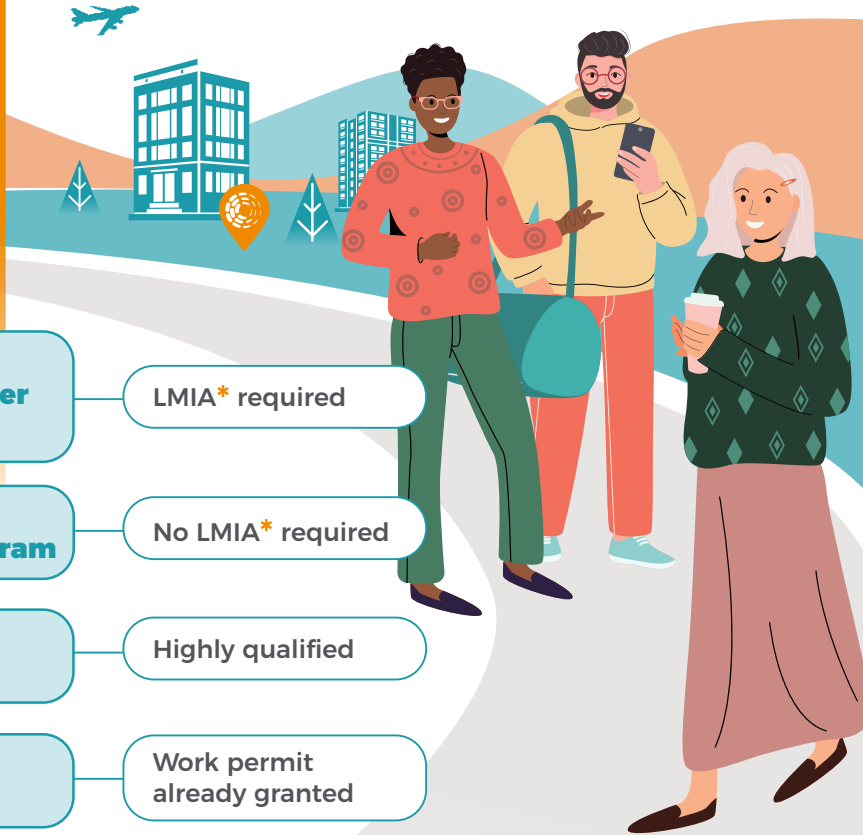


HIRING INTERNATIONAL TALENT FOR TOURISM JOBS



Tap into Immigration Programs



SEASONAL JOBS

Temporary Foreign Worker Program

LMIA* required

International Mobility Program

No LMIA* required

Global Skills Strategy

Highly qualified

International Students

Work permit already granted

International Experience Canada

Skilled youth
No LMIA required



PERMANENT POSITIONS

Express Entry

Federal Skilled Worker Program

NOC TEER 0, 1, 2, 3*

Provincial Nominee Programs

Federal Skilled Trades Program

Chefs, cooks, butchers and bakers

Canadian Experience Class

NOC TEER 0, 1, 2, or 3*

Portion of the Provincial Nominee Program

Atlantic Immigration Program

NOC TEER 0, 1, 2, 3, or 4*

Rural and Northern Immigration Pilot

Full-time, non-seasonal jobs in 11 communities

Economic Mobility Pathways Pilot

Skilled refugees

* Definitions on page 2 & 3



DEFINITIONS

What is an LMIA?

- A Labour Market Impact Assessment (LMIA) is a document that an employer in Canada must usually get before hiring a foreign worker. A positive LMIA (sometimes called a Confirmation Letter) will show there is a need for a foreign worker to fill the job and that no Canadian worker can do the job.

What is a NOC or a TEER?

- The National Occupational Classification (NOC) jointly developed by Employment and Social Development Canada (ESDC) and Statistics Canada (StatCan) is a classification of occupations with four skill level categories, ranging from Skill Level A to D.
- The NOC 2021 Version 1.0 introduces a new categorization representing the degree of Training, Education, Experience and Responsibilities (TEER) required for an occupation, with six categories: TEER 0 to 5.

RESOURCE TOOLBOX

Immigration, Refugees and Citizenship Canada (IRCC) offers several services for employers



IRCC Help Centre



Information sessions



Employer Roadmap



Immigration website specific to Quebec



ONGOING SERVICES FOR EMPLOYERS

Last Updated: June 2023



TourismHR.ca
info@tourismHR.ca





DEFINITIONS

Labour Market Impact Assessment: https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#labour_market_impact_assessment

National Occupational Classification (NOC): https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#national_occupational_classification

TEER category: <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#teer>



TEMPORARY PROGRAMS

Temporary Foreign Worker Program: <https://www.canada.ca/en/employment-social-development/services/foreign-workers.html>

International Mobility Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/international-mobility-program.html>

Global Skills Strategy: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/global-skills-strategy.html>

International Students: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/international-students.html>

Eligible Students: <https://www.canada.ca/en/immigration-refugees-citizenship/services/study-canada/work/work-off-campus.html#off-campus>

International Experience Canada: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/iec.html>



PERMANENT PROGRAMS

Express Entry (EE): <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/skilled.html>

Federal Skilled Worker Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/federal-skilled-workers.html>

Federal Skilled Trades Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/skilled-trades.html>

Canadian Experience Class: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/canadian-experience-class.html>

Provincial Nominee Program (PNP): <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/provincial-nominee.html>

Atlantic Immigration Program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration/hire-immigrant.html>

Designated Employers: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration/hire-immigrant/get-designated.html>

Rural and Northern Immigration Pilot: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-northern-immigration-pilot.html>

Participating Communities in the Rural and Northern Immigration Pilot: [North Bay, ON](#), [Sudbury, ON](#), [Timmins, ON](#), [Sault Ste. Marie, ON](#), [Thunder Bay, ON](#), [Brandon, MB](#), [Altona/Rhineland, MB](#), [Moose Jaw, SK](#), [Claresholm, AB](#), [Vernon, BC](#), [West Kootenay \(Trail, Castlegar, Rossland, Nelson\), BC](#)

Job Bank's Minimum Wage: <https://www.jobbank.gc.ca/trend-analysis/search-wages>

Economic Mobility Pathways Pilot: <https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/economic-mobility-pathways-pilot/hire.html>

IRCC's Services for Employers: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/employer-liaison-network.html>

IRCC Help Centre: <https://ircc.canada.ca/english/helpcentre/results-by-topic.asp?st=17.4>

IRCC Employer Road Map: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/employer-roadmap-hiring-retaining-internationally-trained-workers.html>

Quebec Immigration: <https://www.quebec.ca/en/immigration>



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