

## HRSDC APPROVED WORK PERMITS

Often, in order to qualify for a Work Permit, you must first obtain a labour market opinion from Human Resources and Skills Development Canada (“HRSDC”), that hiring you would not have a negative impact on the Canadian labour market. Some of the factors which HRSDC will consider are:

- a) whether the work is likely to result in direct job creation or job retention for Canadians;
- b) whether the work is likely to result in the creation or transfer of skills and knowledge to Canadians;
- c) whether the work is likely to fill a labour shortage;
- d) whether the wages and working conditions offered are sufficient to attract Canadians to do the job;
- e) whether the employer has made, or has agreed to make, reasonable efforts to hire or train Canadians; and
- f) whether your employment is likely to adversely affect the settlement of any labour dispute in progress or the employment of any person involved in the dispute.

The process usually takes several weeks, and practices will vary at different HRSDC offices across the country. Once we have the HRSDC approval for your job offer, you will need to apply for a Work Permit at a Canadian Immigration office.

Often, HRSDC will review the advertising and recruitment efforts that you have made in Canada, although this is not always necessary, depending upon the position.

At Lowe & Company, we have processed HRSDC Work Permits for clients across Canada in many different sectors, including Biotech, IT, Restaurants, Universities, Nutraceutical, Hospitality, Manufacturing, and Professional service firms. We have also assisted clients appeal refusals of their HRSDC applications.

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