

Temporary Foreign Worker Programs

Process & Documentation Required for LMO & TWP Applications and Nomination for PNP Leading to Permanent Resident Visa

If as an employer you are having difficulties sourcing and hiring Canadian employees with the appropriate skills you need for your business, there are two programs available which you can utilize to source & retain foreign workers with suitable skill sets:

- **Temporary Foreign Worker Program (TFW)**
 - **Low Skilled Pilot (TFW)**
 - **Skilled Worker (TFW)**
- **Skilled Worker-Provincial Nominee Program (PNP).**

In both cases the initial step for an employer, is to obtain a Labour Market Opinion (LMO) / Employment Authorization from Service Canada. Service Canada reviews employer applications to source foreign workers relative to Human Resources and Development Canada (HDRC) legislation requires employers to demonstrate that they have endeavoured to source Canadian workers first. The LMO/Employment Authorization letter will enable you to access the TFW and the PNP programs to source foreign workers. LMO applications covering multiple employees can be submitted at one time but must provide details on each category of worker you are proposing to hire for your business.

** According to Service Canada processing time for LMO applications are presently around 3 weeks (September 17, 2008).*

Temporary Foreign Worker Program

The ***Low Skilled Pilot, Temporary Foreign Worker Program*** enables employers to source unskilled foreign workers on a temporary work permit for a period of up to two years. Unskilled workers must exit Canada at the end of the term of their contract and are not permitted to return for four months.

Under the ***Skilled Worker, Temporary Worker Program***, employers /employees can usually obtain up to a three-year, temporary work permit at the discretion of Service Canada (SC), Citizenship & Immigration Canada, (CIC) and ultimately the Canadian Border Services Agency (CBSA) at the Port of Entry. This temporary work permit is not a visa and does not lead directly to permanent residency and citizenship. Employers can however apply to extend a *skilled worker's TFW* but must obtain a new LMO from Service Canada prior to applying to Citizenship & Immigration Canada for an extension. Skilled workers can also have their families accompany them and their spouses are eligible to apply for an Open Work Permit (OWP), which is issued for the same period of the TWP. The OWP allows the spouse to seek whatever employment they choose.

** Please refer to the following Citizenship & Immigration Canada's (CIC) website for typical process times for Temporary Foreign Worker work permit applications. These processing times are typical provided the applicant meets the criteria and has all the necessary documentation.*

<http://www.cic.gc.ca/english/information/times/international/15-temp-workers.asp>

Skilled Worker PNP Program

The Skilled Worker PNP program provides Alberta employers with a retention tool to retain skilled foreign workers whom they require to maintain their businesses by enabling them to sponsor these workers in applying for a Canadian, Permanent Residency visa.

** Only workers whose positions qualify as skilled, National Occupation Classifications (NOC), Skilled Level A & B, NOC numbers starting with 08 or 82 qualify as skilled workers are eligible under the PNP Skilled Worker Program.*

** PNP applications currently require approximately 4-6 weeks to process, 2-3 weeks for the Employers portion and 2-3 weeks for the Employee's portion.*

In the case of positions classified as *skilled workers*, the TFW and PNP programs can work in sequence with the employer first applying for a Temporary Foreign Worker. If after an initial trial period the employer feels the worker is performing satisfactorily, the employer can apply to sponsor the foreign worker under the Skilled Worker PNP program.

Step I.

Service Canada, Applying for a Labour Market Opinion

Employers can apply to hire foreign workers on a temporary or permanent basis if they can demonstrate:

- The job offer is genuine.
- The wages and working conditions are comparable to those offered to Canadians working in the occupation.
- Employers conducted reasonable efforts to hire or train Canadians for the job. The foreign worker is filling a labour shortage.
- The employment of the foreign worker will directly create new job opportunities or help retain jobs for Canadians.
- The foreign worker will transfer new skills and knowledge to Canadians.
- The hiring of the foreign worker will not affect a labour dispute or the employment of any Canadian worker involved in such a dispute.

***Recruitment of Canadian Citizens and Permanent Residents**

Before submitting an application to Service Canada for a foreign worker, you must ensure qualified Canadian citizens and permanent residents are not available. This requires that you advertise the job using appropriate methods of advertising and allow sufficient time for Canadian citizens and permanent residents to apply and to be considered for the job.

Note, the advertising requirements have been reduced to a minimum of 7 days on the Canada Job Bank website, in the case of skilled workers and two media sources in the case of unskilled workers, with the Canada Job Bank qualifying as one of the advertising media,

(http://www.jobbank.gc.ca/Intro_en.asp), in most cases although other media may be more appropriate in some instances.

Other methods of advertising include, newspaper ads, trade publications and Internet advertising and / or trade, union, or association publication advertising. Distribution of the advertising will vary with the level of the position, with higher skilled jobs requiring broader distribution of the ads beyond the local or regional employment area. Advertisements must include the following information:

- Job title
- Wages

- Job duties
- Job requirements (experience, training, certification, licenses, etc.)
- Working conditions (hours of work, days of work, etc)
- Contact name and phone number.

The job information contained in your recruitment effort should be sufficient to attract Canadian citizens and permanent residents and must be the same as submitted on your application for a foreign worker. Suitably qualified Canadian citizens and permanent residents must be considered first for all available work.

If applicable to your sector of the labour market, the appropriate union/association must be contacted as part of your assessment to determine whether qualified Canadian citizens and permanent residents are available.

Current Wage Rates

Service Canada will turn down LMO applications where the terms of the employment agreement does not meet provincial employment and wage standards. If you are looking for current wage rates Alberta Employment and Immigration's, Alberta Learning Information Service, Wage Information webpage can provide reasonably current wages, by National Occupation Classification, (NOC), code by region. Service Canada utilizes this as one source of salary information when assessing LMO applications for acceptable salary levels. Alternately those industries that have developed employment matrixes can use the wage levels noted in the matrix.

<http://www.alis.gov.ab.ca/wageinfo/Content/RequestAction.asp?format=html&aspAction=GetWageHomePage&Page=Home>

National Occupation Classifications (NOC)

When completing these forms please refer to the *National Occupation Classifications (NOC) for job titles and duties*, as the reviewing officer will review information relative to these NOC standard classifications. The NOC occupational classifications for primary industries can be found at the following website.

<http://www23.hrdc-drhc.gc.ca/2001/e/generic/welcome.shtml>

Select "Occupational Descriptions" and selecting item "#8 Occupations Unique to Primary Industry". Most positions in primary agriculture will fit in these categories:

NOC B (Skilled)

- 8251 Farmers & Farm Managers
- 8252 Agriculture & Related Service Contractors
- 8253 Farm Supervisors, Specialized Livestock Workers, Feedlot Herd Attendant
Typically Swine Technicians, Dairy Herdsmen and other Livestock & Poultry workers can be classified as Specialized Livestock Workers.

NOC (Unskilled)

- 8431 General Farm Workers

Consistency

Please ensure that the position description and terms of employment reflect the appropriate skill/experience level you are seeking to recruit, in order for a position to qualify as a NOC B, skilled position. The same description should be used in your advertising, LMO application and employment contract.

Notes

- To date *Service Canada has met with several producer groups (Alberta Pork, Alberta Milk and the Alberta Cattle Feeders Association and jointly developed Employment Matrixes which cross reference position descriptions, titles, NOC numbers, average salaries etc. These can be used in applying for LMO's. Please consult with your industry association and reference the Matrix in completing your LMO application. Service Canada has also agreed to accept positions listed on the same industry association's career web pages as an additional form of advertising in the case of unskilled workers.*
- *No advertising is required if an employer is applying for a renewal of an existing LMO such that the employee can apply for an extension to their Temporary Work Permit, (TWP).*
- **Foreign Worker Application to extend a Labour Market Opinion** If you wish to extend your current foreign worker, please submit the LMO extension form.
http://www.hrsdc.gc.ca/en/workplaceskills/foreign_workers/forms/emp5354e.pdf

Options for Submitting LMO Applications

LMO, On Line Applications, Where the Foreign Worker has been Identified

Service Canada has developed a new on line LMO application for employers who have identified the foreign worker whom they wish to hire.

Service Canada has asked that you not use this method of submitting an application if you have already submitted a hard copy via mail or fax for an approval in principle or an LMO as it increases the overall volume of applications and slows down their processing.

** Note this option cannot be used if an employer has not identified a foreign worker.*

Please click on this link for an Introduction to Service Canada's new on line Foreign Worker Program, (FWP), online application.

http://www.hrsdc.gc.ca/en/workplaceskills/foreign_workers/fwp_application.shtml#step4

LMO Approval where the Employer does not have Internet Access or Pre-Approval, where the Foreign Worker has Not been Identified .

LMO pre-approval applications can be submitted by mail or fax. The pre-approval enables an employer to proceed with identifying a foreign working knowing that an LMO will be issued in the employees name provided that foreign worker's skill set matches those noted in the employers ads and the LMO pre-approval application.

- 1) **HRSDC-EMP5239 (2005-07-004) E**, Foreign Worker, Application for *Labour Market Opinion*
http://www.hrsdc.gc.ca/en/workplaceskills/foreign_workers/forms/emp5239e.pdf
We would also suggest that you attach a copy of your prospective employer's resume and degree if your worker is in a skilled worker category.
- 2) **HRSDC EMP5275 (2004-08-002)**, *Arranged Employment Application for Skilled Workers*
http://www.hrsdc.gc.ca/en/workplaceskills/foreign_workers/forms/emp5275e.pdf

**Attach the candidate's resume with the Arranged Employment application if you have already selected the candidate.*

- 3) **NOC (National Occupational Classification)**, *Sample Employment Contract*
A copy of the employment contract is not required unless the employer has identified an employee. You may use your own employment contract, but it should contain the same items noted in this sample contract. Many smaller employers just adapt this contract to their situation.
http://www.hrsdc.gc.ca/en/workplaceskills/foreign_workers/forms/annex2-e.pdf
- 4) Copy of your recruitment efforts and invoices. These copies must clearly indicate the name of the publication and the dates of insertion.
- 5) Appointment of a Representative, a completed and signed copy of the “Appointment of Representative” Form (to be provided only if a third party is being appointed for this application.)
http://www.hrsdc.gc.ca/en/workplaceskills/foreign_workers/forms/app_rep.pdf

All “Labour Market Opinion” (LMO) applications should be mailed or faxed to the Service Canada office in Edmonton. This office also handles all LMO inquiries.

Service Canada

Foreign Worker Recruitment Branch
Suite 1440, 9700 Jasper Avenue
Canada Place
Edmonton, Alberta
Canada T5J 4C1

Tel: 1-800-418-4446 Fax: 780-495-2738

We suggest employers review the forms and fill them out before contacting the Service Canada office inquiry line. Unless you are a large employer or an industry association, Service Canada will not grant individual interviews.

If Service Canada approves the employer’s Labour Market Opinion (LMO) they will issue a Labour Market Opinion Confirmation / Employment Authorization letter which the foreign worker uses to apply for their Temporary Work Permit via the appropriate Canadian Embassy whose Citizenship and Immigration Canada (CIC) office is responsible for their country of origin.

<http://www.hrsdc.gc.ca/en/home.shtml>

Step II.

Citizenship and Immigration Canada (CIC), Applying for a Temporary Work Permit

The following link leads to CIC’s website where you and your candidate(s) can find the forms which must be completed and submitted to the appropriate Canadian Embassy, CIC office to obtain an Employment Validation Letter, (EVL). The EVL is subsequently submitted to the Canadian Border Services Agency (CBSA), at the Port of Entry along with the appropriate documents to obtain the workers Temporary Work Permit.

Please note that we would recommend all foreign works apply for multiple re-entry permits to enable them to travel home and return if required.

<http://www.cic.gc.ca/english/index.asp>

The links are:

- 1) "Working Temporarily in Canada" <http://www.cic.gc.ca/english/work/index.asp>
- 2) Click on "Applications for Work Permit", this leads to:
<http://www.cic.gc.ca/english/information/applications/work.asp>
This page outlines a detailed guide titled "Applying for Work Permits Outside of Canada". The link provides a step-by-step process including links to the necessary forms. The appropriate Canadian Embassy should be able to provide assistance if any further clarification is required.

Candidates must complete and submit the following forms:

- 1) **IMM 1295** *Application for Work Permit*
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM1295B.PDF>
- 2) **IMM 5476**, *Use of a Representative*. This form compliments **IMM 0008 Schedule I**. If you used an approved, paid representative, (Canadian lawyer or registered member of the Canadian Society of Immigration Consultants), you may appoint them as your representative. If not complete this form naming yourself as your Appointed Representative and sign the declaration.
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM5476E.PDF>
- 3) **IMM 5409** *Statutory Declaration of Common Law Union*, to be completed if applicable.
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM5409E.PDF>
- 4) **IMM 5488** *Document Check List* is provided.
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM5488E.PDF>
- 5) Skilled Worker Program
The following webpage will enable your candidate to assess whether or not they will qualify as a skilled worker.
<http://www.cic.gc.ca/english/immigrate/skilled/index.asp>

Change of Conditions Application, ie TWP Extensions or Change of Employers

An application to Change Conditions can be submitted to CIC Vegreville to extend the stay of a foreign worker or to enable them to change employers.

* Note, TWP extensions require that the employer apply for an extension of their LMO as noted above. Employers do not have to re-advertise their position.

This link will provide you with access to all of the forms required for applying to renew your temporary work permit. Guide **IMM 5553** outlines the process and the fee, (\$150) charged for the renewal. The fee can be paid via the internet or at a financial institution but ensure you enclose your receipt when filing the application. Please follow the instructions noted.

<http://www.cic.gc.ca/english/information/applications/extend-worker.asp>

IMM 5553, Guide

<http://www.cic.gc.ca/english/pdf/kits/guides/5553E.PDF>

Forms Required

- **IMM 1249E**, Application to Change Conditions, Extend Stay or Remain in Canada
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM1249E.PDF>

- **IMM 5409** Statutory Declaration of Common-Law Union, if applicable
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM5409E.PDF>
- **IMM 5476**, “*Use of a Representative*” form. Complete this form noting the paid representative who is assisting you. Only registered members of the Canadian Society of Immigration Consultants (CSIC) can be paid for these services. They can be appointed as your representative. If you are filing this application on your own complete the form naming yourself as your Appointed Representative and sign the declaration.
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM5476E.PDF>

IMM 5556 Document Check List <http://www.cic.gc.ca/english/pdf/kits/forms/IMM5556E.PDF>

Citizenship & Immigration Canada – Work Permit

Case Processing Centre – Unit 202

6212-55 Ave

Vegreville, AB

Canada

T9C 1X6

Inquiry numbers: Tel: 1-888-242-2100 Fax: 1-780-603-2683

Step III.

Canadian Border Services Agency (CBSA), Port of Entry

Temporary Foreign Workers arriving at a Port of Entry in Canada will present their valid passports, documents as noted above and their Employment Validation Letters. The CBSA official will issue the TWP after reviewing the workers documents and verifying that they match up with the information put on line by CIC and Service Canada.

- *The period of time that the TWP will be issued for will usually be for the period of time requested unless the workers passport’s expires prior to the end of that time period in which case the TWP’s expiry date will be the same as the passports.*
- *Contact with CBSA at the port of entry is in most instances is the only point of physical contact that foreign workers will have with Canada’s immigration system. The manner in which workers present themselves and the completeness of their documents can have a significant effect on their access to Canada.*
- *Workers originating from countries, which do not require visas to enter Canada can apply for their Temporary Worker Permits at the Port of Entry, but care must be taken to ensure that all of the workers documents are in order. Spouses accompanying skilled workers can also obtain Open Work Permits, (OWPs) at the port of entry.*

Step IV.

Alberta, Employment & Immigration (AEI)

Applying to Sponsor a Foreign Worker Under the Alberta, Provincial Nominee Program (PNP), for Skilled Workers

The Alberta PNP Program is an employer driven immigration program operated on behalf of the Government of Alberta by the Ministry of Employment and Immigration in conjunction with Citizenship and Immigration Canada (CIC) to expedite the processing of an application for permanent

residence. The Alberta PNP is designed to meet the needs of Alberta employers who are unable to fill skilled and select semi-skilled positions with Canadian citizens or permanent residents of Canada.

Individuals nominated by the Province of Alberta, together with their spouse and dependent children, are eligible to apply for a permanent resident visa through CIC as a Provincial Nominee. CIC grants priority to processing permanent resident visa applications for Provincial Nominees. CIC makes the final decision on the permanent resident visa application.

Alberta Agriculture & Rural Development (AARD) supports the PNP Program by providing Ministry Recommendations that confirm the labour shortage and the ability of the employer to employ the nominee. AARD also works employers and their associations in recruiting foreign workers and advising them on how to utilize the PNP program to retain skilled workers.

The PNP program essentially enables AEI and AARD to work with employers to pre-select foreign candidates, effectively conducting the economic assessment on behalf of CIC. The PNP nomination certificate results in the candidate's visa application being processed on a priority basis with CIC's primary consideration being the statutory *medical, criminal and security reviews*.

AEI conditionally approves the employer's portion of the PNP applications prior to an employer identifying specific nominees. Once this approval has been received, AEI will request a copy of the candidate's full visa application documentation. Employers are encouraged to work with the candidate to put together their resume, the forms and information required as soon as possible to minimize the overall processing times. AEI will also seek a *Ministry Recommendation* from Alberta Agriculture & Rural Development before processing any agriculture-related applications.

Alberta Employment & Immigration PNP webpage

<http://www.alberta-canada.com/pnp/>

Skilled worker category steps

The Employer and Worker Application for a Skilled Occupation (**ABPNP 005**) and the Application for Provincial Nomination (**ABPNP 003**) are the only applications required to apply in the Skilled Worker Category of the Alberta Provincial Nominee Program (PNP).

These applications must be submitted together for the Alberta PNP to perform a full assessment.

Candidates must also include a photocopy of their completed permanent residence application forms.

The steps for applying to the Alberta PNP through the skilled worker category are as follows:

- 1. Alberta employer and candidate complete the Employer and Worker Application for a Skilled Occupation (**ABPNP 005**) for approval of the occupation (Employer Approval)**

- Employers must ensure that the offer of employment meets the criteria of the Employer Eligibility - Skilled Worker Category prior to applying to the Alberta PNP.
- The employer and the candidate must complete the Employer and Worker Application for a Skilled Occupation (**ABPNP 005**) together. All required supporting documents indicated in the Instructions Checklist of the application form must be included.

- 2. The Skilled Worker candidate completes the application for Provincial Nomination (**ABPNP 003**)**

- The Skilled Worker candidate must ensure he or she meets the Provincial Nominee Program Candidate Eligibility prior to applying to the Alberta PNP.
- A Skilled Worker candidate must complete the Application for Provincial Nomination (**ABPNP 003**). All required supporting documents indicated in the Instructions Checklist of the form must be included.

Existing pre-approvals

If an employer has already been approved by the PNP for allocations, and the employee candidate has not yet applied, please note:

- Employer and Worker Application for a Skilled Occupation (**ABPNP 005**) substitutes for what was previously called the Guaranteed Job Offer application.
- Application for Provincial Nomination (**ABPNP 003**) substitutes for what was previously called the Skilled Worker/Professional application.

For application forms, or for more information on eligibility requirements for employers and provincial nominee candidates, see the related Government of Alberta links.

- [Employer eligibility](#)
- [Candidate eligibility](#)
- [Application forms](#)

PNP Application forms & CIC forms required to submit Employee PNP Applications

The Alberta Provincial Nominee Program (PNP) Application Forms required to apply in the Skilled Worker Category are:

Employer and Worker Application for a Skilled Occupation (**ABPNP 005**)

This form must be completed together by the Employer and the Provincial Nominee Candidate.

- [ABPNP 005: Employer and Worker Application for a Skilled Occupation](#) (PDF)

Application for Provincial Nomination (**ABPNP 003**)

This form must be completed by the Provincial Nominee Candidate if the Employer and Worker Application for a Skilled Occupation (**ABPNP 005**) has been completed.

Both applications described above, and their supporting documents, must be submitted to the Alberta PNP at the same time to apply in the Skilled Worker Category.

- [ABPNP 003: Application for Provincial Nomination](#) (PDF)

Citizenship and Immigration Canada (CIC) Forms

These forms must be completed by the Provincial Nominee Candidate with the Application for Provincial Nomination (**ABPNP 003**). Only a photocopy of the CIC Forms is required for submission to the Alberta PNP.

To obtain the Citizenship and Immigration Forms, see the related external links for the "Applying as a skilled worker" page on the Citizenship and Immigration Canada (CIC) website.

http://www.albertacanada.com/immigration/media/IA-PNP_abnp003.pdf

Links to Citizenship & Immigration Canada's forms required:

- 1) **IMM 0008** *Application for Permanent Residence in Canada.*
<http://www.cic.gc.ca/english/pdf/kits/forms/imm0008egen.pdf>
- 2) **IMM 0008 Schedule 1**, Background / declaration to be completed and signed by the principal applicant, spouse and all dependent children aged 18 years and older.
http://www.cic.gc.ca/english/pdf/kits/forms/imm0008_1e.pdf
- 3) **IMM0008 Schedule 4**, Economic Classes – Provincial Nominees, to be completed and signed by the primary applicant.
http://www.cic.gc.ca/english/pdf/kits/forms/imm0008_4e.pdf
- 4) **IMM 5406** Additional Family information, to be completed and signed by the primary applicant, spouse and all dependent children aged 18 years and older.
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM5406E.PDF>
- 5) **IMM 5476**, “*Use of a Representative*” form. Complete this form noting the paid representative who is assisting you. Only registered members of the Canadian Society of Immigration Consultants (CSIC)) can be paid for these services. They can be appointed as your representative. If you are filing this application on your own complete the form naming yourself as your Appointed Representative and sign the declaration.
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM5476E.PDF>
- 6) **IMM 5409E**, Statutory Declaration of Common Law Union, to be completed if applicable.
<http://www.cic.gc.ca/english/pdf/kits/forms/IMM5409E.PDF>

**Note all of the above personal documents must be submitted in English or accompanied by Certified Translations to:*

**Alberta Provincial Nominee Program
Alberta, Employment, Immigration & Industry
Suite 940 – Telus Plaza North Tower
10025 Jasper Avenue
Edmonton, Alberta, T5J 1S6
Ph 780-427-6419**

Step V.

Citizenship & Immigration Canada, (CIC), Applying for Permanent Residence (PR) Visa

Once AEI approves your PNP application, they will issue a Certificate of Nomination letter and fax it directly to the Canadian Embassy, CIC Visa Office to which you will be submitting your visa application.

Note: If the Temporary Foreign Worker has been in Canada more than 12 months they have the option of applying from within Canada via the CIC office in Buffalo. This eliminates the possible need to travel abroad to be interviewed by the CIC office responsible for their country of origin. If they worker

has been in Canada less than one year they must submit their permanent resident visa application to the CIC office responsible for their country of origin.

AEI will also forward you a PNP Confirmation of Acceptance letter and a special Orange PNP sticker which you will affix to the bottom right hand corner of the envelope that you use to submit your visa application to the Embassy. Copies of all of the previous documents comprise most of your visa application, but we would advise you to check on the appropriate Embassy's website to verify the documents required as they vary slightly from country to country.

Permanent Residence Visa Application Processing Times

Please click on this link to access the current processing times for permanent resident visas.

<http://www.cic.gc.ca/english/information/times/international/01-all.asp>

***Fees**

Please note that Service Canada and the Government of Alberta do not charge any fees for processing your Labour Market Opinion or PNP application. The only fees payable are those paid by the foreign worker to Citizenship & Immigration Canada for processing their visa applications. The visa application fee is \$550 for the principal applicant, \$550 for the spouse and each adult and \$150 for each dependant child and must accompany their visa applications. The processing fee is non-refundable. The Right of Permanent Residence Fee is \$490 for the principal applicant, \$490 for the spouse and each accompanying adult. There is no fee for accompanying dependants. These fees can be paid anytime during the application process, but must be paid by the time your passport is requested for insertion of your visa. This fee is refundable if a visa is not approved. Fees are also payable for medical examinations, police certificates and language assessments at the time these services are accessed.

Step VI.

Applying for the Permanent Residence (PR) Card

The foreign worker will receive instructions from Citizenship & Immigration Canada upon his arrival in Canada as to the process for applying for their Permanent Residence card.

Summary

This package was prepared to assist primary agriculture employers through the process of sourcing foreign workers and applying for "Temporary Foreign Worker" permits and/or applying to sponsor skilled foreign workers under the "Provincial Nominee Program for Skilled Workers". It is an evolving document, which will be edited based on employer's comments and suggestions. Your input will also enable AARD to gain an understanding of how the program is working to meet your requirements and help to improve application processes.

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