



SMITTY'S CANADA INC.

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Bulletin #180/21

DATE: December 9, 2021
TO: All Locations
FROM: Parry Roy - Operations Manager
RE: Temporary Foreign Worker Program

Hello Everyone,

The Temporary Foreign Worker Program is intended to be used when you are facing short-term skills and labour shortages, and only when no Canadians and permanent residents are available.

To hire a temporary foreign worker, you may require a Labour Market Impact Assessment to determine if the hiring of a temporary foreign worker will have a positive or negative impact on the Canadian labour market.

Apply for a Labour Market Impact Assessment to determine if you can hire a foreign worker to fill labour or skills shortages on a temporary basis.

As an employer, you must comply with the Program requirements.

To get a Labour Market Impact Assessment, you must submit an application form and all the necessary supporting documents. Your application will be assessed to validate the legitimacy of the business, the job offers and the impact of hiring a temporary foreign worker would have on the Canadian labour market.

Before you apply

- Determine if you need a Labour Market Impact Assessment
- Verify if we will refuse to process your Labour Market Impact Assessment application
- Ensure you know about the Program requirements for low-wage positions
- Ensure you want to apply through the stream for low-wage positions. If after applying you decide you want to apply under a different stream, you will need to cancel your original application and reapply under the new stream. Processing fees are not refunded and cannot be transferred to your new application.

Apply

- To access LMIA Online, an employer and a third party (if applicable) must have a valid Job Bank user account for authentication purposes.

<https://employer.jobbank.gc.ca/employer/dashboard>

- The registration process will take approximately 10 minutes. Once your Job Bank account(s) is/are created, you will be able to complete an LMIA application via the LMIA Online Portal.

Paid third-party representatives

- You may choose to ask a third-party representative to act on your behalf when seeking to use the Temporary Foreign Worker Program to hire a temporary foreign worker. A paid representative must be authorized to collect a fee or to receive any other type of payment to act on your behalf or to advise you in the Labour Market Impact Assessment application process. An authorized third-party representative is:
 - a member in good standing of a Canadian provincial or territorial law society or students-at-law under their supervision, or the Chambre des notaires du Québec
 - a paralegal in the Province of Ontario's law society
 - a member in good standing of the Immigration Consultants of Canada Regulatory Council

Please view the attachment provided by Ann Arbour Consultants to see a detailed outline of how the Temporary Foreign Worker Program works.

Contact Information

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Please do not hesitate to reach out if you have any questions or concerns: proy@smittys.ca

Yours truly,

Parry Roy

Parry Roy
Operations Manager
SMITTY'S CANADA INC.