students	37	8	45
	Skilled Workers	329	40	369
Total		366	48	414
2006	International Students	55	17	72
	Skilled Workers	737	100	837
Total		792	117	909
2007	International Students	182	25	207
	Skilled Workers	1,068	123	1,191
Total		1,250	148	1,398
2008	Entry-Level Semi-Skilled	2	4	6
	International Students	293	40	333
	Skilled Workers	1,414	249	1,663
Total		1,709	293	2,002
2009	Entry-Level Semi-Skilled	264	31	295
	International Students	109	14	123
	Skilled Workers	1,372	232	1,604
Total		1,745	277	2,022
2010	Entry-Level Semi-Skilled	373	130	503
	International Students	38	1	39
	Skilled Workers	706	119	825
Total		1,117	250	1,367
Grand Total		6,979	1,133	8,112
Total Province		9,963		

BC (EXCEPT GREATER VANCOUVER)

Year	Category	Nominated	Refused	Grand Total
2005	International Students	11	1	12
	Skilled Workers	138	14	152
Total		149	15	164
2006	International Students	6	3	9
	Skilled Workers	270	23	293
Total		276	26	302
2007	International Students	39	4	43
	Skilled Workers	409	66	475
Total		448	70	518
2008	Entry-Level Semi-Skilled	1		1
	International Students	82	10	92
	Skilled Workers	541	73	614

Total		624	83	707
2009	Entry-Level Semi-Skilled	277	15	292
	International Students	54	1	55
	Skilled Workers	526	61	587
Total		857	77	934
2010	Entry-Level Semi-Skilled	337	60	397
	International Students	10		10
	Skilled Workers	283	31	314
Total		630	91	721
Grand Total		2,984	362	3,346

Data Source: PNP Database extraction performed by the Ministry; and, CIC.

Exhibit D-12: Impact of Worker Nominees on the Business

	TOTAL (N=371)	1 NOMINEE (N=181)	2-5 NOMINEES (N=140)	6-20 NOMINEES (N=32)	21+ NOMINEES (N=18)
Having access to foreign workers through the BC PNP allows your organization to effectively fill vacancies that otherwise would be difficult to fill.	78%	70%	83%	91%	94%
The foreign workers your organization has hired under the BC PNP have had a positive impact on your business results and outcomes.	84%	80%	83%	100%	100%
In the next 12 to 18 months, your organization plans to hire and will be looking to the BC PNP to help fill vacancies.	45%	33%	52%	63%	83%

Data Source: BC PNP evaluation – nominee surveys.

Exhibit D-13: Employer Identified Impacts on Businesses

Q14. Please indicate the extent to which to you agree or disagree...? (Total, n=371)	1 – Strongly disagree	2	3	4	5 – Strongly agree	Top Ratings (4,5)	Mean Rating
Having access to foreign workers through the BC PNP allows your organization to effectively fill vacancies that otherwise would be difficult to fill.	3%	6%	13%	22%	55%	78%	4.2
The foreign workers your organization has hired under the BC PNP have had a positive impact on your business results and outcomes.	4%	4%	9%	27%	56%	84%	4.3
In the next 12 to 18 months, your organization plans to hire and will be looking to the BC PNP to help fill vacancies.	16%	16%	23%	17%	28%	45%	3.2
If another employer needed to recruit foreign workers to fill permanent positions in BC, you would recommend that this employer use the BC PNP.	3%	3%	13%	26%	56%	81%	4.3

Data Source: BC PNP evaluation – nominee surveys.

Exhibit D-14: Survey of Strategic Occupations Nominees – Location by Development Region at time of Nomination

Development Region	NUMBER OF NOMINATIONS			Grand Total
	Entry-Level Semi-Skilled	International Students	Skilled Workers	
Cariboo	27	8	167	202
Kootenay	45	7	124	176
Mainland/Southwest	837	733	5,882	7,452
Nechako		1	18	19
North Coast			37	37
Northeast	86	3	89	178
Thompson Okanagan	137	57	622	816
Vancouver Island/Coast	114	95	729	938
No location Listed for employer	1		2	3
(Location for employer was an out of province head office)	7	12	123	142
Grand Total	1,254	916	7,793	9,963

Data Source: PNP Database extraction performed by the Ministry.

Exhibit D-15: Family Income – Survey of Entry Level and Semi-Skilled Nominees

PERSON FAMILY	1	2	3	4	5	6	7	8
Under \$20,000	3	2	1	2			1	
\$20,000 to \$29,999	40	16	10	8	3			1
\$30,000 to \$39,999	17	4	5	6				
\$40,000 to \$49,999	3	7	3	2				
\$50,000 to \$59,999		5	1	4				
\$60,000 to \$69,999	2	1	1		1			
\$70,000 to \$79,999	2			1				
\$80,000 to \$89,999		1	1		1	1		
\$90,000 to \$99,999				1				
\$100,000 to \$109,999			1					
\$110,000 to \$119,999		1						
\$120,000 to \$129,999	1		1					
\$150,000 or more						1		
Prefer not to answer	14	7	10	6	5	3	1	2
Total by Family Size	82	44	34	30	10	5	2	3

Total Respondents=210

Data Source: BC PNP evaluation – nominee surveys.

Exhibit D-16: Family Income – Survey of International Students

PERSON FAMILY	1	2	3	4	5	6	7	8
Under \$20,000	4	1						
\$20,000 to \$29,999	8	3						
\$30,000 to \$39,999	16	9	5		1			
\$40,000 to \$49,999	13	3						
\$50,000 to \$59,999	11	6	1					
\$60,000 to \$69,999	5		1					
\$70,000 to \$79,999	7	2	2	1				
\$80,000 to \$89,999		1						
\$90,000 to \$99,999		2						
\$100,000 to \$109,999		5						
\$110,000 to \$119,999								
\$120,000 to \$129,999								
\$130,000 to \$139,999		1						
\$140,000 to \$149,999		1						
\$150,000 or more			1					
Prefer not to answer	7	9	1	1	1			
Total by Family Size	71	43	11	2	2			

Total Respondents=129

Data Source: BC PNP evaluation – nominee surveys.

Exhibit D-17: Family Income – Survey of Skilled Workers

Person Family	1	2	3	4	5	6	7	8	9
Under \$20,000	7	9	4	2					
\$20,000 to \$29,999	21	8	13	6	1	1			
\$30,000 to \$39,999	25	17	13	12	1				
\$40,000 to \$49,999	22	13	8	10	6		1		
\$50,000 to \$59,999	34	20	11	8	3		3		
\$60,000 to \$69,999	20	29	13	20	5	3	1		
\$70,000 to \$79,999	24	25	13	9	2	2			
\$80,000 to \$89,999	19	29	9	11	3		1		
\$90,000 to \$99,999	15	28	13	9	2		1		
\$100,000 to \$109,999	13	25	14	8	4				
\$110,000 to \$119,999	5	14	6	9	1	3			
\$120,000 to \$129,999	4	8	8	11	2		1		
\$130,000 to \$139,999	2	10	5	7	4				1
\$140,000 to \$149,999	1	14	7	12	2				
\$150,000 or more	10	63	25	41	14	2	1		
Prefer not to answer	22	45	21	28	8	4	1	2	
Total by Family Size	244	357	183	203	58	15	10	2	1

Total Respondents=1,073

Data Source: BC PNP evaluation – nominee surveys.

Exhibit D-18: Annual Average Salary of Nominated Applicants by SO Category (January 1, 2005 to June 30, 2010)**BRITISH COLUMBIA**

Year	Entry-Level Semi-Skilled	International Students	Skilled Workers
2005		\$39,790.54	\$94,573.97
2006		\$38,473.44	\$76,478.23
2007		\$36,954.93	\$71,726.27
2008	\$31,310.33	\$36,526.61	\$69,109.84
2009	\$27,362.48	\$38,766.80	\$65,018.84
2010	\$25,652.80	\$36,550.92	\$65,407.04

GREATER VANCOUVER

Year	Entry-Level Semi-Skilled	International Students	Skilled Workers
2005		\$40,870.88	\$85,931.23
2006		\$38,605.99	\$74,899.08
2007		\$37,164.97	\$73,473.09
2008	\$34,465.50	\$37,099.83	\$70,428.88
2009	\$27,083.34	\$38,739.15	\$65,308.15
2010	\$24,994.53	\$36,821.26	\$61,388.43

BC (EXCEPT GREATER VANCOUVER)

Year	Entry-Level Semi-Skilled	International Students	Skilled Workers
2005		\$36,156.66	\$115,665.47
2006		\$37,510.00	\$80,550.25
2007		\$35,631.97	\$66,914.52
2008	\$25,000.00	\$34,267.18	\$63,439.39
2009	\$27,659.37	\$37,236.56	\$63,035.00
2010	\$26,429.26	\$35,026.22	\$75,169.08

Data Source: PNP Database extraction performed by the Ministry.

Exhibit D-19: Nominations by Country of Citizenship – Business Entrepreneurs

Nominations by Country of Citizenship (Principal Applicants)

	Nominations	Percent
PRC	78	38.4%
UK	40	19.7%
Korea	29	14.3%
USA	13	6.4%
Taiwan	7	3.4%
Iran	4	2.0%
Germany	4	2.0%
India	3	1.5%
South Africa	3	1.5%
Algeria	2	1.0%
Italy	2	1.0%
Russia	2	1.0%
Other	16	7.9%
Grand Total	203	

Data Source: PNP Database extraction performed by the Ministry.

Exhibit D-20: Investment and Job Creation – Business Entrepreneurs

	BUSINESS SKILLS (\$000)	REGIONAL BUSINESS (\$000)	STRATEGIC PROJECTS (\$000)
2005	\$3,500	\$14,228	\$7,789
2006	\$106,883	\$19,270	
2007	\$22,800	\$20,904	\$5,859
2008	\$17,072	\$10,233	\$24,800
2009	\$10,810	\$6,853	\$141,436
2010	\$3,906	\$7,121	

JOBS CREATED BY CATEGORY

	BUSINESS SKILLS	REGIONAL BUSINESS	STRATEGIC PROJECTS	GRAND TOTAL
2005	30	79	22	131
2006	88	117		205
2007	96	114	60	270
2008	56	65	6	127
2009	56	57	194	307
2010	17	64		81
Grand Total	343	496	282	1,121

NOMINATIONS, JOBS CREATED AND INVESTMENT BY DEVELOPMENT REGION

	Nominations	Jobs	Investment \$000
Cariboo	5	40	\$7,636
Kootenay	12	51	\$9,634
Mainland/Southwest (GVRD/Abbotsford)	88	508	\$183,562
Mainland/Southwest (Other)	15	77	\$34,689
Nechako	2	4	\$1,074
North Coast	5	14	\$11,165
Northeast	3	10	\$5,091
Thompson Okanagan	32	251	\$145,523
Vancouver Island/Coast	41	166	\$25,090
Grand Total	203	1,121	

Data Source: PNP Database extraction performed by the Ministry.

Exhibit D-21: Number of Regular and Fast Track Nominations – Business Entrepreneurs

REGULAR AND FAST TRACK NOMINATIONS

Nominations by Category (Principal Applicants)

	Business Skills	Regional Business	Strategic Projects	Grand Total
2005	3	17	2	22
2006	10	32		42
2007	14	35	3	52
2008	6	24	1	31
2009	11	18	5	34
2010	4	18		22
Grand Total	48	144	11	203

Data Source: PNP Database extraction performed by the Ministry.

E | 2010 CANADA-BRITISH COLUMBIA AGREEMENT ON IMMIGRATION

Below are relevant extracts from Annex B: Provincial Nominees to the Canada-British Columbia Immigration Agreement, 2010. The full text of the Agreement including the BC PNP Annex can be found at: <http://www.cic.gc.ca/english/department/laws-policy/agreements/bc/index-bc.asp>

1.0 PURPOSE AND OBJECTIVES

1.1 Purpose

The purpose of this Annex is to define the roles and responsibilities of Canada and British Columbia in relation to the Provincial Nominee Class as described in section 87 of the Immigration and Refugee Protection Regulations (IRPR).

1.2 Objectives

1.2.1 To maintain and strengthen the Provincial Nominee Program as a mechanism to increase the benefits of immigration to British Columbia, based on economic priorities and labour market conditions, by providing British Columbia with a mechanism to admit Provincial Nominees to British Columbia while taking into account the importance of encouraging the economic development of Minority Official Language Communities in British Columbia.

1.2.2 To recognize that the Provincial Nominee Class, as identified by subsection 87(1) of the IRPR, is a jointly administered immigration class, where British Columbia has an active role in the processing which may include promotion and nomination, and to acknowledge that both Parties have an interest in the process.

1.2.3 To admit British Columbia Provincial Nominees for permanent residence as expeditiously as possible, taking into account:
British Columbia's Provincial Nominee Program levels plan;
Canada's immigration projections;
legislative requirements; and
operational and resource constraints, and service standards as developed.

3.0 ASSESSMENT AND NOMINATION

3.1 British Columbia has the sole and non-transferable responsibility to assess and nominate candidates who, based on British Columbia's determination:
will be of significant benefit to the economic development of British Columbia; and
have a strong likelihood of becoming economically established in British Columbia.

3.2 British Columbia will nominate foreign nationals on the basis of economic benefit to British Columbia. The nomination criteria of the Provincial Nominee Program categories shall demonstrate the economic benefit to the Province. Provincial Nominees may be nominated for purposes that include, but are not limited to, meeting critical skill shortages in British Columbia, the immigration of key individuals of businesses that wish to locate in British Columbia and the establishment or enhancement of new and existing businesses.

3.3 Non-economic factors shall not provide the primary basis upon which a nomination is made.

3.4 In exercising its nomination authority under this Agreement, British Columbia will follow the procedures and criteria for nomination established by British Columbia, as amended from time to time, insofar as those procedures and criteria are consistent with the IRPA, the IRPR and the terms of this Annex. British Columbia will respect the purpose and objectives of this Annex in developing and implementing these procedures and criteria. British Columbia will share its criteria with Canada prior to implementation and keep written records of its assessments of its nominees against those criteria.

3.5 Canada will consider foreign nationals who are nominated by British Columbia as applicants in the Provincial Nominee Class.

3.6 Canada agrees to process economic class applicants nominated for permanent resident status by British Columbia on a priority basis and as expeditiously as possible with a view to achieving Canada's annual levels plan.

3.7 Canada will consider a nomination certificate issued by British Columbia as evidence that British Columbia has conducted due diligence in exercising its authority to assess and nominate candidates pursuant to section 3.1 of this Annex.

3.8 British Columbia is responsible for conducting the due diligence to ensure that the applicant has the ability and is likely to become economically established in British Columbia. Notwithstanding the foregoing, Canada retains the right to substitute its evaluation of the applicant's ability to become economically established in Canada pursuant to subsection 87(3) of the IRPR. In exercising its responsibilities under sections C.2 and C.4 of Appendix C of this Annex Canada may also seek clarification from British Columbia on its assessment, the record of which is required under sections 3.4 and 5.3.4 of this Annex. The visa officer may request additional documentation from the nominee which supports the nominee's ability and likelihood to become economically established in British Columbia.

3.9 British Columbia will not issue a nomination certificate to anyone whose employment will affect the settlement of any labour dispute in Canada or affect the employment of a person involved in such a dispute, or where their employment will adversely affect employment or training opportunities for Canadian citizens or permanent residents in British Columbia.

3.10 British Columbia shall not nominate, as a Provincial Nominee, any applicant who intends to enter, has agreed to enter, or has entered into an "immigration-linked investment scheme" as described in section 87 of the IRPR.

4.0 PROGRAM EVALUATION

4.1 Canada will conduct a national evaluation of the Provincial Nominee Program on a five-year cycle in order to meet federal accountability and evaluation requirements. The national evaluation will include relevant components of British Columbia's Provincial Nominee Program. British Columbia is committed to cooperate with Canada to support Canada in meeting the federal accountability and evaluation requirements. Canada will be responsible for the cost of the national evaluation.

4.2 Canada will develop a national evaluation framework for the Provincial Nominee Program, which will include a logic model, a performance measurement framework and an evaluation matrix. The evaluation framework will be developed in consultation with all jurisdictions that have a Provincial Nominee Program, including British Columbia. Canada will collaborate with all jurisdictions to establish common definitions, performance indicators and data collection methodologies for the evaluation framework, which may be adjusted from time to time, as needed. The performance information required by the framework will be collected and reported on an annual basis by all jurisdictions, including British Columbia as appropriate.

4.3 British Columbia will conduct evaluations of its Provincial Nominee Program on a five-year schedule. British Columbia will provide a copy of these evaluations to Citizenship and Immigration Canada upon completion.

In addition to data reported annually under section 2.4 of this Annex, British Columbia will ensure that the requisite information as identified in section 4.2 is available for the national evaluation. Canada and British Columbia agree to cooperate for the purpose of evaluation.

4.4 For evaluation purposes, British Columbia is to establish appropriate mechanisms to ensure the province's ability to collect the data necessary to measure retention and economic benefit for a minimum of three (3) years after admission. In consultation with British Columbia, data requirements may be adjusted from time to time, as appropriate.

4.5 Subject to applicable legislation and policies governing the disclosure of personal information, Canada and British Columbia agree to share information on prospective and actual Immigrant admissions to aid in the evaluation and management of British Columbia's Provincial Nominee Program.

F | QUESTIONNAIRES AND INTERVIEW GUIDES

BC PROVINCIAL NOMINEE PROGRAM BUSINESS ENTREPRENEUR SURVEY

Hello, may I please speak with [INSERT NAME].

IF PERSON ON LINE WANTS TO KNOW WHAT WE ARE CALLING ABOUT BUT IS NOT NECESSARILY THE TARGET INTERVIEWEE, SAY THE FOLLOWING.

My name is _____ calling on behalf of the BC Government. The Government of British Columbia is overseeing a survey of those that took part in the BC Provincial Nominee Program.

WHEN TARGET PERSON IS ON THE LINE:

My name is _____. We have been commissioned by the BC Government to contact individuals nominated under the BC Provincial Nominee Program to learn about their experiences with the program, the benefits they have seen, and how the program could be made even better.

Do you have a few minutes to complete a survey about your experiences with the Program? It will take 10 to 15 minutes depending on your answers. All responses are strictly confidential and not associated with any personal information.

IF NECESSARY:

I can assure you that this is a legitimate survey sponsored by the BC Government.

The survey information will be collected and secured in accordance with British Columbia's Freedom of Information and Protection of Privacy Act, and reported in a way that insures your individual responses will be anonymous.

If you have any questions regarding the survey, please contact Albert Christensen at achristensen@nrgresearchgroup.com or 604-676-5654.

If you would like to confirm that this survey is being conducted on behalf of the BC Provincial Nominee Program, please contact Gordon Kennedy at bus.imm@gov.bc.ca.

SURVEY

Section I: This section focuses on information about your experience before, during and after nomination. Your responses are very important and they will help us understand the benefits of the program in terms of employment and for the economy in British Columbia.

1. How did you first learn about the BC Provincial Nominee Program (PNP)?
 - A business or immigration consultant or lawyer
 - Another applicant to the PNP
 - The BC PNP website
 - A Canadian visa office
 - A PNP business information session in your home country
 - A friend or relative
 - Other (specify)

2. Before applying to the PNP, did you consider applying under any of the following Canadian immigration options? **Please check all that apply.**
 - Federal Business Categories – Investor, Entrepreneur, Self-Employed
 - Federal Skilled Worker
 - Federal Canadian Experience Class
 - Other PNP (another province)
 - Other (specify)

3. Before you applied to the PNP, did you consider immigrating somewhere else? **Please select the most appropriate response.**
 - Yes
 - No | SKIP TO Q4

4. ASK IF Q3=YES, Other than British Columbia, where did you consider immigrating? **Please check all that apply.**
 - Canada – Alberta
 - Canada – Saskatchewan
 - Canada – Manitoba
 - Canada - Ontario
 - Canada – Quebec
 - Canada – Other
 - United States of America
 - Australia
 - New Zealand
 - United Kingdom
 - Other (specify)

5. Thinking about why you chose to invest and start your business in British Columbia, please rate the following factors on a scale of 1 to 5 where 1 is 'Not Important' and 5 is 'Very Important'

	Not important at all 1	2	3	4	Very Important 5
Good business opportunities.					
Positive business climate.					
Cost or other competitive advantage.					
High quality workforce.					
Positive reputation of the PNP					
Access to Canadian education system and health and social benefits.					
Overall quality of life.					
Personal reasons (including family ties).					

6. On a scale of 1 to 5 where 1 is 'No Influence at All' and 5 is 'Very Strong Influence', what influence did the availability of the PNP have on your decision to locate your business in British Columbia?

Please select the most appropriate response.

- 1 – No influence at all
- 2
- 3
- 4
- 5– Very strong influence

7. Q7A. Was the business on which your PNP application was based located in Greater Vancouver, Abbotsford, or somewhere else? IF SOMEWHERE ELSE: What city or town is that?

- GREATER VANCOUVER
- ABBOTSFORD
- SOMEWHERE ELSE (SPECIFY)

[ASK ONLY IF Q7A =SOMEWHERE ELSE] Why did you choose to apply under the Regional Business Category of the PNP? **Please check all that apply.**

- Good opportunities to establish or acquire a business outside Vancouver
- Wanted to live outside of Vancouver
- Different requirements for category were easier to meet
- Other (specify: _____)

8. Which of the following best describes what you would likely have done if you were not accepted under the PNP? **Please select the most appropriate response.**
- A. You would have applied for or extended your temporary residence (as a worker, student, etc.) to remain in British Columbia temporarily
 - B. You would have applied for permanent resident status in Canada through another program
 - C. You would have attempted to immigrate to another country
 - D. You would have not attempted to immigrate to any country
 - E. Don't know
9. Q9A. Did you originally apply to the BC PNP program before or after October 2007?
- BEFORE OCTOBER 2007 – GO TO Q11
 - AFTER OCTOBER 2007 – GO TO Q9B

Q9BASK IF DATE OF APPLICATION TO BC PNP FROM Q9A = AFTER OCTOBER 2007] When you first started the application process, were you aware that a "Fast-Track Option" was available?

Please select the most appropriate response.

- Yes
- No | SKIP TO Q11
- Don't know | SKIP TO Q11

Q9C. Did you participate in the Fast Track Option?

- YES – GO TO Q11
- NO – GO TO Q10

10. IF Q9C=NO Why did you not participate in the "Fast-Track Option"? **Please check all that apply.**

- Deposit required was too high
- Did not need to obtain permanent residence immediately
- Your consultant/lawyer advised against it
- Did not fully understand the "Fast-Track Option"
- Other (specify: _____)

CALCULATE VARIABLE 'FAST TRACK' – IF Q9C=YES then 'YES', ELSE 'No'

RESUME ASKING ALL

11. Did you have direct involvement in preparing and completing the application and business plan for the PNP?

- Yes I completed it myself
- Yes I completed myself with some assistance from my representative
- No, I had a representative, consultant or lawyer do most of it | SKIP TO Q13

12. ASK IF Q11 DOES NOT = NO, Thinking about your experience with the BC Provincial Nomination Program, please rate each of the following statements on a scale of 1 to 5 where 1 is 'Strongly Disagree' and 5 is 'Strongly Agree'.

	Strongly disagree 1	2	3	4	Strongly agree 5
a. Program information is complete and readily available to help you fill out the application.					
c. Program staff are responsive to questions and requests during the application process.					
d. The time it takes to fill out the application forms is reasonable.					

13. Thinking about the requirements of the Business Immigration category of the PNP under which you applied specifically, please rate each of the following statements on a scale of 1 to 5 where 1 is 'Strongly Disagree' and 5 is 'Strongly Agree'.

	Strongly disagree 1	2	3	4	Strongly agree 5
a. The PNP application fees are reasonable. (excluding lawyer or consultant costs that may be incurred during the application process)					
b. The personal net worth requirement is reasonable.					
c. The business investment level requirement is reasonable.					
d. The job creation requirement is reasonable.					
e. The performance agreement reporting requirement is reasonable.					
f. The minimum ownership/equity share requirement is reasonable.					
e. ASK IF 'FAST TRACK', The "Fast Track Option" deposit requirement is reasonable.					
f. Overall, the BC Provincial Nominee Program requirements are reasonable.					

14. IF ANY Q13a-f = LESS THAN 3, What about the BC Provincial Nominee Program requirements are not reasonable? HAVE TEXT BOX TO RECORD RESPONSE

SECTION 2: THE PROVINCIAL NOMINEE PROGRAM PROVIDES ENTREPRENEURS WITH AN IMMIGRATION PATH THAT ALLOWS THEM TO ESTABLISH THEMSELVES MORE QUICKLY IN BRITISH COLUMBIA. THIS SECTION OF THE SURVEY EXPLORES THE RESULTS OF YOUR BUSINESS DEVELOPMENT EFFORTS.

Q15A. In what year did you enter Canada on a temporary work permit to begin work on your business under the PNP? RECORD YEAR

15. .What type of company, that is what sector, did you intend to acquire or establish at that time? Please describe the type of business.

- 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
- Manufacturing
- Mining and oil and gas extraction
- Professional, scientific and technical services
- Public administration
- Real estate and rental and leasing
- Retail trade
- Transportation and warehousing
- Utilities
- Wholesale trade
- Other (specify)

Q16a. IF 'FAST TRACK' = NO, INSERT 'In what year were you nominated through the BC PNP' IF 'FAST TRACK' = YES, INSERT 'In what year did you meet the terms and conditions of your performance agreement'? RECORD YEAR

16. In [YEAR OF NOMINATION FROM Q16A] – how many full-time employees (30 hours or more per week) did your company have in BC? [ENTER NUMBER OF FULL TIME EMPLOYEES]

17. And how many part-time employees (under 30 hours per week on average) did your company have in BC? [ENTER NUBMER OF PART-TIME EMPLOYEES]

18. And how many immediate family members (spouse and/or children) did your company employ in BC? [ENTER NUMBER OF FAMILY EMPLOYEES]
19. In [YEAR OF NOMINATION FROM Q16A] – what was the gross revenue of your company's British Columbia operation(s)? [ENTER GROSS REVENUE]
20. In [YEAR OF NOMINATION FROM Q16A] – how much would you say you invested in the business(es)? [ENTER AMOUNT INVESTED]
21. At present are you actively involved in the management of this company? **Please select the most appropriate response.**
- Yes | Skip to Q29
 - No |
22. ASK IF Q21=NO, In what year did you stop being actively involved in the management of this company? RECORD YEAR
23. ASK IF Q21=NO, What happened to the company? **Please select the most appropriate response.**
- Company still in operation, you are no longer involved in its management
 - Sold the company/ Sold my shares of the company
 - Closed the company as it was not profitable
 - Closed the company for other reasons
24. ASK IF Q23 = SOLD, Is the company still in operation? **Please select the most appropriate response.**
- Yes
 - No
 - Don't know
25. ASK IF Q23 = SOLD, How would you describe your sale of the company/your shares in the company? Would you say... **Please select the most appropriate response.**
- You made a profit from this sale
 - Broke even from this sale
 - Lost money on this sale
 - Don't know
 - Prefer not to answer
26. ASK IF Q21=NO, What would you say were the main reasons you are no longer actively involved in the management of this company? **Please check all that apply.**
- Conflict with other owners/board
 - Communication challenges with suppliers and customers
 - Company's financial problems
 - Wanted to pursue other business interests in BC
 - Wanted to pursue other business interests outside BC
 - Obtained permanent resident status
 - Personal reasons
 - Other (specify:_____)

27. ASK IF Q21=NO, Which of the following best describes your current employment status? **Please select the most appropriate response.**
- Self-employed
 - Employed full-time for an employer (30 hours or more per week)
 - Employed part-time for an employer (less than 30 hours per week)
 - Unemployed and looking for work
 - Unemployed and not looking for work
 - Full-time student
 - Retired
 - Other (specify)
28. ASK IF Q21=NO, Since [YEAR INSERT FROM Q16A] which of the following public programs, if any, have you or your spouse used? **Please select all that apply.**
- Employment insurance
 - BC income, disability or hardship assistance
 - Immigrant settlement services (eg, ESL, etc)
 - Other (specify)
29. ASK IF Q21=YES AND (2009 > [YEAR Q16A]), How many full-time employees (30 hours or more per week) did your company have in BC in 2009? [ENTER #]
30. ASK IF Q21=YES AND (2009 > [YEAR Q16A]), And how many part-time employees (under 30 hours per week on average) did your company have in BC in 2009? [ENTER #]
31. ASK IF Q21=YES AND (2009 > [YEAR Q16A]), And how many of your immediate family members (spouse and children) did your company employ in BC in 2009? [ENTER #]
32. ASK IF Q21=YES AND (2009 > [YEAR Q16A]), what was the gross revenue of your company's British Columbia operation(s) in 2009? [ENTER #]
33. Since [YEAR OF NOMINATION FROM Q16A]], how much have you invested in the BC operations of the company? ENTER DOLLAR AMOUNT
34. ASK IF Q21=YES, Is the company still in [LOCATION FROM Q7A – 'SAME CITY OR TOWN' IF Q7A = 'SOMEWHERE ELSE']? **Please select the most appropriate response.**
- Yes | SKIP TO Q37
 - No
 - Don't know | SKIP TO Q37

35. ASK IF Q34=NO, Where is the company now located? *Please select the most appropriate response.*

- Another location in BC
- Canada – Alberta
- Canada – Saskatchewan
- Canada – Manitoba
- Canada - Ontario
- Canada – Quebec
- Canada – Other
- United States of America
- In my home country
- In another country (specify)
- Don't know

36. ASK IF Q34=NO AND Q35=CANADA OR OTHER LOCATION IN BC, What is the postal code of the current location? **(V8V8V8)**

37. As part of your application, were foreign key staff essential to the proposed business nominated under the PNP?

- YES
- NO

38. ASK IF Q37=YES, Does your company still employ this individual(s)?

- Yes | SKIP TO Q40
- No

39. IF Q38=NO Where does this individual reside?

- In British Columbia
- In Canada, outside British Columbia
- Outside Canada
- Don't know

40. ASK ALL, Reflecting on your experience in British Columbia, what would you say most influences the success of immigrant entrepreneurs? *Please select all that apply.*

- Being able to communicate in English
- Having a good understanding of Canadian business practices
- Having a local business partner
- Having a mentor
- Having a strong local business network
- Having a strong local social network
- Feeling welcome in the community
- Personality traits (for example, persistence)
- Other (specify:_____)

41. Did you obtain information on developing your business in BC from any of the following sources?

Please check all that apply.

- Small Business BC
- Community Futures BC
- Canada Small Business Financing Program
- Business Development Bank Of Canada
- Commercial bank
- Economic development agencies
- Other (specify)

SECTION 3: THIS SECTION FOCUSES ON HOW THE BRITISH COLUMBIA BUSINESS ENVIRONMENT COMPARED TO YOUR EXPECTATIONS WHEN YOU FIRST APPLIED TO THE PNP

42. Please indicate the extent to which to you agree or disagree with the following statements. Use a scale from 1 to 5 where 1 means you 'Completely Disagree' and 5 means you 'Completely Agree'.

Strongly disagree 1	2	3	4	Strongly agree 5
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Living and working in B.C. has allowed your family to have a quality of life that you would not likely have been able to attain otherwise.

By locating to B.C. you have been able to build a more successful business more quickly than you could have done otherwise.

The PNP provided useful information and advice on the business climate and made my investment decisions easier.

Given your business experience in British Columbia, you would recommend BC to other entrepreneurs looking to start a business.

If a non-Canadian resident was looking to invest and launch a business outside their country, you would recommend the PNP.

43. Since being nominated by the PNP in [Q16A], have you done any of the following? **Please check all that apply.**

- Invested financially in another BC-based private company (not publically traded)
- Invested financially in another Canadian-based private company (not publically traded) outside of BC
- Purchased a home in BC
- Attained additional education qualifications in British Columbia
- Attained additional professional, trade or occupational qualifications in British Columbia
- Become a member of a business association in BC (eg, Chamber of Commerce, industry association)

44. Are you still living in British Columbia? **Please select the most appropriate response.**

- Yes | SKIP TO Q44
- No – I moved back to my home country
- No – I moved somewhere else

45. IF Q44=NO – MOVED SOMEWHERE ELSE, Where do you currently live? **Please select the most appropriate response.**

- Canada – Alberta
- Canada – Saskatchewan
- Canada – Manitoba
- Canada - Ontario
- Canada – Quebec
- Canada – Other
- United States of America
- Australia
- New Zealand
- United Kingdom
- In other country (specify)

46. IF Q44= NO, Why did you leave British Columbia? **Please select all that apply.**

- To be closer to family/friends
- For spouse's employment
- For better job opportunity
- For better investment opportunity
- To pursue further education
- For a lower cost of living
- Had difficulty communicating in English
- Didn't feel welcome in British Columbia
- Other (specify:_____)

47. IF Q44=NO, Did any members of your immediate family (spouse or dependent children) who immigrated with you stay in British Columbia? **Please select the most appropriate response.**

- Yes
- No

THOSE WHO LEFT BC, Q44=NO SKIP TO Q50

48. ASK IF Q44=YES, Have you become a permanent resident of Canada?

- A. Yes
- B. No
- C. Prefer not to answer

49. ASK IF Q48=YES, When did you become a permanent resident of Canada? *Please enter year and month.*

ENTER FOUR DIGIT YEAR

ENTER TWO DIGIT MONTH

50. Based on your experience, is there anything else that you would like to share about the PNP and how it can be improved? Please provide your response in the text box below.

SECTION 4: THIS FINAL SECTION ASKS DEMOGRAPHIC QUESTIONS FOR STATISTICAL PURPOSES

51. Which of the following best described the highest level of education when you received your work permit in [Q15A]? *Please select the most appropriate response.*

- Did not complete secondary school
- Completed secondary school
- Completed community college or technical college
- Completed university (bachelor's degree)
- Completed graduate degree (masters degree)
- Completed doctorate degree (post graduate degree)
- Other (please specify: _____)

52. Since you obtained permanent resident status have any of your dependent children attended a post-secondary institution in Canada? *Please select the most appropriate response.*

- Yes, a post-secondary institution in BC
- Yes, a post-secondary institution elsewhere in Canada
- No

53. Which of the following best describes your age? *Please select the most appropriate response.*

- 18-24 years
- 25-34 years
- 35-44 years
- 45-54 years
- 55-64 years
- 65 years or older
- Prefer not to answer

54. Which of the following categories best reflects what your annual pre-tax salary was in 2009?

Please include bonuses but note that this does not include other sources of income such as investment income, rental income, etc. **Please select the most appropriate response.**

- Under \$20,000
- \$20,000 to \$29,999
- \$30,000 to \$39,999
- \$40,000 to \$49,999
- \$50,000 to \$59,999
- \$60,000 to \$69,999
- \$70,000 to \$79,999
- \$80,000 to \$89,999
- \$90,000 to \$99,999
- \$100,000 to \$109,999
- \$110,000 to \$119,999
- \$120,000 to \$129,999
- \$130,000 to \$139,999
- \$140,000 to \$149,999
- \$150,000 or more
- Prefer not to answer

55. How many people currently live in your household? **Please enter a number.**

56. ASK IF Q55>1, How many children under the age of 18 currently live in your household? **Please enter a number.**

57. Which of the following best corresponds to the gross annual income, before taxes, of all members of your household for 2009? Please include all sources of income. **Please select the most appropriate response.**

- Under \$20,000
- \$20,000 to \$29,999
- \$30,000 to \$39,999
- \$40,000 to \$49,999
- \$50,000 to \$59,999
- \$60,000 to \$69,999
- \$70,000 to \$79,999
- \$80,000 to \$89,999
- \$90,000 to \$99,999
- \$100,000 to \$109,999
- \$110,000 to \$119,999
- \$120,000 to \$129,999
- \$130,000 to \$139,999
- \$140,000 to \$149,999
- \$150,000 or more
- Prefer not to answer

That completes our survey. Thank you for taking the time to provide this important feedback.

BC Provincial Nominee Program Employer Survey

LANDING PAGE:

Thank you for participating in this survey. The Government of British Columbia is working to better understand your experience with the BC Provincial Nominee Program. Your responses to this survey will help us to understand how the program benefits employers, new immigrants and the Province.

As part of the application to the BC Provincial Nominee Program which you supported, you agreed to be contacted for the purposes of evaluating the BC Provincial Nominee Program.

We value your opinion and the information that you provide will be used to improve the BC Provincial Nominee Program. All of the surveys we receive will be held in the strictest confidence and your anonymity will be protected.

If you have any questions about this survey, please feel free to contact Albert Christensen at achristensen@nrgresearchgroup.com or 604-676-5654. If you would like to confirm that this survey is being conducted on behalf of the BC Provincial Nominee Program, please contact the program at PNPinfo@gov.bc.ca.

The survey should take approximately 10-15 minutes depending on your answers.

When you are ready to go to the next page, simply hit the Next button at the bottom of the page. If you wish to go back and change a response on a previous page, hit the Back button. Please **DO NOT** use the forward or back buttons of your browser (top of page).

You may pause and return to the survey at a later time. Simply exit the survey. Sign back into the survey using the link previously emailed; you will automatically be taken to the last page completed.

Click 'Next' to start the survey.

SURVEY

SECTION 1: IN THIS SECTION, WE WOULD LIKE TO LEARN A BIT ABOUT YOUR ORGANIZATION, HOW YOU BECAME AWARE OF THE BC PROVINCIAL NOMINEE PROGRAM, WHY YOU MADE A GUARANTEED JOB OFFER TO SUPPORT AN APPLICATION TO THE PROGRAM, AND THE APPLICANTS WHOSE APPLICATIONS TO THE PROGRAM YOUR ORGANIZATION HAS SUPPORTED.

1. How did your organization first learn about the BC Provincial Nominee Program (PNP)?
 - You were contacted directly by a prospective or current employee
 - You were contacted by an immigration consultant or lawyer
 - You were contacted by a recruitment agent
 - Another employer informed you about it
 - Promotional material
 - The PNP website
 - An information session about the PNP
 - An industry association
 - Other (specify)
 - Don't know

2. Our records indicate that your organization has supported XXX applications to the BC PNP. How many of those individuals:

Please note that if you have multiple locations and don't know the outcome of some employees, you may indicate that in the last option.

- Are still working full-time with your organization?
- Are still working part-time with your organization?
- Started work, but were laid off for poor performance?
- Started work, but were laid off due to economic conditions?
- Started work, but were laid off for other reasons?
- Started work, but have since quit?
- Started work, but not sure of the outcome?

3. What are the top reasons your organization has chosen to use the PNP? **Please select all that apply.**
 - Your organization had already successfully recruited employees through the PNP
 - You had learned about positive experiences from other employers using the PNP
 - You had been unsuccessful in past attempts to recruit qualified Canadians for this position
 - You had been unsuccessful in past attempts to bring in temporary foreign workers (Labour Market Opinion or work permit refused)
 - The employee(s) had worked for your organization before and you wanted to retain them on a

- more permanent basis
 - The employee(s) requested that your organization support their application to the PNP
 - Other (Please specify)
4. How does your organization recruit foreign workers? **Please select all that apply.**
- Direct contact from prospective employees
 - Your organization uses the services of a recruiter
 - Your organization attends job fairs
 - Other (specify)
5. Did your organization provide any of the following types of relocation/settlement assistance to nominees? **Please select all that apply.**
- Relocation costs
 - PNP application fees
 - CIC Permanent Resident Visa application fees
 - Consultant or lawyer fees
 - Temporary accommodation
 - Other (specify)
 - None of these types of assistance were provided
 - Don't know
6. IF 5=ANY ANSWER EXCEPT NONE If a nominee quits do they have any obligation to re-pay any of the relocation/settlement assistance provided to them?
- Yes
 - No

SECTION 2: IN THIS SECTION, WE WILL BE ASKING ABOUT YOUR EXPERIENCE WITH NOMINEES AS EMPLOYEES OF YOUR ORGANIZATION.

7. Please think about your experience with the Nominees who have worked or are still working for your organization and rate the following on a scale from 1 to 5 where 1 means 'strongly disagree' and 5 means 'strongly agree':

Strongly Disagree	2	3	4	Strongly Agree
1				5

Nominees have met or exceeded your organization's performance expectations

Nominees have integrated well with your organization's workforce

Nominees have demonstrated commitment to your organization

Nominees have transferred skills and knowledge to your organization's workforce

Nominees have brought skills and knowledge to your organization that have enhanced your competitiveness and performance

8. IF Q7 = POOR OR FAIR, Are there any specific common problems? Please provide any comment.

SECTION 3: IN THIS SECTION WE WOULD LIKE TO KNOW MORE ABOUT YOUR EXPERIENCES WITH THE APPLICATION PROCESS TO THE PNP. IF YOU HAVE EXPERIENCE WITH MORE THAN ONE NOMINEE, PLEASE ANSWER THESE QUESTIONS BASED ON YOUR OVERALL EXPERIENCE WITH THE PNP.

9. Has your organization used the services of a representative when applying to the PNP?

- Yes – for every application to the PNP
- Yes – for some applications to the PNP
- No

10. Thinking about your experience with the PNP, please rate each of the following statements on a scale of 1 to 5 where 1 is 'Strongly Disagree' and 5 is 'Strongly Agree'.

Strongly disagree	2	3	4	Strongly agree
1				5

Program information is complete and readily available to help complete application forms.

Program staff are responsive to questions and requests.

The time it takes to fill out the PNP application is reasonable.

The PNP processes applications within the timelines indicated.

Overall, the PNP requirements and application process are reasonable.

11. Are any of the PNP requirements or processes unreasonable? IF YES, Which requirements are unreasonable?

CODE 'NO' OR

RECORD UNREASONABLE REQUIREMENTS

SECTION 4: IN THIS SECTION WE WOULD LIKE TO KNOW MORE ABOUT YOUR PERCEPTIONS OF THE EFFECTIVENESS OF THE PNP IN HELPING BC EMPLOYERS.

12. Before you supported applications to the PNP, did you attempt to recruit foreign workers under an Arranged Employment Opinion for the Federal Skilled Worker program?

- Yes
- No

13. ASK ONLY IF Q15=YES: How would you compare the process of recruiting foreign workers under the PNP to the process under an Arranged Employment Opinion to the Federal Skilled Worker Program? The PNP process is:

- Much more difficult
- Somewhat more difficult
- About the same
- Somewhat easier
- A lot easier

14. Please indicate the extent to which you agree or disagree with the following statements. Use a scale from 1 to 5 where 1 means you 'Strongly Disagree' and 5 means you 'Strongly Agree'.

Strongly disagree	2	3	4	Strongly agree
1				5

Having access to foreign workers through the PNP allows your organization to effectively fill vacancies that otherwise would be difficult to fill.

The foreign workers your organization has hired under the PNP have had a positive impact on your business results and outcomes.

In the next 12 to 18 months, your organization plans to hire and will be looking to the PNP to help fill vacancies.

If another employer needed to recruit foreign workers to fill permanent positions in BC, you would recommend that this employer use the PNP.

15. ASK IF Q17 d= 1 OR 2, Why would you not recommend the PNP to other employers? Please select all that apply

- Time to fill out the application is too long
- The application process is complicated
- The time it takes for nominees to be approved and begin work is too long
- Other (specify: _____)

16. Based on your experience, what improvements would you like to see made to the PNP? Please provide your response in the space below.

SECTION 5: IN THIS FINAL SECTION WE ARE SEEKING SOME BASIC INFORMATION ABOUT YOUR ORGANIZATION.

17. Which of the following categories best describes the industry sector that your organization operates in? **Please choose the most appropriate response.**

- 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
- Manufacturing
- Mining and oil and gas extraction
- Professional, scientific and technical services
- Public administration
- Real estate and rental and leasing
- Retail trade
- Transportation and warehousing
- Utilities
- Wholesale trade
- Other (specify)

18. How many years has your organization been operating in BC?

- 1 year to less than 2 years
- 2 to less than 5 years
- 6 years to less than 10 years
- 10 years to less than 15 years
- 15 years to less than 20 years
- More than 20 years

19. How many full time employees does your organization have in BC (i.e., the number of people working 30 or more hours per week)?

Total full time employees

Of which total nominees

Total temporary foreign workers

20. And how many part-time employees does your organization have in BC (i.e., the number of people working less than 30 hours per week)?

Total part time employees

Of which total nominees

Total temporary foreign workers

That completes our survey. Thank you for taking the time to provide this important feedback

BC Provincial Nominee Program SKILLED WORKERS SURVEY

LANDING PAGE:

Thank you for participating in this survey. The Government of British Columbia is working to better understand your experience with the BC Provincial Nominee Program. Your responses to this survey will help us to understand how the program benefits employers, new immigrants and the Province.

We value your opinion and the information that you provide will be used to improve the BC Provincial Nominee Program. All of the surveys we receive will be held in the strictest confidence and your anonymity will be protected.

If you have any questions about this survey, please feel free to contact Albert Christensen at achristensen@nrgresearchgroup.com or 604-676-5654. If you would like to confirm that this survey is being conducted on behalf of the BC Provincial Nominee Program, please contact the program at PNPinfo@gov.bc.ca.

The survey should take approximately 20-25 minutes depending on your answers. By completing this survey by October 8th, 2010 you will be entered into a draw to win an iPod.

When you are ready to go to the next page, simply hit the Next button at the bottom of the page. If you wish to go back and change a response on a previous page, hit the Back button. Please DO NOT use the forward or back buttons of your browser (top of page).

You may pause and return to the survey at a later time. Simply exit the survey. Sign back into the survey using the link previously emailed; you will automatically be taken to the last page completed.

Click 'Next' to start the survey.

SURVEY

SECTION 1: IN THIS SECTION, WE WANT TO KNOW A BIT MORE ABOUT HOW YOU BECAME AWARE OF THE BC PROVINCIAL NOMINEE PROGRAM, WHY YOU CHOSE TO MAKE BRITISH COLUMBIA YOUR HOME, YOUR VIEWS ON THE APPLICATION PROCESS, AND YOUR IMMIGRATION STATUS AND EDUCATIONAL BACKGROUND WHEN YOU APPLIED

1. How did you first learn about the BC Provincial Nominee Program (PNP)?
 - An immigration lawyer or consultant
 - A recruitment agency
 - Another applicant to the PNP
 - Promotional material
 - A PNP information session
 - The PNP website
 - A Canadian visa office
 - Other (specify)

2. Before you submitted an application to the BC Provincial Nominee Program, did you consider immigrating somewhere else?
 - Yes
 - No | skip to Q4

3. ASK IF Q2=YES, Other than British Columbia, where did you consider immigrating to? Please select all that apply.
 - Canada – Alberta
 - Canada – Saskatchewan
 - Canada – Manitoba
 - Canada - Ontario
 - Canada – Quebec
 - Canada – Other
 - United States of America
 - Australia
 - New Zealand
 - United kingdom
 - Other (specify)

4. Why did you choose to immigrate to British Columbia? *Please select all that apply.*
 - Better job opportunities
 - Personal connections
 - Quality of life
 - Family reasons (including family ties)
 - Ease of the immigrating through the PNP
 - Other (please specify:_____)

5. On a scale of 1 to 5 where 1 is 'No Influence at All' and 5 is 'Very Strong Influence', what influence did the availability of the PNP have on your decision to live and work in British Columbia on a permanent basis?
 - 1 – No influence at all
 - 2
 - 3
 - 4
 - 5 – Very strong influence

6. Which of the following best describes what you would likely have done if you were not accepted under the PNP?
 - You would have applied for or extended your temporary residence (as a worker, student, etc.) to remain in British Columbia temporarily
 - You would have applied for permanent resident status in Canada through another program
 - You would have attempted to immigrate to another country
 - You would have not attempted to immigrate to any country

7. Did you have direct involvement in preparing and completing your PNP application?
 - Yes
 - No, your employer did most of it | SKIPTO Q10
 - No, a consultant or lawyer did most of it | SKIPTO Q10

8. ASK IF Q7=YES, Thinking about your experience with the BC Provincial Nominee Program, please rate each of the following statements on a scale of 1 to 5 where 1 is 'Strongly Disagree' and 5 is 'Strongly Agree'.

Strongly disagree	2	3	4	Strongly agree	N/A
1				5	

Program information is complete and readily available to help you fill out the application.

Program staff are responsive to questions and requests

The time it takes to fill out the application forms is reasonable.

The PNP application fees are reasonable. (excluding lawyer or consultant fees that may be incurred to assist with applications)

The PNP was helpful in obtaining or maintaining your temporary work permit while your permanent resident visa application was being processed.

The time it took to be nominated after submitting your application was reasonable.

Strongly disagree 2 3 4 Strongly agree N/A
1 5

After you were nominated, the time it took to receive your Permanent Resident Visa from the Federal government was reasonable.

Overall, the BC Provincial Nominee Program requirements and application process are reasonable. (excluding the permanent resident visa application done through the Federal government)

9. IF ANY Q8a-i = LESS THAN 3, Are any parts of the PNP application process or requirements unreasonable? IF YES, Which parts of the process or requirements are unreasonable?

CODE 'NO' OR

RECORD UNREASONABLE REQUIREMENTS

RESUME ASKING ALL AT Q10

10. Our records show that you were nominated by the PNP in [YEAR NOMINATED], at this time, were you already living in British Columbia? Please select most appropriate response.

YES

NO | SKIP TO Q13

11. ASK IF Q10=YES, What was your immigration status immediately before being nominated by the PNP? Please select most appropriate response.

Temporary foreign worker – Working Holiday Program

Temporary foreign worker – Post-Graduation Work Permit Program

Temporary foreign worker – all others

Post-secondary international student | SKIP TO Q13

Other (specify: _____) | SKIP TO Q13

12. ASK IF Q10=YES, What year did you first arrive in British Columbia to live, work or attend school?

ENTER FOUR DIGIT YEAR

RESUME ASKING ALL

13. When you first applied to the BC Provincial Nominee Program, what best describes the education level you had?
- Did not complete secondary school
 - Completed secondary school
 - Completed community college or technical college
 - Completed university (bachelor's degree)
 - Completed graduate degree (masters degree)
 - Completed doctorate degree (post graduate degree)
 - Other (please specify: _____)
14. ASK IF Q13=COMPLETED COLLEGE OR TECHNICAL COLLEGE, COMPLETED UNIVERSITY, GRADUATE DEGREE OR DOCTORATE DEGREE, Did you obtain your [Q13 ANSWER] in British Columbia?
- Yes
 - No – you obtained it elsewhere in Canada
 - No – you obtained it in your home country
 - No – you obtained it somewhere else

SECTION 2: IN THIS SECTION WE WOULD LIKE TO KNOW MORE ABOUT THE JOB YOU WERE OFFERED AND ON WHICH YOUR APPLICATION TO THE PNP WAS BASED, YOUR CURRENT EMPLOYMENT STATUS, THE TYPE AND QUALITY OF WORK AND ECONOMIC BENEFITS YOU HAVE SECURED, AND IF YOU ARE STILL LIVING IN BRITISH COLUMBIA.

15. How did you find the job on which your nomination by the PNP was based?
- You contacted the company directly
 - You attended a job fair
 - You found a posting on the internet
 - You used a recruitment agency
 - You learned of the job through friends or other acquaintances
 - Other (please specify: _____)
16. Did your employer provide any of the following types of relocation/settlement assistance to you?
Please select all that apply.
- Relocation costs
 - PNP application fees
 - CIC Permanent Resident Visa application fees
 - Consultant or lawyer fees
 - Temporary accommodation
 - Other (specify)
 - None of these types of assistance were provided

17. IF 5=ANY ANSWER EXCEPT NONE If you quit your job with that employer do/did you have to re-pay any of the relocation/settlement assistance that the employer provided to you?

- Yes
- No

18. Thinking about the job offered to you when you applied to the PNP, please rate the following on a scale from 1 to 5 where 1 means 'strongly disagree' and 5 means 'strongly agree':

Strongly Disagree 1	2	3	4	Strongly Agree 5
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a. Your initial job was a good match to your skill set and experience.

b. The salary you received in that first job was fair given your skills and experience.

d. There were opportunities for advancement.

19. Are you currently working in the same job for which you were nominated in [YEAR]?

- Yes | SKIP TO Q23
- No

20. ASK IF Q19=NO, Are you with the same employer?

- Yes | SKIP TO Q23
- No

21. ASK IF Q20=NO, Why are you not with the same employer? Please select all that apply.

- Accepted a similar job with another employer
- Accepted a better job with another employer
- Laid off due to economic conditions
- Laid off for other reasons
- Moved
- Went back to school/college/university
- Other (specify)

22. ASK IF 20=NO, Which of the following best describes your current employment status?

- Employed full-time by an employer(30 hours or more per week)
- Employed part-time by an employer (less than 30 hours per week)
- Unemployed and looking for work
- Unemployed and not looking for work
- Full-time student
- Retired
- Other (specify)

THOSE ANSWERING Q22 SKIP TO Q24.

23. ASK IF Q19=YES OR Q20=YES (EITHER WORK IN SAME POSITION OR SAME EMPLOYER) Is this position still a full-time position (30 hours a week or more)?

- Yes
- No

24. ASK IF Q19=NO AND IF Q22=EMPLOYED. Are you still doing the same type of job (the same occupation) as the job for which you were nominated under the PNP, or have you changed occupations?

- Still in same occupation/type of job
- No, have changed occupations

25. [ASK ONLY IF CHANGED OCCUPATION IN Q24:What occupation did you change to?

RECORD OCCUPATION

26. [ALL PARTICIPANTS ASKED THIS SERIES] For the next set of questions please think about your experience as a worker from the time you were nominated by the PNP until now. Please rate the following on a scale from 1 to 5 where 1 means 'Strongly disagree' and 5 means 'Strongly agree':

Strongly Disagree	2	3	4	Strongly Agree
1				5

- a. Your career has advanced as a result of acquiring new skills through on-the-job training
- b. Your career has advanced as a result of acquiring new skills through training or education **outside** the workplace
- c. You have been able to progress in your career
- d. Your current job is a good match to your skill set and experience.
- e. The salary you currently receive is fair given your experience and skills.

27. Since [YEAR] which of the following public programs, if any, have you made use of?

- Employment insurance
- BC income, disability or hardship assistance
- Immigrant settlement services (e.g., ESL, etc.)
- Other (specify)
- None of the above

28. ASK IF (2009-[YEAR] > 1), Which of the following categories best reflects your annual salary before taxes in 2009? Please include bonuses and all income from employment but note that this does not include other sources of income such as investment income, rental income, etc. Please select the most appropriate response.

- Under \$20,000
- \$20,000 to \$29,999
- \$30,000 to \$39,999
- \$40,000 to \$49,999
- \$50,000 to \$59,999
- \$60,000 to \$69,999
- \$70,000 to \$79,999
- \$80,000 to \$89,999
- \$90,000 to \$99,999
- \$100,000 to \$109,999
- \$110,000 to \$119,999
- \$120,000 to \$129,999
- \$130,000 to \$139,999
- \$140,000 to \$149,999
- \$150,000 or more
- Prefer not to answer

29. Are you still living in the same community in BC that you lived in or moved to after being nominated by the PNP?

- Yes | SKIP TO Q35
- No – you moved to another community in British Columbia | GOTO Q30
- No – you moved somewhere else in Canada | SKIP TO Q31
- No – you moved back to my country of origin | SKIP TO Q31
- No – you moved to another country | SKIP TO Q31

30. IF Q25=NO – you MOVED TO ANOTHER COMMUNITY IN BC: Are you living outside of the Greater Vancouver Regional District (which encompasses a number of larger cities including Vancouver, Surrey, Burnaby, Richmond, Langley, Coquitlam, Delta, North Vancouver, Maple Ridge, New Westminister) or Abbotsford?

- Yes
- No

31. IF Q25=NO – MOVED SOMEWHERE ELSE IN CANADA OR TO ANOTHER COUNTRY]

Where do you currently live?

- Canada – Alberta
- Canada – Saskatchewan
- Canada – Manitoba
- Canada – Ontario
- Canada – Quebec
- Canada – Other province or territory
- United States of America
- Other (Specify)

32. IF Q25 = MOVED BACK TO COUNTRY OF ORIGIN OR ELSEWHERE IN CANADA OR ANOTHER COUNTRY: Why did you leave British Columbia? Please select all that apply.

- Transferred by employer to another location
- To be closer to family/friends
- For spouse's employment
- For better job opportunities
- To pursue further education
- For a lower cost of living
- Had difficulty communicating in English
- Didn't feel welcome in the community
- Other (specify: _____)
- Prefer not to answer

33. IF Q29 = MOVED BACK TO COUNTRY OF ORIGIN OR ANOTHER COUNTRY OR ELSEWHERE IN CANADA: What year did you leave British Columbia?

34. ENTER FOUR-DIGIT YEAR

IF Q29 = MOVED BACK TO COUNTRY OF ORIGIN OR ANOTHER COUNTRY OR ELSEWHERE IN CANADA: Did any members of your immediate family (spouse or dependent children) who immigrated with you stay in British Columbia? Please select the most appropriate response.

- Yes
- No

35. IF Q29=YES, What is your six digit postal code?

36. ENTER SIX DIGIT POSTAL CODE

Prefer not to answer

37. Have you become a permanent resident of Canada?

- Yes
- No | SKIP TO SECTION 3

38. ASK IF Q36=YES, When did you become a permanent resident of Canada? Please enter year and month.

ENTER 4-DIGIT YEAR:

ENTER 4-DIGIT MONTH:

SECTION 3: IN THIS SECTION WE WOULD LIKE TO KNOW IF YOU BELIEVE THAT THE PNP WAS DIRECTLY RESPONSIBLE FOR THE RANGE OF SOCIAL AND ECONOMIC BENEFITS YOU HAVE SECURED SINCE MAKING BRITISH COLUMBIA YOUR HOME, AND WHETHER OR NOT YOU THINK FUTURE IMMIGRANTS WOULD BE BETTER OFF PARTICIPATING IN THE PROGRAM.

39. Please indicate the extent to which to you agree or disagree with the following statements. Use a scale from 1 to 5 where 1 means you 'Completely Disagree' and 5 means you 'Completely Agree'.

Strongly disagree	2	3	4	Strongly agree
1				5

a. Being nominated by the PNP has provided you and your family with an income that you would not likely have been able to attain otherwise.

b. Being nominated by the PNP has provided you and your family access to health and social services that you would not likely have otherwise.

c. You have established strong ties to BC and your community since immigrating under the PNP.

d. Overall, living and working in BC has allowed your family to have a quality of life that you would not likely have been able to attain otherwise.

e. If the PNP was not available to you, you would not have located in BC.

f. If the BC Provincial Nominee Program was not available to you, you would not have immigrated to Canada.

40. Since being nominated by the PNP in [YEAR], have you done any of the following? Please check all that apply.

- Purchased a home in BC
- Attained additional education qualifications in British Columbia
- Attained additional professional, trade or occupational qualifications in British Columbia
- Not applicable

41. Given your experience in British Columbia, would you recommend BC as a good place to work? Would you...

- Definitely not recommend BC
- Probably not recommend BC
- Probably recommend BC
- Definitely recommend BC

42. ASK IF Q40= NOT RECOMMEND, Why would you not recommend British Columbia as a good place to work? Please select all that apply.

- Lack of employment opportunities
- Lack of welcoming environment
- Language barriers are too big
- Qualifications are not recognized
- High cost of living
- Other locations offer higher salaries
- Other (specify: _____)

43. Would you recommend the PNP to a non-Canadian looking to live in British Columbia? Would you...

- Definitely not recommend the PNP
- Probably not recommend the PNP
- Probably recommend the PNP
- Definitely recommend the PNP

SECTION 4: IN THIS FINAL SECTION WE ARE SEEKING SOME BASIC INFORMATION ABOUT YOU AND YOUR FAMILY.

44. How many people currently live in your household?

ENTER NUMBER OF PEOPLE

45. ASK IF Q52>1, How many children under the age of 18 currently live in your household?

ENTER NUMBER OF CHILDREN

46. ASK IF Q52>1, And how many income earners are there in your household?

ENTER NUMBER OF EARNERS

47. Which of the following best corresponds to the gross annual income, before taxes, of all members of your household for 2009? (Please include all sources of income that you identified in your tax returns for the family - employment income, investment income, rental income, employment insurance, income assistance, disability income, pension income, etc.)

- Under \$20,000
- \$20,000 to \$29,999
- \$30,000 to \$39,999
- \$40,000 to \$49,999
- \$50,000 to \$59,999
- \$60,000 to \$69,999
- \$70,000 to \$79,999
- \$80,000 to \$89,999
- \$90,000 to \$99,999
- \$100,000 to \$109,999
- \$110,000 to \$119,999
- \$120,000 to \$129,999
- \$130,000 to \$139,999
- \$140,000 to \$149,999
- \$150,000 or more
- Prefer not to answer

That completes our survey. Thank you for taking the time to provide this important feedback.

INTERVIEW GUIDE: EVALUATION OF THE BC PROVINCIAL NOMINEE PROGRAM LEGAL AND CONSULTING REPRESENTATIVES

Date:

Interviewer:

Name:

We are working under the leadership of the BC Ministry of Regional Economic and Skills Development in the conduct of an evaluation of the BC Provincial Nominee Program.

This evaluation will be used to support program improvement efforts and an equivalent review being carried out by the Federal government of all such programs across Canada.

Would you like me to provide some background on the Provincial Nominee Program?

The British Columbia Provincial Nominee Program was introduced to better align immigration to the specific regional and provincial needs and priorities of the Province for labour market and economic development. The program is intended to complement other immigration services and supports. Initially focused on skilled workers, the program was expanded in 2002 to attract entrepreneurs seeking to invest in or otherwise start businesses in British Columbia. Once approved under the program, these nominees then obtain expedited processing of their application enabling them to locate to B.C. more quickly and acquire permanent residence.

We appreciate the opportunity to speak with you, and to hear about your experiences in supporting people wishing to emigrate, or that have immigrated, to Canada, particularly in the context of labour market and economic development for British Columbia. I would also like to say at this point that any information you provide us with will be kept strictly confidential and only reported in summary format.

We anticipate this will take around 30 to 45 minutes, and your assistance is greatly appreciated.

1. How would you describe your role in regards to supporting people wishing to emigrate to Canada, or to those who have already arrived?

2. Is this role associated in any way with the Provincial Nominee Program?

Yes No

A. If "yes", what is the nature of this relationship to the program?

B. If "no", is there a reason why the Provincial Nominee Program is not relevant to you and the organization that you represent?

3. Now, from an immigration perspective, and based on your experiences to-date, what do you see to be those major challenges that remain to be addressed in terms of:
- A. Meeting critical skill shortages for British Columbia in a timely fashion?
 - B. Creating or maintaining employment in the province?
 - C. Helping businesses wishing to locate and invest in British Columbia?
 - D. Establishing new or enhancing existing businesses in British Columbia?
 - E. Other?

4. Based on a survey that we carried out with employers, it was found that nearly 4 out of 10 responding do not provide nominees under the Provincial Nominee Program with relocation or settlement assistance. Is this an issue that also needs to be addressed?

5. What do you think most influences the success of foreign workers and entrepreneurs in making a lasting contribution to British Columbia?

Prompts:

- A. Quality of the job match?
- B. Period of work or business experience in Canada?
- C. Level of education attained, and/or educational experience in Canada?
- D. Fluency in the English language (conversational, formal, written)?
- E. Prior settlement and temporary foreign worker supports?
- F. Creating the circumstances of a welcoming community?
- G. Understanding of Canadian business practices?
- H. Ability to secure a local business partner and/or mentor?
- I. Having a local business or social network?
- J. Personality traits?

6. From your point of view, what type of help is available to address these same challenges and factors for success in the immigration and settlement of foreign workers and entrepreneurs?

Prompts:

- A. What current services or supports come to mind in terms of providing real value in addressing these needs as they relate to foreign workers and entrepreneurs?
- B. Are there any gaps in terms of what is needed, and when looking to the future?

7. Turning to the Provincial Nominee Program, what do you see as the “value added” of the program in terms of what it offers in engaging the challenges and success factors that we have discussed?

- 8. Thinking about the broader range of immigration streams available (Federal Skilled Worker Program, Experience Class, Business Immigration Program, Temporary Foreign Worker, etc.):
 - A. Is there anything else that you would highlight as the relative strengths of the BC Provincial Nominee Program?

- B. Flipping this around, does anything else come to mind in terms of the shortcomings of the program, as it currently exists?

- 9. From our surveys of employers and nominees, it would seem that future improvements to the program might be targeted towards the following. Would you agree?
 - A. Processing of applications within specified timelines, and tied to this, the paperwork associated with applying (e.g., time to complete the application form).
 - B. The frequency of communications during the process.
 - C. Program application fees.

- 10. Is there anything else that we have not discussed, but that you can share with us, on ways in which the Provincial Nominee Program could change to be even more successful in the future?

YES **NO**

- A. If yes, what would these changes be?

Thank you for taking the time to speak with us today.

INTERVIEW GUIDE: EVALUATION OF THE BC PROVINCIAL NOMINEE PROGRAM SECTOR ASSOCIATIONS, PROGRAMS AND ECONOMIC DEVELOPMENT AGENCIES

Date:

Interviewer:

Name:

Introduction

We are working under the leadership of the BC Ministry of Regional Economic and Skills Development in the conduct of an evaluation of the BC Provincial Nominee Program.

This evaluation will be used to support program improvement efforts and an equivalent review being carried out by the Federal government of all such programs across Canada.

Would you like me to provide some background on the Provincial Nominee Program?

The British Columbia Provincial Nominee Program was introduced to better align immigration to the specific regional and provincial needs and priorities of the Province for labour market and economic development. The program is intended to complement other immigration services and supports. Initially focused on skilled workers, the program was expanded in 2002 to attract entrepreneurs seeking to invest in or otherwise start businesses in British Columbia. Once approved under the program, these nominees then obtain expedited processing of their application enabling them to locate to B.C. more quickly and acquire permanent residence.

We appreciate the opportunity to speak with you, and would like to take this time to discuss your views of the program. I would also like to say at this point that any information you provide us with will be kept strictly confidential and only reported in summary format.

We anticipate this will take around 30 to 45 minutes, and your assistance is greatly appreciated.

1. How would you describe the interest of your organization or initiative in regards to the employment and/or facilitated economic investment of:

- People wishing to emigrate to Canada, or
- Among those who have already arrived?

2. Given this interest, has your agency had any direct dealings, in the past or currently, with the Provincial Nominee Program?

Yes No

A. If "yes", what is the nature of this relationship to the program?

B. If “no”, why might this be the case?

Before this discussion today, do you think the role of the program and what it provides for was clear and understood by not only yourself, but also by colleagues and others?

3. Now, taking the perspective of those interests that you represent, what do you see to be those major challenges that remain to be addressed in terms of:
 - A. Meeting critical skill shortages for British Columbia and in a timely fashion?
 - B. Creating or maintaining employment in the province?
 - C. Maintaining current and developing new, needed skills and knowledge within British Columbia?
 - D. Accelerating the adoption of new technologies in British Columbia?
 - E. Developing new products, technologies, services or markets from within British Columbia?
 - F. Helping businesses wishing to locate and invest in British Columbia?
 - G. Establishing new or enhancing existing businesses in British Columbia?

4. From your point of view, what type of help is available to address these same challenges through the immigration and settlement of foreign workers and entrepreneurs?

Prompts:

- A. What current services or supports come to mind in terms of providing real value in addressing these challenges through foreign workers and entrepreneurs?
- B. Are there any gaps in terms of what is needed, and when looking to the future?

5. Along similar lines, what factors do you think most influence the success of foreign workers and entrepreneurs in making a lasting contribution to British Columbia?

Prompts:

- A. Quality of the job match?
- B. Period of work or business experience in Canada?
- C. Level of education attained, and/or educational experience in Canada?
- D. Fluency in the English language (conversational, formal, written)?
- E. Prior settlement and temporary foreign worker supports?
- F. Creating the circumstances of a welcoming community?
- G. Understanding of Canadian business practices?
- H. Ability to secure a local business partner and/or mentor?
- I. Having a local business or social network?
- J. Personality traits?

6. From what I have explained, and your own understanding, how does this program support what we have discussed as the challenges and factors for success?

7. In your opinion, in what ways are the priorities and the directions being taken by the Provincial and/or the Federal government reflective of these same needs and success factors as you see them?

In what ways are they not?

8. Turning to the future, what do you see as those occupations or professions that will be of most importance in terms of finding workers?

9. What do you think would be the implications of this for the program?

10. Is there anything else that we have not discussed, but that you can share with us, on ways in which the program could change to be even more successful in the future?

Yes No

A. If yes, what would these changes be?

Thank you for taking the time to speak with us today.



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