

YanoGlobal

Canada TFWP (LMIA) Program Guideline

The Temporary Foreign Worker Program (TFWP) allows Canadian employers to hire foreign workers to fill confirmed labour shortages once a positive Labour Market Impact Assessment (LMIA) is obtained from Employment and Social Development Canada. Common sectors include agriculture, construction, hospitality, caregiving, food processing, and skilled trades. Work permits under this program are employer-specific, meaning the worker is authorized to work only for the sponsoring employer named on the permit. YanoGlobal works with verified Canadian employers to place qualified candidates through the LMIA and work permit process.

APPLICANT REQUIREMENTS

Personal Documentation

- Valid passport
- Passport-style photographs
- Proof of current address and civil status

Education & Work History

- Resume/CV matching the job duties in the offer letter
- Educational transcripts or certificates, if required by the occupation
- Proof of relevant work experience
- Language test results, if requested by the employer or occupation

Work Permit Forms

- Copy of the positive LMIA and LMIA number from the employer
- Copy of the signed employment offer/contract
- Work permit application (IMM 1295 or applicable form)
- Biometrics (photo and fingerprints)

Health & Clearance

- Immigration medical exam, if required for the occupation or country of origin
- Police clearance certificate
- Signed YanoGlobal program agreement

EMPLOYER REQUIREMENTS

Eligibility Documentation

- Proof of legitimate, active Canadian business operations
- Canada Revenue Agency (CRA) business number
- Recruitment evidence showing efforts to hire Canadians/permanent residents first

LMIA Application

- Completed LMIA application submitted to Employment and Social Development Canada (ESDC)
- Detailed job offer: title, duties, wage, hours, and location
- Transition plan or labour market benefits plan, depending on stream
- LMIA processing fee per position

Post-Approval & Compliance

- Signed job offer and employment contract issued to the candidate
- Compliance with provincial employment standards and wage requirements
- Retention of records for potential employer compliance inspections

Timeline to Completion

- LMIA processing typically takes several weeks to a few months depending on stream and sector.
- Work permit issuance after a positive LMIA generally takes additional weeks depending on application volume and country of origin.

Key Forms Reference

Form	Completed By	Purpose	Avg. Cost
LMIA Application	Employer	Labour market impact assessment request to ESDC	\$1,000/position
Job Offer/Contract	Employer	Formal offer used to support permit application	No fee
Work Permit (IMM 1295)	Applicant	Employer-specific work permit application	\$155
Biometrics	Applicant	Photo and fingerprints for immigration processing	\$85
Medical Exam	Applicant	Immigration medical exam, if required	\$150-\$300

ESTIMATED TOTAL COST

Most costs under the TFWP fall on the employer side. The LMIA processing fee is approximately 1,000 Canadian dollars per position, paid by the employer and generally non-refundable regardless of outcome. On the applicant side, the work permit application fee is approximately 155 dollars, biometrics run about 85 dollars, and a medical exam, if required, typically costs 150 to 300 dollars. Total employer-side cost is usually 1,000 to 3,000 dollars per worker, while applicant-side costs typically total 250 to 550 dollars, excluding travel.

Step-by-Step Sequence to Completion

The steps below show the required order of documents and actions across both the applicant and employer, from LMIA submission through work permit issuance and arrival in Canada.

#	Responsible	Step
1	Applicant	Complete YanoGlobal candidate profile and submit initial application
2	Employer	Register with YanoGlobal as a verified sponsoring employer
3	Employer	Confirm recruitment efforts and prepare LMIA application
4	Both	YanoGlobal facilitates candidate-employer matching
5	Employer	Submit LMIA application and required fee to ESDC
6	Employer	Receive positive LMIA and LMIA number
7	Employer	Issue signed job offer and employment contract to candidate
8	Applicant	Gather passport, resume, and supporting documents
9	Applicant	Complete biometrics appointment
10	Applicant	Complete immigration medical exam, if required
11	Applicant	Submit work permit application with LMIA number and job offer
12	Applicant	Attend interview, if requested by immigration officer
13	Applicant	Receive work permit approval and port of entry letter
14	Applicant	Travel to Canada and receive final work permit at port of entry
15	Both	Employment begins; employer maintains compliance records