

CANADA: LABOUR MARKET IMPACT ASSESSMENT (LMIA) & WORK PERMIT PROCESS MAP



STEP 8: ENTRY TO CANADA

Principal applicant (and any dependents) may now enter Canada. The actual work permit will be issued at the port of entry, upon presentation of the approval letter (issued with the visa). Applicant can start work after this step.

STEP 7: ISSUANCE OF VISA & APPROVAL LETTER

Once approved, the passport will be returned to the applicant, endorsed with an employment visa (and temporary resident visas for dependents). A work permit approval letter will also be issued. Estimated processing time: 1-2 days

STEP 6: MEDICAL EXAMINATION

Certain individuals will be required to undergo medical examination for the immigration procedure. Processing time: 6 weeks – 2 months

STEP 5: WORK PERMIT & VISA SUBMISSION

FGI will prepare case documentation. The applications for non-visa exempt nationals can then be submitted to the Canadian High Commission. Estimated processing time: 6-8 weeks

STEP 1: INITIATION

Client initiates the case with FGI. FGI assesses work permit category and sends document checklist to the client. Client sends the documents listed on the checklist to FGI. Estimated Turnaround: 1- 3 days.

STEP 2: ADVERTISEMENT (LABOUR MARKET TEST)

Advertisement must be posted for at least 4 weeks. Employers are required to follow designation rules of job advertising. Please see FGI for details. Employers must continue to actively seek qualified Canadians to fill the position until a LMIA has been issued. All documentation must be kept in a recruitment report to be later submitted with the LMIA application. **Please note:** the recruitment period only begins once **ALL** advertisements are active.

STEP 3: PREPARATION OF APPLICATION FORMS

Application forms for the LMIA and the CAQ (if in Quebec) must be prepared. If using a representative, an authorization form must also be completed.

STEP 4: LMIA APPLICATION

The LMIA application must be submitted to Human Resources Skills and Development Canada (HRSDC). Additional documentation is required for applicants who will be working in Quebec. Estimated processing time: 3-5 months