



National Learning Series Construction Sector

Programs & Resources for Employers

REMINDER: Policies and programs can change.
Please consult www.canada.ca/immigration
for accurate, up-to-date information.



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

**Cette présentation est disponible en français ou en anglais sur
demande / This presentation is available upon request in English or
French.

Canada

IRCC's Outreach Team



- Provide information sessions to employers
- One-on-one meetings with employers to discuss potential pathways

- Assist with questions during application submission and processing
- Collect insights to inform immigration programs and policies
- Reach us at promotion@cic.gc.ca

2021 National Occupational Classification (NOC)

Broad Occupational Category (BOC)

Field of study and industry of employment

0	Legislators and senior management	5	Occupations in art, culture, recreation and sport
1	Business, finance and administration occupations	6	Sales and service occupations
2	Natural and applied sciences and related occupations	7	Trades, transport and equipment operators and related occupations
3	Health occupations	8	Natural resources, agriculture and related production occupations
4	Occupations in education, law and social, community and government services	9	Occupation in manufacturing and utilities



TEER Categories

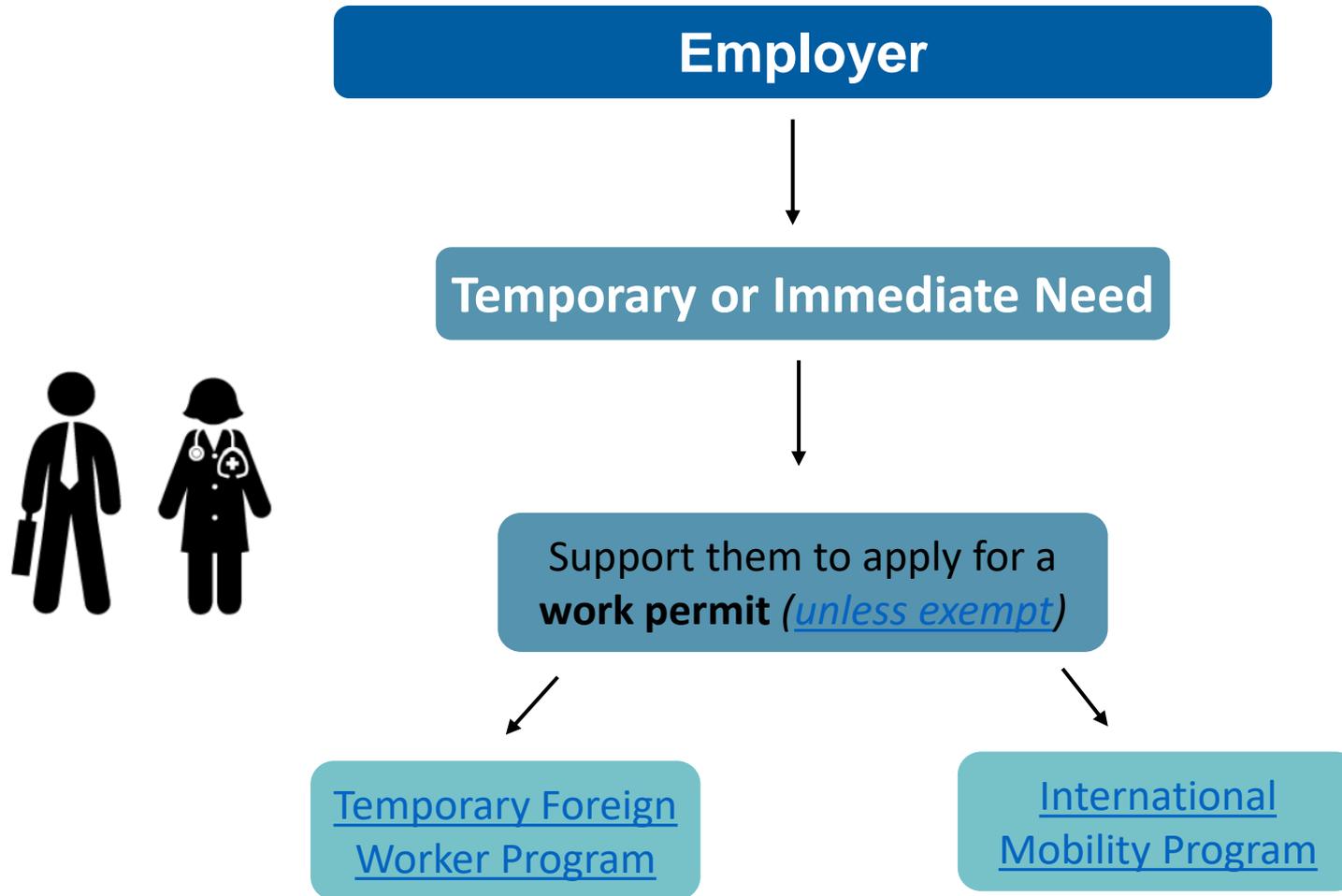
Training, Education, Experience and Responsibilities (TEER) Categories

TEER 0	<ul style="list-style-type: none">• Management responsibilities	Construction manager (NOC 70010)
TEER 1	<ul style="list-style-type: none">• University degree (bachelor's, master's or doctorate)	Architect (NOC 21200)
TEER 2	<ul style="list-style-type: none">• Supervisory responsibilities• College diploma (two or more years)• Apprenticeship training (two or more years)	Plumbers (NOC 72300)
TEER 3	<ul style="list-style-type: none">• College diploma (less than two years)• Apprenticeship training (less than two years)• More than six months of on-the-job training	Painters – Commercial/Residential Construction Painter (NOC 73112)
TEER 4	<ul style="list-style-type: none">• Completion of high school diploma• Several weeks of on-the-job training	Construction permits clerk (NOC 14301)
TEER 5	<ul style="list-style-type: none">• Short work demonstration• No formal educational requirements	Construction trades helpers and labourers (NOC 75110)

[Click here to 'Find your NOC' & Take advantage of the NOC tutorial](#)



Work Permits: TFW vs IMP



What is a Labour Market Impact Assessment (LMIA)?

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

A **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)

Note: In some provinces, employers must register with the Province before submitting a LMIA.

Contact [ESDC's Employer Contact Center](#)

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:

\$1000
LMIA fee

Employer

\$155
work permit fee



\$85 biometrics
fee

Foreign Worker

[*Family members may also be eligible for an open work permit click here to learn more.](#)



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:

\$230

Employer compliance fee

Employer

\$155
work permit fee



\$85 biometrics fee

Foreign Worker

[*Family members may also be eligible for an open work permit click here to learn more.](#)



Work Permits and Regulated Occupations

- The processing officer must be satisfied that the temporary worker has obtained the required licence or can obtain it **within a reasonably short period after entry to Canada.**
- Since the expectation is that the worker should be able to perform the work sought immediately on arrival, **a reasonable period would be within 4 months.**
- When assessing work permit applications, officers cross-reference the application against the position's ESDC NOC information, especially with respect to **employment requirements.**

See [Regulated or certified occupations – Processing of work permit applications](#)



CAN Work Philippines Pilot

Eligible Employers

Employers recruiting:

- at least 50 workers over a three-year period, **or**
- temporary workers in essential occupations in Canada, **or**
- be a Canadian employer referred by Global Affairs Canada or provincial partners who intend to recruit substantial numbers of workers

Intent of Pilot

- Minimize processing bottlenecks.
- Enable a large number of workers to concurrently complete their processing requirements and be prepared for travel simultaneously.
- This pilot does not replace any existing review processes or IRPA compliance requirements or work permit processing.

Benefits

- The ability to coordinate bulk immigration medical exam appointments at the Panel Physician
- The ability to coordinate bulk biometrics collection appointments at the Visa Application Centre.



Hiring Bilingual or Francophone Candidates

Advantages for employers:

- ❖ **Mobilité Francophone** LMIA exemption
- ❖ Bilingual candidates may be eligible for additional Express Entry points for permanent residence
- ❖ Recruitment support through Destination Canada and Public Employment Services. Learn more [here](#).



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/Home Support Worker Pilot



Economic Mobility Pathway Pilot

[Click here to learn more about these programs](#)



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

Canada

Permanent Residence: Express Entry

EXPRESS ENTRY ENTRÉE EXPRESS



STEP 1



STEP 2



[Click here to learn more about Express Entry](#)



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

Canada

Need More Information?



canada.ca/hire-immigrants



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



[Explore 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](#)



Key Resources

Update on an application

- [Processing times](#)
- [IRCC web form for applicants](#)
- [Authority to release personal information to a designated individual form](#)

Hire a temporary foreign worker

- [Hire a temporary foreign worker with a LMIA](#)
- [Hire a worker without an LMIA](#)
- [Extend a permit](#)
- [Hire international students](#)
- [Employer Portal enrolment guide](#)
- [Employer Portal user guide](#)

Hire a permanent foreign worker

- [Hire through the Atlantic Immigration Program \(AIP\)](#)
- [Hire a provincial nominee](#)
- [Hire a skilled worker or tradesperson through Express Entry](#)
- [Hire French-speaking or bilingual workers outside Quebec](#)

Various

- [IRCC interactive Help Centre](#)
- [National Occupational Classification](#)
- [Find out if you need a LMIA](#)
- [Global Skills Strategy](#)
- [After you hire a temporary worker](#)
- [Services for employers to help attract global talent](#)
- [Destination Canada](#)

Thank you!

IRCC Outreach
promotion@cic.gc.ca

Scan me



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada