



Immigration Programs to Recruit & Retain Health Care Workers

Temporary Work Permits & Permanent Residence

Heather Michaud
IRCC Outreach Officer

BC Care Providers Association
19 September 2018

Questions this Presentation will Answer

- How do I use immigration programs to hire healthcare workers temporarily, and retain them permanently?
- What resources are available to help me navigate the immigration system?



PLEASE NOTE: Policies & programs are subject to change.
Please consult www.Canada.ca/immigration for the latest updates

The IRCC Outreach Network

There is a network of IRCC officers located across Canada that helps Canadian employers learn how the immigration system can be used to support their hiring needs



Outreach officers:

- Provide Canadian employers with useful and up-to-date information on temporary and permanent economic immigration programs and policies
- Facilitate linkages between Canadian employers and skilled foreign workers in Canada and overseas
- Gather feedback from employers on issues, gaps, and local labour market needs

To reach an outreach officer: EEengagement@cic.gc.ca

Canada's Economic Immigration Programs

Canada's immigration system leverages both **temporary** and **permanent resident** programs to enable the entry of foreign workers

Temporary Work Permits to fill urgent, immediate or temporary labour shortages.

- **Temporary Foreign Worker Program (TFWP)**
- **International Mobility Program (IMP)**
- **Global Skills Strategy (GSS)**

Permanent Resident (PR) programs enable immigrants to settle permanently in Canada. **Express Entry** manages intake of immigration applications for:

- **Federal Skilled Worker Program (FSWP)**
- **Federal Skilled Trades Program (FSTP)**
- **Canadian Experience Class (CEC)**
- A portion of the **Provincial Nominee Program (PNP)**

IRCC Resources for Employers

Hiring Foreign Workers

Detailed information on the IRCC website:

www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-foreign-worker.html

The Employer's Roadmap

Hiring & Retaining Internationally Trained Workers

This guide is available online at:

www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/employer-roadmap-hiring-retaining-internationally-trained-workers.html



THE EMPLOYER'S ROADMAP
Hiring & Retaining
Internationally Trained Workers

IRCC Resources for Applicants: Come to Canada Tool

www.canada.ca/en/immigration-refugees-citizenship/services/come-canada-tool.html



Government
of Canada

Gouvernement
du Canada

Search Canada.ca



Jobs ▾

Immigration ▾

Travel ▾

Business ▾

Benefits ▾

Health ▾

Taxes ▾

More services ▾

[Home](#) → [Immigration and citizenship](#)

Do you want to come to Canada, or extend your stay?

Find out what immigration programs you can apply for, and how to submit an online or paper application.

Start



Important: This information is for reference only and no immigration decision will be made based on your answers. If you choose to apply, your application will be considered by an immigration officer in accordance with the Immigration and Refugee Protection Act, without regard to any outcome you attain through this questionnaire. [Read full notice](#).

Important Concept:

National Occupational Classification (NOC)

The **NOC** is a classification system used by the Government of Canada

NOC codes are used to classify work by occupational area and skill level

NOC 0	Management jobs
NOC A	Professional jobs (<i>usually require university education</i>)
NOC B	Technical jobs and skilled trades (<i>usually require college education or apprenticeship training</i>)
NOC C	Semi-skilled jobs (<i>usually require secondary school or vocational training</i>)
NOC D	Entry level jobs (<i>on-the-job training</i>)

Work experience for **Express Entry**: **NOC 0, A and B**

noc.esdc.gc.ca/English/home.aspx

Temporary Foreign Workers: Overview

Temporary foreign workers are a solution for employers with immediate or temporary labour and skill shortages

- **Temporary Foreign Worker Program (TFWP)**
 - ✓ Work permits that require a **Labour Market Impact Assessment (LMIA)**
 - ✓ *The employer applies first to Service Canada for an LMIA then the foreign worker applies for a work permit*
- **International Mobility Program (IMP)**
 - ✓ Work permits that are **exempt from LMIA** based on reciprocal benefits and competitive advantages for Canadians
 - ✓ *The employer creates the job offer in the IRCC Employer Portal, pays the Compliance Fee, then the foreign worker applies directly to IRCC for a work permit*

Examples of LMIA Exemptions under the International Mobility Program

Canadian interests – Significant benefit – Mobilité francophone (*exemption code C16*)

- ✓ Candidate's habitual language of daily use is French
 - ✓ Recruited abroad
 - ✓ Will work outside of Quebec (French does not need to be the language of work)
 - ✓ Skilled (NOC 0, A or B) job

Canada-International Free Trade Agreements

- [North American Free Trade Agreement \(NAFTA\)](#)
- [Canada-Chile FTA](#) / [Canada-Peru FTA](#) / [Canada-Colombia FTA](#) / [Canada-Korea FTA](#)
- [Canada-European Union Comprehensive Economic and Trade Agreement \(CETA\)](#)
- [General Agreement on Trade in Services \(GATS\)](#)

Medical/Allied Professionals under NAFTA

Profession	Minimum education requirements and alternative credentials (in a related field or profession)
• Dentist	D.D.S., D.M.D., Doctor en Odontologia or Doctor en Cirugia Dental; or state/provincial license
• Dietitian	Baccalaureate or Licenciatura Degree; or state/provincial license
• Medical Laboratory Technologist	Baccalaureate or Licenciatura Degree; or Post-Secondary Diploma or Post-Secondary Certificate, and three years experience
• Nutritionist	Baccalaureate or Licenciatura Degree
• Occupational Therapist	Baccalaureate or Licenciatura Degree; or state/provincial license
• Pharmacist	Baccalaureate or Licenciatura Degree; or state/provincial license
• Physician (teaching or research only)	M.D. or Doctor en Medicina; or state/provincial license Note: Physicians may <i>not</i> enter for the purpose of providing direct patient care. Patient care incidental to teaching and/or research is permissible.
• Physiotherapist / Physical Therapist	Baccalaureate or Licenciatura Degree; or state/provincial license
• Psychologist	State/provincial license; or Licenciatura Degree
• Recreational Therapist	Baccalaureate or Licenciatura Degree or State/provincial license
• Registered Nurse	State/provincial license; or Licenciatura Degree Note: To be authorized to enter Canada as a registered nurse, a licence issued by the province of destination is necessary.

Medical/Allied Professionals under Other Free Trade Agreements

- Canada-Chile FTA – **INCLUDED**
- Canada-Peru FTA – **EXCLUDED**
- Canada-Colombia FTA – **EXCLUDED**
- Canada-Korea FTA – **EXCLUDED**
- Canada-European Union Comprehensive Economic and Trade Agreement (CETA) – **EXCLUDED**
- General Agreement on Trade in Services (GATS) – **EXCLUDED**
- Medical/Allied Professionals from all countries apart from **USA, Mexico, and Chile** require **Labour Market Impact Assessment (LMIA)** before applying for a work permit

LMIA Exemption Information

IRCC website:

[Find out if you need a Labour Market Impact Assessment](#)

For information about occupations and job situations which may be exempt from LMIA requirements

International Mobility Worker Unit:

CIC-IMWU-UMIT-Toronto@cic.gc.ca

Helps employers determine if the visa-exempt foreign worker they want to hire is exempt from the LMIA process, or exempt from a work permit

Process if there is an LMIA Exemption

Employer: Submit an Offer of Employment

STEP 1: Create an account in the [IRCC Employer Portal](#)

STEP 2: Create the Offer of Employment in the Employer Portal for the candidate and pay the Employer Compliance Fee of \$230 online

STEP 3: Give the candidate the Offer of Employment Number and ask him or her to apply for their work permit

Candidate: Apply to IRCC for a Work Permit

STEP 4: Apply for a work permit by following the [instructions on the Canada.ca/immigration website](#).

A visa or an eTA will be issued automatically if the work permit application is approved.

Process if an LMIA is Required

Employer: Apply to Service Canada for an LMIA

STEP 1: Call the Employer Contact Centre:

1-800-367-5693 (toll-free)

STEP 2: Follow the LMIA application procedure

NOTE: ESDC is currently refusing to process LMIA's for certain in-home caregiver positions where there is a live-in requirement; exception: certain high medical needs clients

Candidate: Apply to IRCC for a Work Permit

STEP 3: Apply for a work permit by following the [instructions on the Canada.ca/immigration website](#).

A visa or an eTA will be issued automatically if the work permit application is approved.

Global Skills Strategy: Four Pillars

Two-week Service Standard to support economic growth & improve predictability	Work permits for high-skilled talent (NOC 0 & A occupations) will be processed in two weeks or less.	IRCC	Non referral
Work Permit Exemptions For short duration, high-value work	Skilled workers and top research talent are able to come work in Canada for short periods with less red tape.		
Dedicated Service Channel For employers bringing significant investment to Canada	Departmental staff are ready to guide employers through the immigration process to help meet their specific needs.		
Global Talent Stream (ESDC) For skilled occupations in shortage and for employers with specialized talent needs	Global talent applications from Canadian employers in 10 business days while tracking benefits for Canadians on job creation, knowledge and skills training investments.	ESDC	Referral-based

Permanent Immigration

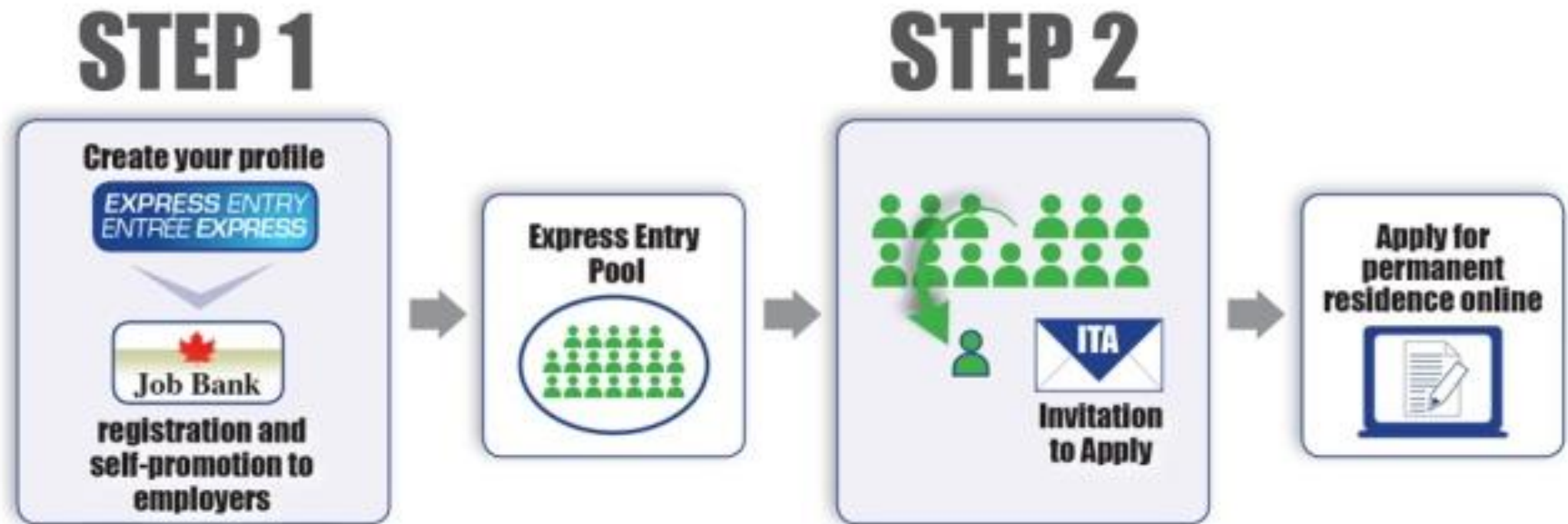


EXPRESS ENTRY



- The system to manage how people with skilled work experience (NOC 0, A, B) apply to immigrate to Canada
- User friendly & online from profile creation to application for permanent residence
- Free to create an Express Entry profile, which stays active for one year
- Fast processing of permanent residence applications – within 6 months in most cases
- Employers can support current or prospective employees with a job offer
- Job offers and provincial nominations are an asset, but not a requirement

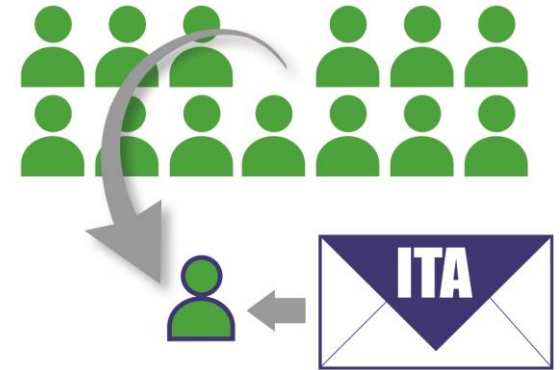
Express Entry: How it Works



- Candidates create an Express Entry profile by answering questions about their skills, work experience, language ability, education etc.
- Must meet eligibility criteria of at least one federal economic program (FSWP, FSTP or CEC) to be accepted into the pool
- Based on profile information, each candidate receives a numeric score and is ranked against other candidates in the pool
- Highest scoring candidates are invited to apply for permanent residence

Express Entry Invitation Rounds

- Roughly every 2-3 weeks
- Size of rounds based on annual immigration levels and IRCC's ability to process within 6-month service standard
- Results for each round are published on the www.Canada.ca/immigration website



Supporting an Employee's Application for Permanent Residence under Express Entry

- Candidates with valid job offers receive 50-200 additional Comprehensive Ranking System points in Express Entry, increasing their chances of being invited to apply for permanent residence
- The job offer needs to be supported by a an LMIA (*unless the employee has been working for the same employer on an LMIA-exempt work permit for one year*)
- LMIAs for permanent residence are processed for *free* by Service Canada on an expedited basis
- To be valid, the job offer must be:
 - Full-time, non-seasonal, for a minimum of one year once an applicant receives permanent residence,
 - In a NOC 0 (managerial), A (professional) or B (technical or skilled trades) occupation
 - made in writing with details of the job

Pathways to Permanent Residence for Caregivers

- 3 ways to apply for permanent residence based on Canadian work experience as a caregiver:
 1. [Live-in Caregiver Program](#) – 2 years of work experience in Canada on an LCP work permit (*replaced 30 November 2014 by regular LMIA work permits and the 2 pilots below*)
 2. [Caring for Children](#) – 2 years of work experience in Canada providing full-time child care in a home
 3. [Caring for People with High Medical Needs](#) – 2 years of work experience in Canada as a:
 - **registered or licensed practical nurse (NOC 3012, NOC 3233)**
 - **nurse aid or orderly (NOC 3143)**
 - **home support worker (NOC 4412)**
- The 5-year caregiver pilot programs are scheduled to expire on November 29, 2019 and will be replaced
- The Government is committed to ensuring that caregivers continue to have a pathway to permanent residence

Immigration Program Delivery Instructions

- The policy, procedures and guidance used by IRCC staff are posted on the public website as a courtesy to stakeholders

Temporary residents (study permits, work permits, etc.)

www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/temporary-residents

Economic classes (FSW, FST, CEC, etc.)

www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/permanent-residence

Help Centre

What do you need help with?



Centre d'aide

Comment pouvons-nous vous aider?



www.cic.gc.ca/english/helpcentre/
www.cic.gc.ca/francais/centre-aide/

Questions for the Employer Liaison Network:

EEEngagement@cic.gc.ca

English: Canada.ca/ExpressEntry

French: Canada.ca/EntreeExpress



English: [CitCanada](https://www.facebook.com/CitCanada)

French: [CitImmCanFR](https://www.facebook.com/CitImmCanFR)



English: [@CitImmCanada](https://twitter.com/CitImmCanada)

French: [@CitImmCanFR](https://twitter.com/CitImmCanFR)



[CitImmCanada](https://www.youtube.com/CitImmCanada)