

AMSSA Migrant Worker Hub Webinar Handout:

The Government of Canada Temporary Foreign Worker Job Bank

Territorial Acknowledgement

As a provincial umbrella association, AMSSA acknowledges that B.C. is on the unceded homelands of First Nations who have stewarded this land since time immemorial. We recognize the privilege that we have as settlers on this land and acknowledge that AMSSA's operations is on the unceded traditional territories of the xʷməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səlilwətaʔ/Selilwitulh (Tsleil-Waututh) Nations.

Thank You

We would like to thank Shannis Kleuskens, Sophie Lemieux and Ashley Forgie from Employment and Social Development Canada (ESDC) for their presentations during the webinar and their contributions to the content of this handout.



The Government of Canada Temporary Foreign Worker Job Bank

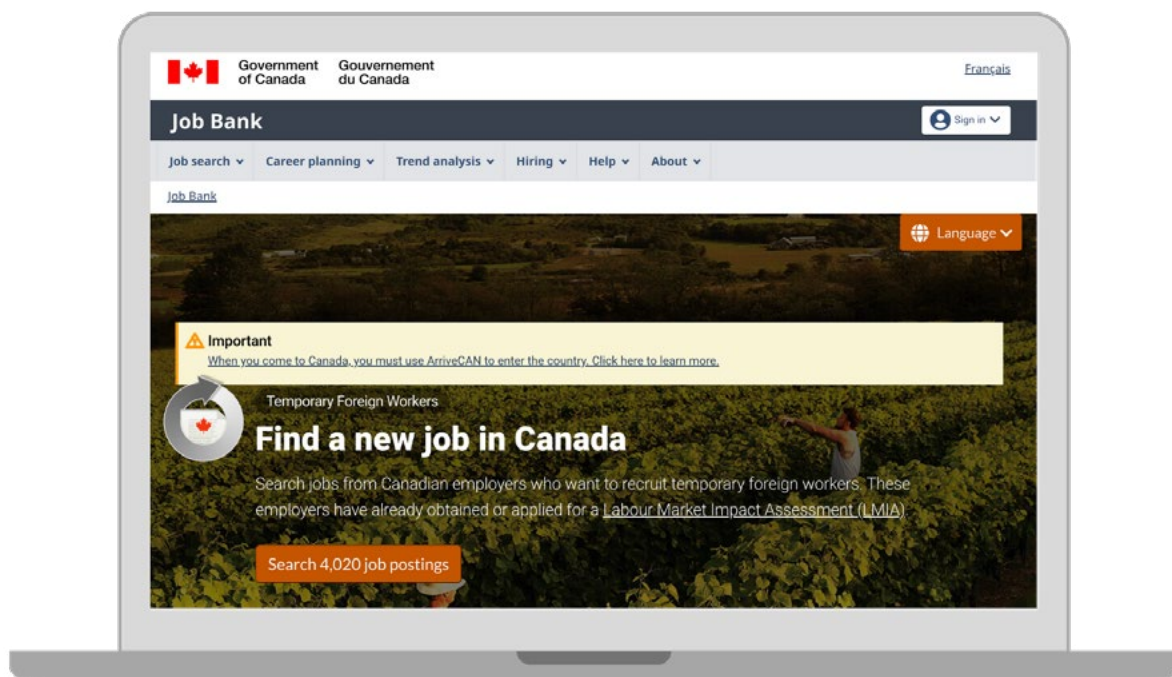
On May 31, 2022, AMSSA's Migrant Worker Hub held a webinar on this topic with speakers Shanisse Kleuskens, Sophie Lemieux and Ashley Forgie from Employment and Social Development Canada (ESDC). Speakers shared with us an introduction and overview of Job Bank, how to support migrant workers to utilize Job Bank to search for employment, along with tips and resources for migrant workers using the Job Bank for best results.

The information presented during the webinar is reflected in this accompanying handout to be used as a learning tool for those working with and supporting migrant worker communities in Canada.

The webinar can be accessed [here](#) on the [Migrant Worker Hub](#).

INTRODUCTION

Migrant worker support organizations expressed a need for an orientation and training on the [Government of Canada Temporary Foreign Worker Job Bank](#). This webinar and this accompanying handout enable front line support workers to be able to guide migrant workers in searching and applying for positions listed on Job Bank, increasing the probability of labour market attachment in Canada for migrant workers.



JOB BANK TOOLS & SERVICES OVERVIEW

Temporary Foreign Workers (TFWs) have the right to change employers while they are in Canada. They can use the Job Bank to find a new job, and other useful information for free. The Job Bank consists of interconnected tools and services. In 2020-2021, the Job Bank received over 160,000 site visits and 740,000 page views per day. Job Bank offers the following resources and tools to prospective candidates:

- Job Bank Mobile App: available for browsing jobs on the go
- Job Alerts: can be set-up to send you an email notification when new job opportunities are available
- Job Match: create a profile and be matched to jobs that suit you

💡 Note: It is illegal for an employer to punish or deport a TFW for looking for another job. Employers should **never** ask a TFW to pay to hire them.

TEMPORARY FOREIGN WORKER PROGRAM

The Temporary Foreign Worker Program (TFWP) enables employers to fill labour and skills shortages on a temporary basis when Canadians and permanent residents are not available. TFWs have the same rights as Canadians working in Canada to change jobs, access Employment Insurance, etc. Employers looking to hire under the TFWP need to complete the Canadian government's labour market test, known as the Labour Market Impact Assessment (LMIA).



Information on employers who were issued a positive LMIA can be found on [Open Data](#).

The [TFW page on Job Bank](#) has up-to-date job postings linked with Labour Market Impact Assessments. It is a trusted source of information with a multilingual landing page. Job Bank provides referrals to resources and important information for migrant workers seeking employment opportunities in Canada. It does not simplify or change existing immigration processes or TFWP requirements. Job Bank differentiates between LMIA-approved and LMIA-pending job postings.

- The LMIA is pending - The employer has asked permission to hire a foreign worker to fill a job temporarily.
- The LMIA is approved - The employer already has permission to hire a foreign worker to fill a job temporarily.

If their LMIA is already approved, the TFW may be able to start working for that employer right away.

💡 Note: The employer is not allowed to make a TFW pay for the Labour Market Impact Assessment.

Suspect a misleading or fraudulent job posting?

The Job Bank allows users to report a problem with a job posting and report misuse of the TFWP. An employer **cannot** penalize a TFW or have them deported for reporting them.

To report abuse of temporary foreign workers call Service Canada at 1-866-602-9448 or submit an [online form](#).

RESOURCES

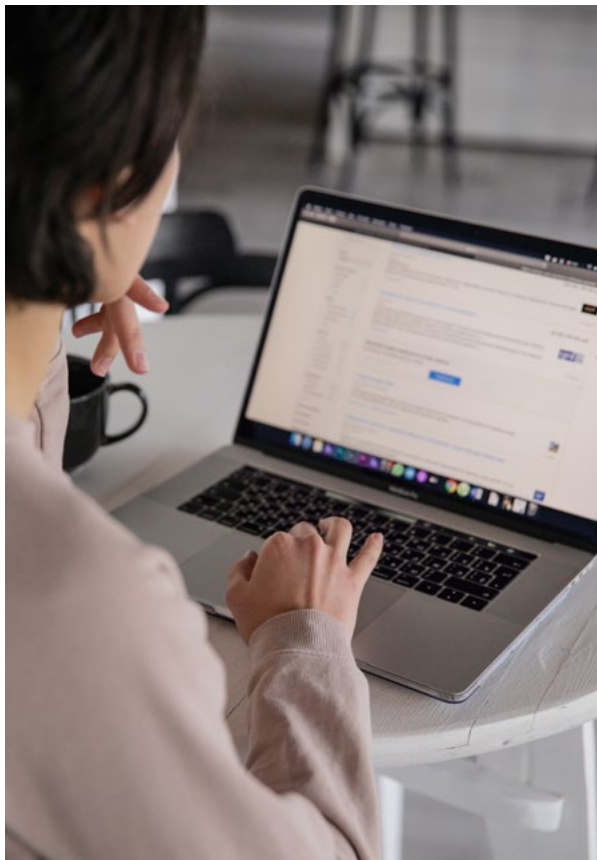


Photo by Ekaterina Bolovitsova

Job Bank

Search jobs from Canadian employers who want to recruit temporary foreign workers.

<https://www.jobbank.gc.ca/temporary-foreign-workers>

Job Bank support

Contact Job Bank support if you have any questions.

<https://www.jobbank.gc.ca/support/contactform?mtid=2>

Job Bank for Ukraine

Many Canadian businesses have posted jobs for Displaced Ukrainians on the Job Bank, the Government of Canada's free-to-use online job board.

<https://www.jobbank.gc.ca/findajob/resources/jobsforukraine>

Temporary Foreign Program

Information for Temporary Foreign Program employers' compliance and obligations.

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

Temporary Foreign Worker Program - How to report abuse

Anyone can report abuse of temporary foreign workers through this website, by phone, or by mail (e.g., employer charging a worker recruitment fees).

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

Job Bank for newcomers

Search for jobs that are available for newcomers to Canada.

<https://www.jobbank.gc.ca/findajob/newcomers>

Open work permit for vulnerable workers

If you're being abused or at risk of being abused in relation to your job in Canada, you may be eligible for an open work permit for vulnerable workers.

<https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/permit/temporary/vulnerable-workers.html>

Labour Market Impact Assessment

LMIA Online portal on Job Bank (pilot project)

<https://tfwp-jb.lmia.esdc.gc.ca/employer/>

LMIA information for employers – Hire a temporary foreign worker in a low-wage positions

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

LMIA Processing Times

<https://www.canada.ca/en/employment-social-development/services/foreign-workers/labour-market-impact-assessment-processing-times.html>

National Occupational Classification Summary

Highlights for the changes to NOC 2021.

<https://noc.esdc.gc.ca/Structure/Noc2021>

Public Policy allowing certain visitors in Canada to apply for a work permit: COVID-19 program delivery

A temporary public policy has been issued to allow certain temporary residents in Canada with a visitor status to apply for a work permit from within Canada.

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/service-delivery/coronavirus/temporary-residence/work-permit/visitor-work-permits.html>

To facilitate outreach and referrals, please refer to AMSSA's Migrant Worker Hub BC Service Map: <https://www.amssa.org/resources/services-map/>



The **Migrant Worker Hub** is a digital centre of resources and tools to enhance the knowledge and capacity of individuals, employers, unions, professional associations and other organizations supporting migrant workers in British Columbia.

To access all the resources available visit: <https://migrantworkerhub.ca/>

Questions? Send us an email to migrantworkerhub@amssa.org