

Complaint Letter to ESDC Template (Employment and Social Development Canada)

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“To whom it may concern,

I am writing to formally raise concerns regarding job postings on the Government of Canada Job Bank that are open to temporary residents with work permits while advertising unusually high hourly wages.

As a Canadian resident actively seeking employment, I have applied to multiple Job Bank postings—particularly for Office Administrator roles—offering wages between \$35 and \$37.50 per hour. Despite meeting the stated qualifications and applying consistently, I have received no responses or interview requests.

What is especially concerning is that many of these postings explicitly state eligibility for temporary residents with valid work permits. Given the wage levels advertised, this raises serious questions about whether these roles are being used to support Labour Market Impact Assessments (LMIAs) or other employer incentives, potentially subsidized by taxpayers, while qualified local residents remain unemployed or underemployed.

The Job Bank is presented as a public employment service intended to support Canadians and permanent residents first. Allowing employers to post high-wage positions that are effectively inaccessible to local applicants undermines public trust in the system and creates the appearance that the platform is being used to facilitate immigration pathways rather than genuine domestic recruitment.

I respectfully request clarification on the following points:

- How Job Bank ensures that employers are genuinely attempting to hire locally before recruiting temporary foreign workers
- Whether wage subsidies, tax credits, or LMIA-related benefits are associated with these postings
- What oversight exists to prevent misuse of Job Bank listings for non-competitive or pre-determined hires

I believe Canadians deserve transparency and fairness in publicly funded employment systems. I urge your department to review these practices and ensure Job Bank postings reflect genuine employment opportunities for residents already authorized to work in Canada without additional incentives.

Thank you for your time and attention to this matter. I look forward to your response.”