



# National Learning Series

## Hospitality sector

Programs & Resources  
for Employers

Policies and programs can change.  
Please consult [www.canada.ca/immigration](http://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

# Employer Outreach Team

[Promotion@cic.gc.ca](mailto:Promotion@cic.gc.ca)



- Provide information sessions to employers
- One-on-one meetings with employers to discuss potential pathways
- Assist with questions during application submission and processing
- Collect insight to inform immigration programs and policies

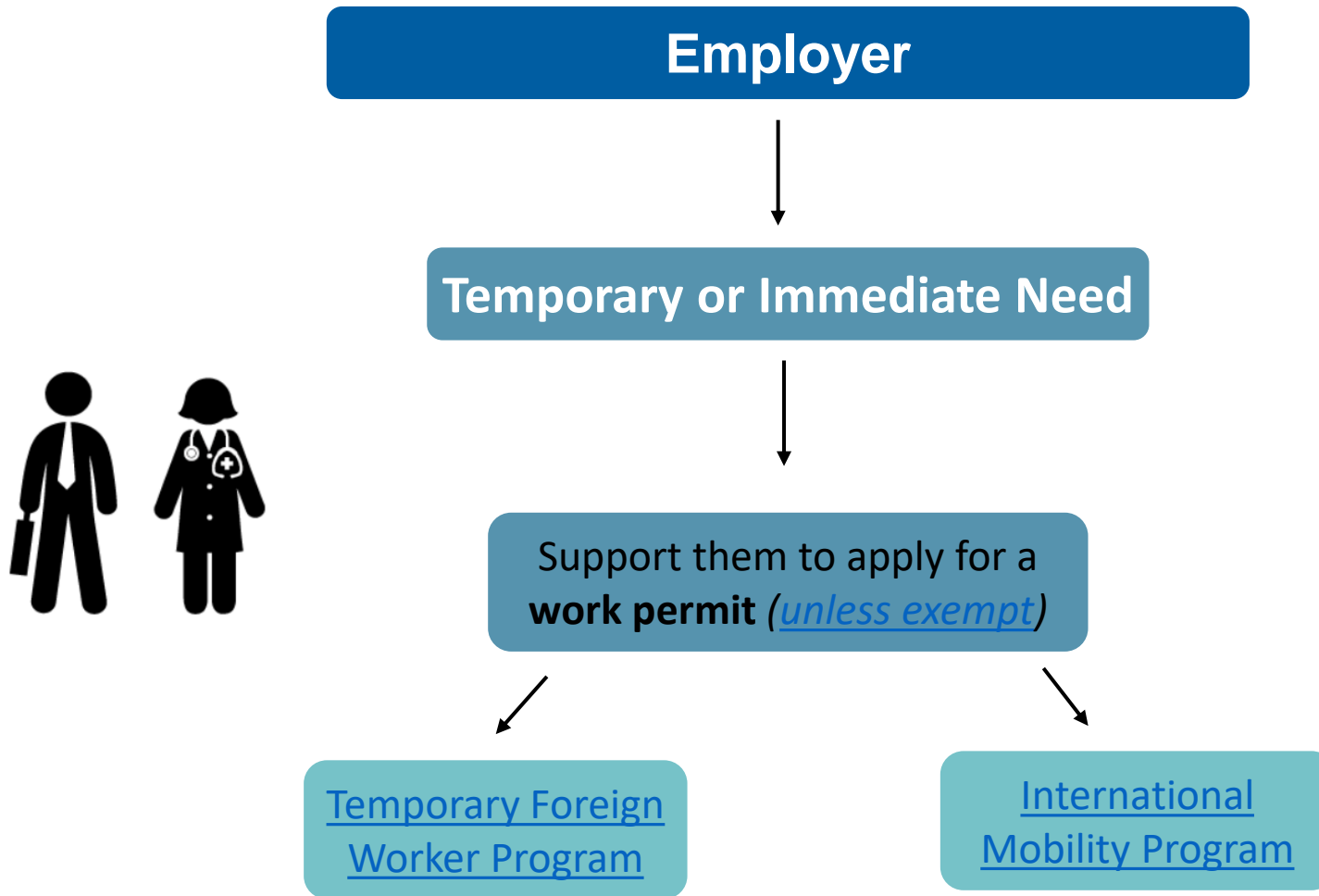
# TEER Categories

## Training, Education, Experience and Responsibilities (TEER) Categories

TEER 0	<ul style="list-style-type: none"><li>• Management responsibilities</li></ul>	Corporate sales manager (NOC 60010)
TEER 1	<ul style="list-style-type: none"><li>• University degree (bachelor's, master's or doctorate)</li></ul>	Financial advisors (NOC 11102)
TEER 2	<ul style="list-style-type: none"><li>• Supervisory responsibilities</li><li>• College diploma (two or more years)</li><li>• Apprenticeship training (two or more years)</li></ul>	Chef (NOC 62200)
TEER 3	<ul style="list-style-type: none"><li>• College diploma (less than two years)</li><li>• Apprenticeship training (less than two years)</li><li>• More than six months of on-the-job training</li></ul>	Cook (NOC 63200)
TEER 4	<ul style="list-style-type: none"><li>• Completion of high school diploma</li><li>• Several weeks of on-the-job training</li></ul>	Receptionist (NOC 14101)
TEER 5	<ul style="list-style-type: none"><li>• Short work demonstration</li><li>• No formal educational requirements</li></ul>	Boat operator (NOC 75210)

[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:** Some provinces have additional requirement for employers to hire temporary foreign workers

**Employer Contact Centre 1-800-367-5693**

# 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

# 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

# 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



# Hiring Bilingual or Francophone Candidates

## Advantages for employers

- ❖ Recruitment support through Destination Canada and Public Employment Services
- ❖ **Mobilité Francophone** LMIA exemption
- ❖ Bilingual candidates may be eligible for additional Express Entry points for permanent residence



Find foreign workers from a Francophone country by submitting a [job profile form](#) to the [Dedicated Service Channel](#).

# CAN Work Philippines Pilot

## Eligible Employers

### Must be 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.

# 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](#)

# Valid job offer to support an Express Entry candidate



**Full-time and non-seasonal**



**At least 1 year**



**In a skilled job (TEER 0, 1, 2, 3)**



**In writing with these details:**

- **pay and deductions**
- **job duties**
- **conditions of employment (e.g. hours of work)**

# International Experience Canada



**Case Study :** Hotel in Banff wants to hire a front desk agent from Estonia  
**NOC:** 64314 Hotel front desk clerk

**LMIA Exemption Category:** International Experience Canada, C21

Employer recruits 25 year old,  
looking to work in Canada

Employee applies for  
work permit online

Work permit issued  
to candidates at POE  
(if overseas) or via  
mail (if in Canada)

*Does LMIA exemption  
apply?*

*Does Estonia have an  
agreement with  
Canada?*

*Does applicant meet  
criteria?*

*Requires application, fees,  
passport, photos, biometric  
submission, etc.*

*Applicant receiving an  
Invitation to Apply (ITA)  
depends on inventory*

*Processing time varies*

*If overseas, an eTA is  
typically required*

*Working holiday = Open  
work permit*

# 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](http://www.JobBank.gc.ca)
- [Jobs for Ukraine](#)

# Insider Tips

- ❖ Attract IEC candidates on websites like [PVTISTES](#)
- ❖ Seasonal employers? You'll be looking to hire temporary residents
- ❖ If you need an LMIA, apply well in advance!
- ❖ Have lots of foreign workers? Track their work permit details in excel
- ❖ Have a fantastic foreign worker already? See if they have friends to refer
- ❖ Familiarize yourself with IRCC's average [processing times](#)
- ❖ Make efforts to having a welcoming workplace
- ❖ Find out what local resources are available for your newcomers

# Need More Information?



[canada.ca/hire-immigrants](https://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](#)





# Useful Links

## 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](#)

# Questions?

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