

CANADA'S IMMIGRATION ADVANTAGE

Kootenay Childcare Initiative -
Employer session

Doris Wong
Aug 2026



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

REMINDER: POLICIES AND PROGRAMS CAN CHANGE.
PLEASE VISIT [WWW.CANADA.CA/IMMIGRATION](https://www.canada.ca/immigration)
FOR ACCURATE, UP-TO-DATE INFORMATION.

AGENDA

- **Key Concepts**
- **Work Permits**
- **Employer Compliance & Obligations**
- **Permanent Residence**
- **Finding Foreign Workers**



KEY CONCEPTS





National Occupational Classification (NOC)

What is the NOC?

- Canada's official system for classifying jobs based on the type of work performed and required skills.

Key Features:

- The NOC is a unique 5-digit code for each occupation, with **the 2nd digit indicating the TEER category.**
- Essential for identifying **eligibility** for temporary and permanent immigration pathways.

Latest System:

- The 2021 NOC system is currently in use by both federal and provincial governments.

TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER)

TEER 0

Management responsibilities

TEER 1

University degree

TEER 2

Supervisory responsibilities OR college diploma (two years or more) OR apprenticeship training (two years or more)

TEER 3

College diploma (less than two years) OR apprenticeship training (less than two years) OR more than six months of on-the-job training

TEER 4

Completion of high school diploma OR several weeks of on-the-job training

TEER 5

Short work demonstration and no formal educational requirements



Early Childhood Educator/Assistants

NOC: 42202

Profile	ECEs	ECAs
Example Titles	• Daycare supervisor/teacher • Nursery school teacher • Preschool supervisor	• Daycare helper/attendant • Nursery school aide • Preschool helper
Main Duties	• Develop/implement child-care programs that promote the social, cognitive, physical and emotional development of children	• Support ECEs in carrying out programs • Maintain daycare equipment and assist in housekeeping/cooking
Employment Requirements	• Completion of a 2-4 year college program/bachelor’s degree in child development • Meet provincial licensing requirements for ECEs	• Completion of secondary school • Experience in childcare • Completion of an ECE assistant certificate program

This table’s contents are not exhaustive. For more information:





WHAT IS WORK?

To work in Canada, foreign nationals require a work permit, in some cases exemptions may apply.

IRCC's definition of "Work" is:

An activity for which wages are paid

OR

Commission is earned

OR

That competes directly with the activities of Permanent Residents or Canadians Citizens

WORK PERMIT



WHAT DOES A **WORK PERMIT** LOOK LIKE?

- Date of issuance
- Period of validity
- Occupation the worker can perform
- Work location(s) and employer
- Conditions of employment

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada

AA123 456 789
0123456789

Application/Demande: 0123-4567
UCMUC: 12345678

WORK PERMIT/PERMIS DE TRAVAIL

CLIENT INFORMATION/INFORMATION DU CLIENT

Family Name/Nom de Famille	Mr/Monsieur
Given Name/Prénom	John
Date of Birth/Date de naissance	1980-01-01
Sex/Genre	Male/Homme
Country of Birth/Pays de naissance	United States of America/États-Unis
Country of Citizenship/État des Citoyenneté	United States of America/États-Unis
Type of Traveler/Type de voyageur	Temporary/Temporaire

ADDITIONAL INFORMATION/INFORMATION SUPPLÉMENTAIRE

Date of Issuance/Date de délivrance	2023-10-01
Expiry Date/Date d'expiration	2024-09-30
Class Type/Type de classe	Open/OUVERT
Letter of Appointment/Lettre de nomination	Not Applicable/N/A
Employer/Employeur	Not Applicable/N/A
Employment Location/Lieu d'emploi	Not Applicable/N/A
Conditions/Conditions	Not Applicable/N/A

Remarks/Remarques

THIS DOES NOT AUTHORIZE RE-ENTRY/CECI N'AUTORISE PAS LA RÉ-ENTRÉE

THIS FORM AND ITS CONTENTS ARE THE PROPERTY OF IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA. THIS DOCUMENT IS THE PROPERTY OF THE GOVERNMENT OF CANADA. / CE FORMULAIRE ET SON CONTENU SONT LA PROPRIÉTÉ D'IMMIGRATION, RÉFUGIÉS ET CITOYENNETÉ CANADA. CE DOCUMENT EST LA PROPRIÉTÉ DU GOUVERNEMENT DU CANADA.

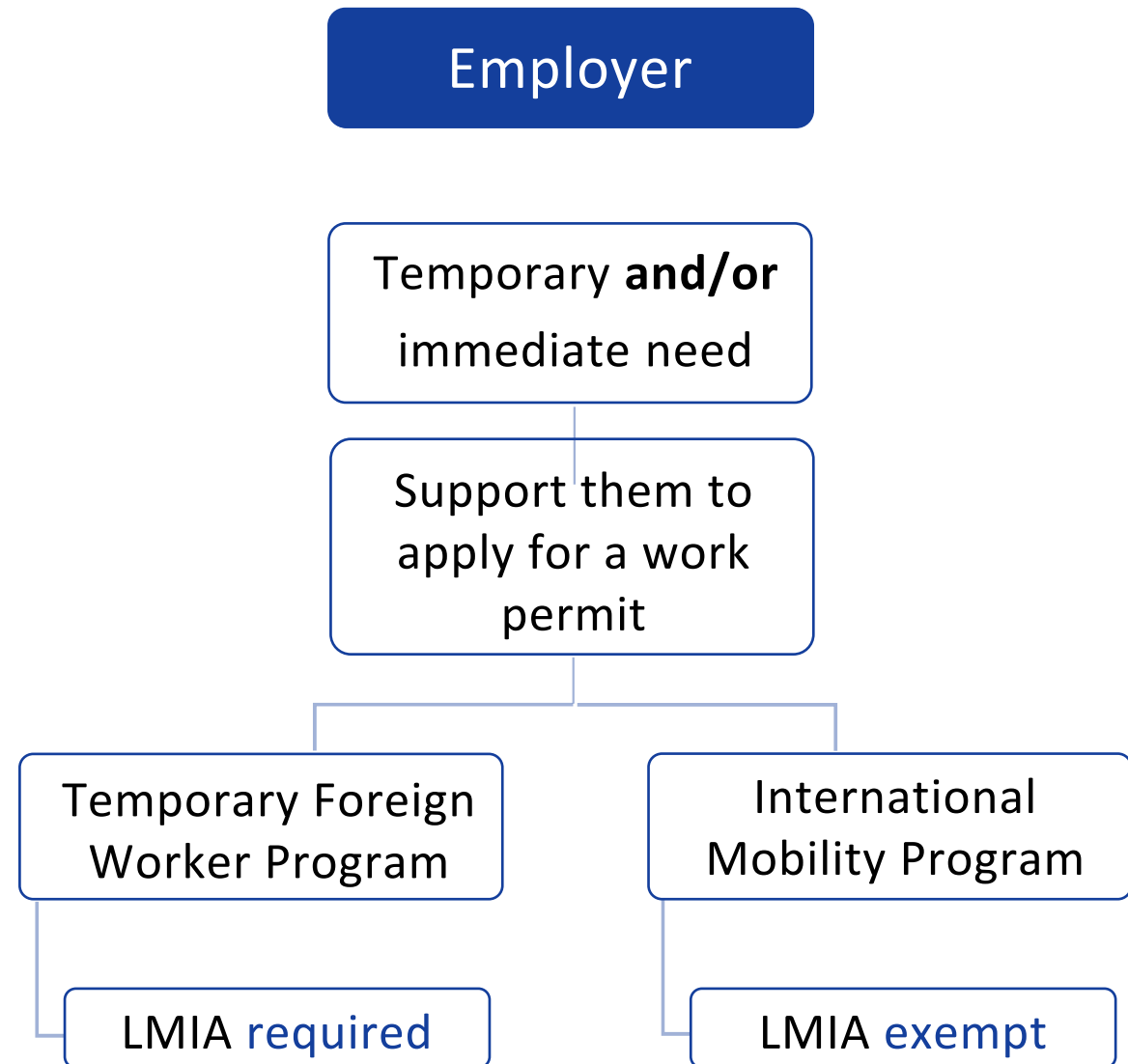
Canada

Note! Work permit holders can apply to **change the conditions** of their work permit or apply to **extend** the permit.

WORK PERMIT PATHWAYS:

Temporary
Foreign
Worker
Program
(TFWP)

International
Mobility
Program (IMP)





WHAT IS A LABOUR MARKET IMPACT ASSESSMENT (LMIA)?

- ✓ It is a process completed with **ESDC** that employers may need prior to hiring a foreign worker.
- ✓ It confirms that no Canadians or permanent resident are available to do the job and there is a need to hire a temporary foreign worker.



TEMPORARY FOREIGN WORKER PROGRAM

Labour Market Impact Assessment [required](#)

Step 1:

Employer

- Register with BC
- Apply to ESDC for an LMIA

\$1,000 LMIA fee

Step 2:

Worker

- Apply to IRCC for a work permit

\$155 + \$85 Work permit
and biometrics fee

Case Study #1 – WP process with LMIA

Scenario: Happy Adventures Daycare is seeking to hire 2 daycare teachers (NOC 42202)



**Employer submits the
LMIA applications to
ESDC**



INTERNATIONAL MOBILITY PROGRAM

Labour Market Impact Assessment **exempt**

Step 1:

Employer

Determine the LMIA exemption and create an **offer of employment** in the IRCC's employer portal

\$230 Employer compliance fee

Step 2:

Worker

Apply to IRCC for a work permit

\$155 + \$85 Work permit and biometrics fee

*Family members may also be eligible for an open work permit or study permit.



EXAMPLES OF LMIA EXEMPTIONS

Youth Exchange Programs

- International Experience
- Young Professionals

Significant Benefit

- Francophone Mobility
- Entrepreneurs

International Agreements

- Professionals and Technicians
- Intra-Company Transferees

Provincial and Territorial Agreements

- Provincial and Territorial nominee programs



IN CANADA AND ABROAD

International Experience Canada (IEC)

International Experience Canada (IEC) gives international youth the opportunity to travel and work in Canada for up to 2 years.

Work and travel options:

- Working holiday
- Young professional
- International Co-op



FRANCOPHONE MOBILITY

LMIA Exemption

Employer Benefits

- LMIA exemption, saving time and fees
- Support from IRCC to find candidates abroad
- Tap into new markets and international networks
- Settlement support and pathway to permanent residence

Worker Eligibility

- Intermediate French level, the language of the workplace can be English
- Live and work outside of Quebec
- Any TEER level - except primary agricultural occupations



WORK PERMITS AND REGULATED OCCUPATIONS

IRCC must be satisfied that the temporary foreign worker has
obtained the required licence

or

can obtain it within a reasonable short period
after entry to Canada.

The worker is expected
to be able to perform
the work sought
immediately on arrival

or

within the first
4 months.

When accessing
work permit
applications, officers
cross reference the
application against
the position's NOC
information.

EMPLOYER OBLIGATIONS & COMPLIANCE



EMPLOYER RESPONSIBILITIES

- Review the Work permit and its details
- Don't charge or recover recruitment fees from the worker
- Adhere to the conditions of the work permit, employment agreement, the job offer or labour market impact assessment (if applicable) and provincial employment/recruitment laws
- Ensure a workplace free from abuse, including reprisals
- Provide the worker with information about their rights
 - IMP: [Get to know your rights while working in Canada](#)
 - TFWP: [Your rights are protected](#)
- Retain all documents for 6 years
- Cooperate with compliance inspections

COMPLIANCE INSPECTIONS

- Employers of employer-specific work permit holders can be subject to inspections.
- An inspection can occur during the worker's employment or up to 6 years after a work permit is issued.
- Employers must provide accurate documents, report at a specified time or location to answer questions, and attend on-site inspections, as requested.
- Non-compliance can result in a warning, an administrative monetary penalty, a temporary or permanent ban from the TFWP and IMP, and publication on IRCC's [list of non-compliant employers](#).

Additional resources:

[Employer compliance inspections under the International Mobility Program](#)

[Employer compliance inspections under the Temporary Foreign Worker Program](#)

Employers must retain documents related to the employment of the worker for 6 years.

PERMANENT RESIDENCE PROGRAMS





EXPRESS ENTRY - PROGRAMS

Permanent residence pathways for skilled immigrants in TEERs 0-3

Federal Skilled Worker Program (FSW)

- For skilled workers who have work experience

Canadian Experience Class (CEC)

- For skilled workers who have Canadian work experience

Federal Skilled Trades Program (FSTP)

- For skilled workers who are qualified in a skilled trade

EXPRESS ENTRY – CATEGORY BASED SELECTION

Priority Categories

Justification



Structural skills and labour shortages (professional categories)

Help meet labour market needs for workers experienced in the following fields affected by labour shortages:

- Healthcare
- Science, Technology, Engineering and Math (STEM)
- Trade
- **Education**
- Agriculture and agri-food



Francophone immigration outside of Québec (linguistic category)

Promote the economic prosperity of French-speaking communities and fill positions that require the ability to communicate in French/in both official languages

FINDING FOREIGN WORKERS





IN CANADA:

Hiring an international graduate

Students who have completed all requirements to graduate may:

- be eligible to apply for a Post-Graduation Work Permit.
- begin working full-time while their application is being processed.

To work while their application is being processed, they need to provide you with:

- a valid study permit
- a completion letter or final transcript
- a proof that they applied for a work permit

Spouses of eligible international graduate can also apply an open work permit.



IN CANADA:

Permanent Residents

Connect with your local
Service Provider Organization (SPO)

- SPOs are funded to help newcomers, including refugees, settle in Canada.
- They offer employment support to connect employers with their work-ready newcomers.
- SPOs services are available at no cost.



IN CANADA AND ABROAD:

Job Bank

Job Bank is a Government of Canada website that offers free tools and resources that can help you find temporary foreign workers or newcomers to Canada.

Employers can:

- post jobs offers
- get matched with best-fitting candidates with the platform's automatic job-matching tool

DESTINATION CANADA

IRCC Bilingual/French Program

The Government of Canada regularly organizes information sessions, networking events and recruitment initiatives targeting French-speaking or bilingual candidates, particularly for those in the **early childhood education and teaching sector**.

Information sessions will be offered on the following dates:

- August 26th at 12pm-12:30pm (EST) Presentation in English: [register via MTeams](#)
- August 26th at 2pm-2:30pm (EST) Presentation in French : [register via MTeams](#)
- August 27th at 2pm-2:30pm (EST) Presentation in English: [register via MTeams](#)
- September 16 at 12pm-12:30pm (EST) Presentation in French : [register via MTeams](#)
- September 16 at 2pm-2:30pm (EST) Presentation in English : [register via MTeams](#)
- September 17 at 12pm-12:30pm (EST) Presentation in English : [register via MTeams](#)





DEDICATED SERVICE CHANNEL (DSC)

Outreach Team

Provides information sessions to employers.

One-on-one meetings with employers to discuss immigration pathways.

Assists with questions during application submission and processing.

Collects insights to inform immigration programs and policies.

Thank you!

Outreach Officer

Doris Wong

promotion@cic.gc.ca





NEED MORE INFORMATION?



Services for
employers



Employer's Roadmap
to hiring and retaining international
trained workers



How to access
global talent