



I M M I G R A F A I R E S



DIY GLOBAL RECRUITMENT

A Step-by-Step Guide to Hiring
Foreign Workers in Canada and
Quebec



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3- Application for the LMIA

In this section of the eBook on the Temporary Foreign Worker Program (TFWP), we will introduce the process of preparing the application for the Labour Market Impact Assessment (LMIA).

1. Preparing the application for the LMIA

During the preparation of your LMIA application, all communication with the government regarding the Temporary Foreign Worker Program (TFWP) is conducted through specific forms. The following table provides an overview of the forms associated with each stream of the program:

Stream	Forms
High-wage	ESDC EMP 5626
Low-wage	ESDC EMP 5627
Global Talent	ESDC EMP 5625
Simplified Quebec	ESDC EMP 5626-5627
Pilot Project Quebec	ESDC EMP 5627

Before submitting the form, it is important to ensure that you have provided complete and accurate information in the "Company Information" form (link provided). Our in-house attorney utilizes this internal form for assessing the eligibility of potential client employers in what we refer to as a Strategic Analysis stage. If you are undertaking the process of hiring international workers on your own, it is recommended to complete this assessment independently. Once you have answered all the questions in the company information form, we provide, you will be ready to proceed with completing the LMIA application forms, either 5626 or 5627.

Completing the LMIA form is equivalent to introducing your company and yourself as an owner or decision-maker, while also sharing a story with the government about the challenges your company faces due to labor shortages and how these shortages impact both your business and the community. Labor shortages can also have implications for your existing workforce.

Let's consider the story of a family-owned restaurant that has exhausted all available options to hire locally without success. They have increased salaries to meet market standards, implemented employee referral programs with bonuses, and continuously posted job openings, yet no suitable candidates have been found. The restaurant industry suffers disproportionately from labor shortages, as these jobs are often filled by students and young people in the early stages of their employment. Additionally, demographic changes in Canada have negatively affected this sector when compared to other industries, such as video game testers, which attract low-skilled workers who are proficient with computers. This restaurant, located in a less populated region, faces even greater challenges in hiring, as metropolitan areas with universities and colleges tend to attract more young individuals who need to balance their studies with employment. Service Canada agents may not necessarily have access to specific information about your industry or geography, so it is crucial for you to convey your unique circumstances and provide relevant data.

Furthermore, you need to describe to the Service Canada agent how the labor shortage impacts your company, the few employees you have managed to retain, your revenue, and even your mental well-being as the owner. The labor shortage may prevent the restaurant from operating at full capacity, leading to a decrease in revenue and potential layoffs. This can have a ripple effect on the community, as the restaurant may be a significant local employer or provider of much-needed services that are already scarce in the area. Additionally, reduced operating hours may affect customer service, resulting in declining satisfaction and potentially harming the restaurant's reputation.

By highlighting these impacts, employers can demonstrate the necessity of hiring foreign workers and the benefits they can bring to both the business and the community. It is crucial to provide specific details and data to support your case, such as the number of job vacancies, the required skills for the positions, and the efforts made to recruit Canadian workers. By presenting a compelling case, employers can increase their chances of obtaining a positive LMIA decision.

Tips:

1. If you are an employer in Quebec, it is important to note that you are required to complete two separate application packages. The first package is for submission to the federal government of Canada, and it should be prepared in English. The second package is for the Quebec immigration Ministry and should be prepared in French. For detailed instructions on how to prepare the Quebec application package, please refer to the sections below that specifically cover this subject.
2. When submitting your LMIA application to Service Canada, it's important to note that all the documents you provide will also be included as part of the Quebec application package. In addition, specific forms required by Quebec will need to be completed for the second package. To streamline the process, it is recommended to first prepare the LMIA application and gather all the necessary forms and supporting documents. Once that is complete, you can proceed to prepare the Quebec application package by adding any additional documents and forms that are specific to Quebec's requirements. This approach ensures a smoother and more efficient application process.
3. It is crucial to gather and prepare all the essential evidence to substantiate your narrative. This includes collecting data on job vacancies, outlining the required skills for the positions, and documenting the recruitment efforts you have undertaken. By presenting these supporting proofs, you can construct a strong and compelling case that highlights the necessity of hiring foreign workers.

4. **BUSINESS LEGITMACY**

The Business Legitimacy Requirements section of the Temporary Foreign Worker Program (TFWP) provides employers with guidelines and documentation requirements to demonstrate the legitimacy of their business and job offers.

1. Proof of Business Existence:

- Employers must provide documentation to establish the legal existence of their business, such as business registration certificates, articles of incorporation, or partnership agreements.

2. Business Activities:

- Employers need to provide details about the nature of their business activities, including information about the products or services offered, target market, and any relevant permits or licenses.

3. Financial Viability:

- Employers must demonstrate their financial viability by submitting financial statements, such as income statements, balance sheets, and cash flow statements, to prove that they can fulfill their obligations towards temporary foreign workers.

4. Employment Standards Compliance:

- Employers must comply with federal, provincial, and territorial employment standards, including minimum wage, working hours, and workplace safety regulations. Proof of compliance may be required, such as payroll records, employment contracts, or receipts for payment of wages.

5. Genuine Job Offer:

- Employers must provide a genuine job offer to the foreign worker, outlining the terms and conditions of employment, including wages, working hours, job duties, and benefits. The job offer should align with the employment standards and prevailing wages in the specific occupation and region.

6. Accuracy and Completeness of Information:

- Employers should ensure that all information provided in their application is accurate, complete, and up-to-date. Any false or misleading information may lead to application refusal or other penalties.

Note: This summary provides an overview of the information available on the Employer Requirements and Business Legitimacy page. For detailed guidance and specific requirements, it is recommended to visit the official page on the Government of Canada website:

Please note that the content and information provided on the official Government of Canada website should always be considered as the most accurate and up-to-date source.

1. Financial Capacity

In order to apply for a Labour Market Impact Assessment (LMIA), all employers including household employers hiring a nanny must provide proof of their financial capacity. The following documents can be submitted to proof your financial capacity:

- The most recent T2 Schedule 100 Balance sheet information and T2 Schedule 125 Income statement information , follow the link to understand what a T2 is [PDF LINK T2](#).
- The most recent T4 or payroll records for a minimum of 6 weeks immediately prior to the submission of this LMIA application, if the temporary foreign worker (TFW) already works for you [PDF LINK T4](#).

Tips

- Make sure that your Annexes 100 and 125 show the agent that there is benefit enough to pay the new salaries you would like to hire. The level of revenue is not such a good indicator as free benefit ready to be used is to proof your financial capacity.
- As a rule of thumb, employers must prove to the government that they have at least benefits equivalent to double the salary of the worker they want to hire.
- An attestation confirming financial capacity may be a good complement to of annexes 100 or 125 that do not show enough revenue. They must be prepared by a lawyer or any other member in good standing with a law society (lawyers, notaries in Quebec and independent paralegals in Ontario), or a Chartered Professional Accountant in good standing with the respective professional body.

Note: The Ordre des comptables professionnels agréés du Québec does not authorize Attestations from Chartered Accountants in Quebec. However, if you choose to work with an immigration agency like **Immigraffaires** for the purpose of international hiring, we offer a unique advantage. Our in-house lawyer, who is well-versed in the intricacies of international hiring, can conduct a comprehensive assessment of your operations and provide an attestation confirming your ability to sustainably compensate your foreign worker for the entire duration of their 24-month employment. This specialized service sets us apart from other agencies and ensures that you have the necessary documentation to support your LMIA application. If you are not working with an attorney specialized in international hiring, we recommend consulting with your corporate attorney who possesses sufficient knowledge of your business to provide an attestation regarding your financial capacity to pay your newly hired foreign workers.

1. Calculate the Right Salary for the Province of Quebec

Calculating the appropriate salary for temporary foreign workers in the province of Quebec is an essential step in the immigration process. It ensures that workers are compensated fairly and in accordance with the regulations set by the Quebec government. To determine the right salary, it is important to follow the guidelines provided by the government.

When hiring high-skill workers, you can refer to the guidelines provided on the Quebec government's website. These guidelines outline the salary requirements for different high-skill positions. You can access the information at [Link to external website](#).

For low-skill workers, specific conditions and salary requirements are outlined by the Quebec government. These guidelines ensure that workers are paid a fair wage based on the nature of the job. You can find more details at [Link to external website](#).

To calculate the salary for temporary foreign workers, it is necessary to carefully review the guidelines provided by the government. The Quebec government provides resources and information on how to establish the salary for different positions. These guidelines consider factors such as the type of job, the level of experience, and the prevailing wages in the industry. You can find more information on salary calculation at [Link to external website](#).

When submitting any immigration-related forms, it is crucial to read and respond to them accurately. Misinforming the immigration authorities can lead to complications and potential negative consequences. Service Canada, as the federal government agency responsible for immigration, has access to company information and can verify the accuracy of the provided details.

For more information on the application process for temporary selection and work permits in Quebec, you can visit the following official links:

- Temporary Selection Application

- Hiring Temporary Foreign Workers in Quebec

By understanding and following the guidelines provided by the Quebec government, employers can ensure compliance with the salary requirements for temporary foreign workers and navigate the immigration process successfully.

Calculating the appropriate salary for the province of Quebec is a crucial step in the LMIA application process. It ensures that foreign workers are not hired at wages lower than what Canadian workers would receive for the same job. To determine the right salary, you can refer to the guidelines provided by the Quebec government.

For Quebec-specific guidance, consult the 2022 edition of the Salary Guide by Profession published by Emploi-Québec. This guide presents salary information in quartile intervals for various occupations in Quebec. Please note that it includes both the old NOC codes (2016 and 2018) and the new codes established by Statistics Canada since April of this year. As the transitional stage between both classifications continues, it is necessary to refer to both sets of codes as many official documents still reference the 2016 classification.

The guidelines provide salary ranges based on different levels of experience:

- For 0 to 2 years (24 months) of experience: The offered salary should be at least equal to the first quartile salary.
- For more than 2 years (25 months) up to 9 years (108 months) of experience: The offered salary should be at least equal to the second quartile.
- For more than 9 years (109 months) of experience: The offered salary should be at least equal to the third quartile.

For example, if you are hiring a software developer in Montreal, you can refer to the guidelines to determine the appropriate salary range. The median wage for software developers in Montreal is \$39.00 per hour, with a minimum wage of \$25.00 per hour and a maximum wage of \$60.00 per hour.

By following these guidelines, you can ensure that the salary you offer to your foreign worker is fair, competitive, and compliant with the LMIA program requirements. Remember that the salary must align with the prevailing wage for the occupation and location and be sufficient to attract Canadian workers to the position.

Important tip: To comply with the LMIA program, the salary offered to the foreign worker must match what was stated in your job advertisements and the LMIA application, as well as what is specified in the job contract signed by the employer and employee. Service Canada will review your application to ensure compliance with these requirements.

1. E. Explain your needs in a presentation letter

When applying for a Labour Market Impact Assessment (LMIA) and seeking validation of your job offer with Quebec immigration authorities, it's crucial to craft a compelling story to engage the agents. Service Canada is responsible for analyzing the hiring of foreign workers in the Canadian labor market. While historically the focus of Immigration Canada was to control the influx of foreigners into the country, Service Canada's role is to ensure that the LMIA program assists the right type of employers. To increase your chances of success, it is important to highlight relevant aspects of your entrepreneurship journey, community contributions, and specific challenges related to geographical or industry factors that affect your hiring capacity or access to qualified candidates. This section provides tips on how to effectively communicate your needs in a presentation letter.

1. Showcase Your Entrepreneurship Story:

Share the story behind your entrepreneurial journey and emphasize how your business contributes to the community. Highlight your achievements, milestones, and any unique aspects that set your company apart. If you come from a family business, mention it as Canada aims to support and foster entrepreneurship.

2. Address Geographical or Industry Challenges:

Explain how certain geographical or industry-specific factors impact your ability to hire or disproportionately limit your access to a pool of suitable candidates. If your business operates in a niche industry, such as IT, where there is a particular interest from the Canadian government, highlight this as it aligns with the government's goals of promoting technological innovation.

3. Highlight Exporting, Research and Development, or Small Business Status:

If your business is involved in exporting goods or services, research and development activities, or if you are a small business with fewer than 10 employees, emphasize these aspects. Small businesses make up a significant percentage of employers in Canada and North America, and the government recognizes their importance to the economy.

4. Emphasize the Need for Entrepreneurship Capital:

Canada acknowledges the lack of entrepreneurship capital and is supportive of individuals interested in pursuing entrepreneurship. If you come from a family business or have experienced challenges related to entrepreneurship, express how Canada's support will enable you to persevere and contribute to the country's entrepreneurial landscape.

5. Provide Any Relevant Information:

Include any additional details that can strengthen your case. This may include awards or recognition received, social or environmental initiatives, collaborations with local organizations, or testimonials from satisfied customers or partners.

Conclusion:

When writing your presentation letter, keep in mind the objective of engaging the agents and persuading them to support your LMIA application. Clearly articulate the unique aspects of your business, the challenges you face, and how hiring foreign workers can address your specific needs. Present a compelling case that demonstrates the benefits not only to your company but also to the local community and the Canadian economy as a whole.

Remember, providing a well-crafted presentation letter that effectively communicates your needs will greatly enhance your chances of a successful LMIA application.

Note: Make sure to customize the presentation letter for your specific industry and situation, incorporating the tips provided to maximize its impact.

[Service Canada, Programme des Travailleurs Temporaires, Bureau de Montreal]

[Address]

[City, State, ZIP]

Subject: LMIA Application - [NOC Code]

Dear Service Canada agent,

I am writing to support our applications for a Labour Market Impact Assessment (LMIA) and [any other relevant permits/applications] on behalf of [Company Name]. [Company Name] is an operating company located in [City/Region], [Province/State], under the [Industry/Activity Code]. Specifically, [Company Name] is a [briefly describe the company's operations, products, or services].

This letter aims to provide a comprehensive overview of the economic and social context that has led [Company Name] to seek the employment of a foreign worker in order to meet its business demands.

[Company Name] was established [year] and has been [describe key milestones, achievements, or growth]. Over the years, the company has demonstrated a commitment to [mention any relevant aspects such as innovation, sustainability, community involvement, etc.].

Due to the company's expansion and increased demand for its products/services, [Company Name] is facing challenges in meeting its staffing requirements. Specifically, there is a shortage of qualified workers [mention specific shift/position/department] which has resulted in [explain the impact on productivity, revenue, or operations]. Despite [mention efforts made to recruit locally such as advertising, training programs, etc.], the company has been unable to find suitable candidates to fill these positions.

After careful consideration, [Company Name] has identified the potential to address this labor shortage by hiring foreign workers through the Temporary Foreign Worker Program. This program allows the company to tap into a wider pool of talent and expertise that may not be readily available in the local labor market. By attracting skilled individuals from abroad, [Company Name] aims to enhance its operations, productivity, and overall growth.

The proposed foreign workers, [Mention number of candidates] with expertise in [mention specific skills or qualifications], have been carefully selected based on their experience and suitability for the positions. Their skills and knowledge will greatly contribute to the success of [Company Name] and help address the existing staffing gap.

We are confident that by hiring foreign workers, [Company Name] will not only meet its immediate staffing needs but also benefit the local economy and community. These workers will integrate seamlessly into the company's workforce, collaborating with existing employees and fostering knowledge exchange. Their presence will not adversely affect local job opportunities or working conditions but rather enhance the company's overall competitiveness and growth potential.

The employment offer for the foreign workers includes the following conditions:

- Temporary employment for a duration of [duration]
- [Specify working hours, shift, or schedule]
- Compensation and benefits [mention details such as wage, allowances, benefits, etc.]

In conclusion, [Company Name] firmly believes that hiring foreign workers is essential for the continued growth and success of the company. Their skills and contributions will strengthen the workforce, positively impact productivity, and foster innovation. We are confident that the presence of these foreign workers will be mutually beneficial for [Company Name], the local community, and the Canadian economy.

We trust that the documentation submitted in support of this application fulfills the requirements of the LMIA process. Should you require any additional information or have further inquiries, please do not hesitate to contact me.

Thank you for your time and consideration.

Sincerely,

[Your Name]

[Your Title/Position]

[Company Name]

[Contact Information]

SUBMIT THE LMIA VIA THE IRCC PORTAL.

In this chapter, we will provide you with a comprehensive step-by-step guide on how to successfully submit a Labour Market Impact Assessment (LMIA) application through the Immigration, Refugees, and Citizenship Canada (IRCC) portal. A thorough understanding of this process is crucial for both prospective immigrants seeking employment in Canada and hiring managers who are interested in hiring foreign workers.

1. Create your employer profile in the portal

Visit the IRCC website: Go to the Immigration, Refugees, and Citizenship Canada (IRCC) website at <https://www.canada.ca/en/immigration-refugees-citizenship.html>.

Register an account: Click on "Sign in or register" and create an employer account by providing your business details, contact information, and a username/password.

The next step would be to start a new LMIA Application and submit it correctly!

Let's continue:

a) Start a New LMIA Application

Log in: Sign in to your newly created employer account on the IRCC portal.

LMIA Applications: Navigate to the "LMIA Applications" section of the portal.

Start a new application: Click on "Start a new application" or similar option to initiate the LMIA application process.

b) Provide Employer and Job Information

Business information: Fill in details about your company, including its legal name, business number, and address.

Job details: Enter information about the job, such as job title, duties, and required skills.

Duration: Specify whether the job is temporary or permanent.

c) Answer LMIA Questions

Answer a series of questions related to the LMIA, including:

Details about the recruitment efforts made to hire Canadians or permanent residents.

Justification for hiring a foreign worker.

Impact on the Canadian labor market.

d) Offered Wage and Benefits

Enter wage: Specify the wage you are offering to the foreign worker. Ensure it meets or exceeds the prevailing wage for the occupation and location.

Benefits: Outline any additional benefits or compensation being provided.

e) Recruitment Efforts

Provide details about the efforts made to recruit Canadian citizens or permanent residents for the job. This may include evidence of job postings, responses received, and reasons for not selecting Canadian applicants.

f) Review and Submit

Review the application: Carefully review all the information you've entered to ensure accuracy and completeness.

Pay processing fee: If applicable, pay the required processing fee for the LMIA application.

Submit: Once you're satisfied with the application, submit it through the IRCC portal.

Pay Attention To:

Accuracy: Ensure all information is accurate, complete, and matches the supporting documentation.

Language Requirements: If the job requires language proficiency, provide evidence or test results as required.

Wage Requirements: Verify that the offered wage meets or exceeds the prevailing wage for the occupation and location.

Recruitment Efforts: Thoroughly document your efforts to recruit Canadian workers and provide evidence if requested.

Honesty: Be truthful and transparent in your responses, as misrepresentation can lead to delays or rejection.

1. when and how to follow up with authorities

In this section, we'll guide you through the process of following up with authorities during your LMIA. Timely and appropriate follow-ups can help ensure that your application progresses smoothly and address any concerns or delays that may arise.

When: After submitting your LMIA application, follow up if you haven't received an acknowledgment or confirmation within a reasonable timeframe (e.g., a few weeks).

How to:

Follow these steps to initiate a follow-up with authorities:

Gather Information:

Collect your application number, reference numbers, and any relevant documents before reaching out.

Online Inquiry:

Visit the IRCC website (<https://www.canada.ca/en/immigration-refugees-citizenship.html>) and navigate to the "Contact Us" section.

Select the appropriate option based on your inquiry, such as "Work permit" or "LMIA."

Fill out the online inquiry form, providing accurate and detailed information about your application.

Phone Inquiry:

Call the IRCC helpline at the phone number provided on their website.

Follow the prompts to connect to the relevant department (e.g., work permits, LMIA).

Have your application details ready to provide to the representative.

Expectations:

After submitting an inquiry, you may receive an email or reference number confirming your submission.

Authorities will respond to your inquiry within a specific timeframe, which may vary based on their workload and the complexity of your case.

Example:

Case Example: LMIA Application Follow-Up

Scenario: After submitting an LMIA application for a skilled foreign worker, the employer hasn't received any acknowledgment or updates for three weeks.

Action:

Gather the LMIA application number and supporting documents.

Visit the IRCC website and navigate to the "Contact Us" section.

Select "Temporary foreign workers" and complete the online inquiry form, providing the application details and mentioning the lack of acknowledgment.

Expect an automated email confirming your inquiry submission.

Wait for a response from IRCC within their specified timeframe.

COMPLETE AND SUBMIT THE CAQ APPLICATION AND JOB OFFER VALIDATION FOR HIRING A TEMPORARY FOREIGN WORKER IN QUEBEC

Hiring a temporary foreign worker in Quebec requires obtaining the necessary authorizations from both the Government of Quebec and the Government of Canada. This process involves the submission of a CAQ (Certificat d'acceptation du Québec) application and the validation of the job offer. Understanding the steps and requirements involved is essential for employers seeking to hire foreign workers on a temporary basis.

PREPARING YOUR SUBMISSION PACKAGE

The Government of Quebec, through the Ministry of Immigration, Francization, and Integration (MIFI), provides guidelines and procedures for employers interested in hiring temporary foreign workers. You can find the relevant information and guidelines on their website.

To ensure a smooth process, it is crucial to pay attention to detail and adhere to the guidelines provided by the Quebec Provincial government when applying for a Certificat d'acceptation du Québec (CAQ). Accuracy in filling out forms and providing supporting documents is paramount.

For Quebec employers, the job validation process requires specific forms that are consistent across all streams of the foreign worker program. These forms include:

- Mandat de représentation A-0525-AF
- Standard Employment Contract A-2700-CF
- Employer declaration A-0700-CF

These forms serve different purposes:

- The Power of Attorneys A-0525-AF authorizes a representative to act on behalf of the employer.
- The Standard Employment Contract A-2700-CF outlines the terms and conditions of employment.
- The Employer declaration A-0700-CF provides a declaration from the employer.

These forms, along with the relevant supporting documents, help demonstrate the authenticity and legitimacy of the job offer.

Include any supporting documents previously submitted for the Labor Market Impact Assessment (LMIA) application that demonstrate the financial capacity and legal operation of the business.

Adding local press articles that prove a shortage of labor in your specific industries can serve as additional evidence to support your need for hiring foreign workers.

Simultaneously, the employee should request a CAQ by submitting an application for a Certificat d'acceptation du Québec (hereby the CAQ application or simply CAQ) in the same package to the immigration authority.

Alternatively, the employer can request the employee to sign the Mandat A-0525, authorizing the employer to submit the CAQ application on behalf of the employee, especially if the employee is currently abroad.

When referring to the "package," it means that all the required documents, originally signed, need to be printed and physically submitted to the Quebec Government. Quebec authorities typically require original or true copies of the documents. To ensure a smooth delivery, it is advisable to use appropriate Canada Post services and keep track of the signature and proof of receipt.

Tips:

1. When submitting documentation to Quebec Immigration authorities, remember that they accept documentation only in French. Ensure that all submitted forms have a French translation to comply with this requirement.
2. Obtain the forms directly from the MIFI website to ensure you have the latest versions. Third-party sources may have outdated versions, leading to incomplete applications and potential refusal.
3. To address the contradiction of requiring English-speaking employers or employees to sign documents in French, fill out the French forms in English so that the worker understands what they are signing, even if the form itself is in English. Alternatively, ensure accurate translations of previously signed English documents by using artificial intelligence apps like DeepL, which offer highly accurate translations.

5. If you are hiring under the low-wage stream, remember to include proof of your advertisement in your submission package unless you are exempt from this requirement, such as when utilizing the simplified processing or the Quebec project stream. Providing evidence of your efforts to advertise the job position helps demonstrate your commitment to recruiting locally and ensures compliance with the program's guidelines.

6. If the standard employment contract provided by the government does not fully meet your industry-specific needs, use it as a basis and create an addendum. Thoroughly describe the necessary flexibility you require from your foreign worker in the addendum to avoid future controversies regarding what was written and not written in the contract. However, please note that any arrangement should be approved and entered by the Quebec government to be enforceable. Ensure that your addendum meets the Labour Standards and the requirements of the foreign worker program.

7. If you choose to work with an agency, ensure that the agency is registered with the CNESST (Commission des normes, de l'équité, de la santé et de la sécurité du travail) as authorized to accompany employers in hiring foreign workers. Immigraffaires, for example, is an agency that is part of this registry. It is mandatory to work with an agency holding this kind of permit in Quebec. <https://www.cnesst.gouv.qc.ca/fr>

1. When and How to follow up with the authorities.

Following up with the authorities after submitting your application is an important step to ensure that your submission is being processed and to address any potential issues or inquiries. Here are some guidelines on when and how to follow up with the Quebec immigration authorities:

1. Confirmation of Receipt: Upon submitting your application package, it's advisable to request confirmation of receipt from the Quebec immigration authorities. This can be done through registered mail or a delivery service that provides proof of receipt. Keep the tracking number or receipt as evidence.

2. Processing Timeframes: Check the official website of the Ministry of Immigration, Francization, and Integration (MIFI) for estimated processing timeframes for your specific application. These timeframes can vary depending on the stream and type of application. Be aware that processing times can change, so it's essential to regularly monitor the MIFI website for any updates.

3. Avoid Premature Inquiries: It's important to allow sufficient time for the authorities to process your application before making inquiries. Premature inquiries can delay the process and overwhelm the immigration authorities. Refer to the estimated processing timeframes and give it a reasonable amount of time before contacting them.

4. Contacting the Authorities: If the processing time has exceeded the estimated timeframe or if you have a specific concern or question, you can contact the Quebec immigration authorities. Locate the contact information for inquiries on the MIFI website and reach out through the designated channels, such as email or phone.

5. Prepare Necessary Information: Before contacting the authorities, gather all relevant information related to your application, such as your file number, application date, and any specific questions or concerns you have. This will help the authorities address your inquiry more efficiently.

6. Professional and Polite Communication: When contacting the immigration authorities, maintain a professional and polite tone in your communication. Clearly state your purpose and provide concise information to assist them in addressing your query effectively. It's essential to be respectful and patient throughout the interaction.

7. Document Any Correspondence: Keep a record of any communication you have with the immigration authorities. This includes email exchanges, phone call details, and any written correspondence. Having a documented record can be helpful for future reference or if any issues arise later in the process.

Remember that these guidelines may vary depending on the specific requirements and procedures of the Quebec immigration authorities. It's always recommended to consult the official MIFI website for the most accurate and up-to-date information regarding following up on your application.

5- How to submit the work permit to the embassy :

Submitting the Work Permit

Once you have received the Acknowledgement of Receipt (AOR) from Service Canada, it is optimal to start preparing your work permit submission as soon as possible. Time is of the essence in this stage, as many international recruitment processes fail during the work permit application. If a candidate is refused at the work permit stage you can definitely reapply addressing the concerns stated in the refusal letter as far as you are within the 12 to 24 months of the validity of your LMIA. On average, 1 out of 10 work permits processed by Immigration, Refugees and Citizenship Canada is refused. However, as a lawyer, we always reapply, which has proven to be a successful strategy.

It's important to understand that while Service Canada and Immigration Canada are responsible for coordinating temporary foreign workers immigration and ensuring it aligns with Canada's interests, their main duty is to maintain appropriate immigration flows into the country. This means that each year, a significant number of immigrants are randomly refused across various programs. Canada has limitations on how many foreign candidates it can integrate successfully, and immigration is a supply and demand business as it is a political issue.

As an employer representing your candidate and applying on his behalf you are assuming the responsibility to provide proof for everything you declare in your application. Avoid misrepresentation at all costs, as it is mandatory to disclose only true and relevant facts to the immigration authorities. Failure to disclose relevant information can lead to serious consequences such as the employee been banned from Canada.

To increase your chances of success, it is crucial to have a complete application that makes sense and provides clear and sufficient evidence to support your arguments. Understanding the common reasons for work permit refusals can help you address any concerns proactively. Some common reasons for refusal include:

To increase your chances of success, it is vital to submit a complete application that is coherent and supported by clear and sufficient evidence. Understanding common reasons for work permit refusals can help you address any concerns proactively. Some common reasons include:

While preparing the submission, it is crucial to address the following causes preventively to increase your chances of success:

1. Ineligibility of the company or employer for the program: Ensure that the company meets all the eligibility requirements for the Temporary Foreign Worker Program. Verify that the company has the necessary permits, registrations, and compliance with Canadian employment standards.
2. Ineligibility of the candidate: Thoroughly assess the candidate's qualifications and ensure they meet the National Occupational Classification (NOC) requirements for the intended job. Verify their language proficiency, work experience, and education to ensure they align with the job offer requirements.
3. Insufficient or unclear evidence: Provide clear and comprehensive documentation to support the application. Avoid leaving any gaps or ambiguity that may require the agent to make assumptions. Clearly demonstrate the candidate's skills, qualifications, and experience through relevant certificates, diplomas, transcripts, and reference letters.
4. Discrepancies between application parts or supporting documents: Carefully review the entire application and supporting documents to ensure consistency and accuracy. Any discrepancies or contradictions can raise concerns and lead to refusal. Cross-check information provided in forms, resumes, reference letters, and other supporting materials.
5. Lack of evidence supporting the genuineness of the job offer: Prove the authenticity and necessity of the job offer. Include detailed information about the employer, such as business registration documents, organizational structure, financial statements, and any relevant industry certifications. Provide a comprehensive job description and explain how the position contributes positively to the Canadian labor market.

6. Lack of evidence supporting the genuineness of the job offer: Prove the authenticity and necessity of the job offer. Include detailed information about the employer, such as business registration documents, organizational structure, financial statements, and any relevant industry certifications. Provide a comprehensive job description and explain how the position contributes positively to the Canadian labor market.

Addressing these causes preventively by providing sufficient evidence and ensuring coherence throughout the application can help mitigate potential concerns that IRCC Canada agents may have. Remember, each case is unique, and it is essential to tailor the application to specific circumstances to maximize the chances of a successful work permit application.

1. Complete application for your worker permit

When preparing your work permit application, ensure that you have all the necessary forms and documents. Some forms you may need to fill out include:

- **Application for Work Permit Made Outside of Canada (IMM 1295)**
- **Document Checklist (IMM 5488)**
- **Family Information (IMM 5707)**
- **Statutory Declaration of Common-law Union (IMM 5409), if applicable**
- **Use of a Representative (IMM 5476), if applicable**
- **Authority to release personal information to a designated individual (IMM 5475), if applicable**

1. Create a GCKEY account and submit online.

A GCKey is a unique electronic credential (username and password) that allows you to communicate securely with online government services. The Government of Canada, as the service provider, issues these credentials to individuals so they can access government online services.

Checkout the [help and FAQ Section](#) of the government website for more information.

Step by Step Guide on how to create a GCKey Account, [Click here to watch !](#)

1. Important Details

Here are some key points to remember:

1. Ensure you have all the required forms and use the correct versions, do not omit to submit online any mandatory form.

2. Provide accurate and up-to-date contact information to avoid any delays or miscommunication.

3. Present your evidence in a clear and organized manner, ensuring it supports your claims effectively.

4. Do not omit any necessary forms, as missing any required documents can be fatal to your application.

5. If you are submitting scanned copies of original documents, ensure they are clear and legible, showing any relevant stamps, certifications, or watermarks.

6. Make sure your supporting documents align with the requirements of the job offer, such as language proficiency, work experience, and educational qualifications.

7. If you need to provide additional information or evidence without any material proof, consider submitting an affidavit to support your claims.

To strengthen your application, include a letter of support as an employer. This letter should explain how the candidate meets the job requirements and how their employment will benefit your business. Address any concerns the agent may have regarding the genuineness of the job offer and emphasize the need for the candidate in addressing labor market shortages. The letter should be comprehensive and reflect

1. Submitting through the online portail VIDEO

Applying and subtiing the form through the online portail may be challenging and needs great attention to details to fill in the form correctly. This YT video will guide in every step of the application and submission online and will help answer your questions during submission. [Click here!](#)

1. What to expect Next

After submitting a work permit application online through the IRCC portal, the applicant can expect the following documents and processes:

1. Proof of Submission Letter: Upon submitting the work permit application online, the applicant will receive a confirmation or proof of submission letter. This letter is important as it contains crucial information, including the application number (starting with a "W" for work permit) and the unique client identifier (UCI) number, typically a 10 or 11-digit number. These numbers are essential for tracking the application and should be referenced in any future correspondence with IRCC. The proof of submission letter serves as evidence that the application has been successfully received by IRCC and is now in the processing stage.

2. Letter of Request for Biometrics: If biometrics, including fingerprints and a photograph, are required for the application, the applicant will receive a letter requesting them. This letter will provide instructions on [how and where to complete the biometric process](#). To provide biometrics, the applicant needs to schedule a biometric appointment, usually at the Visa Application Center (VAC) or Visa Facilitation (VF) office in their country of origin. The VAC or VF office will collect the biometric information and submit it to Immigration, Refugees and Citizenship Canada (IRCC) on behalf of the applicant.

It is important to check the specific requirements and procedures regarding biometric appointments in the applicant's country of origin. The IRCC website or the VAC/VF office will provide detailed instructions on how to schedule the appointment, what documents to bring, and any associated fees. It is advisable to schedule the biometric appointment as soon as possible after receiving the request letter to ensure timely processing of the work permit application.

3. Letter of Request for Medical Exam: In some cases, applicants may be required to undergo a medical examination to ensure they meet health requirements. If a medical exam is necessary, the applicant will receive a letter instructing them to undergo the examination by an approved panel physician. The results of the medical examination will be sent directly from the panel physician or approved medical clinic to IRCC. It is important to complete the medical exam as soon as possible after receiving the request letter to avoid delays in the processing of the work permit application. Please note that the medical exam can only be conducted by a member of [the designated panel of physicians](#).

4. Letter Requesting Additional Documents: During the application assessment, IRCC may request additional documents or information to further evaluate the application. The applicant will receive a letter through the IRCC portal specifying the additional documents needed and the deadline for submission.

If you believe your file is complete or if there is a significant delay without any updates, you can communicate with the embassy [via the IRCC web form](#). It is important to keep a record of your communications and ensure you receive an acknowledgment of receipt. This can be a way to request an update on your file or inform them of any important changes.

5. Letter Requesting the Passport (if work permit is approved): If the work permit application is approved, the applicant will receive a letter requesting their passport. The passport will be required for visa issuance and endorsement. You will make an appointment at the corresponding VAC center to provide your passport.

6. Introduction Letter (with visa stamped in passport): Once the visa is approved and stamped in the passport, the applicant will receive an introduction letter. This letter serves as confirmation of the work permit approval and should be presented to the port of entry officer upon arrival in Canada.

Tips: Never purchase the candidate's travel ticket until you have received the introduction letter and the passport has been safely returned from the embassy. Additionally, verify if the candidate's country has any restrictions on nationals leaving, as some countries impose limitations on their citizens' exit, which may differ from Canada's immigration rules.

Submitting Paperwork to Québec Immigration:

Submitting Documents to Quebec Immigration:

Once you have gathered all the necessary documents, you can proceed with submitting the documents to Quebec immigration. Here is the detailed process for correctly submitting the required documents:

LMIA (Labour Market Impact Assessment): If an LMIA is required for the job offer, ensure that you have completed all the necessary forms and followed the steps to obtain LMIA approval from Employment and Social Development Canada (ESDC). Once the LMIA is approved, you can move on to the next step.

Online Submission on the LMIA Portal: Using the online portal for the Labour Market Impact Assessment (LMIA), submit all required documents, including the summary of submission. Make sure to follow the portal's instructions and upload the documents accurately and completely.

Employment Contract: Submit a signed and dated copy of the employment contract between the employer and the foreign worker. Ensure that the contract complies with Quebec's labor standards and regulations.

Employer's Declaration A0700CF: Fill out and submit the Employer's Declaration form A0700CF. This form attests that the employer is adhering to the terms of employment and obligations towards the foreign worker.

Temporary Selection Application A0506CF: Complete the Temporary Selection Application form A0506CF. This form is essential for the foreign worker to be assessed for obtaining their Certificat d'acceptation du Québec (CAQ).

Representation Mandate (if applicable): If a representative is involved, submit the Representation Mandate forms (A0525 and 0525AF) for both the employer and the foreign worker. These forms validate the job offer and selection application.

CAQ (Quebec Acceptance Certificate) for the Foreign Worker: The foreign worker must submit the following documents to obtain their CAQ:

Curriculum vitae (CV) Passport Proof of education (diplomas, transcripts, etc.)

Proof of work experience (letters of recommendation, employment contracts, etc.)

If the foreign worker is requesting a CAQ renewal or a contract transfer, they must also submit:

Copy of passport Copy of the previous CAQ T4 slip (Canadian tax document)

Previous work permit Employer's Financial Documents: The employer must provide financial documents to attest to the company's financial health. This may include:

Financial statements (Bilan X100) for the past two years Statement of business income (T2) for the past two years Attestation from an accountant or lawyer confirming the company's financial health and its ability to fulfill financial obligations related to employment.

Ensure that you submit all documents accurately and completely through the appropriate submission channels, such as online portals or email addresses specified by Quebec immigration authorities. Follow the specified instructions and deadlines to avoid any delays in the application processing. If you have any questions or concerns, do not hesitate to contact Quebec immigration authorities for additional guidance and clarification.

Conclusion:

I, Key Takeaways

Empowering Hiring Managers in Quebec to Successfully Navigate Foreign Worker Hiring

In the dynamic landscape of global business and talent acquisition, hiring foreign workers has become a strategic necessity for many employers in Quebec. As the demand for skilled and specialized labor intensifies, it's crucial for hiring managers to comprehend the intricacies of the immigration and labor market processes. This comprehensive guide has been meticulously crafted to illuminate the path towards a successful foreign worker recruitment journey, particularly within the context of Quebec's unique requirements.

Empowering Employers with Invaluable Insights:

The primary objective of this guide is to equip employers with the knowledge and understanding needed to confidently navigate the multifaceted world of hiring foreign workers in Quebec. The journey begins with an exploration of Canada's diverse immigration programs, ranging from the International Experience Canada to the Foreign Workers Program, offering a spectrum of avenues to access international talent. Delving into the heart of the process, we meticulously dissect the pivotal role of the Labour Market Impact Assessment (LMIA), unraveling its nuances and guiding employers through its application intricacies.

A Roadmap to Success:

Understanding that preparation is key, we dedicate a substantial section to guide employers through meticulous preparation. From crafting a compelling job offer and aligning it with the Canadian National Occupation Classification (NOC) to discerning the right candidate with optimal immigration potential, each step is intricately detailed to ensure a solid foundation for a successful LMIA application. The guide further enlightens employers on the essential steps for submitting the LMIA via the IRCC portal, demystifying the online application process.

A Holistic Approach to Quebec Immigration:

For employers seeking to navigate the distinctive landscape of Quebec's immigration, this guide delves into the intricacies of submitting paperwork to Quebec immigration authorities. This segment facilitates a seamless integration of the employer's efforts within Quebec's specific framework, reinforcing the importance of meticulous documentation and timely follow-ups.

Optimizing the Work Permit Application Process:

The guide culminates in a comprehensive exploration of the work permit application process, covering every facet from understanding the requirements and completing the application to managing refusals and ensuring regulatory compliance. We empower employers to unlock the potential of their foreign worker hiring initiatives, guiding them through potential pitfalls and challenges.

Consultation for Enhanced Success:

While this guide serves as an invaluable resource for independent employers embarking on foreign worker recruitment, it's essential to acknowledge the profound benefits of seeking expert guidance. Our partners at Immigraffaires stand as a beacon of support, offering specialized legal expertise and comprehensive end-to-end solutions that streamline the entire process. Engaging with Immigraffaires not only safeguards against costly errors and penalties but also liberates employers to focus their energies on core business operations and market development.

Unlocking Opportunities for Employers:

In the grand tapestry of modern business, the acquisition of international talent is a strategic thread that weaves innovation, growth, and global perspective. This guide, accompanied by the expert assistance of Immigraffaires, empowers employers in Quebec to embrace this thread with confidence. By understanding the intricate dance of immigration programs, LMIA processes, paperwork submission, and work permit applications, employers are poised to access a world of untapped potential.

In the grand symphony of business success, hiring foreign workers can be a harmonious crescendo that elevates organizations to new heights. This guide serves as a conductor's baton, guiding employers in Quebec to orchestrate their foreign worker hiring endeavors with precision, finesse, and confidence. As the curtain rises on a new era of globalized talent acquisition, may this guide and its partnership with Immigraffaires serve as a symphonic masterpiece, ensuring that each employer's journey is marked by resounding success.

1. Future Outlook for Canadian Immigration and Labour Market

1. Population Aging and Labor Shortages:

Canada, like many developed countries, is experiencing a demographic shift characterized by an aging population and declining birth rates. This trend has significant implications for the labor market, as it contributes to a shrinking workforce and potential labor shortages in various sectors. As a result, Canada has been relying on immigration to offset these demographic challenges and maintain a healthy labor force.

2. Continued Immigration Growth:

Canada has a strong commitment to immigration as a means to drive economic growth and address labor market needs. The federal government has set ambitious immigration targets in recent years, with the goal of welcoming a progressively higher number of newcomers. For example, the Immigration Levels Plan for 2021-2023 aims to admit over 1.2 million new permanent residents during this period.

3. Focus on Skilled and Economic Immigration:

The Canadian immigration system has been shifting toward prioritizing skilled and economic immigrants who can contribute to the country's workforce and economy. Express Entry, a popular immigration pathway, has been designed to attract highly skilled individuals based on factors such as age, education, work experience, and language proficiency. The Provincial Nominee Program (PNP) also allows provinces to nominate immigrants based on their specific economic and labor market needs.

4. Impact of COVID-19:

The global COVID-19 pandemic has introduced unprecedented challenges to immigration and the labor market. Temporary travel restrictions, quarantine measures, and economic uncertainties have affected immigration processing, the ability of newcomers to settle, and employment opportunities. However, Canada has demonstrated resilience by implementing special measures and adapting its immigration policies to ensure a safe and orderly process.

5. Tech and Innovation Sector Demand:

Canada's technology and innovation sectors are rapidly growing and are expected to drive significant demand for skilled professionals in fields such as information technology, artificial intelligence, biotechnology, and clean energy. As a result, immigration policies may further target individuals with expertise in these areas to support the development of a knowledge-based economy.

6. Regional Disparities and Local Solutions:

Labor market needs vary across different regions of Canada. While urban centers may experience specific shortages, rural and remote areas may struggle to attract and retain workers. Some provinces have developed their immigration programs to address these regional disparities and encourage settlement in less populated areas.

7. Inclusivity and Diversity:

Canada's commitment to diversity and inclusivity is expected to remain a core principle of its immigration policy. Efforts to promote gender equality, address racial disparities, and support underrepresented groups in the labor market are likely to continue shaping immigration initiatives.

8. Continued Collaboration with Employers:

Collaboration between immigration authorities and employers will remain essential for effective labor market outcomes. Programs like the LMIA process (Labour Market Impact Assessment) ensure that employers can fill labor shortages with foreign workers while safeguarding the interests of Canadian workers.

9. Education as a Pathway to Immigration:

Canada's world-renowned education system continues to attract international students, many of whom become valuable contributors to the labor market after graduation. Post-graduation work permits and pathways to permanent residency for international graduates facilitate this transition.

10. Green Economy and Sustainability:

As global environmental concerns grow, Canada's emphasis on sustainability and a green economy is likely to influence immigration policies. Demand for professionals in renewable energy, environmental sciences, and other green industries could lead to tailored immigration pathways.

Appendices:

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- [Sample LMIA Application Form](#)
- [Sample Work Permit Application Form](#)
- [List of Designated Organizations for Language Testing](#)
- [Frequently Asked Questions \(FAQs\)](#)
- **Frequently Asked Questions (FAQ)**
- ****1.** Q: What is the purpose of this guide? A: This guide empowers employers in Canada and Quebec with comprehensive insights into hiring foreign workers, covering LMIA, work permits, NOC codes, and more.
- ****2.** Q: What is LMIA, and why is it important? A: LMIA (Labour Market Impact Assessment) is a crucial step for hiring foreign workers. It assesses the impact of hiring on the Canadian labor market, ensuring there's a genuine need for a foreign worker.
- ****3.** Q: How can I determine the appropriate NOC code for my job offer? A: The National Occupation Classification (NOC) system categorizes jobs in Canada. Compare your job duties to the NOC descriptions to find the most suitable code.
- ****4.** Q: Can I use the Canada Free Trade Agreement to hire foreign workers? A: Yes, the Canada Free Trade Agreement provides certain exemptions for specific professions, making it easier to hire foreign workers from partner countries.
- ****5.** Q: What is the significance of the Quebec Acceptance Certificate (CAQ)? A: The CAQ is required for most foreign workers in Quebec. It demonstrates that Quebec's government approves of the foreign worker's employment.
- ****6.** Q: How does Immigraffaires assist with the process? A: Immigraffaires is an immigration agency with legal expertise that guides employers through the entire hiring process, ensuring compliance and efficiency.
- ****7.** Q: Can Immigraffaires help with LMIA applications? A: Absolutely, Immigraffaires can assist with preparing and submitting LMIA applications, ensuring accuracy and improving approval chances.

- **8. Q: What is the role of an employer in the work permit application process? A: The employer must provide necessary documents and a job offer, demonstrating the need for the foreign worker and their qualifications.
- **9. Q: What are the common reasons for work permit refusals? A: Work permit refusals can result from incomplete documentation, inaccuracies, or failure to prove the legitimacy of the job offer.
- **10. Q: Can I appeal a work permit refusal? A: Yes, you can appeal a work permit refusal under certain circumstances. Consulting with legal experts like Immigraffaires can guide you through the process.
- **11. Q: What is the advantage of focusing on skilled and economic immigration? A: Skilled and economic immigration ensures that foreign workers contribute directly to Canada's economy and fill labor market gaps effectively.
- **12. Q: How do I calculate the appropriate salary for a foreign worker in Quebec? A: Research the prevailing wage for the specific occupation in Quebec and ensure the offered wage meets or exceeds this standard.
- **13. Q: Is it essential to follow up with authorities during the application process? A: Yes, timely follow-ups can help ensure your application progresses smoothly. This guide provides guidance on when and how to do so.
- **14. Q: Can this guide help me avoid costly mistakes in the hiring process? A: Absolutely, by following the detailed instructions and tips in this guide, you can minimize errors and enhance your chances of successful foreign worker recruitment.
- **15. Q: How does this guide contribute to my business success? A: This guide empowers you to efficiently navigate the complex process of hiring foreign workers, saving time, reducing risks, and ensuring compliance with immigration regulations.

17- Additional Resources

Government Websites and Contacts

When hiring a foreign worker in Canada, it's important to utilize official government websites and resources to ensure that you have accurate and up-to-date information. Here are some key government websites you should refer to:

Watermark

1. **Immigration, Refugees and Citizenship Canada (IRCC):** The primary authority for immigration and citizenship matters in Canada. This website provides information on work permits, LMIA, immigration programs, application forms, processing times, and more. Website: <https://www.canada.ca/en/immigration-refugees-citizenship.html>
2. **Employment and Social Development Canada (ESDC):** Responsible for the LMIA process. This website provides guidelines for employers on hiring foreign workers, LMIA applications, forms, and relevant policy information. Website: <https://www.canada.ca/en/employment-social-development.html>
3. **Quebec Immigration:** If you are hiring a foreign worker for a job in Quebec, refer to the official website of the Quebec government for information on the Quebec Acceptance Certificate (CAQ) and other provincial immigration processes. Website: <https://www.immigration-quebec.gouv.qc.ca/en/>
4. **Service Canada:** Provides information on hiring foreign workers, including LMIA application procedures, compliance requirements, and resources for employers. Website: <https://www.canada.ca/en/employment-social-development/services/foreign-workers.html>
5. **National Occupation Classification (NOC):** The official source for job classification in Canada. Use this website to find the appropriate NOC code for a specific job and to understand job descriptions and skill requirements. Website: <https://noc.esdc.gc.ca>
6. **Provincial Nominee Programs (PNPs):** Each province and territory in Canada has its own PNP with specific streams for nominating foreign workers. Visit the relevant provincial government websites for information on PNPs and their criteria. Example: Ontario Immigrant Nominee Program (OINP): <https://www.ontario.ca/page/ontario-immigrant-nominee-program-oinp>

7. Canadian Embassies and Consulates: The websites of Canadian embassies, high commissions, and consulates in foreign countries provide information on visa processing, application requirements, and contact details for visa offices. Example: Find a specific embassy or consulate through the official list:

<https://www.canada.ca/en/contact/embassies-consulates.html>

Always make sure to verify information on these official government websites and follow the most current instructions and guidelines to ensure a smooth and successful foreign worker recruitment process.

Professional Associations and Industry Groups

When it comes to hiring foreign workers in Canada, there are several professional associations and industry groups that can provide valuable information, resources, and support. These organizations often have insights into labor market trends, regulatory updates, and best practices for hiring international talent. Here are some examples:

1. **Canadian Chamber of Commerce:** Represents businesses of all sizes and sectors across Canada. They offer resources, webinars, and networking opportunities related to workforce development, including hiring foreign workers. Website: <https://www.chamber.ca/>
2. **Canadian Manufacturers & Exporters (CME):** Supports manufacturing and exporting industries. They provide information on workforce strategies, skills development, and immigration options for hiring skilled workers. Website: <https://cme-mec.ca/>
3. **Information Technology Association of Canada (ITAC):** Focuses on the tech industry and provides insights into hiring international tech professionals, as well as advocating for policies that support talent acquisition. Website: <https://itac.ca/>
4. **Canadian Construction Association (CCA):** Offers resources and information for the construction industry, including guidance on hiring foreign workers, labor market trends, and workforce development. Website: <https://www.cca-acc.com/>
5. **Canadian Restaurant and Foodservices Association (CRFA):** Provides information on hiring foreign workers in the hospitality and restaurant industry, including LMIA processes and compliance. Website: <https://www.restaurantscanada.org/>
6. **Canadian Association of Petroleum Producers (CAPP):** Represents the upstream oil and gas industry in Canada. They offer insights into hiring skilled workers for the energy sector. Website: <https://www.capp.ca/>
7. **Information and Communications Technology Council (ICTC):** Focuses on the tech sector and provides information on hiring foreign tech professionals, including labor market trends and skills shortages. Website: <https://www.ictc-ctic.ca/>

8. **Canadian Agricultural Human Resource Council (CAHRC):** Offers resources and tools for hiring foreign workers in the agricultural sector, including guidance on the Seasonal Agricultural Worker Program (SAWP). Website: <https://cahrc-ccrha.ca/>
9. **Canadian Association of Importers and Exporters (IE Canada):** Provides insights into international trade and how it relates to hiring foreign workers, including customs and immigration considerations. Website: <https://www.iecanada.com/>
10. **Canadian Association of Professional Immigration Consultants (CAPIC):** Represents immigration consultants who can provide guidance and support in navigating the immigration process for hiring foreign workers. Website: <https://www.capic.ca/>
11. **Provincial Industry Associations:** Depending on the sector and location, many provinces have industry-specific associations that offer resources and support for hiring foreign workers. For example, the British Columbia Construction Association (BCCA) or the Alberta Hotel & Lodging Association (AHLA).

These professional associations and industry groups can provide valuable resources, insights, and connections to help employers navigate the process of hiring foreign workers in Canada. It's important to explore the relevant organizations for your industry and region to access the most accurate and up-to-date information.

International Recruitment Agencies

Regency Nannies

This Canadian nanny placement agency specialises in more than childcare nanny recruitment by providing caregivers for the elderly and assisting with household staffing placements. Overseas applicants are assisted with obtaining Canadian work visas, flight and travel coordination, and ongoing support after placement.

Immigraffaires

Redefining Workforce Solutions

Since 2000, Immigraffaires has been providing professional services to job seekers and employers. With our longevity, we've learned that staffing is not a numbers game — it's a relationship-building business. That's why we put an emphasis on listening, guiding and matching.

Outpost Recruitment

Outpost recruitment's mission is matching construction and engineering firms in Canada with local and overseas talent. Located in Vancouver, the young company's clients are found nationwide and include general contractors, engineering consultancies, developers and subcontractors. **Outpost Recruitment** sources local and international candidates, specialising in construction and engineering professionals and skilled trades workers, and providing immigration and settlement support.

Legal and Immigration Services Providers

Immigraffaires

Redefining Workforce Solutions

Since 2000, Immigraffaires has been providing professional services to job seekers and employers. With our longevity, we've learned that staffing is not a numbers game — it's a relationship-building business. That's why we put an emphasis on listening, guiding and matching. Led by an experienced Lawyer specialized in immigration affaires, Ida, business owners and hiring managers love to work with immigraffaires to save a lot on lawyers costs and moreover, they can rest assured that their foreign worker hiring operation is in great hands. Avoid fines and penalties on errors and documentation mistakes, save time and money, and partner with immigraffaires for your legal and immigration needs!

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