

LABOUR MARKET IMPACT ASSESSMENT (LMIA) PROCESS

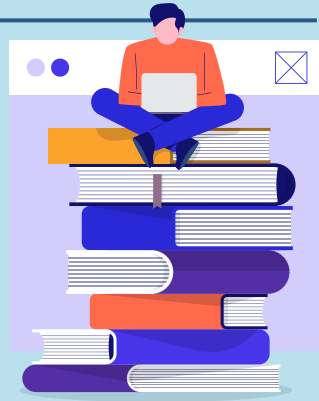


1. DETERMINE LMIA REQUIREMENTS

Some job categories may be exempt from the LMIA process. Our team will help you determine whether a LMIA is required for the specific position you wish to fill with a foreign worker.

2. RECRUITMENT EFFORTS

Before applying for a LMIA, the employer is required to make efforts to hire Canadians for the position. These recruitment efforts demonstrate the genuine need for hiring a foreign worker. Specific recruitment requirements depend on the occupation and location of the job. Our team will handle all job postings and recruitment efforts for you.



3. SUBMIT LMIA APPLICATION

Our team will help you complete the LMIA application form provided by Employment and Social Development Canada (ESDC). This form requires detailed information about your business, the job position, and the recruitment efforts made to hire Canadian workers.

4. PAY PROCESSING FEE

There is usually a processing fee associated with the LMIA application. The fee must be paid at the time of submission, and the amount may vary depending on the type of LMIA being requested. Our team will help you determine beforehand of any LMIA related costs.



5. SUBMIT THE LMIA APPLICATION

Our team will assist you in completing the application form and gathering all the required supporting documents. Once done, we will submit the LMIA application to the appropriate Service Canada office.

6. APPLICATION PROCESSING

Service Canada will review your LMIA application to assess its impact on the Canadian labour market. They will consider factors such as the availability of Canadian workers, the prevailing wage rate for the position, and the potential benefits or disadvantages of hiring a foreign worker.



7. RECEIVE THE LMIA DECISION

After reviewing the application, Service Canada will issue a decision on the LMIA request. If approved, you will receive a positive LMIA letter, which includes details such as the occupation title, wage rate, duration of employment, and other conditions related to the job.



8. COMMUNICATE WITH YOUR WORKER

If you receive a positive LMIA, you can now communicate with the foreign worker(s) you wish to hire and provide them with a copy of the LMIA letter. The foreign worker will use this document to support their work permit application to Immigration, Refugees and Citizenship Canada (IRCC).

