



How to Hire Foreign Talent

Programs & Resources
for member of the Canadian
Veterinary Medical Association

February 24, 2023

REMINDER: Policies and programs can change.
Please consult 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.

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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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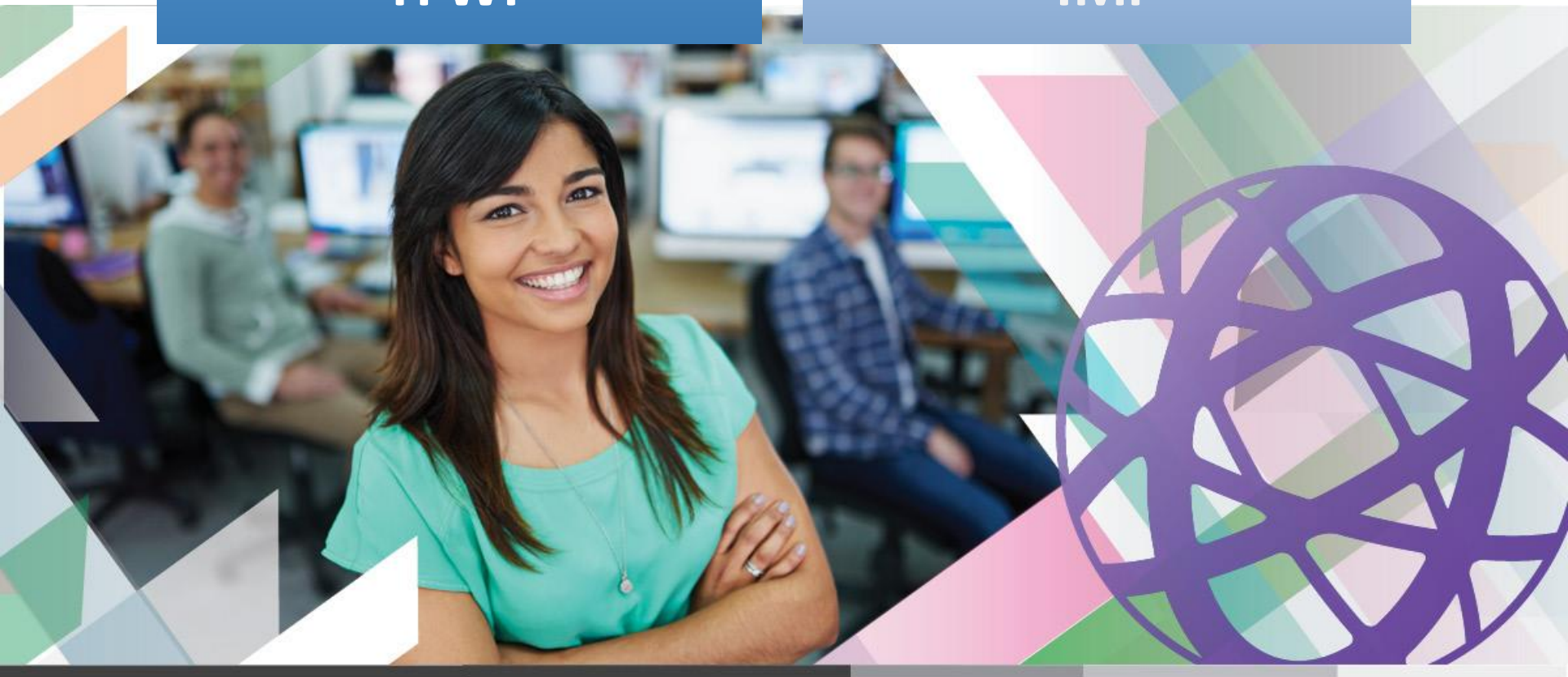
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Work Permits: Two Programs

**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



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



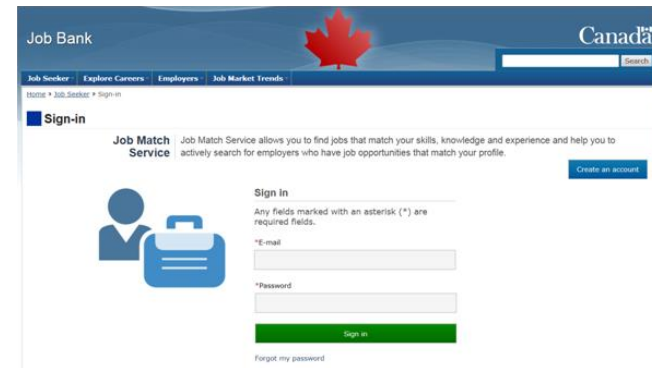
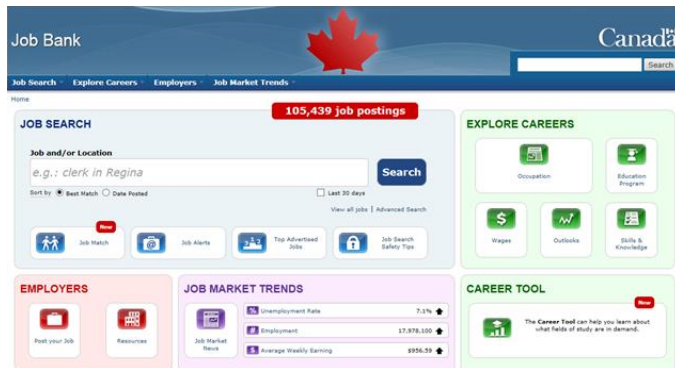
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Finding Foreign Talent in Canada

- 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.



Rural and Northern Immigration Pilot (RNIP)

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

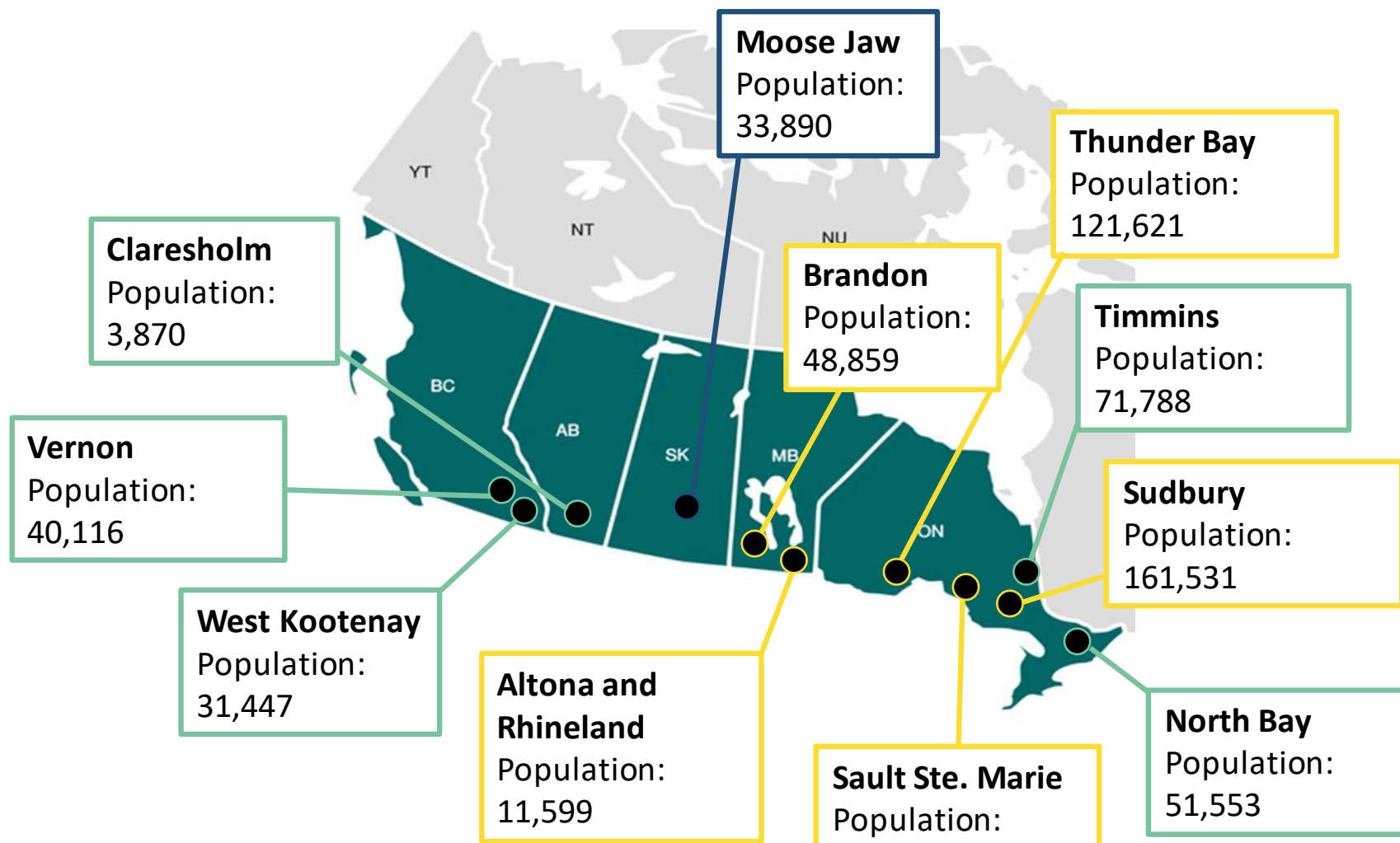


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RNIP: Participating Communities



RNIP – Key Features



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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 Canadian employers



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



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



THE EMPLOYER'S ROAD
Hiring & Retaining
Internationally Trained Workers

[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**



Need more info?

promotion@cic.gc.ca



www.Canada.ca/hire-immigrants



[CitCanada](https://www.facebook.com/CitCanada)



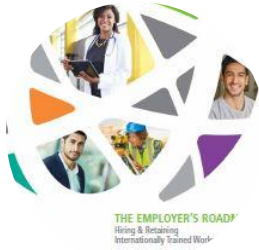
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Servicers for employers to help attract global talent

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Questions?

Comments?

