

Labour Market Impact Assessment (LMIA)

A **Labour Market Impact Assessment (LMIA)** is a document that an employer in Canada may need to get before hiring a foreign worker. Find below the process:



Determine LMIA requirements

- The employer identifies the appropriate LMIA category (e.g., high-wage, low-wage, seasonal agricultural worker, caregiver, or global talent stream) based on the job offer.

- The employer confirms if the position requires an LMIA, as most job offers for foreign workers in Canada require one unless exempted by specific programs.

Review LMIA categories



- The employer drafts a detailed job offer, including job title, duties, salary, and working conditions and ensures the job offer meets Canadian employment standards.



Prepare the job offer

- The employer advertises the job in the Canadian job market, following the Employment and Social Development Canada (ESDC) guidelines for recruitment efforts, including posting the job offer on Job Bank and other recruitment platforms for at least four weeks.

Conduct requirement efforts



- The employer completes the LMIA application form and submits it along with all required documents to ESDC/Service Canada.
- The employer pays the application fee (if applicable).

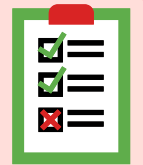
SUBMIT



Submit the LMIA application

- Service Canada will review the application, verify the information, and may contact the employer for additional information or clarification.

Await assessment and review



Receive LMIA decision

- The employer shares the positive LMIA letter and a job offer with the foreign worker, who will use these documents to apply for a work permit.

- If the LMIA is approved, the employer will receive a positive LMIA letter.
- If denied, the employer will receive a letter explaining the reasons for the refusal.

Provide LMIA to the foreign worker



- The foreign worker applies for the work permit when they receive a job offer letter, a contract, a copy of LMIA and the LMIA number



Work permit application