



Immigration: LMOs under the Microscope

(LMO = Labour Market Opinion)

HRTG Symposium
October 26, 2011

Agenda



1. LMO overview
2. Changes to LMOs
3. Employer insights
4. Q&A



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LMO Overview

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Service
Canada

Labour Market
Opinion

Job

2

Citizenship and
Immigration Canada

Work Permit

Person



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Advertising Requirements

- Based on NOC (National Occupation Classification) codes and levels:
 - NOC Level O = Management
 - NOC Level A = Professionals
 - NOC Level B = Skilled and Technical
 - NOC Level C = Intermediate and Clerical
 - NOC Level D = Elemental and Labourers

 <http://www5.hrsdc.gc.ca/NOC/>



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Advertising Requirements

NOC	Job Bank		Other	
Level O Level A	minimum 14 days	Or	Recruitment activities consistent with the practice within the occupation	
Level B	minimum 14 days	And	Recruitment activities consistent with the practice within the occupation	Must include salary range in the postings

 http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/communications/advertising_recruitment.shtml

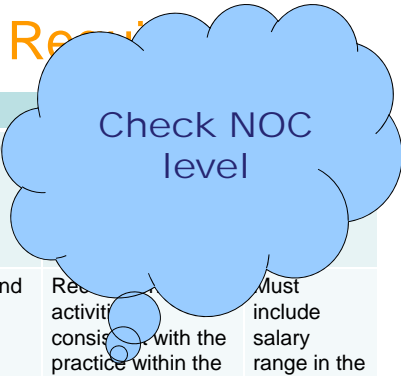



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Advertising Guidelines

- Must be recent ads/postings
 - within the last 3 months
- Provide proof of advertising
 - copies of ads, postings, e-mail blasts, screen shots, tweets
 - dates posted
- Provide results of recruitment efforts
 - list of applicants and why Canadians/ Permanent Residents were not qualified



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Be consistent



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Salary

- “Prevailing Wages”: what Canadians and Permanent Residents earn doing that job in a particular location
- Must pay between Average – High

Community/Area (Select a location to view detailed report)	Wages			Reference Period
	Low	Average	High	
British Columbia	N/A	N/A	N/A	
British Columbia	N/A	N/A	N/A	
Northern British Columbia	N/A	N/A	N/A	
Thompson Okanagan Kootenay Area	17.66	25.29	35.19	2011
Vancouver and Lower Mainland Southwest	19.69	30.14	45.12	2011
Vancouver Island and Victoria	20.00	27.34	41.31	2011

<http://www.workingincanada.gc.ca/>

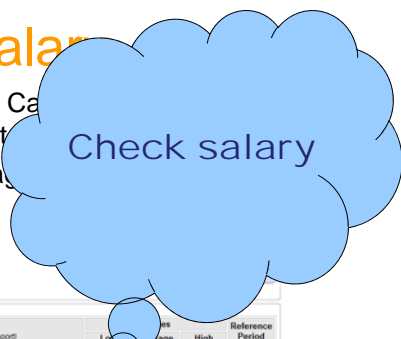


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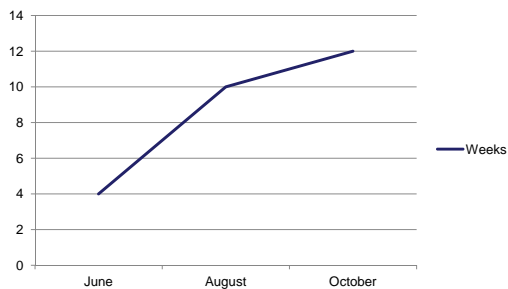
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Backlogged

Current processing time = 12 weeks

LMO Processing Times



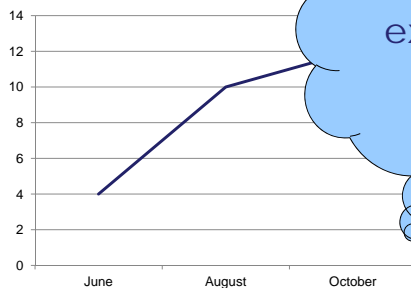
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Backlogged

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LMO Processing Times



Manage expectations



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Control Issues

Effective April 1, 2011:

1. More rigorous assessment of the genuineness of the job offer
2. Employers who fail to meet commitments as stated on the LMO application are suspended from hiring foreign workers for 2 years and may have their company name published on the CIC website
3. Maximum work permit duration = 4 years
 - Must return home for four years before coming back to Canada



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The Reality

- “Good” employers have nothing to worry about
- 4 year limit only applies to work permits obtained through a LMO in NOC level B occupation
 - NOC levels O and A, Intra-company transferees, NAFTA, BC PNP nominees not included



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The Real

Track and plan
the 4 years

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Employer Interview

- Standard part of the application process
- Ensure genuine job offer
- Verify information
- Question recruitment efforts
- Information used to approve/refuse application

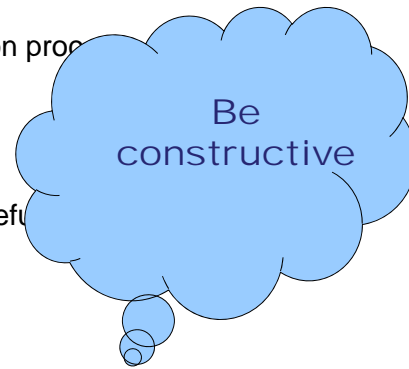


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Employer insights

- Lynda Donnachie
- Caitlin Murphy



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Thank You!

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