

IRCC VIRTUAL LEARNING SERIES FOR EMPLOYERS

Learn about Canada's economic immigration programs



Hire a Worker without a Labour Market Impact Assessment (LMIA)

Winter 2023



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

Did You Know?

Key highlights for IMMIGRATION TO CANADA 2021



IRCC Funded

More than **550** service provider organizations, and provided settlement services to more than **428,000** clients.

Permanent Immigration

405,999 residents were welcomed into Canada in 2021.

191,338 individuals transitioned from temporary to permanent residents under various TR to PR pathways.



Temporary Residents

A total of **1,467,333** travel documents were issued to visitors, students and temporary foreign workers.

There was a total of **445,776** study permit holders.

There was a total of **415,817** work permit holders under the Temporary Foreign Worker Program and the International Mobility Program.



Canadian Citizenship

221,919 permanent residents became Canadian citizens in 2021-22.

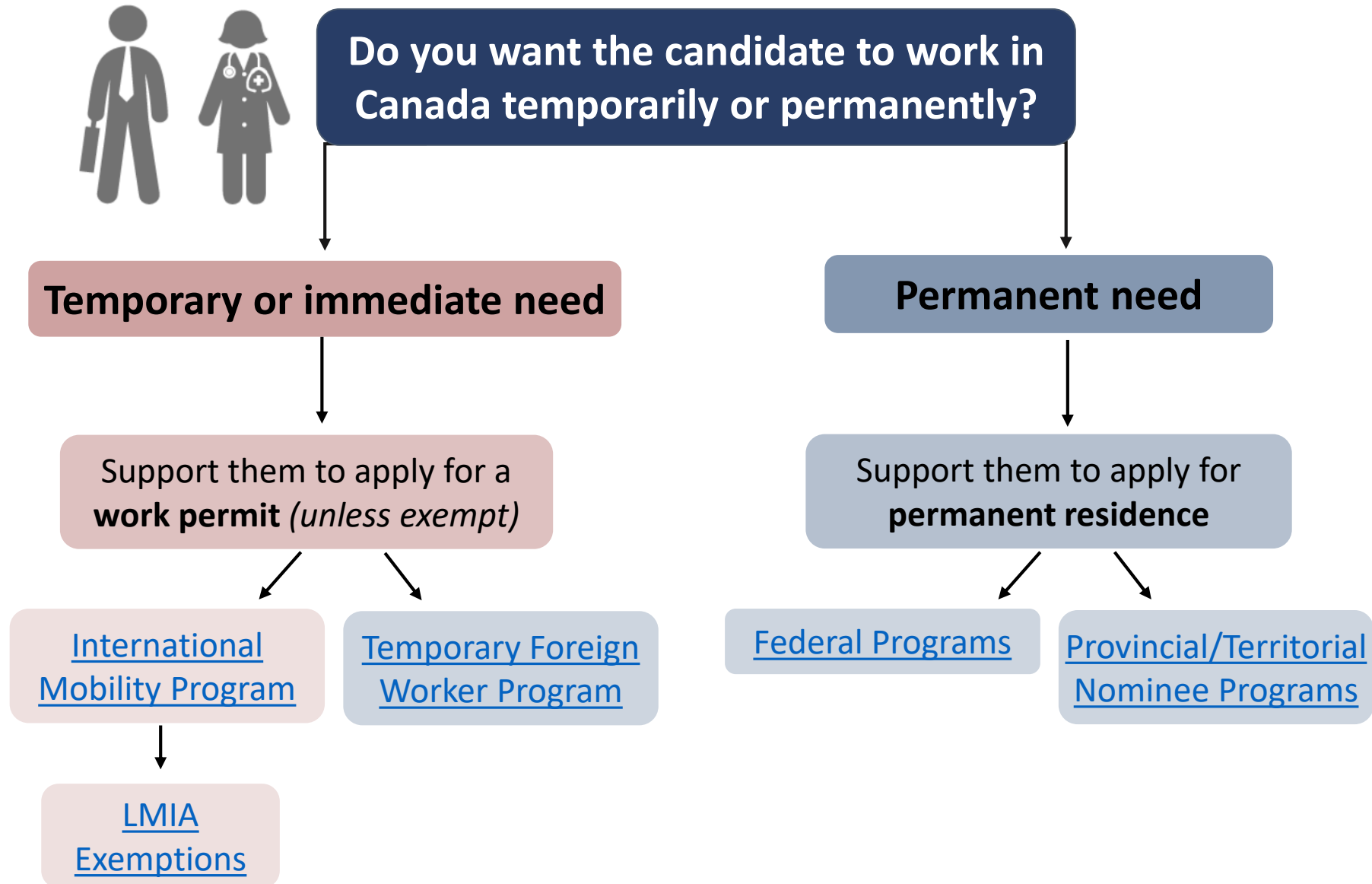


Training, Education, Experience and Responsibilities (TEER)

TEER 0	Management	Skill type 0
TEER 1	University degree (bachelor's, master's or doctorate)	Skill level A
TEER 2	Supervisory responsibilities	Skill level B
	College diploma	
Apprenticeship training (two or more years)		
More than six months of on-the-job training		
TEER 3	College certificate (less than two years)	
	Apprenticeship training (less than two years)	
	More than six months of on-the-job training	
TEER 4	Completion of high school diploma	Skill level C
	Several weeks of on-the-job training	
TEER 5	Short work demonstration and no formal educational requirements	Skill level D

[Find your NOC online tool](#)

How can I hire global talent?



Examples of LMIA Exemptions



Youth Exchange Programs

- International Experience Canada
- Working Holiday & Young Professionals

Provincial/ Territorial Agreements



- Provincial & Territorial Nominees
- Atlantic Immigration Pilot Program



International Agreements

- Professionals
- Technicians
- Contractual service suppliers
- Intra-company transferees

Significant Benefit



- Entrepreneurs
- Intra-Company Transferees
- Francophone Mobility

The Francophone Mobility Program

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 and international networks
- Settlement support and pathway to permanent residence

Worker Eligibility

- Language of daily use is French*
**language of workplace can be English*
- Job offered is skilled (TEER 0, 1,2,3)



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**:

- Normally can work 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 an eligible post-secondary institution, and
- ✓ have a Social Insurance Number (SIN)

[New measure](#) allows certain international students to work full time from November 15, 2022 to December 31, 2023.

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
- some may begin working full-time **without a work permit** while their work permit application is being processed.

They need to show you their:

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



Work Permits for Family Members

Family members of most foreign workers can apply for an **open work** permit.

- [Temporary measure](#)
- Attached to the principal foreign worker's status
 - High-skilled worker (TEER 0 – 3)
 - Low-Skilled worker (TEER 4 - 5)
- For spouse, common-law partner and working age dependent children



Two Types of Work permit

Employer Specific Work Permit

- Employee must abide by the conditions on the work permit
 - the specific employer for whom they can work
 - the location where they can work
- Employer **must submit** a LMIA or LMIA Exempt job offer

Open Work Permit

- Allows individual to work for any* employer in Canada
- Only issued in [specific situations](#).
- Employer not required to submit LMIA/LMIA Exempt job offer

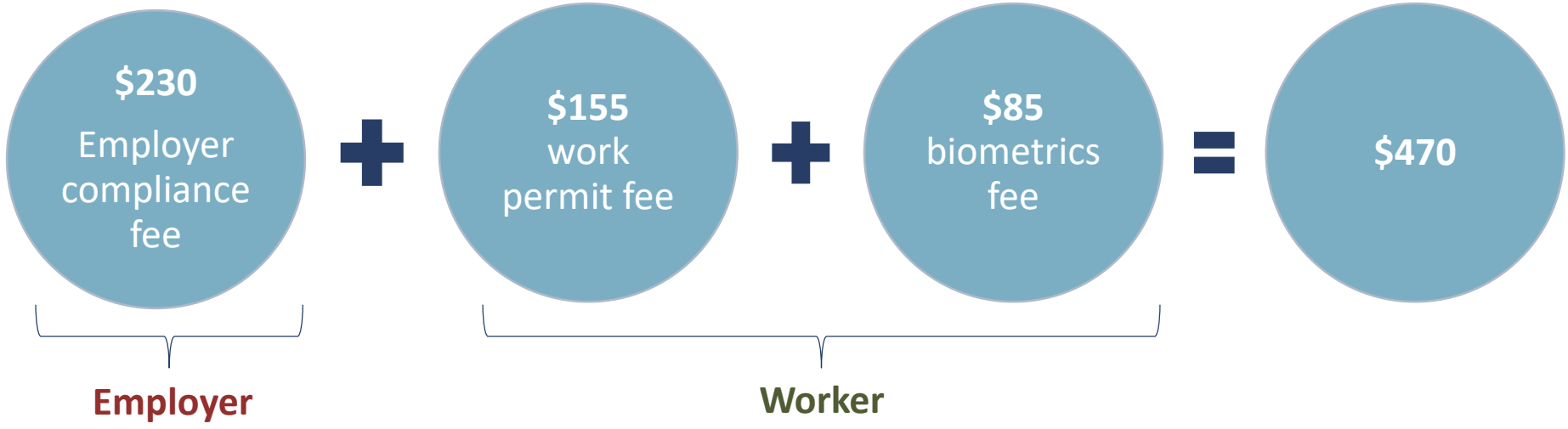


How do I start?



Register for the Employer Portal [here](#).

Cost:



Does an LMIA or work permit exemption apply?



IRCC.DNIMWU-UMITRN.IRCC@cic.gc.ca

The [International Mobility Workers Unit \(IMWU\)](#) offers a **free service** to help employers determine if a foreign worker they are considering to hire is exempt from the LMIA or work permit requirement.

Opinions are processed within 2 weeks (14 calendar days).

IRCC's Outreach Officer Network

Outreach Officers across Canada:

- promote economic immigration programs and initiatives; and
- help employers learn how the immigration system can support their hiring needs.



Find the information you're looking for on our website by using our [new employer tool](#)



promotion@cic.gc.ca

Need More Information?

Hire immigrants

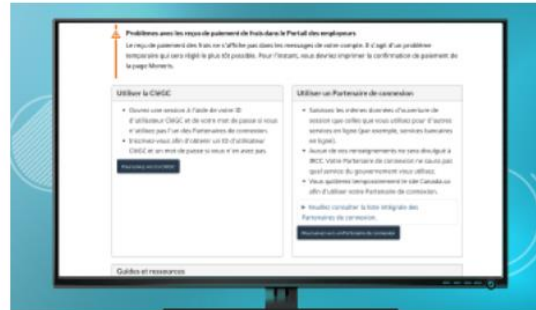
How to access global talent

Canada's flexible immigration system and innovative programs can help you attract and retain the right talent to fill labour shortages and bring new skills to boost your competitive edge.

Quick links



[Find out if you need a Labour Market Impact Assessment](#)



[Sign in to the Employer Portal](#)



[Get help understanding immigration options](#)

www.Canada.ca/Immigration

Follow:



Need More Information?



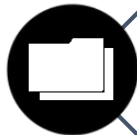
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canada.ca/hire-immigrants



[Infosheets - Canada's economic immigration programs](#)



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



[Find the information you're looking for on our website by using our new employer tool](#)

Services for employers to help attract global talent



Thank You!

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