



THE EMPLOYER'S ROADMAP TO GLOBAL TALENT

A STRATEGIC GUIDE TO THE CANADIAN LMIA PROCESS

PREPARED BY DARA IMMIGRATION SERVICES

[Www.Daraimmigration.Com](http://www.Daraimmigration.Com)



THE GOLDEN TICKET VS. THE REGULATORY REALITY



THE OPPORTUNITY

- For foreign professionals, the LMIA is the key to working in Canada.
- Pathway to Permanent Residence (PR) points.
- Access to Closed Work Permits.



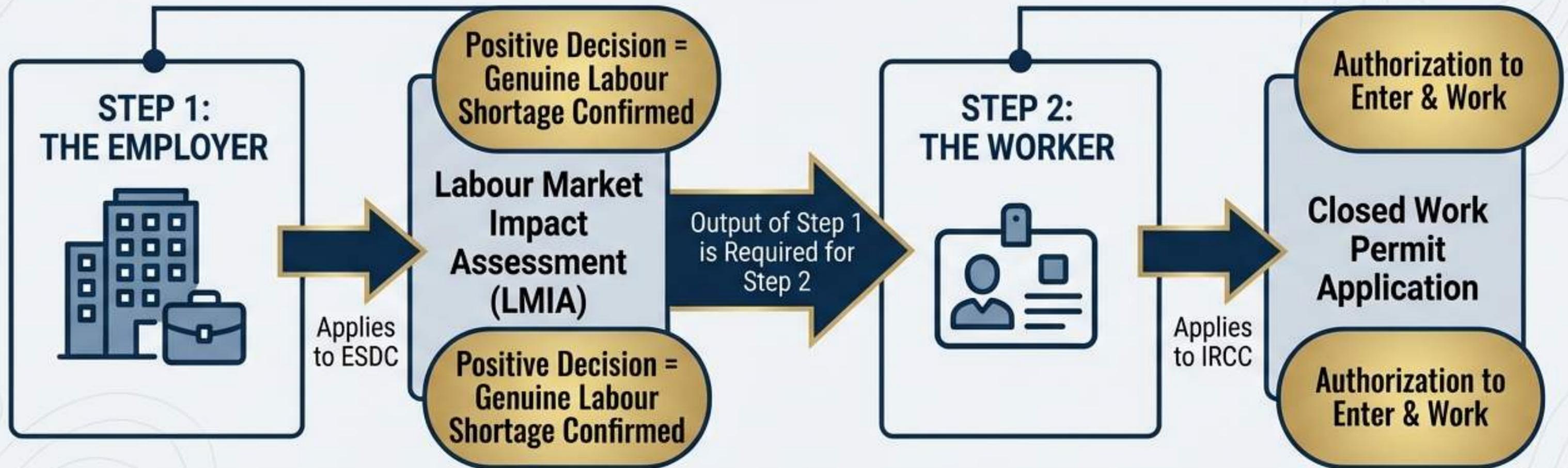
THE EMPLOYER'S BURDEN

- The most scrutinized program in Canadian immigration.
- Strict processing caps re-introduced for 2026.
- Zero tolerance: Single errors in ads lead to instant rejection.

THE OBJECTIVE: Dara Immigration Services bridges the gap between complex compliance and your hiring needs.

THE ANATOMY OF A TWO-STEP PROCESS

The LMIA and the Work Permit are two separate, dependent applications.



Definition: An LMIA gives an employer permission to hire a temporary foreign worker by proving no local worker is available.

DETERMINING YOUR PATH: THE MEDIAN WAGE RULE



PROVINCIAL MEDIAN WAGE

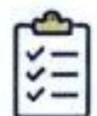
e.g., ~\$36.60/hr (BC) | ~\$36.00/hr (AB)

Data points in **Oswald**

HIGH-WAGE STREAM

Wage \geq Median

Roboto Regular



REQUIREMENT: Mandatory Transition Plan to hire Canadians (training/recruiting).



PROCESSING: Faster standards.



BONUS: 10-day expedited processing for top 10% wage earners.

LOW-WAGE STREAM

Wage $<$ Median

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RESTRICTION: Strict caps (10-20% of total workforce).



STATUS: Paused in high-unemployment regions.



EXCEPTION: Active in cities with $<$ 6% unemployment (e.g., Vancouver, Halifax).



SPECIALIZED PATHWAYS FOR SPEED AND SETTLEMENT



GLOBAL TALENT STREAM (GTS)

-  **TARGET:** Specialized IT/Tech roles & unique talent.
-  **KEY BENEFIT:** 2-week processing standard (The “Sprint”).
-  **REQUIREMENT:** Employer must commit to a “Labour Market Benefits Plan” to create jobs for Canadians.



DUAL INTENT (PR SUPPORT)

-  **TARGET:** Supporting Permanent Residence (Express Entry).
-  **KEY BENEFIT:** Fee-Exempt (\$0) if used only for PR points.
-  **METRIC:** Provides Canadian Work Experience or PNP Nomination (+600 points).

THE INVESTMENT: COSTS AND LEGAL LIABILITIES



EMPLOYER OBLIGATIONS (MANDATORY)

- **LMIA Government Fee** \$1,000 CAD / position
- **Recruitment/Advertising** \$300 - \$800+ (Est.)
Includes Job Bank (Free) + 2 Secondary Platforms



WORKER OBLIGATIONS

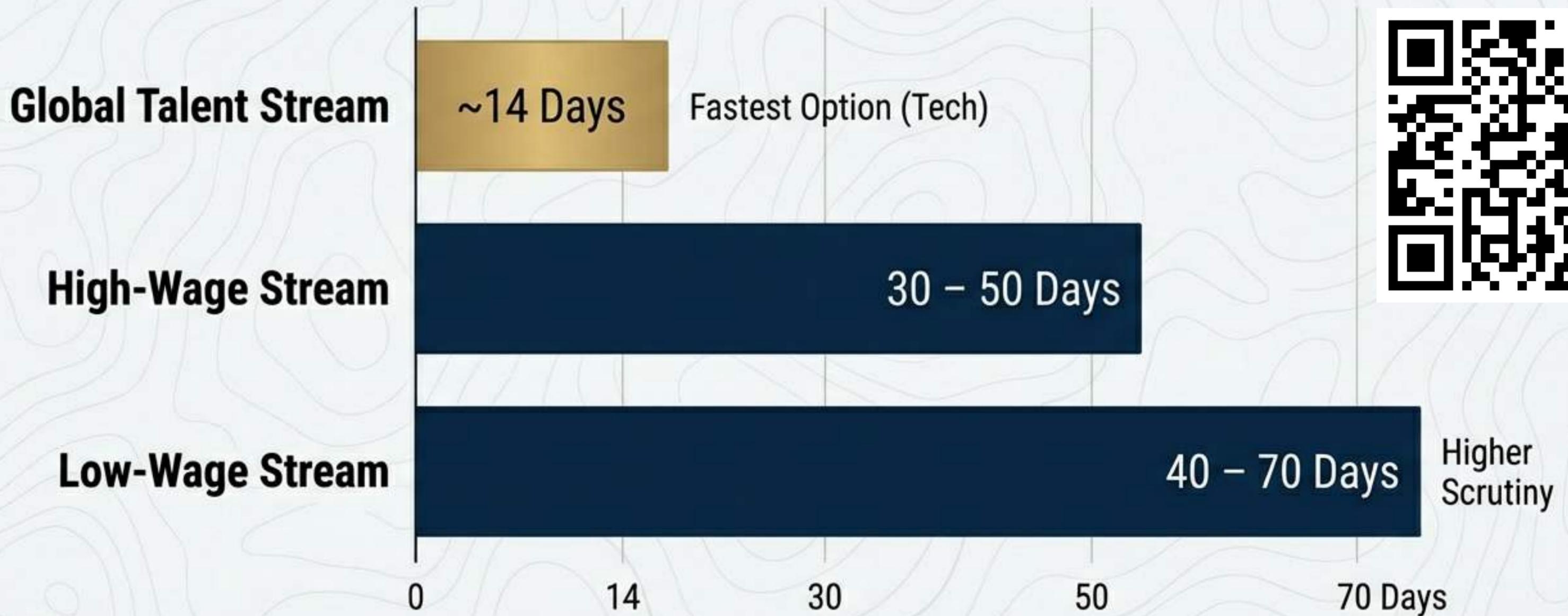
- **Work Permit Fee** \$155 CAD
Paid after LMIA approval.



COMPLIANCE ALERT: It is **ILLEGAL** for employers to recover the \$1,000 government fee or recruitment costs from the worker. Violation results in **LMIA revocation and fines.**



2026 PROCESSING TIMELINE ESTIMATES



Timelines are estimates based on 2026 projections and are subject to volume changes.

PHASE 1: ESTABLISH BUSINESS LEGITIMACY

Prerequisites before the application begins.

OPERATIONAL PROOF



Must be an active, operating business in Canada.

- T2 tax returns
- Payroll records (PD7A)
- Business licenses
- Commercial lease

FINANCIAL ABILITY



Employer must prove affordability of the promised wage.



Red Flag: Shell companies or businesses operating out of residential homes without permits.

OWNER/OPERATOR RULES



Strict scrutiny applied if the foreign worker owns shares in the company.

Designed to prevent 'buying' immigration status.

PHASE 2: THE RECRUITMENT CAMPAIGN (THE “AD”)

80% of refusals happen here.



EXECUTION: PREPARATION & LAUNCH

01



CONFIRM WAGE & STREAM

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Check the 2026 Median Wage for your province. This dictates your entire strategy.



02



LAUNCH ADVERTISING

Post on Job Bank + 2 secondary sources.

PROOF REQUIRED: Save screenshots on Day 1, Day 14, and Day 28.

03



INTERVIEW CANDIDATES

Interview all Canadian applicants.

KEEP RECORDS: Document valid, non-discriminatory reasons for any rejections (e.g., 'Lack of 5 years experience').



EXECUTION: SUBMISSION & APPROVAL

04



SUBMIT TO ESDC

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Upload business docs, ad screenshots, and transition plan to LMIA Online Portal.
Pay \$1,000 fee.

05



THE INTERVIEW

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ESDC Officer may interview the employer.

“ Q: Why couldn't the Canadian applicant do this job? ”

06



WORKER APPLICATION

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Receive “Positive Decision Letter”.
Worker applies for **Work Permit** via **IRCC** portal.

COMMON PITFALLS AND REFUSAL TRIGGERS



THE “CAP” REJECTION

Context: Low-Wage employers.

Trigger: Hitting the 10% or 20% foreign worker workforce cap.

Result: Immediate ineligibility.



INCONSISTENT WAGES

Context: Advertising discrepancies.

Trigger: Ad lists range (\$25-\$35) but offer is lower (\$25).

Result: Refusal for misleading Canadian applicants.



WRONG NOC CODE

Context: Job description duties.

Trigger: Mismatch between duties and National Occupational Classification.

Result: “Recruitment not genuine” refusal.



FREQUENTLY ASKED QUESTIONS

Q: HOW LONG IS A POSITIVE LMIA VALID?

A: Typically 6 to 18 months (updated 2025/2026). Work permit application must be submitted before expiry.

Q: DOES AN LMIA GUARANTEE A PERMIT?

A: No. IRCC can refuse based on worker inadmissibility (criminal/medical) or lack of qualifications.

Q: CAN A WORKER CHANGE EMPLOYERS?

A: No. It is a 'Closed' permit. A new job requires a completely new LMIA application.

Q: DIFFERENCE BETWEEN LMIA AND PNP?

A: LMIA is federal (temporary). PNP is provincial (permanent) and often better for settlement.

THE DARA ADVANTAGE: COMPLIANCE & CONFIDENCE

The Minefield
(Compliance Risk)

Dara Immigration Services

Global Talent
(Your Workforce)

THE PROBLEM: A single missed day of advertising or a wrong NOC code wastes months and thousands of dollars.

THE SOLUTION: Iaticola:

- - Recruitment compliance & ad monitoring
- - Application preparation & Transition Plans
- - Final work permit applications

RESULT: We get your team working sooner without the risk of fines.

www.Daraimmigration.Com



SECURE YOUR WORKFORCE TODAY

 Destination Reached

Don't risk your business's hiring ability. Contact Dara Immigration Services to start your roadmap.



Contact DIS Today

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Disclaimer: This article provides general information regarding the Canadian LMIA process and does not constitute legal advice. Policies change frequently.

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