



How to Hire Foreign Talent

Programs & Resources
for member of the Canadian
Veterinary Medical Association

February 22, 2023

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



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and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

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demande / This presentation is available upon request in English or
French.

Canada

Agenda



Work permits

Permanent Residence

Finding foreign workers

Resources for employers

Policies & programs can change

Please consult www.canada.ca/immigration for up-to-date information.



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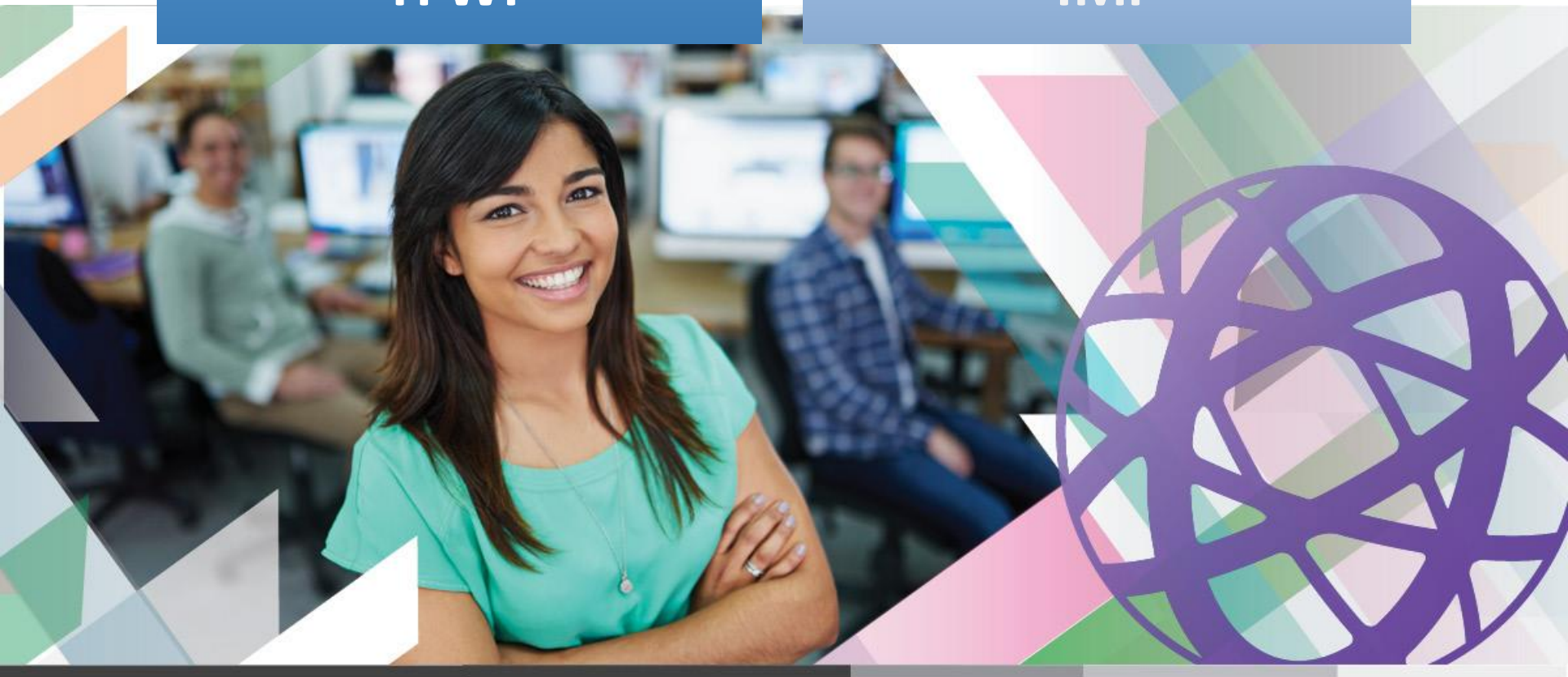
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Work Permits: Two Programs

**Temporary Foreign
Worker Program**
TFWP

**International
Mobility Program**
IMP



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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:



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



\$155

work permit fee



\$85

biometrics fee



\$470



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Examples of LMIA exemptions



Youth Exchange Programs

International Experience Canada

Working Holiday & Young Professionals

Provincial/ Territorial Agreements



Provincial & Territorial Nominees



International Agreements

- Professionals
- Technicians
- Contractual service suppliers
- Intra-company transferees

Significant Benefit



- Entrepreneurs
- Intra-Company Transferees
- Francophone Mobility



Does an LMIA or work permit exemption apply?



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

The [International Mobility Workers Unit \(IMWU\)](#) offers a free service to help employers determine if a foreign worker they are considering to hire is exempt from the LMIA or work permit requirement.

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



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Mobilité Francophone LMIA Exemption

Employer Benefits

- Exemption from LMIA process, which saves time & fees
- Support from IRCC to find candidates abroad
- Serve clients in both official languages
- Tap into new markets & international networks
- Settlement support & pathway to permanent residence

Worker Eligibility

- Language of daily use is French*
**language of workplace can be English*
- Job offered is skilled (TEER 0, 1, 2, 3)



Finding Foreign Workers



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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Hiring An International Student

Did you know?

You can hire eligible international students while they study



They may be eligible to work off campus **without a work permit**:

- for up to 20 hours a week while class is in session, and
- full-time during scheduled breaks

To qualify, students must:

- ✓ have a valid study permit
- ✓ have begun their studies in an eligible program
- ✓ be studying full-time at an eligible post-secondary institution, and
- ✓ have a Social Insurance Number (SIN)



In some cases, international students may be able to work more than 20 hours per week off campus while classes are in progress.



Hiring An International Graduate

Did you know?

You can hire eligible international students after they graduate



Those who have completed all requirements to graduate,

- may be eligible to apply for a Post-Graduation Work Permit; and
- Some may begin working full-time **without a work permit** while their work permit application is being processed.

They need to show you their:

- ✓ valid study permit
- ✓ completion letter or final transcript,
and
- ✓ proof they applied for a work permit



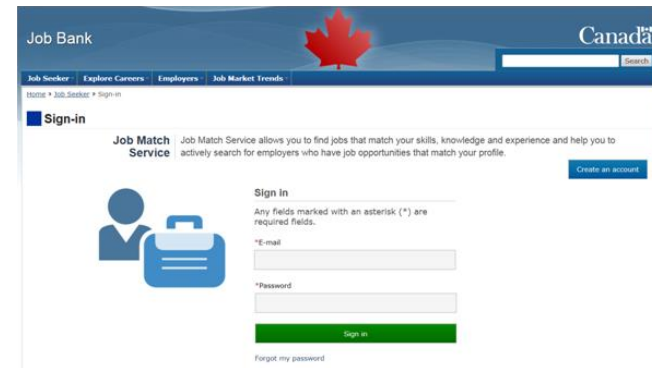
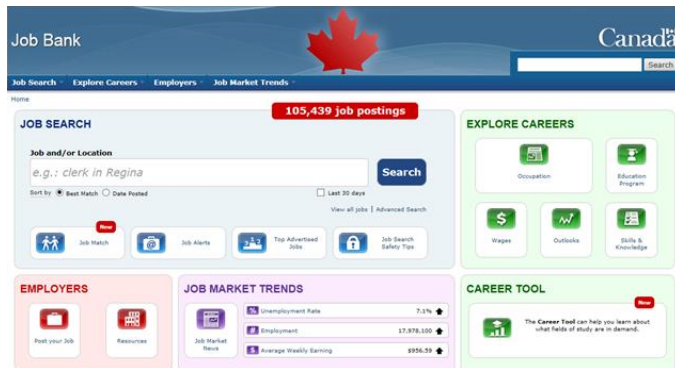
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Finding Foreign Talent in Canada

- Connect with candidates already in Canada based on the skills, knowledge, and experience that you are looking for: www.jobbank.gc.ca



- You can connect with other newcomers in Canada through IRCC-funded organizations like the Immigrant Employment Council and the Réseau en immigration francophone.



Finding Ukrainian Nationals

Connect with Ukrainian nationals and their family members looking to work in Canada: <https://www.jobbank.gc.ca/findajob/resources/jobsforukraine#er>

- [Open work permits for Ukrainians](#): Learn about the process Ukrainian nationals can follow to apply for an open work permit in Canada.
- [How to use Job Bank to recruit and hire](#): Learn how to register an employer and create job postings on Job Bank.
- [Provincial and territorial resources](#): Find resources offered by some provinces and territories for employers who want to recruit Ukrainian nationals.



Atlantic Immigration Program

The Atlantic Immigration Program was launched in January 2022 as a result of the success of the Atlantic Immigration Pilot Program which was in place from 2017 to December 2021.



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Atlantic Immigration Program – Key Features

Priority Process

Processing times are just 12 months with work permit option



Retention Focus

Comprehensive settlement supports offered to ensure long-term retention



Flexible criteria

Employers select the candidates with the skills they need to fill jobs



Employer Driven

Employers select candidates who meet their labour demands



Dedicated Service Channel

Support to help employers through the immigration process



Responding to Unique Needs

Also complements existing suite of immigration programs



Atlantic Immigration Program – Program Process



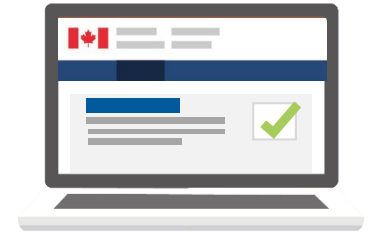
**Step 1: Provinces
designate employers**



**Step 2: Employers
identify candidates**



**Step 3: Provinces
issue endorsements**



**Step 4: Candidate submits
immigration applications**

Work permit
(optional)

Permanent
Residence



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Resources for Canadian employers



IRCC Employer Landing Page:
www.canada.ca/hire-immigrants



[Employer Compliance IMP](#)
[Employer Compliance Inspections](#)
[Employer Compliance TFWP](#)



[Use IRCC Web Form to ask about
your application that is in process.](#)



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Additional Resources



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 to Hiring and
Retaining Internationally Trained
Workers**



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Need more info?

promotion@cic.gc.ca



www.Canada.ca/hire-immigrants



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Servicers for employers to help attract global talent

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Questions?

Comments?

