

IRCC VIRTUAL LEARNING SERIES FOR EMPLOYERS

Learn about Canada's economic immigration programs



Introduction to Work Permits under the Temporary Foreign Worker Program

Winter 2023



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

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.



promotion@cic.gc.ca

What is Work?

“Work” is defined 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)

Which work permit program?



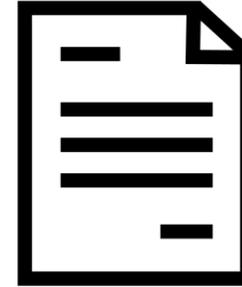
Step 1: Labour Market Impact Assessment

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:

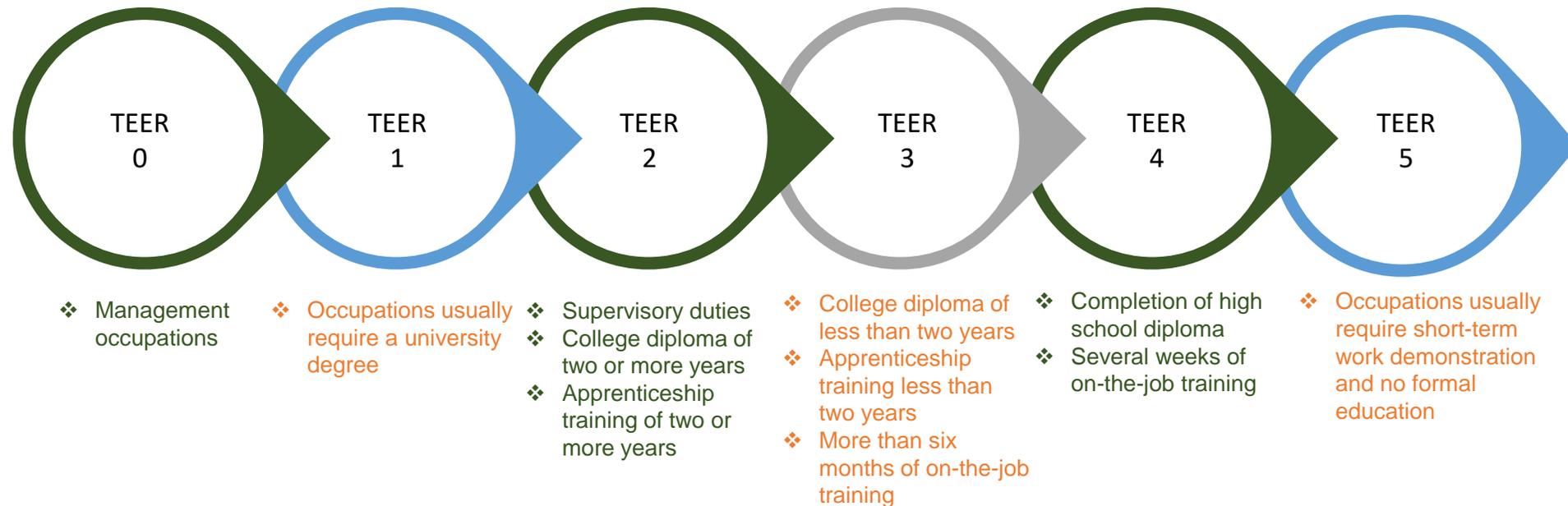
- ✓ there is a need for a temporary foreign worker, and
- ✓ no Canadians, no permanent residents and no Indigenous persons are available to do the job.

[ESDC Employer Contact Centre:](#)
1-800-367-5693



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

Training, Education, Experience and Responsibilities (TEER) Categories



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



Employer Registration Certificate

Only in BC & MB

Important: Hiring TFWs in British Columbia or Manitoba

If you are hiring TFWs in British Columbia or Manitoba, you must apply for the [employer registration certificate](#) with the province first and must include a copy of the certificate or proof of exemption with your LMIA application.

[British
Columbia](#)

[Manitoba](#)

Step 2: Work permit application

An **employer-specific work permit** allows workers to work in Canada according to the conditions on their work permit, such as

- the name of the specific employer they can work for
- how long they can work
- the location where they can work (if applicable)

You must provide your worker with:

- A copy of their employment contract
- A copy of the LMIA



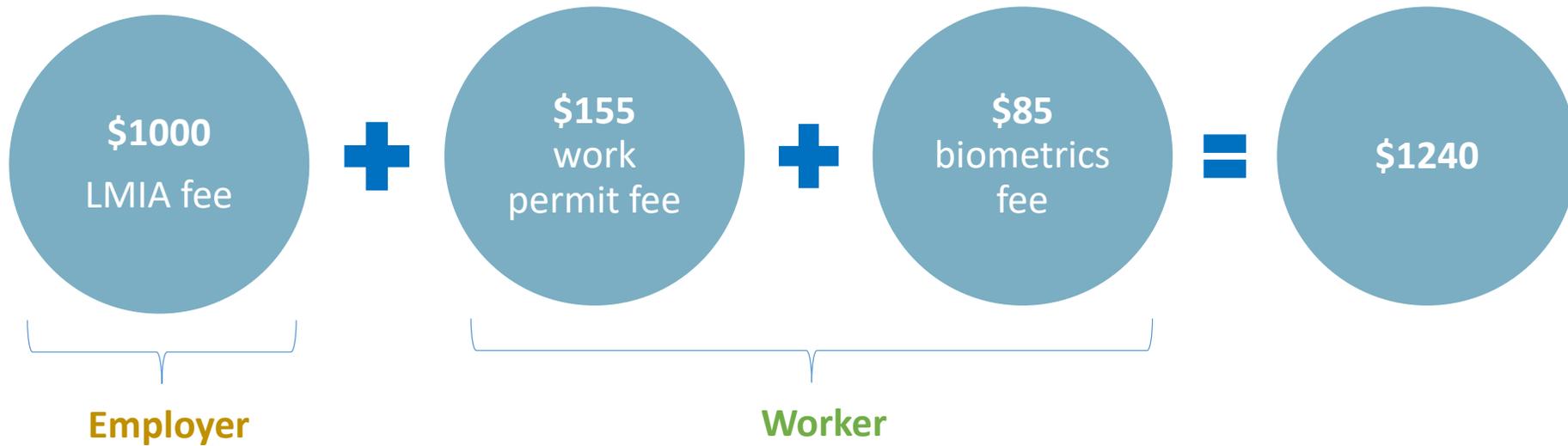
[Temporary public policy to exempt foreign nationals in Canada from certain requirements when changing employment during the coronavirus \(COVID-19\) pandemic](#)

Temporary Foreign Worker Program

Step 1 - Employer:
Apply to Service Canada
(ESDC) for LMIA

Step 2 - Worker:
Apply online (IRCC) or
on arrival (CBSA) for
work permit

Cost:



Work Permit Sample

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada

CANADA

DD000 000 000

C76000443

SHASHIDHAR KESTHUR

Application/Demande: V300044927

UCI/IUC: 87711473

WORK PERMIT/PERMIS DE TRAVAIL

CLIENT INFORMATION/INFORMATION DU CLIENT

Family Name/Nom de famille:	KESTHUR
Given Name(s)/Prénom(s):	SHASHIDHAR
Date of Birth/Date de naissance:	1980/01/01
Sex/Sexe:	MASCULIN
Country of Birth/Pays de naissance:	INCONNU
Country of Citizenship/Citoyen de:	ALLEMAGNE, RÉP FÉDÉRALE D'
Travel Doc No./N° du document de voyage:	34235432543

ADDITIONAL INFORMATION/INFORMATION SUPPLÉMENTAIRE

Date issued/Déjà délivré le:	2015/06/04
Expiry Date/Date d'expiration:	2016/06/10
Case Type/Genre de cas:	10
LMIA or Exempt No./N° de l'ELM ou Dispense:	
Employer/Employeur:	
Employment Location/Emplacement de l'emploi:	
Occupation/Profession:	
In Force From/En vigueur le:	2015/06/05

Conditions:

Remarks/Observations:

THIS DOES NOT AUTHORIZE RE-ENTRY/CECI N'AUTORISE PAS LA RÉ-ENTRÉE

THE FORM HAS BEEN ESTABLISHED BY THE MINISTER OF IMMIGRATION, REFUGEES AND CITIZENSHIP - THIS DOCUMENT IS THE PROPERTY OF THE GOVERNMENT OF CANADA
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Canada

Contravention of Act

IRPA Sec. 124 (1):

Every person commits an offence who:

(c) employs a foreign national in a capacity in which the foreign national is not authorized under this Act to be employed.

Marginal note: Deemed knowledge

(2) For the purposes of paragraph (1)(c), a person who fails to exercise due diligence to determine whether employment is authorized under this Act is deemed to know that it is not authorized.

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

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

[Measures to improve client experience](#)



Modernizing Canada's immigration system to support economic recovery and improve client experience

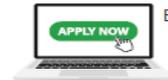
We are aiming to improve our processes for permanent residence, temporary residence and citizenship, and how we deliver client service.

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**.

Need More Information?



promotion@cic.gc.ca



canada.ca/hire-immigrants



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



ESDC Employer Contact Center

1-800-367-5693



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

Thank You!

IRCC Outreach

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et Citoyenneté Canada

Canada

Services for employers to help attract global talent

