



International | Canadore Pathways to Success

How the Canadian Job Market Works

Job Market Overview for International Students



Land Acknowledgement

As we start this module, we at Canadore College want to take a moment to acknowledge the land we are on. We do this to show respect and gratitude for the Indigenous people who have lived here for many generations.

Canadore College is located on the traditional territory of the Anishinaabeg people, within lands protected by the Robinson Huron Treaty of 1850. This land has been home to the Nipissing First Nation since time immemorial.

We want to recognize the importance of the land we call home. This is part of our commitment to building better relationships and understanding between nations, and to learning more about the local Indigenous peoples and their cultures. Across Canada, we acknowledge the land of the Inuit, Métis, and First Nations people.

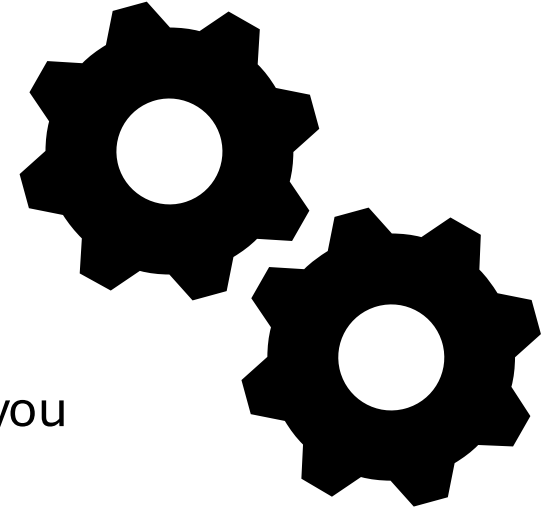


What is the Job Search process

Job searching is not just an application, resume, connection, or interview; it works best when you view it as a complete process

Job Searching usually involves:

- Understanding what kind of work you are looking for
- Understanding your skills, abilities, and competencies
- Understanding what kind of work are you eligible for and available for
- Creating an application strategy
- Creating a method to track results & improve over time that works best for you
- Highlighting which roles & companies fit you goals
- Applying for jobs, creating resumes, and communicating with employers
- Interviewing and following up afterwards.



Key point:

Once you understand the key pieces of the job search, you can approach it more effectively as a complete process.



Why Understanding This Matters

Understanding the Job Search Process Can Help You Approach it With More Confidence

Asking yourself the 5 W's can help you understand your pathway through the job-search process:

1. What employers are looking for?
2. Why do some applications get interviews and others don't?
3. How about interviews and references affects hiring decisions?
4. How local job opportunities shape my goals and approach to the job hunt?
5. When should I ask look for support and adjust my approach?

The answers to your 5 W's can give context to how you should approach each next step.

Key point:

Understanding the job market helps you make better decisions before, during, and after you apply.



Applications, Interviews, and References

Applications, interviews, and references each play a different role in the hiring process.

Each step helps the employer answer a different question:

- **Application:** What kind of qualifications in an applicant are we looking for?
- **Resume/cover letter:** Do their skills and experience match the role?
- **Interview:** Can they explain their experience and communicate clearly?
- **References:** Can a reliable source confirm they are professional?
- **Follow-Up Stage:** Employers may need time to review applications and make decisions. If you are waiting for an update, wait at least 5 business days before following up. Multiple follow-up attempts may come across as impatient.

Key point:

Getting hired is usually not based on one step. Each part of the process helps build the employer's confidence in you.

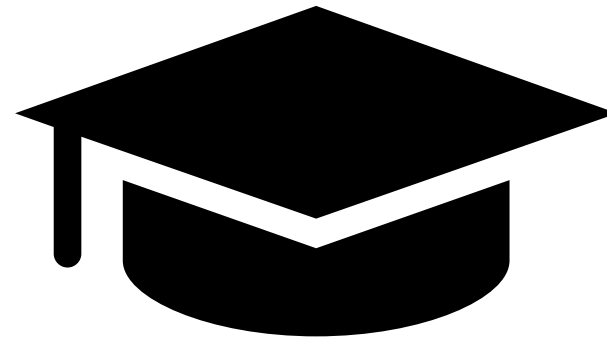


What are you looking for: Work For Students

Students often look for different types of work depending on their goals, schedule, and stage of study.

Common types of work may include:

- Part-time work during studies
- On-campus jobs
- Volunteering opportunities
- Summer or seasonal work
- Co-op or placement-related work
- Entry-level jobs/ sector specific jobs
- Customer service, food service, retail, or general labour roles
- Career-related work after graduation



Key point:

A first job in Canada may not be your long-term career goal, but it can help you build local experience, references, confidence, and workplace knowledge.



What Employers Look For

Employers are looking for signs that a candidate can succeed in the role and workplace.

Employers are often asking:

- Can the applicant do the work?
- Is the applicant reliable?
- Can the applicant communicate clearly?
- Does the applicant understand the role?
- Is the applicant available for the schedule?
- Will the applicant work well with the team?
- Is the applicant legally able to work?

Key point:

Employers want to see that you understand the job and needs of the workplace. Trying to understand what they are looking for is a huge advantage when applying.



The Local Labour Market

The local labour market has a huge influence on the best way for you to approach work

The local labour market can affect:

- What types of jobs are available
- Which employers are hiring
- How competitive certain jobs may be
- Whether transportation affects your options
- Whether your schedule matches employer needs
- Which skills, certifications, or experience are most useful
- How early you should start looking

Key point:

A strong job search is not only about what job you want. It is also about understanding what opportunities are realistic in your local area and adjusting your strategy.



Stay Safe Working

It is important to protect yourself when applying for work and starting a new job.

Students should be careful with:

- Jobs that ask for money before hiring you
- Employers who avoid written details about pay or hours
- Requests to share your SIN (social insurance number) before it is needed
- Cash jobs that do not follow employment rules
- Unsafe work or unclear training
- Pressure to work more than you are allowed
- Offers that seem too good to be true

Key point:

A real job should be clear, safe, and legal. Ask for support if something about a job offer, payment, schedule, or employer does not feel right.



What Should You Do Next?

Before the next video, think about what kind of work you are looking for and what support you may need first.

Next Video: Why Searching for a Job
Might Feel Different in Canada

Kristopher Smith,
Coordinator International Student Services,
Canadore College
Kristopher.Smith@CanadoreCollege.ca

Office Locations:

Monday & Friday: 60 Commerce Cres, E100

Tuesday, Wednesday & Thursday: 100 College Drive, C210