



LABOUR MARKET
IMPACT
ASSESSMENT
(LMIA) REPORT

2023 - 2024

PARTNERS:

CAREERhire



CAREER CANADA
IMMIGRATION

WHAT IS A LABOUR MARKET IMPACT ASSESSMENT (LMIA)?

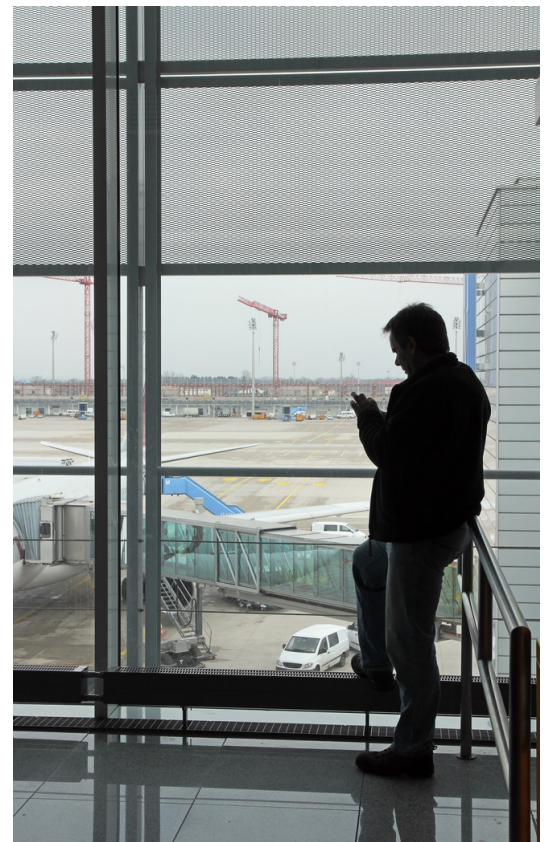
A Labour Market Impact Assessment (LMIA) is a document that an employer in Canada must receive before hiring a foreign worker. A positive LMIA indicates a need for a temporary foreign worker and that no Canadians or PR of Canada are available to do the job.

An LMIA application must be made by an employer. Once the LMIA is obtained, it must be sent to the candidate to accompany the work permit application. Generally, a temporary foreign worker will need a work permit and a positive LMIA in order to work in Canada.

An employer can seek pre-approval of the LMIA to indicate their requirement for workers. The application fee for LMIA requests is \$1000 per position.

LMIA ELIGIBILITY

1. Business should be active for more than 1 year.
2. Business should be in good financial standing with no outstanding.
3. Should offer Full-Time Job Vacancies
4. The Job Offer should meet the occupational median wage based on the job location.





TYPES OF LMIA

1. **High Wage LMIA** – used for High-wage positions/ NOC Codes
2. **Low Wage LMIA** - used for Low-wage positions/ NOC Codes (Most Common)
3. **Dual Intent LMIA** - used to support, both a work permit and an Express entry application. Such an LMIA can be beneficial for an application for PR in Canada (Exempt from Government fees)

DOCUMENT CHECKLIST & REQUIREMENTS

1. LMIA application and government application fee of \$1,000 CAD
2. Business Registration Certificate
3. Recent Documents from CRA (Ex: NOA)
4. PD7A or Company CPA's Letter (template attached)
5. Proof of Recruitment
 - Job Ad Proof
 - 2 Other Job Ads
 - Fee payments for advertising
 - Excel chart outlining the applicants that applied, what credentials they did/did not have, whether they were interviewed by telephone or in person, whether they were given an offer, etc.
6. Employment Offer Letter
7. Employment Contract Offer (for low-wage workers)
 - must be signed by both the employer and the foreign worker and translated if the individual is not fluent in English

LMIA PROCESS

1. Job Bank Registration → Post a Job Ad (should be active for 30 days)
2. Document Readiness → LMIA Application Submission
3. Government Fee Payment (\$1000)

JOB OFFER REQUIREMENTS

Canadian law protects all workers in Canada, including Temporary Foreign Workers (TFW). The exploitation of TFWs is considered a violation of Canadian laws and human rights.

Employers must:

1. Pay TFWs for all work, including overtime, where required by law.
2. Provide workplace safety/ Health insurance.
3. For Low Wage LMIA's - Pay for the round-trip transportation costs for TFWs to arrive at their work location in Canada at the beginning of their work period, and to return to their country of residence at the end of their work period.

INTERVIEW PROCESS

The employer will need to submit dates and instruction for virtual interviews. They can then make their hiring decisions.





STEPS TO FOLLOW INTERVIEW PROCESS:

- Preparation of the required forms and documents
- Submission of the application
- Application review by the ESDC
- Interview with the company's officer
- Final decision

CONSIDERATIONS AND TIMELINES:

- Employer may already be registered with the Job Bank – we would then add our company as a representative.
- Employer Documentation, Candidate Screening and Selection can happen simultaneously while the Job ad is active.
- LMIA approval takes approximately 4-weeks and is a one-time process. Once we receive approval, employer documents are no longer needed for the future and the job ads are kept running on rotation.
- The government processing fee is to be borne by the employer - we invoice the employer only when the LMIA is approved.
- Once we receive a positive LMIA we can apply for a candidate's Work permit
- The work permit process is country-specific and takes approximately 3-4 months.
- The work permit application is made on our IRCC Portal as Licensed immigration consultants.
- Candidates will be on closed work permits valid for 2 years – which allows them only to work for your company (until they receive their PR which usually takes 3 years).

SAMPLE CPA LETTER

The CPA letter should be on the CPA's Letterhead with their name and contact information.

To Whom It May Concern

Dear Sir/ Madam,

This is to certify that **<Business name>** with CRA Business Number/Payroll account number **<Payroll/ Business number>**, has a registered office at **<Business address>**.

The business is delivering **<Business nature/activity>**. **<Business name>** is in operation for **<duration>** years and their accounts are in good standing with CRA. **<Business name>** has a positive cash flow and has the financial ability to pay wages for foreign workers to be hired for the required duration.

If you have any questions, you can reach me at.

Thank you,

Date and signature
