

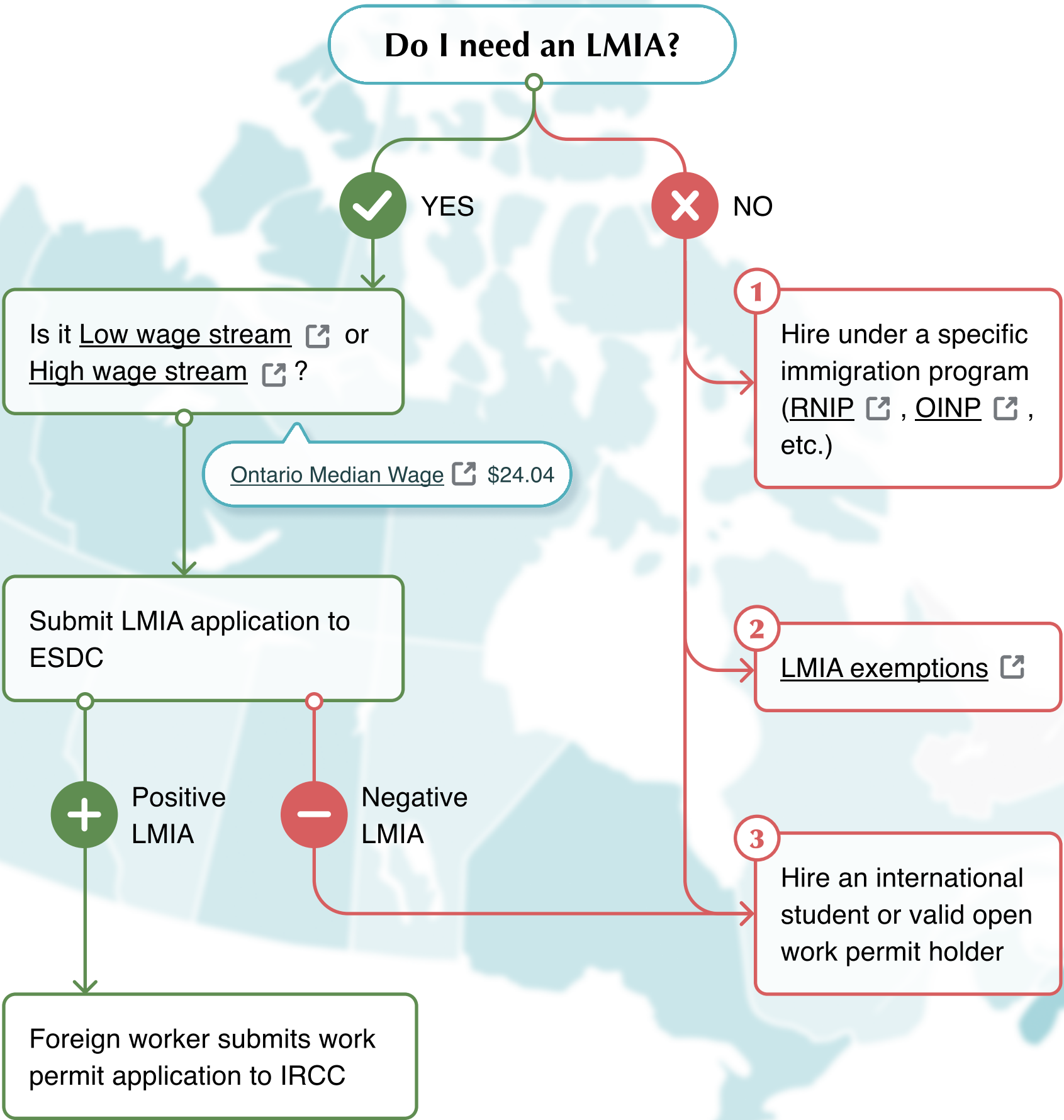
# LMIA

## Labour Market Impact Assessment


A document you *may* need before hiring a foreign worker in Canada.





An LMIA determines the impact that hiring a foreign worker will have on the Canadian labour market. If the overall expected impact is positive, Employment and Social Development Canada (ESDC) will issue a positive LMIA and with this an employer can proceed to hire a foreign national.



# Employer Requirements for LMIA



- ✓ Full-time permanent job offer at market wage (minimum of 1,560 hours/year and a minimum of 30 hours of paid work/week)
- ✓ Position must be genuinely required by the employer
- ✓ Cannot find a Canadian or Permanent Resident to accept the position
- ✓ Business legally exists and operates, is financially sound
- ✓ Provides goods or services with a physical work location in Canada
- ✓ Cooperate with an on-site inspection by ESDC
- ✓ \$1000 fee per LMIA application
- ✓ Complete list of requirements [here](#) 

## Recruitment Requirement


- ✓ Minimum 3 different recruitment activities, requirements differ by stream
- ✓ Occur 3 months before LMIA application submission
- ✓ Recruit for 4 consecutive weeks with 1 ongoing until a decision is made on LMIA application
- ✓ Keep record of job ads, candidates, resumes, interview results, outcomes, etc.
- ✓ Full list of [high-wage requirements](#)  and [low-wage requirements](#) 

## Support Foreign National towards Immigration


### 1. Express Entry

- Positive LMIA required ([assessment process](#)) 
- [Meet requirements](#)  for wage, working conditions, occupation
- Foreign national includes job offer and positive LMIA in their application

### 2. Rural Northern Immigration Program

- No LMIA required
- Job offer must belong to list of priority occupation (i.e. [Sault Ste. Marie](#)) 
- Employer must register for RNIP

### 3. Ontario Provincial Nominee Program

- No LMIA required but may need to demonstrate recruitment efforts
- Employer requirements: gross annual revenue, premises, years in business, etc.
- Requirements differ depending on [stream](#) 

[Work Permit FAQ](#) 

\* More opportunities may be available depending on various profile factors of employer/foreign national.