Human Resources and Skills Development Canada (HRSDC) and Citizenship and Immigration Canada (CIC) work to ensure that the employment of foreign workers supports economic growth and helps create more opportunities for all Canadians.
Partners

- Service Canada\' Human Resources and Skills Development Canada (HRSDC)
- Citizenship and Immigration Canada (CIC)
- Canada Border Services Agency (CBSA)

Service Canada works with employers who want to hire foreign workers.

CIC/CBSA work with foreign workers who want to work in Canada.

Service Canada’s role

- Service Canada is the first point of contact for employers intending to hire a foreign worker for employment in Canada
- Service Canada provides employers and Citizenship and Immigration Canada (CIC) with an opinion on the likely impact, on the Canadian labour market, if a foreign national were to fill a position.
- This is called a Labour Market Opinion (LMO)
- In most cases the employer must obtain a positive Labour Market Opinion (LMO) from SC, unless the work category is exempt from the LMO process;
**Citizenship and Immigration Canada’s (CIC) Role**

- Assess whether foreign nationals are admissible or inadmissible to enter or stay in Canada
- Make the final decision and issues the documents required for foreign nationals to enter or remain in Canada

Temporary foreign workers must obtain a work permit before starting work in Canada

**Canada Border Services Agency (CBSA)’ Role**

- Border Services officers screen foreign workers at Canadian border crossings and airports
- CBSA ensure that foreign workers meet admissibility requirements before issuing work permits and allowing their entry into Canada

Border Services officers have the final say on who may enter Canada
Program Streams/Applications

- Occupations Requiring a High Level of Formal Education or Training (NOC 0, A, B)
- Pilot Project for Occupations Requiring Lower Levels of Formal Training (NOC C and D)
- Agricultural Stream
- *Academics, Medical Doctors, Registered Nurses
- *Live-in Caregiver Program
- *Seasonal Agricultural Workers Program (SAWP)
- *Permanent immigration of foreign workers – Arranged Employment Opinion
  * Centre of Specialization

Determine the Skill Level

- Occupations Requiring Higher Levels of Formal Training
  - Includes managerial, professional or technical occupations that require post-secondary training such as hotel managers, cooks and chefs. (NOC categories O, A and B)
- Occupations Requiring Lower Levels of Formal Training
  - Includes positions that usually require secondary school and/or occupation-specific training as well as those that require on-the-job training or no formal education
  - Includes retail sales clerks, tour guides, food and beverage service, cleaners and trades helpers. (NOC categories C&D)
Hiring Temporary Foreign Workers

4 Step Process

Step 1
Submit a Foreign Worker Application for a labour market opinion (LMO) Service Canada

Step 2
Service Canada assesses the application based on program criteria and develops a labour market opinion letter

Step 3
The employer sends a copy of the LMO confirmation letter to the Foreign Worker

Step 4
The FW applies to Citizenship and Immigration (CIC) for a work permit

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**Step 1 – Submit the LMO Application**


- Fax or mail the application to Service Canada’s Atlantic Temporary Foreign Worker unit - (902) 426-4096
  - Service Canada, Temporary Foreign Worker Unit, 126 Cromarty Dr, PO Box 1350, Dartmouth NS B3B 0E9

  Submitting a complete application will result in faster decisions
Step 1 – LMO Application - Continued

- Accelerated Labour Market Opinions (A-LMO)
  - Response to employer’s need for more efficient and timely processing
  - Access is restricted to employers with clean compliance records
  - 2012 - Access is restricted to NOC 0, A, B occupations
  - Subject to post decision compliance review

  Submitting a complete application will result in faster decisions

Step 1 – LMO Application - Continued

- Web Service
  - Allow employers and their authorized third party representatives to access the online LMO application process
  - Available to both higher and lower skilled occupations
  - Requires employers and third parties to pre-register
  - Option of A-LMO or LMO application
  - Advantages
    - Complete application and attach files electronically
    - Receive electronic messages from Service Canada
    - Monitor status of application

  Submitting a complete application will result in faster decisions
Step 2 – LMO Assessment

LMO Assessment

- Service Canada reviews the application according to program stream criteria, ensures that all necessary requirements are met and develops a Labour Market Opinion

If the LMO is positive

- Service Canada issues a positive labour market opinion letter, which outlines the conditions of the assessment, to the employer

If the LMO is negative

- Service Canada will inform you in writing of a negative decision.

Step 3 – Advise the Foreign Worker

- In the case of a positive LMO, the employer sends a copy of the Service Canada’s confirmation letter to the Foreign Worker
Step 4 – Work Permit Application

If the LMO is positive

- The foreign worker applies to Citizenship and Immigration Canada for a work permit, attaching a copy of the confirmation letter issued by Service Canada

A positive LMO does not guarantee that a work permit will be issued to the FW

Important Links

- Temporary Foreign Worker – Home Page
- Citizenship and Immigration Canada
- Minimum Advertising Requirements
- Working in Canada – job description, median wage rates by occupation and geographic area
Important Links

- Questions & Answers – Lower Skilled Occupations

- New Requirements for Employers Using Third Party Representatives

- New Wage Structure

Important Facts

- Pilot Project for Occupations Requiring Lower Levels of Formal Training (NOC C and D)
  - Established so that foreign workers could be hired for occupations which fall under skill type C or D in the National Occupation Classification (NOC)
  - Employers take on an increased level of responsibility
  - Employers are required to sign an employment contract and agree to pay the workers return transportation to country of permanent residence and to pay cost of health care coverage
In Summary

Mission Statement – Foreign Worker Initiatives

The objective of the Foreign Worker Initiatives is to assist Canadian employers to meet their human resource needs, by facilitating the entry of foreign workers [usually highly skilled], while ensuring the development of a strong domestic labour market.


Énoncé de mission – Initiatives relatives aux travailleurs étrangers

L’objectif des Initiatives des travailleurs étrangers est d’aider les employeurs canadiens à satisfaire leur besoin en matière de ressources humaines en facilitant l’admission des travailleurs étrangers [plus tous spécialisés], tout en veillant au développement prospère de la main-d’œuvre canadienne.