

Immigration Roadmap.

Permanent Residence.

The Government of Canada believes that foreign workers can help employers meet their labour needs when Canadians and permanent residents are not available. Employers can support a foreign worker's application for permanent residency in several ways.

VALID JOB OFFER.

Some applications for permanent residence are submitted through the Express Entry. Express Entry is an invitation-based system used to manage applications for permanent residence from skilled workers. Applicants with a **valid job offer** from their employer have a higher likelihood of being invited to apply for permanent residence.

BRITISH COLUMBIA PROVINCIAL NOMINEE PROGRAM.

The **BC Provincial Nominee Program** (BC PNP) is a way for high-demand foreign workers to gain permanent residency in B.C. Applicants must have a qualifying offer of full-time, indeterminate employment in an eligible occupation from a B.C. employer.

LABOUR MARKET IMPACT ASSESSMENT (LMIA) IN SUPPORT OF PERMANENT RESIDENCY.

Employers can apply for a Labour Market Impact Assessment (LMIA) in support of a foreign workers **application for permanent residence**. This is a fee-exempt application eligible for expedited processing. Businesses must have been in operation for at least one year and meet advertising/recruiting, wage and working conditions requirements. A "dual intent" LMIA (fees apply) will support a foreign worker's application for permanent residence and a work permit.

BC PNP FOR SKILLED WORKERS.

Employers can retain **skilled workers** by supporting applications through the **BC PNP Skilled Worker** programs. Foreign workers must meet program requirements and have a qualifying job offer from their B.C. employer, who must also meet program requirements. As a condition of their participation in the BC PNP, foreign workers must continue to work for their B.C. employer while their application is processed.

BC PNP FOR ENTRY LEVEL/ SEMI-SKILLED WORKERS.

Employers can retain certain entry level and semi-skilled workers in tourism/hospitality occupations by supporting applications through the **BC PNP Skilled Worker** programs. Foreign workers must meet program requirements and have a qualifying job offer from their B.C. employer, who must also meet program requirements. As a condition of their participation in the BC PNP, foreign workers must continue to work for their B.C. employer while their application is processed.

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Work Permit.

A Work Permit authorizes a foreign worker to work in Canada temporarily. Work permits may be open or employer specific. Employers can hire temporary workers through the **Temporary Foreign Worker Program** (TFWP) or the **International Mobility Program** (IMP).

TEMPORARY FOREIGN WORKER PROGRAM.

The **Temporary Foreign Worker Program** (TFWP) allows Canadian employers to hire foreign nationals to fill temporary labour and skill shortages when qualified Canadian citizens or permanent residents are not available. Foreign workers hired through this program are granted employer-specific work permits. Employers hiring workers through this program are subject to an **employer compliance process**.

INTERNATIONAL MOBILITY PROGRAM.

The **International Mobility Program** (IMP) lets employers hire temporary workers without a Labour Market Impact Assessment (LMIA). Foreign workers hired through the IMP may be granted an open or employer-specific work permit. Employers hiring workers on employer-specific work permits through this program are subject to an **employer compliance process**.

LMIA FOR HIGH AND LOW WAGE TEMPORARY WORKERS.

Employers can hire foreign workers by applying for a Labour Market Impact Assessment (LMIA) in support of a work permit when there is evidence of a skills and/or labour shortage. There are two LMIA streams (**Low-wage** and **High-wage**); choosing the appropriate stream depends on the hourly wage rate offered to the foreign worker relative to the provincial median. Employers hiring workers through this program are subject to an **employer compliance process** and must pay a processing fee (\$1,000/worker).

OPEN WORK PERMITS.

An open work permit allows the permit holder to work for any Canadian employer. Employers can hire foreign workers with open work permits; they do not need to submit an offer of employment or pay the employer compliance fee. Types of work permits in this category include Working Holiday Permit, Bridging Open Work Permit and Post-Graduation Work Permit.

EMPLOYER-SPECIFIC WORK PERMITS.

An employer-specific work permit only allows the permit holder to work for the employer specified on the work permit. Employers must submit an **offer of employment** and pay the **employer compliance fee** (\$230). Types of work permits in this category include Young Professional Work Permit, Francophone Mobility Work Permit and Provincial Nominee Work Permit.