



**Closing Workforce Gaps:
Temporary and Foreign Worker Program**

What I bring to my service

- Immigrant successfully navigating the system
- 20+ years in Workforce Development through research and community initiatives
- Authorized Immigration Practitioner
- High degree of success
- Most Importantly – client advocate

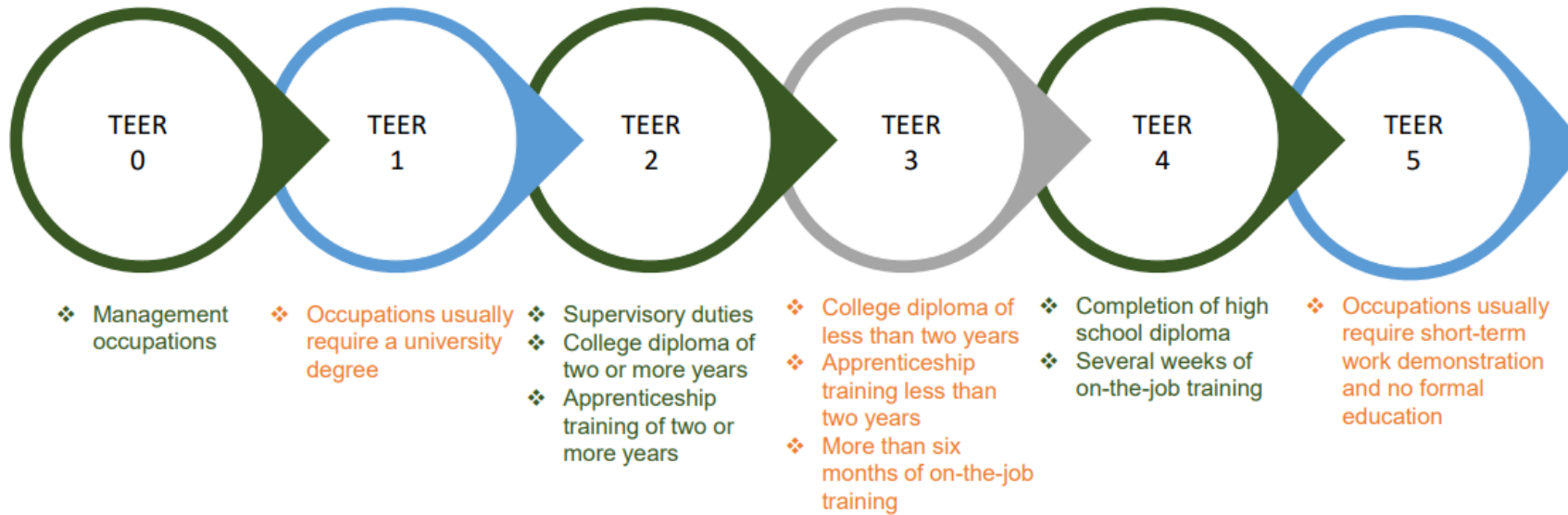
Why consider hiring internationally

- Chronically low unemployment rate – 4.6/5% February
- High Vacancy Rates – Q4 2022 – 4.9/4.7%
- Shrinking Labour Force – decreased by 1600 February

Important to know

Training, Education, Experience and Responsibilities (TEER) Categories

Source:
Service Canada



Important to know

- Most employers need a Labour Market Impact Assessment (LMIA) before they can hire a Temporary Foreign Worker
 - What does that mean for you?
 - Application to Employment and Social Development Canada (ESDC)
 - Determine which stream (4)
 - High-wage, low-wage, seasonal Ag worker program and Ag streams
 - Collect evidence that demonstrates the need to hire a foreign national temporarily
 - What does it do for you?
 - Confirms there is a need to hire a temporary foreign worker
 - No Canadians or permanent residents are available to do the job
 - Allows you to hire foreign nationals for the duration identified

Use Case

- Employer X has been searching for a Mould Maker (NOC [72101](#))
 - Steps to take
 - Determine Stream (high or low wage) Job Bank [Wages](#) for NOC in ER
 - Ontario \$26.06
 - Recruitment Requirements – High Wage Stream as Median Wage is over \$26.06
 - 3 different activities – Job Bank posting is a requirement
 - 4 consecutive weeks in the 3 months prior to submitting
 - Job Match – 30 Days - 4 ★ or above
 - Business Legitimacy – Job Offer and Business
 - Transition Plan

Employer Responsibilities



Meet the conditions listed on the work permit, including the job location and length of time they can work in Canada



Meet the details of the offer of employment, including occupation, duties, pay and working conditions



Set up medical insurance and workers' compensation benefits



Be active in the business as long as the work permit is valid



Meet all applicable employment and recruiting laws



Make sure the workplace is free of abuse



Cooperate with an inspection of employer compliance



Keep documents for six years

Source:
Service Canada

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Service Canada

Average LMIA processing times for February 2023

Application type	Average processing time
Global Talent Stream	9 business days
Agricultural stream	15 business days
Seasonal Agricultural Worker Program	12 business days
Permanent residence stream	25 business days
In-home caregivers	29 business days
High-wage stream	33 business days
Low-wage stream	36 business days

<https://www.canada.ca/en/employment-social-development/services/foreign-workers/labour-market-impact-assessment-processing-times.html>

What else exists

- LMIA exempt – International Mobility Programs
- Individuals with open work permits do not need additional permission to work with any employer.
- Students – similarly has open work permit however limited to 20 hrs/week
 - Temporary Measure – December 31, 2023
- Visitors can now apply for a work permit within Canada
 - Temporary Measure – February 28, 2025

Other options

- Ontario Immigrant Nominee Program
 - Foreign nationals, international students and others with the right skills, experience and education apply for a nomination
 - 9 streams
 - Employer Job Offer: Foreign Worker stream
 - Employer Job Offer: International Student stream
 - Employer Job Offer: In-Demand Skills stream

OINP stream	Estimated processing time
Ontario's Express Entry French-Speaking Skilled Worker	70 – 100 days
Ontario's Express Entry Human Capital Priorities	70 – 100 days
Ontario's Express Entry Skilled Trades	70 – 100 days
Masters Graduate	90 – 120 days
PhD Graduate	90 – 120 days
Employer Job Offer: Foreign Worker	90 – 120 days
Employer Job Offer: International Student	90 – 120 days
Employer Job Offer: In-Demand Skills	90 – 120 days

Entrepreneur

Expression of Interest (EOI)

Assessment:

Less than 30 days

Applications:

Depends on application complexity

Source:
Government of
Ontario

<https://www.ontario.ca/page/oinp-application-processing-times-and-nominations-issued>



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Announcements

- Ontario Immigrant Nominee Program – new intake levels
 - 16,500 in 2023
 - 17,000 in 2024
 - 18,000 in 2025

Important Resources

- OINP - <https://www.ontario.ca/page/ontario-immigrant-nominee-program-oinp>
- LMIA - <https://www.canada.ca/en/employment-social-development/services/foreign-workers.html>
- Job Bank - <https://employer.jobbank.gc.ca/employer/>

