



FEDERAL PROGRAM: TEMPORARY FOREIGN WORKER PROGRAM (TFWP)

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Temporary Foreign Worker Program (TFWP): Allows employers to hire foreign workers for temporary jobs when qualified Canadians are unavailable. *This program requires employers to obtain a Labour Market Impact Assessment (LMIA)* to demonstrate the need for a foreign worker.

Steps:

1. Labour Market Impact Assessment (LMIA)

- **Job Posting:** Advertise the job in Canada for at least four weeks to demonstrate that no qualified Canadians are available for the position.
- **Application:** Submit an LMIA application to Employment and Social Development Canada (ESDC), including details about the job offer, recruitment efforts, and the impact on the Canadian labor market.
- **Assessment:** Employment and Social Development Canada (ESDC) will assess the application to ensure hiring a foreign worker will not negatively affect the Canadian labor market.

2. Job Offer: Once the LMIA is approved, the employer can extend a job offer to the foreign worker. The job offer must include details such as job title, duties, wages, and working conditions.

3. Work Permit Application: The foreign worker will use the approved LMIA to apply for a work permit. This application is submitted to Immigration, Refugees and Citizenship Canada (IRCC) and must include the job offer and LMIA approval.

4. Compliance: Employers must ensure compliance with wage, working conditions, record-keeping, and workplace safety standards.