

IMMIGRATION PATHWAYS

TEMPORARY FOREIGN WORKER PROGRAM: SOME RECENT CHANGES

Tourism HR
Canada



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Validity of Labour Market
Impact Assessment (LMIA)
reduced from 12 to 6 months

Low-wage Temporary Foreign
Worker (TFW) permits **valid for
12 months, down from 24**

Visitors can **no longer
apply for work permits
from inside Canada**

Criteria	Low-Wage Stream	High-Wage Stream
Wage threshold	Jobs where the offered wage is below the provincial/territorial wage threshold requirement.	Jobs where the offered wage is above the provincial/territorial wage threshold requirement.
Worker support requirements	Employers must provide additional supports, including return transportation to the worker's country of origin and ensuring or providing suitable accommodation.	No extra support requirements regarding transportation or accommodation.
Recruitment methods	On top of the required Job Bank Ad, employers must conduct at least two additional recruitment methods that are consistent with the occupation.	Standard recruitment practices apply without the need for additional targeted methods. The advertising requirements are similar to the low-wage stream, but with a need to ensure at least one ad is 'national in scope'.
Workforce composition restrictions	Employers are limited to a TFW complement of 10% of their total workforce at any worksite (up to 20% for certain high-demand sectors).	There is no limit on the number of TFWs an employer can hire.
Unemployment rate consideration	LMIA applications will not be processed for positions in Census Metropolitan Areas (CMAs) with an unemployment rate of 6% or higher.	CMA unemployment rates are not taken into consideration during LMIA application assessments.

Wage threshold to determine high- or low-wage stream

(as of November 8, 2024)



Province/Territory	Wage threshold (\$/hr)
Alberta	\$35.40
British Columbia	\$34.62
Manitoba	\$30.00
New Brunswick	\$28.85
Newfoundland and Labrador	\$31.20
Northwest Territories	\$47.09

Province/Territory	Wage threshold (\$/hr)
Nova Scotia	\$28.80
Nunavut	\$42.00
Ontario	\$34.07
Prince Edward Island	\$28.80
Quebec	\$32.96
Saskatchewan	\$32.40
Yukon	\$43.20



The tourism sector offers a lot of opportunities for newcomers to Canada and for temporary international workers, and these workers are a key part of our labour force. Recent changes in immigration policy have made it harder for operators to know where they should recruit overseas. Please visit Tourism HR Canada's [Immigration Hub](#) to stay up to date on the options available to tourism operators.

The information provided here should be used for general guidance only, and not as professional or legal advice. Always confirm the latest immigration regulations with IRCC.

For more information, please contact

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