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LMIA-exempt job offers – skilled immigrants (Express Entry)

In most cases, your employer needs a Labour Market Impact Assessment (LMIA) to support your job offer for Express Entry. Some jobs do not need an LMIA.

Your employer doesn't need an LMIA to support your job offer if:

1. you have been **working full-time for the employer on your work permit for at least 1 year** (or an equal amount of part-time work)
2. you have a **valid job offer, and**
3. you have a valid work permit that is exempt from an LMIA under:
 - an international agreement
 - a federal-provincial agreement
 - the “Canadian interests” category

Note: For skilled trade jobs, up to 2 employers can make a job offer. You must work for both those employers.

Jobs exempt from the LMIA

You may be exempt from needing an LMIA for Express Entry if your current temporary job is LMIA-exempt, states a **specific employer or employers** (for skilled trade jobs, up to two employers can make a job offer), and is:

1. **covered by an international agreement** like CUSMA or GATS, and non-trade agreements. This can include professionals, traders and investors.
2. **covered by an agreement between Canada and a province or territory.** This includes “significant investment” projects.
3. **exempt for “Canadian interests” reasons:**
 - a. **“significant benefit”** – if your employer can prove you will bring an important social, cultural, and/or economic benefit to Canada. This can include:
 - i. general: Self-employed engineers, technical workers, creative and performing artists, etc.
 - ii. workers transferred within a company (intra-company transferees with specialized knowledge) – only those that will benefit Canada with their skills and experience
 - iii. workers under Mobilité francophone
 - b. **reciprocal employment** – lets foreign workers get jobs in Canada when Canadians have similar opportunities in other countries
 - i. general (such as professional coaches and athletes working for Canadian teams)
 - ii. International Experience Canada – a work abroad program for youth and young professionals
 - iii. people in exchange programs like professors and visiting lecturers
 - c. **designated by the Minister**

- i. academics, including researchers, guest lecturers and visiting professors (sponsored through a recognized federal program)
- ii. competitiveness and public policy
 - medical residents and fellows
 - post-doctoral fellows and people who have won academic awards from Canadian schools

d. **Charity and religious work** (not including volunteers)

These categories can be exempt **only if you also** meet the criteria in the first section of this page.

Note: jobs that are exempt from needing an LMIA still need a work permit.

Prepare for life in Canada

[Find out what you should know before you move to Canada](#)

Newcomer services in your area

LMIA Employer Requirement Checklist:

Job Offer Information

One of the main requirements for an LMIA application is a detailed job offer, including information such as the job duties, wage rate, and working conditions. The job offer must be for a position that you are not able to fill with a Canadian citizen or permanent resident.

Recruitment Efforts

The employer must also provide evidence of recruitment efforts to hire Canadian citizens and/or permanent residents for the job. This may include proof of job postings on various Canadian websites, as well as an outreach to local job placement agencies. For some streams, it is mandatory to post the advertisement in a website addressed to underrepresented groups or specialized websites. The advertising that is required is very specific.

Wage Rate

The wage rate offered to the foreign worker must be in line with the prevailing wage rate for that occupation in the region where the job is located. Each province is broken into various regions and the wage rate required can vary between regions even when the province is the same. This information can be obtained from the Government of Canada's Job Bank website, except for Quebec. For employers in Quebec, the wage is detailed in a guide issued by the province and updated each year.

Current New Brunswick median hourly wages rate **\$21,79**. More about the wages:

<https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage.html>

The LMIA application can be submitted online. The fastest way to apply is through the [LMIA Online Portal](#). It's a **reliable and secure platform** that allows you to complete and submit an online application to Service Canada.

To access the LMIA Online Portal, you need to have a Job Bank account.

1) Create a [Job Bank for employers account](https://tfwp-jb.lmia.esdc.gc.ca/employer/) (https://tfwp-jb.lmia.esdc.gc.ca/employer/) if you don't already have one

It takes approximately 10 minutes to register, and up to 5 business days for Job Bank to process a new employer file.

2) Access the LMIA Online Portal using your Job Bank for employers' credentials

Your account details will be required for authentication purposes.

3) Submit your application

- Create and fill out your LMIA application
- Upload all required documents supporting your business
- Submit the application form along with the required documents (if applicable) via the LMIA Online Portal

More about LMIA:

<https://www.canada.ca/en/employment-social-development/services/workers/academic/apply.html>



[Canada.ca](#) > [Employment and Social Development Canada](#)

> [Hire a temporary foreign worker with a Labour Market Impact Assessment](#)

> [Hire a foreign academic](#)

Hire a foreign academic: Apply for a Labour Market Impact Assessment

From: [Employment and Social Development Canada](#)

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Before you apply

Review this checklist:

Determine if you need a [Labour Market Impact Assessment \(LMIA\)](#).

Determine if your application [cannot be processed](#) due to specific conditions or circumstances

Make sure you know about the [program requirements](#) for foreign academic positions, for example:

- determine if you want to use a third-party representative
- determine if your LMIA application is subject to processing fees

Gather documents that support your [business legitimacy](#) and LMIA application. Examples:

- your most recent business license

- your most recent Canada Revenue Agency (CRA) tax documents
- your recruitment and advertisement documents

View the [LMIA Online Portal resources](#) page for helpful hints

Don't forget

Review the checklist before starting your application.

▶ **Hiring temporary foreign workers in British Columbia, Manitoba or Saskatchewan**

▶ **Hiring temporary foreign workers in Quebec**

Note:

On May 12, 2020, Immigration, Refugees and Citizenship Canada (IRCC) announced a temporary public policy. The new policy allows some TFWs who are already in Canada to change jobs before a final decision is made on their work permit application.

Employers hiring these TFWs may receive priority processing of the LMIA applications. To do so, employers must notify Service Canada in writing that the TFW:

- is in Canada, and
- wishes to benefit from IRCC's COVID-19 temporary public policy

How to apply

Your LMIA application can be submitted up to 6 months prior to the expected job start date. There are 2 ways you can apply:

1. online through the LMIA Online Portal, **or**

2. by emailing a PDF application form

Apply online

The fastest way to apply is through the [LMIA Online Portal](#). It's a **reliable and secure platform** that allows you to complete and submit an online application to Service Canada.

To access the LMIA Online Portal, you need to have a Job Bank account.

1) Create a Job Bank for employers account if you don't already have one

It takes approximately 10 minutes to register, and up to 5 business days for Job Bank to process a new employer file.

2) Access the LMIA Online Portal using your Job Bank for employers' credentials

Your account details will be required for authentication purposes.

3) Submit your application

- Create and fill out your LMIA application
- Upload all required documents supporting your business legitimacy (if applicable)
- Submit the application form along with the required documents and the processing fee (if applicable) via the [LMIA Online Portal](#)

OR

Send a PDF application form by email

If you're unable to apply through the LMIA Online Portal, visit the [LMIA Online Portal resources](#) webpage for information on how to request an exemption and a PDF LMIA application form.

► For applications where the work location is in Canada, but not in Quebec

► For positions in Quebec

Make changes to your pending application

If you need to make changes to your application once submitted, and before the LMIA decision is made, contact the **appropriate** Service Canada processing centre or the Employer Contact Centre to modify the application and avoid processing delays.

If you need to change the stream you had originally selected, withdraw your original application and reapply under the new stream. Processing fees aren't refunded and cannot be transferred to your new application.

Contact us

- Employer Contact Centre

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