



CANADA'S IMMIGRATION ADVANTAGE

Programs and Resources for
Employers – CVMA BC

June 19, 2025

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REMINDER: POLICIES AND PROGRAMS CAN CHANGE.
PLEASE VISIT WWW.CANADA.CA/IMMIGRATION
FOR ACCURATE, UP-TO-DATE INFORMATION.



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and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

AGENDA

- **Key Concepts**
- **Work Permits**
- **Permanent Residence**
- **Finding Foreign Workers**





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.



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KEY CONCEPTS



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IMMIGRATION LEVELS PLAN

In 2025, Canada aims to welcome:

395,000

permanent residents

▼ 21%

from 2024

305,900

new students
needing study permits

▼ 10%

from 2024

367,750

new temporary workers
needing work permits

▼ 16%

from 2024

Note! These levels do not include in-Canada temporary foreign workers looking to extend or change their status



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National Occupational Classification (NOC)

What is the NOC?

- a system to classify jobs based on the type of work performed and required skills

Key features:

- a unique 5-digit code for each occupation
- essential for identifying eligibility for temporary and permanent immigration pathways

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



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TEER – Animal Health Services

TEER 0

TEER 1

NOC 31103 – Veterinarians

TEER 2

NOC 32104 – Animal health technologists and veterinary technicians

TEER 3

TEER 4

TEER 5

NOC 65220 – Pet groomers and animal care workers



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Question

Which of the following occupations is a TEER 2 position?

- A) Animal Health Technologist
- B) Laboratory animal technician
- C) Veterinary Assistant
- D) Veterinary Technicians
- E) All of the above





WORK PERMIT



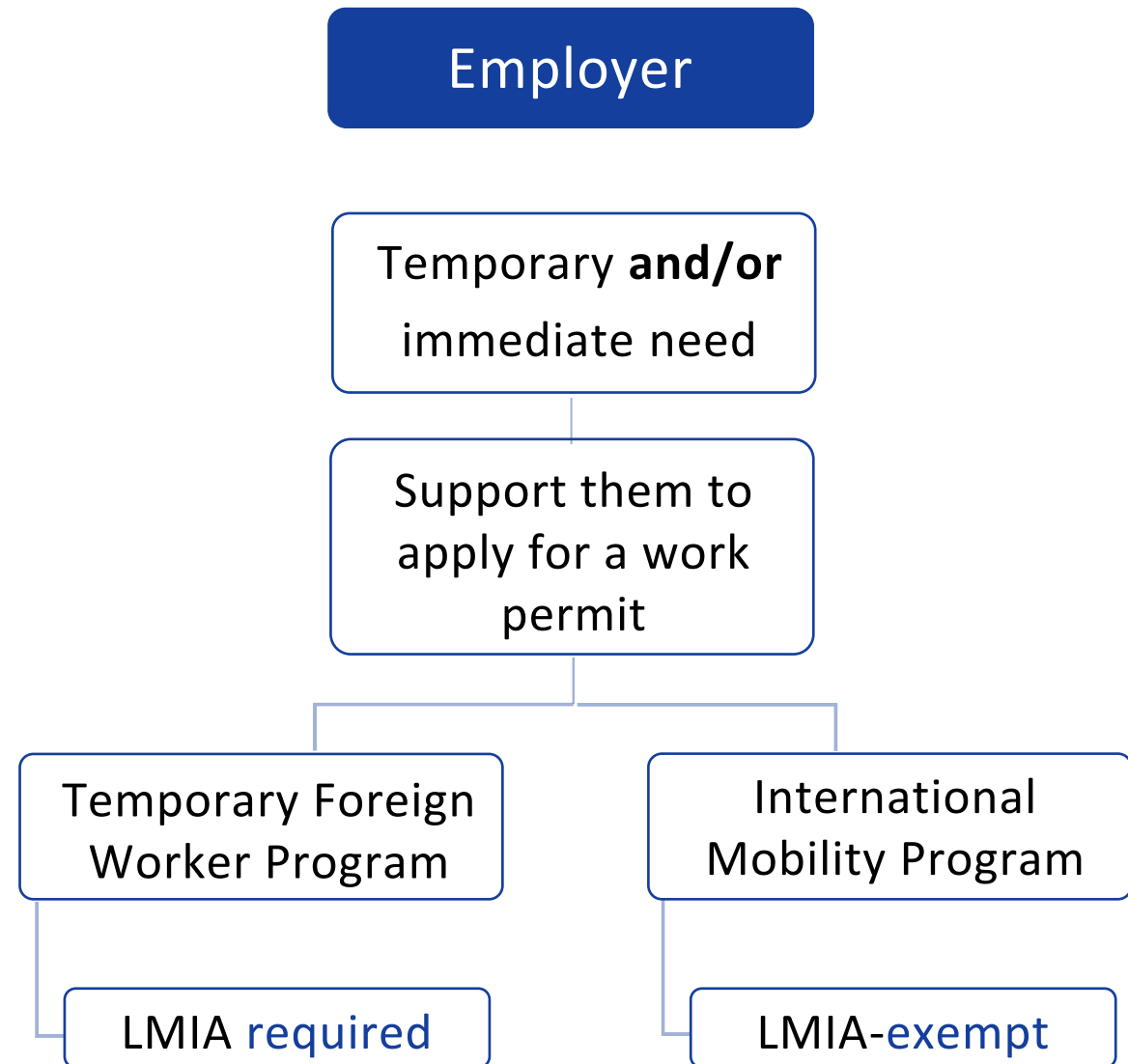
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WORK PERMIT PATHWAYS:

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 residents are available to do the job and therefore 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



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Case Study #1 – WP process with LMIA

Scenario: Happy Pets Clinic is seeking to hire 2 veterinarians (NOC 31103)



Employer submits the LMIA applications to ESDC

Fees: \$1000 **per position**
Processing times: 64 days
Next steps: Contact the [Employer Contact Centre](#) for any support



Candidates submit work permit application to IRCC

Fees: \$240
Processing times: 120 days
Documents required: Copy of LMIA, job offer, IDs, photos, biometrics, etc.



Work permit issued at Port of Entry or sent via mail (if candidate in Canada)

If overseas, a temporary resident visa/eTA is typically required to travel to the Port of Entry



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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.



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LMIA Exemptions: Veterinarians

Free Trade Agreements (FTA)

Countries	USA	Mexico	Chile	Korea	Malaysia
FTA	CUSMA	CUSMA	CCFTA	CKFTA	CPTPP
Section of the FTA	Professionals	Professionals	Professionals	Professional and Contract Service Providers	Professionals
Colleges on CVMA accredited list					



LMIA Exemptions: Veterinarians & Technicians

International Mobility Program

International Experience Canada

- [Youth exchange programs](#); for ages 18-30 or 18-35
- Participating countries with CVMA Accredited Colleges: England, Scotland, Ireland, France, Netherlands, Australia, New Zealand, South Korea

Francophone Mobility

- Candidate possesses an intermediate level of French (*language of workplace can be English*)
- Candidate must live and work outside of QC
- Any skill level occupation (*except primary agricultural occupations*)



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Case Study #2 – WP process with LMIA Exemption

Scenario: Sunny Pets Clinic in BC is seeking to hire 2 Veterinary Technicians (NOC 32104) fluent in French

**LMIA exempt under Francophone mobility as they are French-speaking and will work outside of Quebec*



Employer applies for a valid job offer on the IRCC Employer Portal

Fees: \$230 compliance fee/candidate

Result: Upon approval, an employer number is generated



Candidates submit work permit application to IRCC

Fees: \$240

Documents required: employer compliance fee copy, employer number, job offer, IDs, photos, biometric, etc.



Work permit issued at Port of Entry or sent via mail (if candidate in Canada)

If overseas, a temporary resident visa/eTA is typically required to travel to the Port of Entry



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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.



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EMPLOYER'S RESPONSIBILITIES

- 
- Review the work permit and its details.
 - Adhere to details of the agreed upon job offer.
 - Ensure a work environment free from violence and exploitation.
 - Comply with all employment and recruitment laws.
 - Retain all documents for a period of six years.



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

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CANADA

AA123 456 789
0123456789

Application/Demande: 0123-4567
SICRIS: 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/Masculin
Country of Birth/Pays de naissance	United States of America/États-Unis
Country of Citizenship/Pays de nationalité	United States of America/États-Unis
Passport Number/Numéro du passeport	123456789

ADDITIONAL INFORMATION/INFORMATION SUPPLÉMENTAIRE

Date issued/Date de délivrance	2023-01-01
Expiry Date/Date d'expiration	2024-01-01
Class/Type de permis	Open/Open
Letter of Appointment/Lettre d'attribution	Letter of Appointment/Lettre d'attribution
Employment Location/Lieu d'emploi	United States of America/États-Unis
Employment Conditions/Conditions d'emploi	Open/Open
Conditions/Conditions	Open/Open

Work permit/Permis de travail

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

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Info sheet 3 (rev. 01/2023)

Canada

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



Question

How much does it cost an employer to obtain an LMIA?

- A) It depends on the position
- B) \$1000
- C) \$155 + \$85 Work permit and biometrics fee
- D) Market price
- E) All of the above





PERMANENT RESIDENCE PROGRAMS



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EXPRESS ENTRY (EE)

Permanent residence pathway for skilled immigrants

- Dedicated to candidates in TEERs 0, 1, 2, or 3
- Additional category-based selection for in-demand sectors

Applicant
create an EE
profile

Express
Entry pool

Invitation
to apply

Candidate
applies for
permanent
residence



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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
- Transport
- 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/ both official languages





EXPRESS ENTRY - PROGRAMS

Permanent residence pathways for skilled immigrants

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



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Federal Skilled Worker

For skilled workers who have work experience

Eligibility Criteria

FSW Requirements

Work Experience

1 year of continuous work in a TEER 0, 1, 2 or 3 occupation within the last 10 years

Language Proficiency

CLB 7

Education

Secondary or above

Other

Must receive 67 or more points in the FSW Grid



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Canadian Experience Class

For skilled workers who have Canadian work experience

Eligibility Criteria

CEC Requirements

Work Experience

12 months in-Canada experience in a TEER 0, 1, 2, or 3 occupation within the last 3 years

Language Proficiency

CLB 7 for TEER 0 or 1
CLB 5 for TEER 2 or 3

Education

None

Other

Work experience does not need to be continuous

student work experience is not eligible as work experience under CEC



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Question

True or False?

Work experience as a student counts towards the work experience requirement under the Canadian Experience Class.

False!



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FINDING FOREIGN WORKERS



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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.



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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 platforms automatic job-matching tool



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ABROAD

Public Employment Agencies

Many countries offer services that specialize in international recruitment to help their citizens find work abroad.

These services are available free of charge to all Canadian employers who are looking to fill positions outside the province of Quebec.

The Outreach officers from the [Dedicated Service Channel](#) (DSC) can direct you to the services that will best meet your needs.

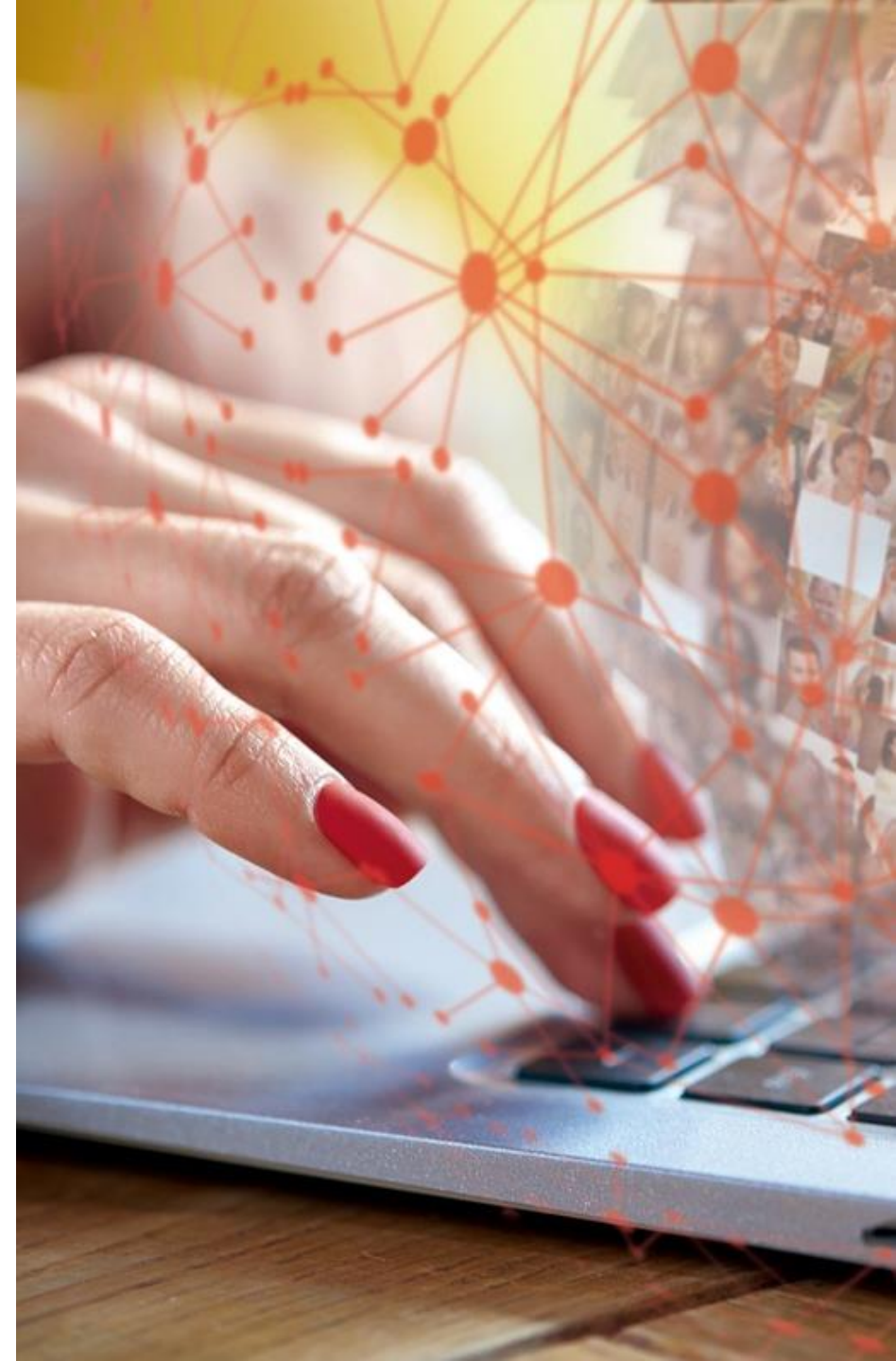
Support for employers

DSC Outreach Network

Promotion@cic.gc.ca

BC Outreach Officer

Doris.Wong@cic.gc.ca





NEED MORE INFORMATION?



Services for employers



Employer's Roadmap
to hiring and retaining international
trained workers



How to access
global talent



Settlement Organizations –
Services for Newcomes



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