

ADDING FOREIGN TALENT TO YOUR TEAM

**Benefits,
Responsibilities &
Process.**

Presented information is general in nature.
For specific information and assessment
please contact Ann Arbour.



Abbreviations

- Service Canada (SC/ESDC)
- Foreign Worker (FW)
- Foreign National (FN)
- IRCC (immigration, Refugees and Citizenship Canada)
- Permanent Residence (PR)
- Ann Arbour Consultants Inc. (AAC)



Why Choose Us?



20 years of experience in working with companies in incorporating foreign talent into their teams.

Dedicated client service. 100% continued success in LMIA application



Worked with large companies and franchises with locations spread out across different Provinces.



Licensed in all Provinces (except Quebec) and reputed in the industry.

Hiring Foreign Workers as Skilled /Semi-skilled workers



ADVANTAGES

- Qualified, experienced & dedicated worker for a minimum of 2 years.
- Qualifications, Experience, English ability and criminality will be checked by IRCC.
- They will work with you for the duration of the work permit period and beyond – no fear of resignations and additional expenditure on recruitment or training.
- FW's come with great work ethic, they are eager to work, obtain residency and sponsor their family.

Positions that can be filled by FWs

- Cooks and chefs (Skilled)
- Food Service Supervisors and Managers (Skilled)
- General Store Manager (Skilled)
- Kitchen Helpers/Dishwashers (Semi Skilled)
- Servers (Semi – skilled)

(please note certain Provinces or Cities may have restrictions in hiring foreign semi-skilled workers)

Process Flow – Skilled Workers under Dual Intent LMIA

Application Process

- Advertising: 30 days advertising to attract Canadian applicants, to prove the need to hire FWs. AAC will take this responsibility
- Process & submit LMIA with all documents. Employer will be provided a list of documents we require. Names must be submitted with LMIA. Processing time can vary 1-2 months
- Employer interviews with SC. AAC with train employer
- LMIA valid for 6 months. Work Permit must be applied for within this period

Hiring Process

- Resumes sent for screening to employer during advertising period
- Interviews coordinated via Zoom / Skype / Teams
- Job Offer signed and names attached to LMIA application
- Candidate applies for WP. Processing time can vary 1 – 5 months



Of Hiring skilled workers

- They can be hired under a dual intent LMIA as long as the location has been in operation for over a year and has filed taxes. Such LMIA's are processed faster, have no restriction in any Province and there is no CAP to the number of workers you can hire
- Visa is provided for 2 years.
- No undertaking to pay airfare.
- Applicants can apply for residency and extend work permit

Process Flow – Semi-Skilled Workers

Application Process

- CAP Calculation: to verify no. of FWs that can be hired by the company
- Advertising: 30 days advertising to attract Canadian applicants, to prove the need to hire FWs. AAC will take this responsibility
- Process & submit LMIA with all documents. Employer will be provided a list of documents we require. Processing time can vary 1 – 4 months
- Employer interviews with SC. AAC will train employer
- LMIA valid for 6 months. Work Permit must be applied for within this period
- LMIA application need not be named

Hiring Process

- Resumes sent for screening to employer
- Interviews coordinated via Zoom / Skype / Teams
- Job Offer signed and names sent to SC
- Candidate applies for WP. Processing time can vary 1 – 5 months



Of Hiring semi-skilled workers

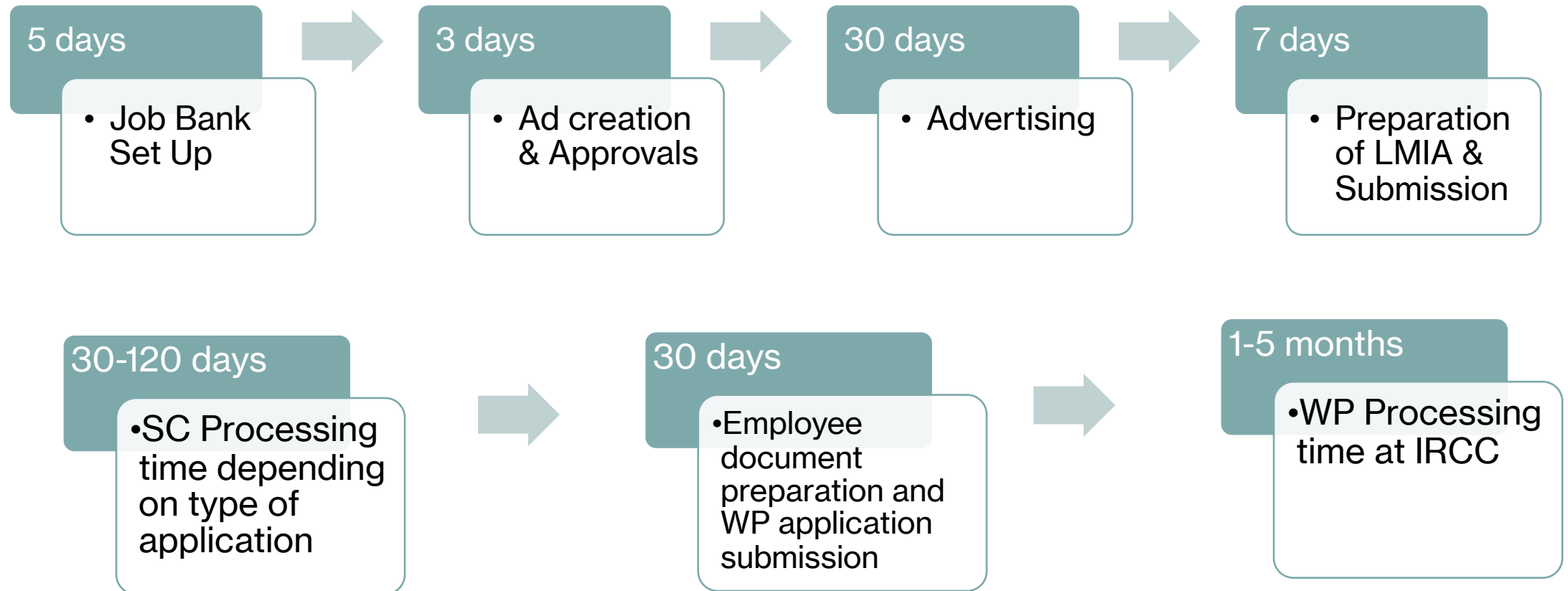
- Labour shortages for Semi-skilled workers are huge currently and hence proving with advertising is easier than ever before.
- Visa is provided for 2 years at the moment under Pandemic rules
- Many can apply for residency within 1 year of working in Canada

Corporate Responsibility



- Must offer full time work
- Must pay Median wage
- Must pay overtime after 44 hours
- Must prepare paperwork and apply to SC for a permit to hire the FN, prove financial ability to pay worker & Pay processing fee of \$1000
- Must advertise for 30 days to attract Canadians for the position
- Must pay airfare (only for semi- skilled workers and not for higher skilled workers under a dual intent LMIA)
- Must hire only 10% of total workers when hiring semi-skilled workers
- **May** sponsor candidate for PR
 - Regular labour laws apply in terms of lay offs, vacation pay etc. if location is less then 1 year old other rules can apply. Please contact AAC for an assessment and specific information

Application Timelines



Important:

- Employer must show financial ability to pay workers by providing filed taxes in last 1-2 years(Sch 100 , 125, T4 summary as well as PD7a for last 12 months). If the company was incorporated less than 1 year ago – you will still be eligible to apply – other documents will be requested as proof of business legitimacy.
- Must offer full time work (30 hours or more) . Must pay overtime after 44 hours.
- Must pay airfare for lower skilled workers. Must undertake to assist with housing.
- If the business is under 1 year dual intent LMIA's are not allowed. Hence skilled or semi-skilled applications must be applied under the work permit only LMIA process. Under this program all workers need to be paid airfare and CAP calculations must be done.

Costs:

- \$1000 processing fee to SC for each employee
- Advertising fee for mandatory advertising targeting under-represented groups \$275
- Airfare – can be paid 1 way. However if the applicant needs to go back (in the case of an expired permit with ineligibility to renew, employer terminated employment, employee terminated employment etc) – return should also be paid if requested by employee.

EMPLOYEE COMMITMENT

- Apply for work permit once employer permit (LMIA) is provided
- Work only for the employer that sponsored
- Apply for residency when qualified to do so

Ann Arbour Commitment – creating a WIN for all



- Create relationships with companies and introduce great candidates who are seeking to immigrate
- Process paperwork/assist in obtaining permits for employer and employee
- Keep employer abreast of all regulations to ensure compliance
- Inform employer when permits need to be renewed or when employees become eligible to apply for PR

Employer gets a great worker, candidate gets the opportunity to immigrate and Ann Arbour gets to complete our job in facilitating the immigration process for our client

Thank
you





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