

Hiring Global Talent: Immigration Programs and Resources for Employers

CVMA
December, 2023



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

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This presentation is available upon request in English or French.

Canada 

IRCC's Outreach Officer Network



Supports
Canadian
employers with
immigration
enquires

Provides
information
sessions on
economic
immigration
options

Collects
information on
labour market
trends and
issues

Welcomes
feedback on
immigration
programs and
policies

Contact us:
promotion@cic.gc.ca

Agenda

1. Key Concepts in Immigration
2. Options for Hiring Temporary Foreign Workers
3. Pools of Talent
4. Federal Permanent Residence Pathways
5. Questions & Answers



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



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National Occupational Classification (NOC)

Each occupation has a 5 digit 'NOC' code associated to it. Each NOC is then categorized into a TEER level based on the **training, education, experience and responsibilities** required.

TEER

0

Managerial jobs

TEER

1

Professional jobs

TEER

2

Technical & skilled trades jobs
(At least 2 years of college or work experience)

TEER

3

Technical & skilled trades jobs
(Less than 2 years of college or 6 months of on-the-job training)

TEER

4

Semi-skilled jobs

TEER

5

Entry-level jobs



National Occupational Classification (NOC)

TEER

0

TEER

1

[NOC 31103 – Veterinarians](#)

TEER

2

[NOC 32104 – Animal health technologists and
veterinary technicians](#)

TEER

3

TEER

4

TEER

5

[Tool: Find your NOC](#)



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Work Permit Pathways

Temporary Foreign Worker Program

- **LMI A-required**

International Mobility Program

- **LMI A-exempt**

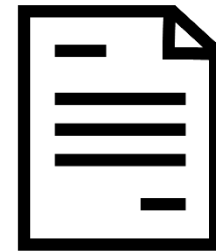


What is an LMIA?

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

An **LMIA** confirms:

- There is a need for a temporary foreign worker, **and**
- No Canadian citizens or permanent residents are available to do the job



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



Temporary Foreign Worker Program*

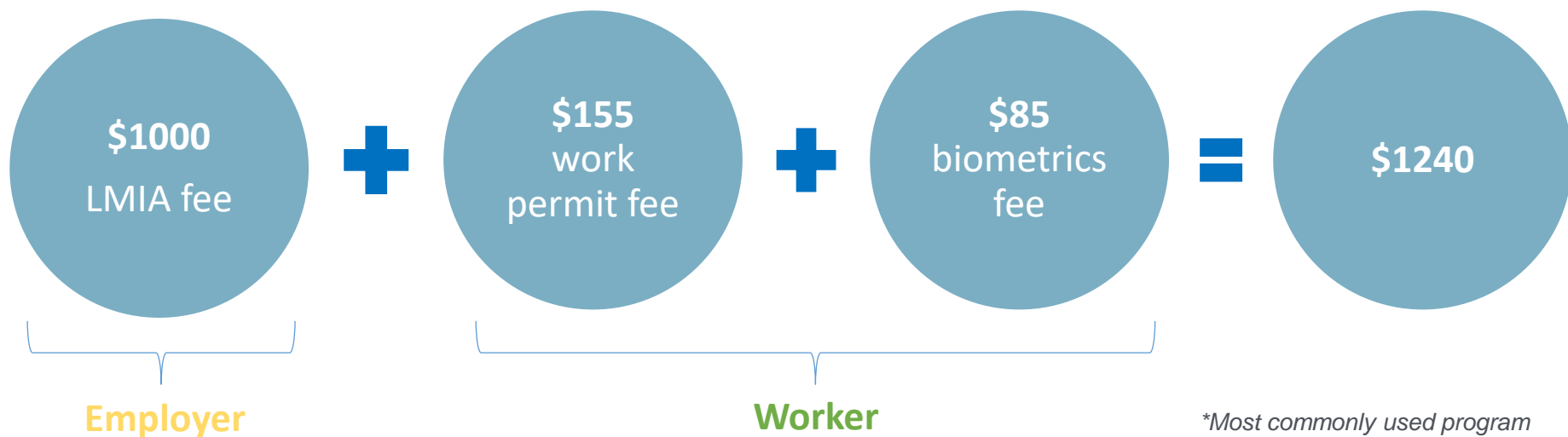
Labour Market Impact Assessment (LMIA) **REQUIRED**

Step 1 - Employer:
Determine Stream
(low wage, high wage)

Step 2 - Employer:
Apply for an LMIA
(ESDC)

Step 3 - Worker:
Apply online (IRCC) or
on arrival** (CBSA) for
work permit

Cost:



**Most commonly used program*

*** Must be eligible to apply on arrival*



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Case Study #1: Work Permit with LMIA

Happy Pets Clinic: Company is seeking to hire 2 veterinarians (NOC 31103)

1. Employer submits the LMIA applications to ESDC

- \$1000 per position
- Approx. 44 day processing time
- Contact the [Employer Contact Centre](#) for any support

2. Candidates submit work permit application to IRCC

- Copy of LMIA, job offer, passport/I.D., photos, fees, biometric submission, etc.
- Processing time varies between 2 - 36 weeks

2.1. Work permit issued at Port of Entry or sent via mail (if employee in Canada)

- If overseas, a temporary resident visa is typically required to travel to the Port of Entry



International Mobility Program

Labour Market Impact Assessment (LMIA) **EXEMPT**

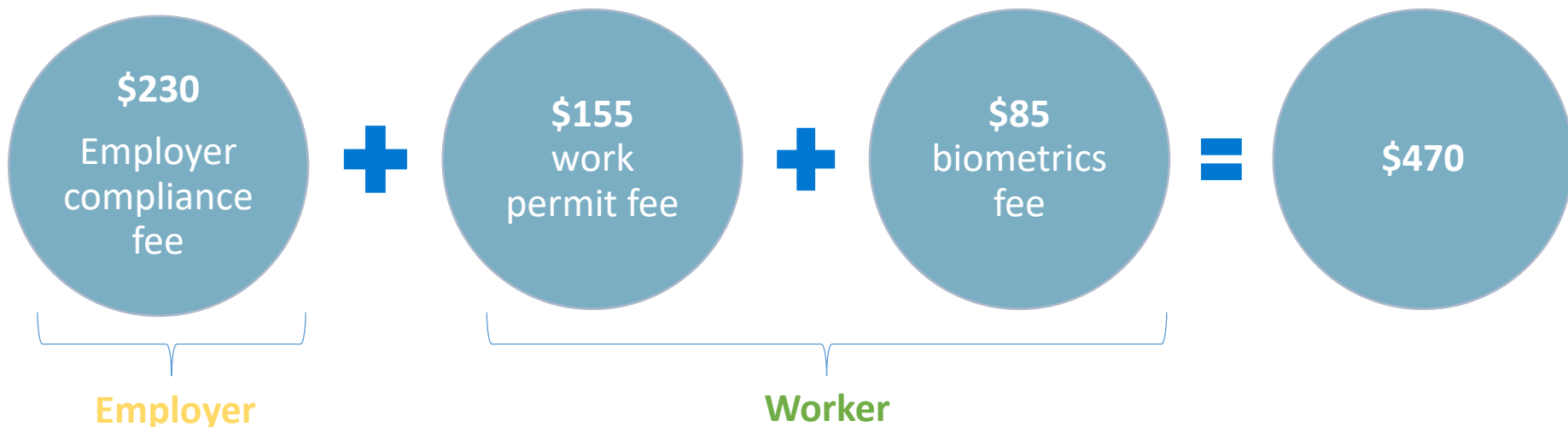
Step 1 - Employer:
Determine LMIA exemption

Step 2 - Employer:
Create Offer of Employment in Employer Portal (IRCC)

Step 3 - Worker:
Apply online (IRCC) or on arrival** (CBSA) for work permit

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

Cost:



*** Must be eligible to apply on arrival*



International Mobility Program

(LMIA Exemption Examples)



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 Benefit



- Entrepreneurs
- Intra-Company Transferees
- Francophone Mobility



LMIA Exemptions: Veterinarians and Technicians

1) **Free-Trade Agreements:**

Canada-United States-Mexico Agreement ([CUSMA](#)):

- Veterinarian on list of Professionals

Canada-Chile Free Trade Agreement ([CCFTA](#)):

- Veterinarian on list of Professionals
- **N.B:** Chile not on the CVMA list of countries with an international accredited college

Canada-Korea Free Trade Agreement ([CKFTA](#)):

- Veterinarian on list of Professionals and Contract Service Providers
- **N.B:** Korea not on the CVMA list of countries with an international accredited college

Comprehensive and Progressive Agreement for Trans-Pacific Partnership ([CPTPP](#)):

- For Malaysia only; Veterinarian on list of Professionals
- **N.B:** Malaysia not on the CVMA list of countries with an international accredited college



LMIA Exemptions: Veterinarians and Technicians

2) International Experience Canada:

- [Youth exchange programs](#); for ages 18-30; sometimes up to age 35.
- Participating countries with CVMA Accredited Colleges:
 - ✓ England, Scotland, Ireland, France, Netherlands, Australia, New Zealand, South Korea
- Tip: [Public employment services](#) in Europe connect jobseekers with employers.

3) Francophone Mobility:

- Candidate must have an intermediate level of French (*language of workplace can be English*)
- Candidate must live and work outside of QC
- Any skill level occupation (*except primary agricultural occupations*)





- [Destination Canada](#) is a series of annual job fairs organized by the Government of Canada.
- Connects qualified, skilled French-speaking candidates with Canadian employers in a variety of fields.
- Candidates are pre-screened and short-listed for employers
- Employers can post positions and participate virtually or in-person
- Request more information from the Embassy of Canada in Paris:
PARISDESTINATIONCANADA@international.gc.ca



Case Study #2: Work Permit with LMIA Exemption

Happy Pets Clinic: Company is seeking to hire 2 veterinarians (NOC 31103) from Morocco (candidates qualify for Francophone Mobility LMIA-exemption because they are French-speaking and will work and reside outside of Quebec.)

1. Employer will submit their offer of employment in IRCC's Employer Portal

- *\$230 employer compliance fee for each candidate*
- *Offer of employment number is received upon submission*

2. Candidate will submit their work permit application to IRCC

- *Requires a copy of the employment compliance fee, offer of employment number, copy of the job offer, passport/I.D., photos, fees, biometric submission, etc.*

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

- *If overseas, a temporary resident visa is required*



International Mobility Workers Unit

The [International Mobility Workers Unit \(IMWU\)](#) offers a free service to help employers determine if a temporary worker they want to hire is exempt from needing a Labor Market Impact Assessment (LMIA) or Work Permit.

The temporary foreign worker must be:

- located outside Canada
- from a [country whose nationals are visa-exempt](#)

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



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



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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](#)



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



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In-Canada Pools of Talent

International Students

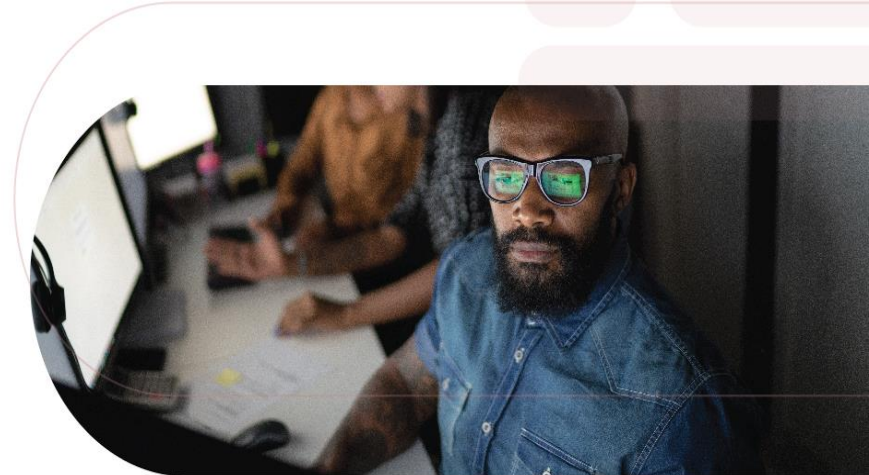
- 20 hours a week off-campus when classes in session
- Full-time during scheduled breaks unless [temporary measure](#) applies
- **Tip:** Connect with career services of local Colleges and Universities

Open Work Permit Holders

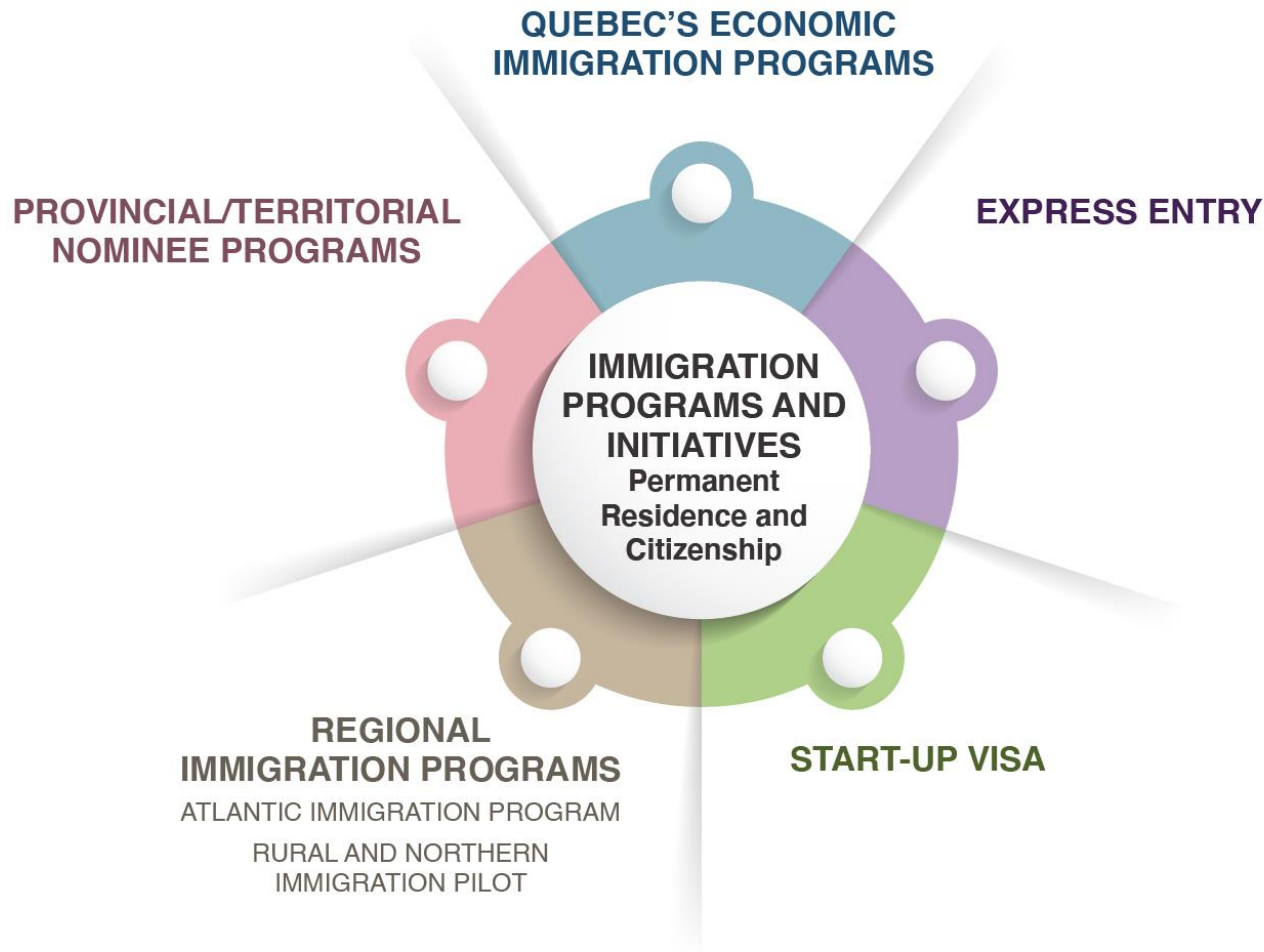
- Spouses of students and workers
- [Graduated international students](#)
- Ukrainian nationals
- **Tip:** Register for Job Bank

Newcomers and Refugees

- [Service Provider Organizations](#) assist newcomers with finding employment
- Provincial and Territorial programs
- **Tip:** Local non-profit organizations

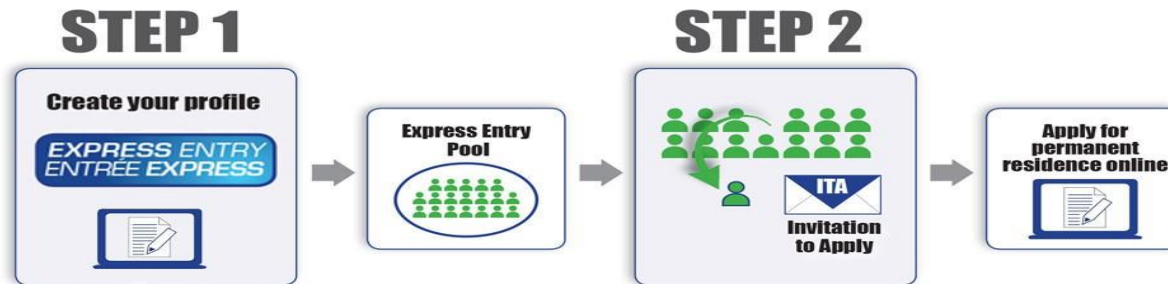


Economic Immigration Pathways



Express Entry

- **Manages three federal, economic immigration programs:**
 - Federal Skilled Worker, Canadian Experience Class, Federal Skilled Trades
- **Expression of interest system with rounds of invitations**



- ***NEW* Category-based selection:**
 - Recently introduced a new round of invitation type based on categories
 - 2023 categories: French-language proficiency; healthcare; STEM; trades; transport; agriculture and agri-food
 - **Veterinarians** included under health occupation rounds
- **Employers can support candidates with a [valid offer of employment](#)**

Rural and Northern Immigration Pilot (RNIP)

Designed to spread the benefits of economic immigration to smaller communities across Canada

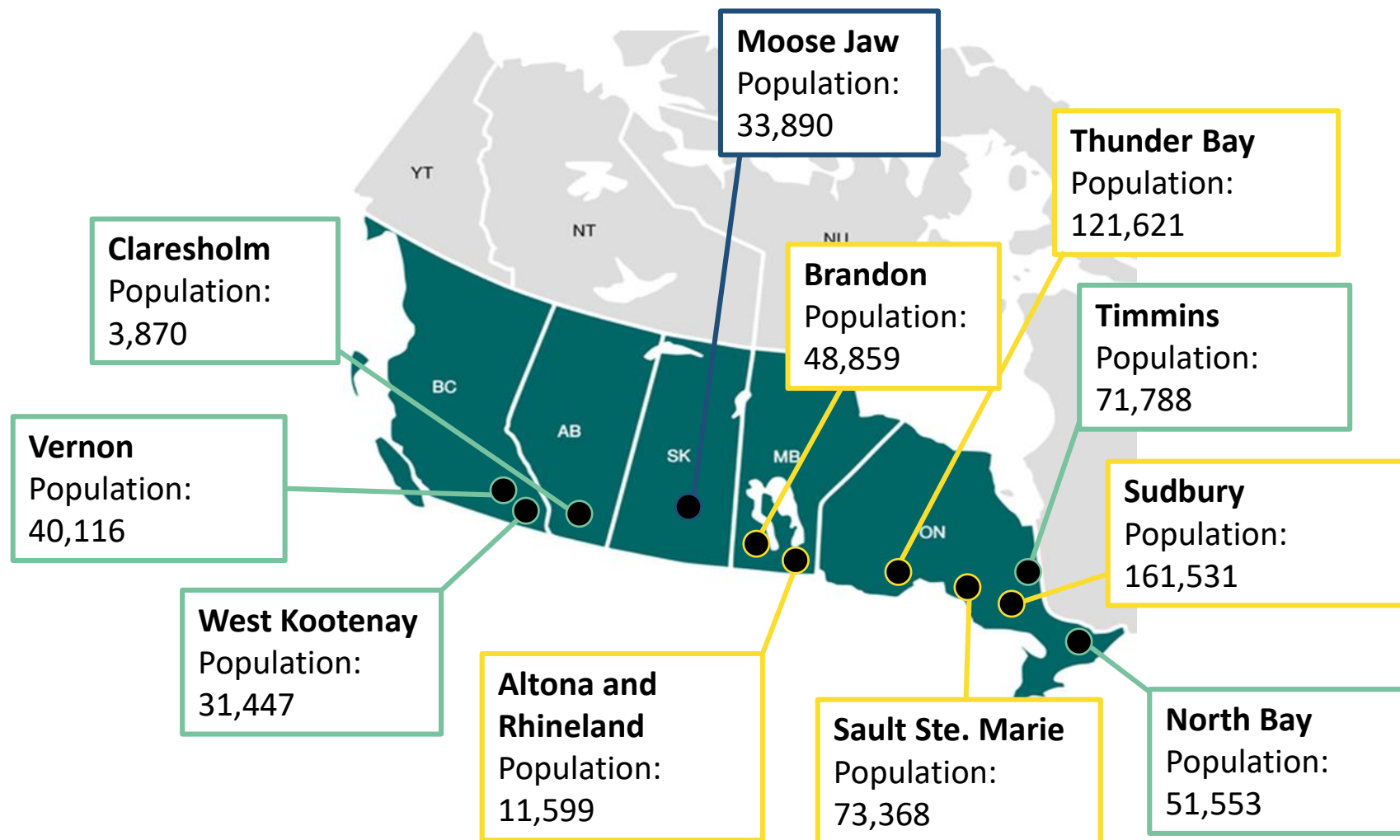


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RNIP: Participating Communities



Key Features of RNIP



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Meaningful
economic opportunity

Community-based
wrap-around
supports

Sense of Belonging
to promote retention and
economic establishment



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Resources for Employers



ESDC Employer Contact Centre
For support with using the Temporary Foreign Worker
Program
[1-800-367-5693](tel:1-800-367-5693)



International Mobility Workers Unit
For help determining if you can use an International Mobility
Program exemption
IRCC.DNIMWU-UMITRN.IRCC@cic.gc.ca



Employer Roadmap
[Employer Roadmap to Hiring and Retaining Internationally
Trained Workers](#)



**Services for employers to help attract global
talent**



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Thank You!

IRCC Outreach
promotion@cic.gc.ca

www.Canada.ca/hire-immigrants



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