

Employer-Driven Pathway (LMIA-Supported)

Temporary work permits built around a specific employer and a specific job.

What It Is

This pathway falls under Canada's Temporary Foreign Worker Program (TFWP). A specific Canadian employer applies for government approval, called a Labour Market Impact Assessment (LMIA), to show that hiring a foreign worker for a specific role is justified, usually because no Canadian or permanent resident was available to fill it. Once the LMIA is approved, the worker can apply for an employer-specific work permit.

Key Terms

TFWP	Temporary Foreign Worker Program. The federal program behind this pathway.
LMIA	Labour Market Impact Assessment. Government approval showing that hiring a foreign worker for a specific role is justified.
Employer-specific work permit	A work permit tied to one employer and one job, for a set period.

Who It's For

Workers filling a specific role that a Canadian employer has been unable to fill locally. Wage levels generally sort applications into "high-wage" and "low-wage" streams, and requirements can differ between them.

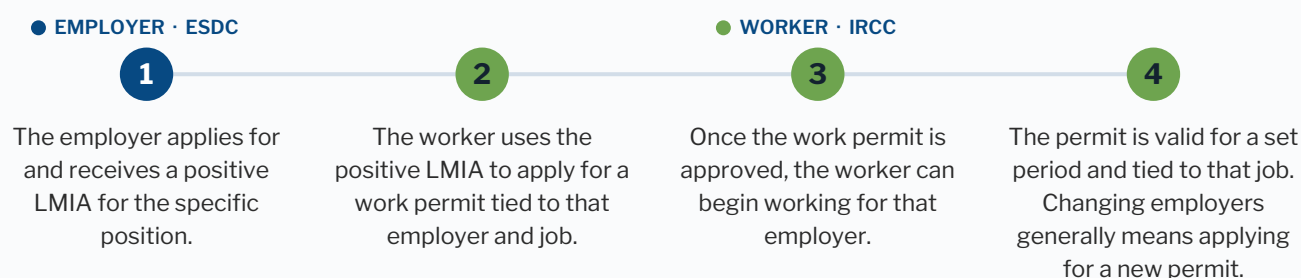
Job Offer Required?

Yes. This entire pathway starts with a specific employer and a specific job. There is no version of this route without an employer already lined up.

What It Leads To

A temporary, employer-specific work permit. It is not, by itself, a path to permanent residence, and the worker is tied to that employer for the length of the permit. Time spent working in Canada this way can sometimes strengthen a later application through another pathway, such as Express Entry or a provincial nomination.

How the Process Generally Works



Good to Know

The LMIA process is the employer's responsibility, not the worker's, but it directly affects the worker's timeline, since the job can't be filled by a foreign worker until the LMIA is approved. **Wage thresholds used to sort positions into processing streams are reviewed and adjusted periodically**, which can affect how an application is processed.

IMPORTANT TO KNOW

LMIA and TFWP rules, wage thresholds, and processing streams are set by the federal government and change periodically. This page describes the general shape of the pathway. It does not guarantee that any specific job, employer, or worker will receive a positive LMIA or work permit approval. **Speak with a licensed immigration professional** to find out whether this pathway fits your specific situation.

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