



Important Information & Definitions Regarding Foreign Workers

- ✚ **PR:** Permanent Residency
- ✚ **TFW:** Temporary Foreign Worker.
- ✚ **SIN Numbers:** Foreign workers will have SIN (**Social Insurance Numbers**) starting with 9.
- ✚ **Work permits:** Employers must request a valid work permit to confirm eligibility to work in Canada. Types of Work Permits:
 - **Open:** Allows workers to work for any employer.
 - **Closed:** Limits workers to a specific employer listed on the permit.
- ✚ **Employer Responsibilities:** Comply with Canadian labour laws by ensuring that their employees are legally entitled to work in Canada. It is advisable to track the expiration dates of work permits for all employees under a work permit.
- ✚ **Licensed Immigration Professionals:** Immigration programs are designed so that you do not need to use a representative. However, you may choose to use an immigration representative to help you navigate the process. Using a representative is a personal choice and usually involves a fee for this service. Always look for qualified experts authorized to provide immigration advice and services in compliance with Canadian regulations. They can help identify the best immigration pathways for recruiting foreign workers aligned with your business needs. If you already have a foreign candidate, they can offer advice tailored to that specific case. In such instances, you may need to share the candidate's resume, visa, and work permit for the advisor to understand their situation and provide accurate guidance.
- ✚ **LMIA – Labour Market Impact Assessment** - Determine which type of Labour Market Impact Assessment (LMIA) application you should submit to hire a

temporary foreign worker (TFW). Understand your responsibilities when hiring under the Temporary Foreign Worker Program (TFWP).

- ✚ **TFWP – Temporary Foreign Worker Program** - 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.*
- ✚ **IMP – International Mobility Program** – Allows employers to hire foreign workers without requiring an LMIA
- ✚ **DITWP – Domestic Internationally Trained Workers Pool** - A resource for employers to tap into a pool of internationally trained workers already in Canada.
- ✚ **SINP – Saskatchewan Immigrant Nominee Program** - allows employers to nominate foreign workers for permanent residency
- ✚ **COR – Certificate of Registration (For work with SNIP)**
- ✚ **NOC – National Occupational Classifications** – A national reference for occupations in Canada