

HIRING A TEMPORARY FOREIGN WORKER?

Find out which Government of Canada work permit program to use to fill skills gaps in your workforce



Employers can hire temporary foreign workers through two different programs. The program you use depends on whether or not you need a [Labour Market Impact Assessment \(LMIA\)](#).

If you are hiring in Quebec, please visit the [Immigration website for the Government of Quebec](#).

INTERNATIONAL MOBILITY PROGRAM

This program lets employers hire temporary workers without an LMIA.

Exemptions from the LMIA process are based on:

- broader economic, cultural or other competitive advantages for Canada
- reciprocal benefits enjoyed by Canadians and permanent residents

EMPLOYERS

Step 1 Determine if you are exempt from needing an [LMIA](#)

Step 2 Create an Offer of Employment in the [Employer Portal](#) and pay the \$230 Employer Compliance Fee

Step 3 After you submit the offer and pay the fee,

- an offer of employment number will appear in the employment queue
- give the number to the temporary worker
- advise them to apply for a work permit

If the temporary foreign worker is located outside Canada and from a [visa exempt country](#), you can [request an opinion](#) from the International Mobility Worker's Unit to find out if an LMIA or work permit exemption applies to your situation.

FOREIGN WORKERS

There are [different instructions](#) depending on where you are and how you will submit your application.

Visit [canada.ca/immigration](#) to apply for your work permit.

For more information, visit Immigration, Refugees and Citizenship Canada's [International Mobility Program](#) web page.

TEMPORARY FOREIGN WORKER PROGRAM

This program helps employers fill labour shortages on a temporary basis when **no** qualified Canadian citizens or permanent residents are available. **LMIA is required.**

EMPLOYERS

Step 1 If no exemptions apply, you will need an [LMIA](#)

Step 2 [Apply to Service Canada for an LMIA](#) and pay the \$1,000 processing fee

Step 3 Once a positive LMIA has been issued,

- provide a copy of the confirmation letter to the worker
- advise them to apply for a work permit

FOREIGN WORKERS

There are [different instructions](#) depending on where you are and how you will submit your application.

Visit [canada.ca/immigration](#) to apply for your work permit.

For more information, visit Employment and Social Development Canada's [Temporary Foreign Worker Program](#) web page.

