



Accessing Global Talent Immigration Programs and Resources for Employers

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Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

Agenda



- Key concepts
- Work permits
- Permanent residence
- Finding global talent
- Resources for employers

Policies & programs can change.

Please consult www.canada.ca/immigration for up-to-date information.

What is work?

“Work” is defined in the Regulations as an activity for which:

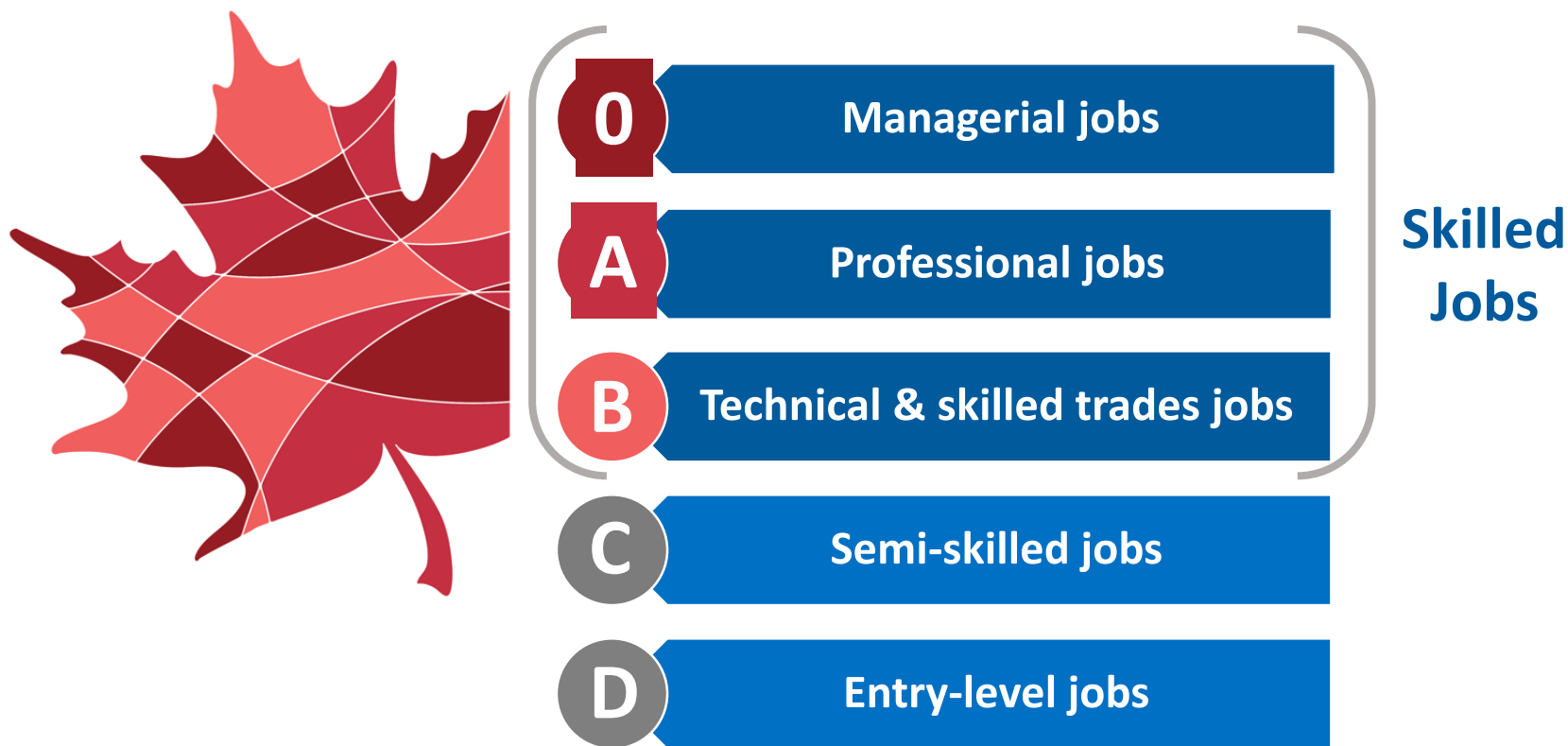
- ✓ wages are paid or commission is earned, **or**
- ✓ that competes directly with activities of Canadian citizens or permanent residents in the Canadian labour market



To **work** in Canada, a foreign national requires a **work permit** (unless exempt)

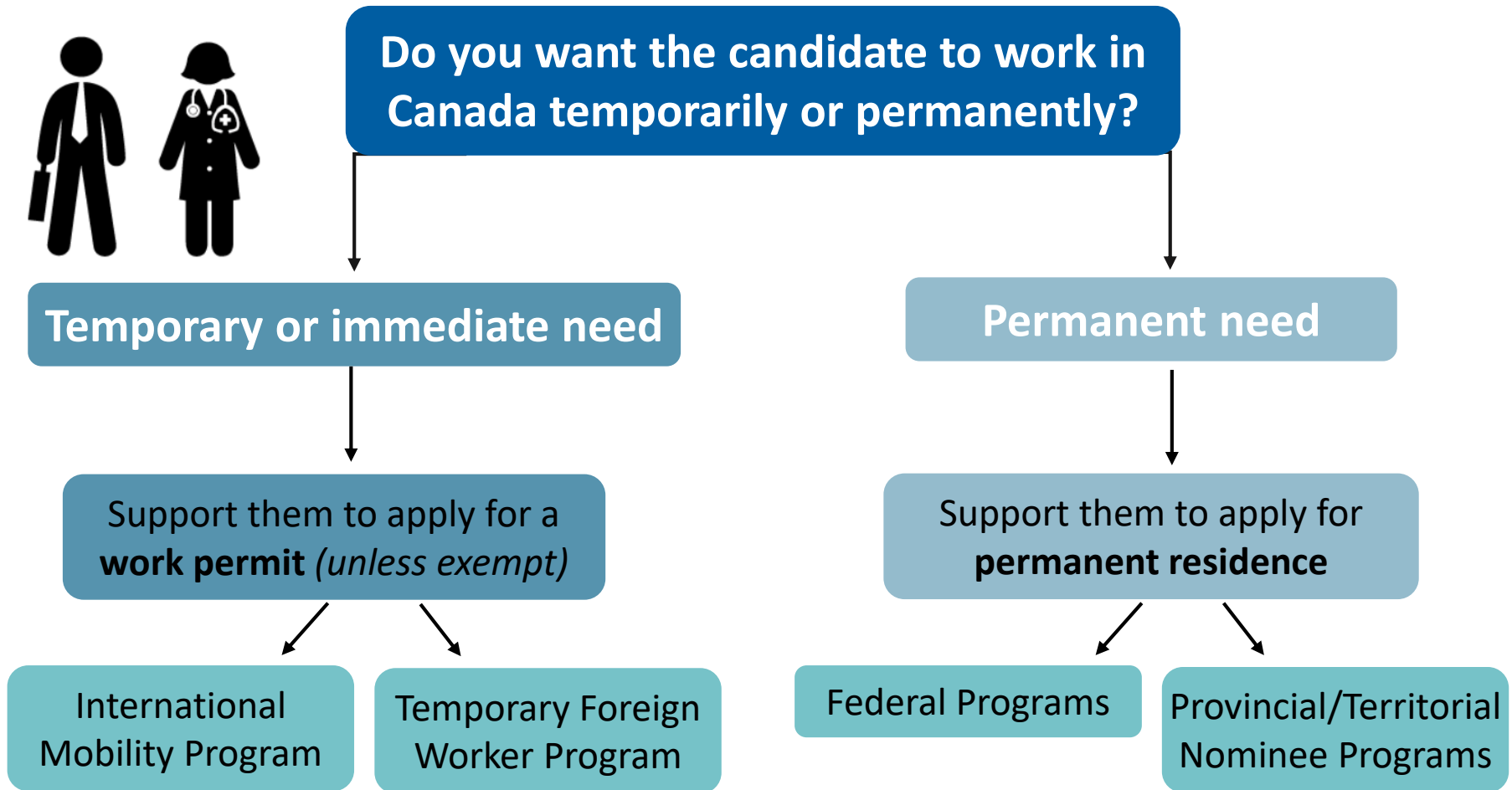
What is a NOC?

National Occupational Classification



[Find your NOC](http://www.canada.ca/immigration) on www.canada.ca/immigration

How can I hire a foreign worker?



What is an LMIA?

A “Labour Market Impact Assessment (LMIA)” is a document that an employer in Canada **may** need to get before hiring a foreign worker

An **LMIA** confirms:

- ✓ there is a need for a temporary foreign worker, **and**
- ✓ no Canadians or permanent residents are available to do the job



To apply for a **work permit**, an **LMIA** is required (unless exempt)

Other acronyms to know

eTA

Electronic
Travel
Authorization

TRV

Temporary
Resident Visa

VAC

Visa
Application
Centre

POE

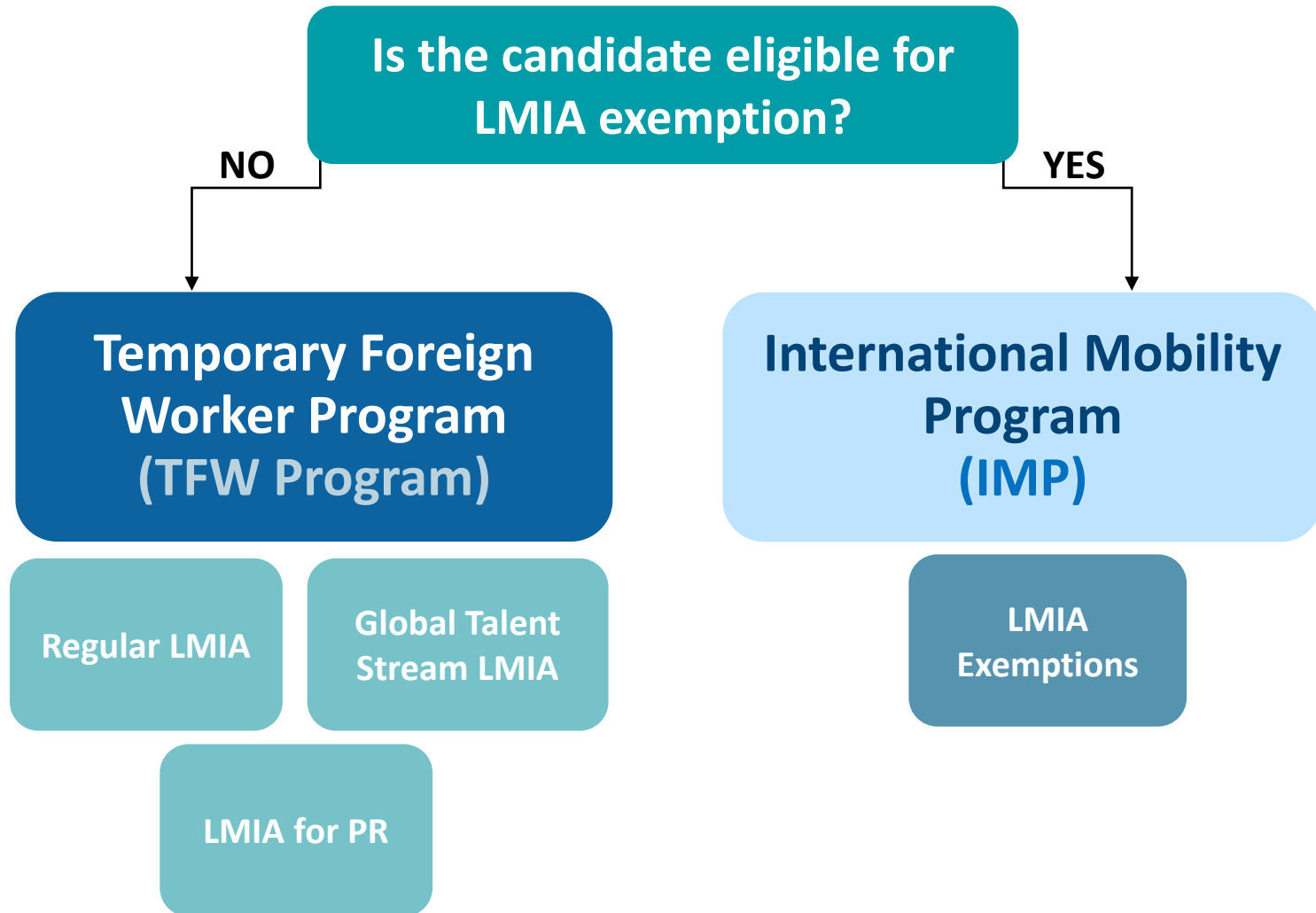
Port of Entry

Key concepts

Do they need a work permit?



Which work permit program?



Temporary Foreign Worker Program

Labour Market Impact Assessment (LMIA) **REQUIRED**

Step 1 - Employer:
Determine Stream

Step 2 - Employer:
Apply to Service Canada
(ESDC) for LMIA

Step 3 - Worker:
Apply online (IRCC) or
on arrival (CBSA) for
work permit

Cost:



Work permits

International Mobility Program

Labour Market Impact Assessment (LMIA) **EXEMPT**

Step 1 - Employer:
Determine LMIA
exemption

Step 2 - Employer:
Create Offer of
Employment in
Employer Portal (IRCC)

Step 3 - Worker:
Apply online (IRCC) or
on arrival (CBSA) for
work permit

Cost:



Examples of LMIA Exemptions



Youth Exchange Programs

- International Experience Canada
 - Working Holiday
 - Young Professionals
 - International Co-op Internship



Provincial/ Territorial Agreements

- Provincial & Territorial Nominees



International Agreements

- Professionals
- Technicians
- Contractual Service Suppliers
- Intra-Company Transferees



Significant Benefits

- Entrepreneurs
- Intra-Company Transferees
- Mobilité Francophone

Mobilité Francophone LMIA Exemption

Employer Benefits

- Exemption from LMIA process, which saves time & fees
- Support from IRCC to find candidates abroad
- Serve clients in both official languages
- Tap into new markets & international networks
- Settlement support & pathway to permanent residence

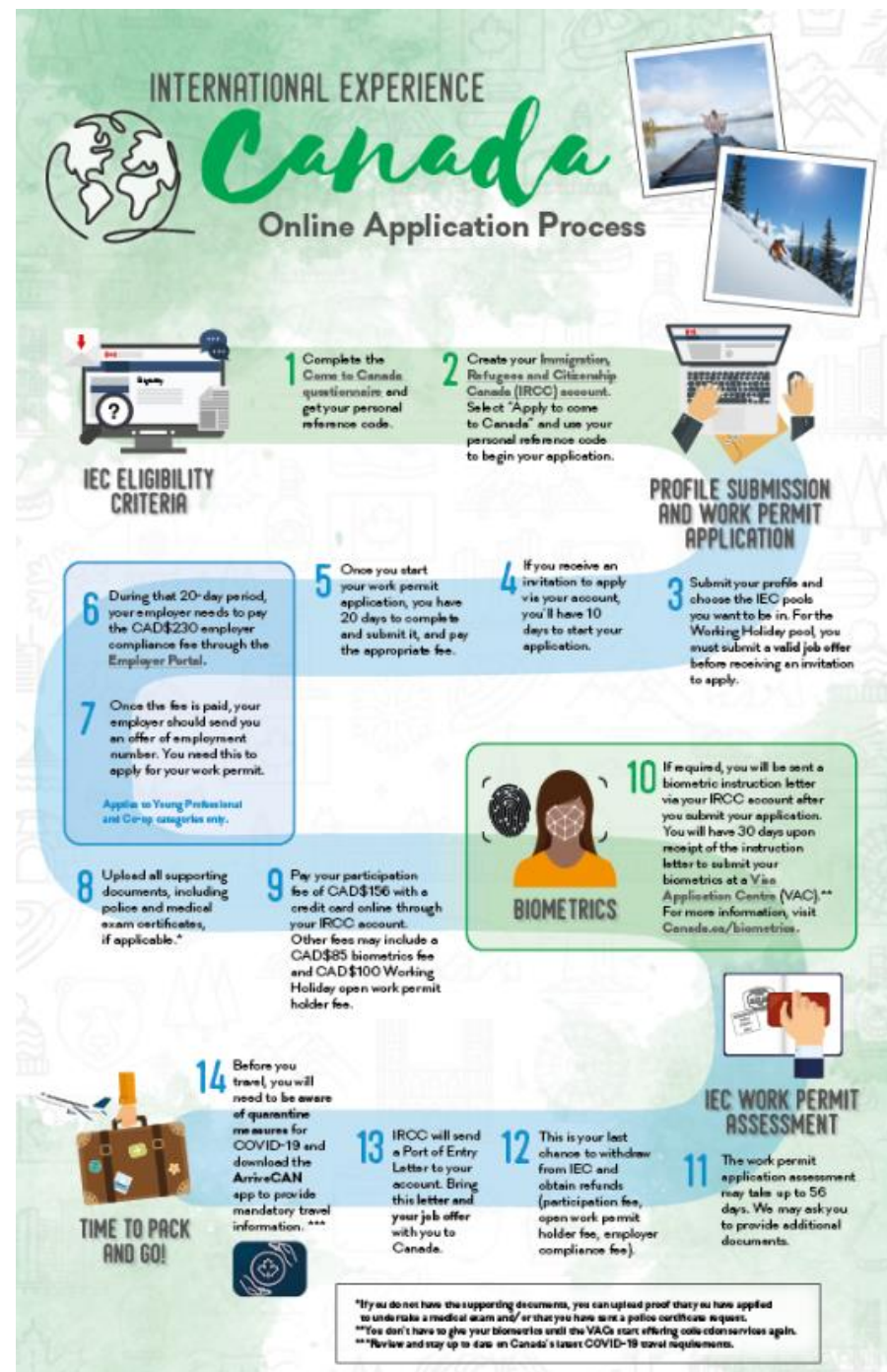
Worker Eligibility

- Language of daily use is French
(language of workplace can be English)
- Job offered is skilled (NOC 0, A, B)



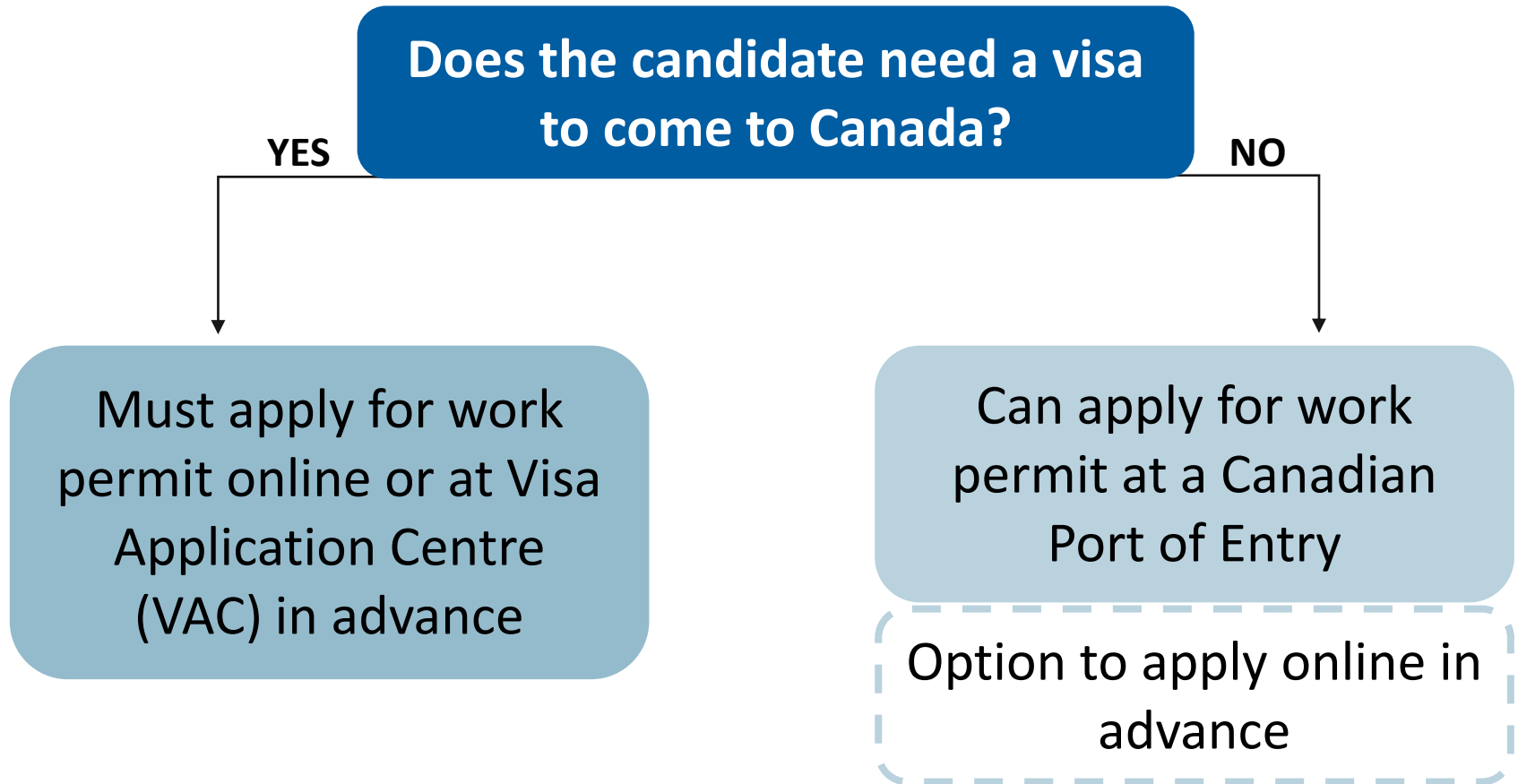
International Experience Canada LMIA Exemption

Allow for 6 weeks processing
after biometrics are provided.



Work permits

How does the worker apply for a work permit?



Employer responsibilities



Meet the conditions listed on the work permit, including the job location and length of time they can work in Canada



Meet the details of the offer of employment, including occupation, duties, pay and working conditions



Set up medical insurance and workers' compensation benefits



Be active in the business as long as the work permit is valid



Meet all applicable employment and recruiting laws



Make sure the workplace is free of abuse



Cooperate with an inspection of employer compliance



Keep documents for six years

Temporary Foreign Worker Program

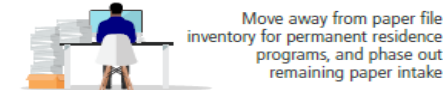
IRCC is working to reduce temporary residence applications in the inventory, with the aim of meeting service standards.

[Measures to improve client experience](#)



We are aiming to improve our processes for permanent residence, temporary residence and citizenship, and how we deliver client service.

PERMANENT RESIDENCE



Move away from paper file inventory for permanent residence programs, and phase out remaining paper intake

Process new Family Class and Canadian Experience Class **applications** within our **service standard**



Eliminate existing permanent resident card inventories and enable clients to **renew** their **permanent resident card online**

Expand the **online permanent residence application portal** to include more clients



CITIZENSHIP

- Reduce inventory of **60,000** clients awaiting their **Oath of Citizenship ceremony**
- Work toward scheduling the Oath of Citizenship ceremonies within **4 months** of a final decision
- **Reduce existing inventories** for citizenship grants and proof of citizenship



TEMPORARY RESIDENCE

Reduce existing inventories and meet service standards for

- **work permits** (prioritizing essential workers)
- **study permits**

Reduce the inventory for **visitor visas**



CLIENT SERVICE

Provide greater transparency with clients by

- **updating the processing times tool** with up-to-date information
- giving clients more information on the **status of their application**



WE WILL MAKE THIS HAPPEN WITH



PEOPLE

We have hired **500 new processing staff** and continue to hire more.



TECHNOLOGY

We are investing in and expanding the use of **technology and online options**.



POLICIES AND PROCESSES

We are addressing **systemic barriers** to ensure our programs and policies are **fair, equitable, and culturally sensitive**.

Work permits

Economic Immigration Programs



Federal Skilled Worker Program



Federal Skilled Trades Program



Canadian Experience Class



Provincial & Territorial Nominee Programs



Atlantic Immigration Pilot



Rural & Northern Immigration Pilot



Quebec-selected Skilled Workers



Start-up Visa



Self-employed



Agri-food Immigration Pilot



Home Child Care Provider Pilot



Home Support Worker Pilot

Permanent residence

Applying for Permanent Residence

EXPRESS ENTRY ENTRÉE EXPRESS



STEP 1

Create your profile

EXPRESS ENTRY
ENTRÉE EXPRESS



Express Entry
Pool



STEP 2



Invitation
to Apply



Apply for
permanent
residence online



Finding Global Talent



In Canada:

- International Students
- Open Work Permit Holders
- Newcomers

Abroad:

- Destination Canada Mobility Forum
- Public Employment Services

Express Entry Candidates:

- Job Match Service on www.JobBank.gc.ca

Hiring an International Student

Did you know?

You can hire eligible international students while they study



They may be eligible to work off campus **without a work permit**:

- for up to 20 hours a week while class is in session, and
- full-time during scheduled breaks

To qualify, students must:

- ✓ have a valid study permit
- ✓ have begun their studies in an eligible program
- ✓ be studying full-time at an eligible post-secondary institution, and
- ✓ have applied for a Social Insurance Number (SIN)



Hiring an International Graduate

Did you know?

You can hire eligible international students after they graduate



Those who have completed all requirements to graduate,

- may be eligible to apply for a Post-Graduation Work Permit, and
- they can begin working full-time **without a work permit** while their application is processed

They need to show you their:

- ✓ valid study permit
- ✓ completion letter of final transcript
- ✓ proof they applied for a work permit*



* If approved, they will be issued an open work permit valid for up to 3 years

Hiring Internationally

DESTINATION
Canada
MOBILITY FORUM



Connects qualified, skilled French-speaking candidates with Canadian employers

www.destination-Canada-job-fair.ca

OR



PARISDESTINATIONCANADA@international.gc.ca



Resources for employers



ESDC Employer Contact Centre
For support with using the Temporary
Foreign Worker Program
[1-800-367-5693](tel:1-800-367-5693)



International Mobility Workers Unit
For help determining if you can use an
International Mobility Program exemption
IRCC.DNIMWU-UMITRN.IRCC@cic.gc.ca



[How to access global talent](#)
Quick links for employers

For more information



IRCC Outreach Officer Network

For help to navigate the immigration system to support your hiring needs

IRCC.DNEngagement@cic.gc.ca



IRCC Website

www.canada.ca/immigration



[Employer's Roadmap to hiring and retaining internationally trained workers](#)