

EMPLOYER'S GUIDE

Hiring Temporary Foreign Workers & Newcomers in Northwest Manitoba

Northwest Regional Welcoming Communities (NWRWC)

Zonal Immigration Partnership Initiative

Serving Swan Valley • The Pas • Thompson • Flin Flon

Hosted by North West Regional Immigrant Services (NWRIS)

Current as of May 1, 2026

IMPORTANT DISCLAIMER

This guide is current as of May 1, 2026. Immigration policies, wage thresholds, processing times, and program rules change frequently—sometimes with little notice. This document is for general informational purposes only and does not constitute legal or immigration advice.

Always verify current requirements directly with the Government of Canada, Employment and Social Development Canada (ESDC), Immigration, Refugees and Citizenship Canada (IRCC), and the Province of Manitoba before making hiring decisions.

Consider consulting a Regulated Canadian Immigration Consultant (RCIC) or immigration lawyer for case-specific guidance. You can verify an RCIC's credentials through the College of Immigration and Citizenship Consultants (CICC).

1. Introduction: Why This Guide Matters	5
1.1 Who This Guide Is For	5
1.2 What's New in 2026	5
2. Understanding the Hiring Landscape	6
2.1 Categories of Workers Available to You	6
2.2 Manitoba's Wage Threshold: High-Wage vs. Low-Wage	6
3. Temporary Foreign Worker Program (TFWP): The LMIA Process	8
3.1 What Is an LMIA?	8
3.2 Manitoba's Employer Registration Requirement (WRAPA)	8
3.3 Step-by-Step: LMIA Application Process	8
Step 1: Determine Your Stream	8
Step 2: Recruit Canadians First	8
Step 3: Gather Required Documents	9
Step 4: Submit Your LMIA Application	9
Step 5: Receive Decision	9
Step 6: Worker Applies for Work Permit	10
3.4 Costs Summary	10
3.5 Rural Employer Relief: April 2026–March 2027	10
4. International Mobility Program (IMP): LMIA-Exempt Hiring	11
4.1 Key LMIA-Exempt Categories	11
Trade Agreement Workers	11
Intra-Company Transferees (ICT)	11
Francophone Mobility	11
Significant Benefit (C10)	11
Provincial Nominee Work Permits	11
4.2 Employer Obligations Under the IMP	11

4.3 Hiring Open Work Permit Holders.....	12
5. Hiring Newcomers Already in Canada.....	13
5.1 Permanent Residents	13
5.2 Refugees	13
5.3 International Students and PGWP Holders	13
5.4 Best Practices for Hiring Newcomers.....	13
6. Manitoba Provincial Nominee Program (MPNP).....	15
6.1 MPNP Streams Relevant to Employers	15
Skilled Worker in Manitoba	15
Skilled Worker Overseas.....	15
International Education Stream	15
Temporary Resident Retention Pilot (TRRP).....	15
6.2 What Nomination Means for Your Employee	15
6.3 How Employers Can Engage.....	16
7. Employer Obligations and Compliance.....	17
7.1 Core Employer Obligations	17
7.2 Inspections	17
7.3 Consequences of Non-Compliance	17
7.4 Worker Rights in Manitoba	18
8. Housing and Transportation (Low-Wage Stream)	19
8.1 Housing	19
8.2 Transportation	19
8.3 Health Insurance	19
9. Supporting Workers' Pathways to Permanent Residence.....	20
9.1 Express Entry	20
9.2 MPNP Nomination	20
9.3 Employer Liaison Network	20
9.4 Permanent Residence LMIA	20
10. Settlement Services and Community Supports	21
10.1 IRCC-Funded Settlement Services	21
10.2 Local Resources: NWRIS and NWRWC.....	21
10.3 What Employers Can Do	21
11. Quick Reference: Key Links and Contacts	22
11.1 Federal Government.....	22
IRCC Employer Support Contacts.....	22
11.2 Province of Manitoba	22

11.3 Regional	23
11.4 Professional Help	23
12. Glossary of Key Terms.....	24

1. Introduction: Why This Guide Matters

Northwest Manitoba's communities—Swan Valley, The Pas, Thompson, and Flin Flon—are experiencing ongoing population decline and persistent labour shortages across key sectors including healthcare, mining, manufacturing, construction, hospitality, and agriculture. Immigration has become an essential strategy for sustaining local economies, maintaining community services, and ensuring long-term regional vitality.

As an employer in this region, you have several pathways available to recruit and hire workers from outside Canada, as well as newcomers who are already living here. However, the regulatory landscape is complex and changes frequently. This guide is designed to walk you through every major pathway in plain language, with step-by-step instructions, current rules, costs, timelines, and direct links to official resources.

1.1 Who This Guide Is For

- Business owners and HR managers in Northwest Manitoba looking to hire foreign workers or newcomers
- Employers considering the Temporary Foreign Worker Program (TFWP) for the first time
- Employers wanting to understand LMIA-exempt alternatives under the International Mobility Program (IMP)
- Businesses interested in supporting employees' pathways to permanent residence through the Manitoba Provincial Nominee Program (MPNP)
- Organizations wanting to hire newcomers who already hold permanent resident status or refugee protection

1.2 What's New in 2026

The 2026 immigration landscape includes significant changes that directly affect employers:

- Low-wage LMIA advertising requirements doubled from 4 weeks to 8 consecutive weeks (effective April 1, 2026)
- New mandatory youth-targeted recruitment requirements for low-wage LMIA applications
- Rural employer relief: temporary increase in low-wage TFW cap from 10% to 15% for eligible rural employers (April 1, 2026 – March 31, 2027) — Manitoba confirmed opt-in effective April 14, 2026
- 2026–2028 Immigration Levels Plan: TFW Program targets cut to 60,000; IMP targets raised to 170,000
- Manitoba MPNP Temporary Resident Retention Pilot (TRRP): Hospitality and Food Services removed; 16 skilled trades added as sector-exempt
- PGWP eligible programs list frozen for all of 2026—no additions or removals
- Winnipeg reopened for low-wage LMIA processing in Q1 2026 (unemployment dropped below 6%)

2. Understanding the Hiring Landscape

2.1 Categories of Workers Available to You

As an employer, you can hire from several categories of workers. Each comes with different rules, costs, and timelines:

Worker Category	What You Need to Know
Canadian Citizens & Permanent Residents	No special requirements. Hire as you would any Canadian. PRs have the same work rights as citizens.
Refugees with PR Status	Same as permanent residents—no fees, no restrictions. Government-Assisted Refugees (GARs) and Privately Sponsored Refugees with PR status can work for any employer.
Refugee Claimants (Asylum Seekers)	May hold a work permit. Check permit validity and conditions. They may need to renew their work permit; some hold open work permits.
Temporary Foreign Workers (LMIA-based)	Requires a Labour Market Impact Assessment (LMIA) before hiring. You must demonstrate no Canadian is available. Employer-specific work permit.
International Mobility Program (LMIA-exempt)	No LMIA needed, but you must submit a job offer through the IRCC Employer Portal and pay a \$230 compliance fee. Includes CUSMA professionals, intra-company transferees, Francophone Mobility.
Post-Graduation Work Permit (PGWP) Holders	Open work permit—can work for any employer. No LMIA needed. No employer portal submission needed.
Spousal Open Work Permit (SOWP) Holders	Open work permit—can work for any employer. No LMIA needed.
International Experience Canada (IEC)	Open or employer-specific work permit depending on category. Typically young workers (18–35) from partner countries.
MPNP Nominees with Work Permits	May hold LMIA-exempt work permits linked to provincial nomination. Employer-specific.

2.2 Manitoba's Wage Threshold: High-Wage vs. Low-Wage

The classification of your position as high-wage or low-wage determines which LMIA stream you apply under and what rules apply. Manitoba's current wage threshold is \$30.16 per hour (120% of the provincial median hourly wage).

- At or above \$30.16/hour = High-Wage Stream
- Below \$30.16/hour = Low-Wage Stream (subject to additional restrictions)

KEY POINT FOR NWRWC EMPLOYERS

Swan Valley, The Pas, Thompson, and Flin Flon are all located outside Census Metropolitan Areas (CMAs). This means your communities are classified as “rural” under the TFW Program

and are eligible for the temporary rural employer relief measures (15% cap) — Manitoba confirmed its opt-in effective April 14, 2026.

The CMA-based unemployment rate restrictions on low-wage LMIA processing generally do not apply to locations outside CMAs. However, always verify with Service Canada before filing.

3. Temporary Foreign Worker Program (TFWP): The LMIA Process

3.1 What Is an LMIA?

A Labour Market Impact Assessment (LMIA) is a document issued by Employment and Social Development Canada (ESDC) that confirms hiring a foreign worker will not negatively affect the Canadian labour market. A positive (or neutral) LMIA is required before most temporary foreign workers can apply for an employer-specific work permit.

Key fact: The employer applies for the LMIA—not the worker. The \$1,000 per-position processing fee cannot be recovered from the worker.

3.2 Manitoba's Employer Registration Requirement (WRAPA)

Before you can apply for an LMIA in Manitoba, you must first obtain a Certificate of Registration from Manitoba Employment Standards under The Worker Recruitment and Protection Act (WRAPA). This is a provincial requirement that applies to all Manitoba employers hiring foreign workers.

1. Apply for your Certificate of Registration online through the Province of Manitoba's Forms Portal or Employment Standards Division.
2. If you use a third-party recruiter, that recruiter must hold a valid WRAPA licence. You can verify licence holders on the Manitoba Employment Standards website.
3. Include your Certificate of Registration (or proof of exemption) with your LMIA application. Your application will be considered incomplete without it.
4. Notify Manitoba Employment Standards when your temporary foreign worker arrives in Manitoba.

WRAPA COMPLIANCE

It is illegal to charge recruitment fees to foreign workers in Manitoba. Offences under WRAPA can result in fines up to \$50,000 for the employer, plus an additional \$25,000 for directors and officers of a corporation.

Employers who use unlicensed recruiters are liable for all fees charged to the recruited worker.

[Manitoba WRAPA Employer Registration → gov.mb.ca/labour/standards](https://gov.mb.ca/labour/standards)

3.3 Step-by-Step: LMIA Application Process

Step 1: Determine Your Stream

Compare the wage you intend to offer against Manitoba's wage threshold of \$30.16/hour. Also confirm the position's NOC (National Occupational Classification) code, which determines TEER level and applicable rules.

Step 2: Recruit Canadians First

You must demonstrate genuine efforts to hire Canadians and permanent residents before applying for an LMIA. As of April 1, 2026, recruitment requirements have been tightened:

For low-wage positions: Advertise for a minimum of 8 consecutive weeks in the 3 months before submitting the LMIA. The full advertising period must be completed before submission.

For high-wage positions: Advertise for a minimum of 4 consecutive weeks.

You must use at least 3 recruitment methods, including:

- Job Bank (mandatory—enable the Direct Apply feature and review applications within 21 days)
- At least 2 additional methods appropriate to the occupation (e.g., local newspapers, industry job boards, professional associations, social media, career fairs)

NEW – Youth Recruitment Requirement (Low-Wage, effective April 1, 2026): Employers must demonstrate targeted outreach to youth aged 15–30. This includes posting on Job Bank's youth section or youth job boards, engaging with schools or colleges, participating in youth employment programs, or using platforms commonly used by youth. This is in addition to—not instead of—standard recruitment requirements.

Step 3: Gather Required Documents

Prepare the following before submitting your LMIA application:

- Manitoba WRAPA Certificate of Registration (or proof of exemption)
- Business legitimacy documents (business licence, CRA documents, financial statements)
- Proof of recruitment efforts (copies of advertisements with dates, screenshots, records of applicants received and reasons for not hiring)
- Job offer details (NOC code, job duties, wage, benefits, hours, work location)
- Transition plan (high-wage stream) showing how you will reduce reliance on TFWs over time
- Transportation and housing information (low-wage stream)
- Workplace safety documentation and health insurance coverage details

Step 4: Submit Your LMIA Application

Submit your application through the LMIA Online Portal using your Job Bank employer account. Pay the \$1,000 processing fee per position. Your application can be submitted up to 6 months before the expected job start date.

[LMIA Online Portal → canada.ca](https://canada.ca)

Step 5: Receive Decision

Processing times vary by stream:

Stream	Typical Processing Time
Global Talent Stream	Approximately 2 weeks
High-Wage LMIA	8–12 weeks
Low-Wage LMIA	8–14 weeks

Permanent Residence Stream	Several months
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If approved, you receive a positive LMIA and confirmation letter. Provide these to the worker so they can apply for their work permit through IRCC.

Step 6: Worker Applies for Work Permit

After receiving the positive LMIA, the foreign worker applies to IRCC for an employer-specific work permit. Work permit processing adds additional time (typically 2–16 weeks depending on the worker's country of residence and processing office). Workers may also need to complete biometrics and a medical examination.

3.4 Costs Summary

Cost Item	Amount
LMIA Processing Fee (per position)	\$1,000 CAD (cannot be recovered from worker)
Work Permit Application (paid by worker)	\$155 CAD
Open Work Permit Holder Fee (if applicable)	\$100 CAD
Biometrics (paid by worker)	\$85 CAD
Employer Compliance Fee (IMP only)	\$230 CAD
Manitoba WRAPA Registration	No fee for registration; penalties for non-compliance

3.5 Rural Employer Relief: April 2026–March 2027

The Government of Canada announced targeted measures effective April 1, 2026 to support rural employers. Manitoba confirmed its opt-in effective April 14, 2026, meaning these measures are now in effect for eligible Manitoba employers. Rural employers located outside CMAs can:

- Retain their current proportion of low-wage TFWs even if it exceeds the standard 10% cap (grandfathering provision)
- Benefit from a 15% cap (instead of 10%) on the proportion of TFWs in low-wage positions

These measures expire March 31, 2027. Sector-specific caps remain unchanged: health care, construction, and food processing employers are subject to a 20% cap. Seasonal sectors (fish/seafood processing, tourism) continue to be exempt from caps for seasonal positions.

Important: Update: Manitoba confirmed its opt-in on April 14, 2026 for all sectors. These measures apply to eligible rural employers now through March 31, 2027. Source: canada.ca/en/employment-social-development/services/foreign-workers/temporary-measures.html

4. International Mobility Program (IMP): LMIA-Exempt Hiring

The International Mobility Program allows you to hire foreign workers without an LMIA when the employment falls under specific exemption categories. The 2026–2028 Immigration Levels Plan allocates 170,000 IMP admissions compared to 60,000 for the TFWP—making LMIA-exempt pathways increasingly significant.

4.1 Key LMIA-Exempt Categories

Trade Agreement Workers

Workers from countries with which Canada has free trade agreements may qualify. Key agreements include CUSMA (US and Mexico), CETA (EU), CPTPP (11 Pacific Rim nations), and CUKTCA (UK). Eligible categories typically include professionals in designated occupations, intra-company transferees, and traders/investors.

Intra-Company Transferees (ICT)

Multinational companies can transfer executives, managers, or specialized knowledge workers to a Canadian branch. The worker must have been employed continuously by the company for at least 1 year. Work permits are typically issued for up to 3 years with possible extensions.

Francophone Mobility

Employers outside Quebec can hire French-speaking or bilingual workers without an LMIA under the Francophone Mobility exemption (R205(a) — significant cultural benefit to Canada). The worker must demonstrate moderate proficiency in French. Importantly, the position itself does not need to be French-language or require a French component — French may simply be an asset. The exemption is based on the worker's language profile, not the job duties.

Significant Benefit (C10)

For workers whose employment brings notable economic, social, or cultural benefit to Canada. Officers assess the worker's track record and expert recommendations. Evidence requirements have tightened in 2026.

Provincial Nominee Work Permits

Workers nominated through a Provincial Nominee Program (including MPNP) may qualify for LMIA-exempt employer-specific work permits while their permanent residence applications are processed.

4.2 Employer Obligations Under the IMP

1. Confirm the position qualifies under a specific LMIA exemption category and identify the correct exemption code.
2. Submit the official job offer through the IRCC Employer Portal.
3. Pay the \$230 employer compliance fee (unless the category is fee-exempt).
4. Maintain records for 6 years from the worker's first day of employment.
5. Comply with all conditions of the offer of employment. You may be subject to inspection.

[IRCC Employer Portal → canada.ca](#)

4.3 Hiring Open Work Permit Holders

Open work permit holders—including PGWP holders, spousal open work permit holders, IEC participants, Ukrainian nationals holding open work permits under the Canada-Ukraine Authorization for Emergency Travel (CUAET), and some bridging open work permit holders—can work for any employer in Canada without requiring an LMIA or employer portal submission. You simply hire them like any other job candidate.

Tip: Ask to see the worker's work permit to verify it is valid and that it is an "open" work permit (no employer name specified). Check the expiry date.

How to Read a Work Permit

When reviewing a worker's work permit, check the following fields carefully:

- **Employer field:** If the permit lists a specific employer, the worker may only work for that employer. If it says "any employer" or is blank in this field, it is an open work permit.
- **Location:** Some permits restrict work to a specific province or location. Verify the permit covers Manitoba and the relevant worksite.
- **Expiry date:** The work permit must be valid for the duration of employment. Diarize the expiry date and discuss renewal timelines with the worker early.
- **Conditions and remarks:** Some work permits include specific conditions or restrictions in the remarks field. Common examples include restrictions in sensitive sectors such as childcare (the worker may be restricted from working with children under 18) or healthcare (medical conditions may be noted). Hiring a worker in a role that conflicts with a permit condition is an employer compliance risk. If you want to hire an individual whose permit has sector-specific restrictions, the restrictions may need to be removed before employment begins — consult an RCIC or IRCC directly for guidance on removing conditions.

For more information on reading work permits, see:
ircc.canada.ca/english/helpcentre/answer.asp?qnum=169

Tip: Ask to see the worker's work permit to verify it is valid and that it is an "open" work permit (no employer name specified). Check the expiry date.

5. Hiring Newcomers Already in Canada

5.1 Permanent Residents

Permanent residents of Canada have the same right to work as Canadian citizens. There are no special requirements, fees, or applications for employers. You hire them through your normal recruitment process. A permanent resident can show their status through a Permanent Resident Card (PR Card) or Confirmation of Permanent Residence (COPR) document.

5.2 Refugees

Refugees in Canada fall into several categories with different work authorization:

Government-Assisted Refugees (GARs) and Privately Sponsored Refugees (PSRs) with PR status: These individuals receive permanent residence upon arrival. They can work for any employer with no restrictions.

Protected Persons (accepted refugee claimants): Once their claim is accepted, they receive “protected person” status and can apply for PR. They may hold a work permit during this process.

Refugee Claimants (asylum seekers): They are not automatically authorized to work. They must obtain a work permit from IRCC. Many hold open work permits once their claim has been referred to the Immigration and Refugee Board.

Employer action: Ask to see the individual’s PR Card, COPR, or work permit. Verify the document is valid and check any conditions. A Social Insurance Number (SIN) starting with “9” indicates a temporary resident, not a permanent resident.

5.3 International Students and PGWP Holders

Current international students: Full-time students at Designated Learning Institutions may work off-campus up to 24 hours per week during regular academic sessions and full-time during scheduled breaks (as of the current policy). Verify their study permit includes off-campus work authorization.

PGWP holders: Graduates of eligible Canadian programs receive an open work permit valid for up to 3 years. They can work for any employer, in any occupation, anywhere in Canada. No LMIA or employer portal submission is required.

The PGWP eligible programs list has been frozen for 2026—no additions or removals. As of November 2024, graduates of non-degree programs must have completed studies in an eligible field of study (classified by CIP code) to qualify. University degree graduates (Bachelor’s, Master’s, PhD) are exempt from the field-of-study restriction.

Language requirements also apply to PGWP applicants: CLB/NCLC 7 for degree graduates and CLB/NCLC 5 for college/non-degree graduates.

5.4 Best Practices for Hiring Newcomers

- Remove “Canadian experience” requirements from job postings—this has been identified as discriminatory by multiple provincial human rights commissions.

- Focus on transferable skills and competencies rather than country-specific credentials.
- Assess actual language needs for the position—not every role requires fluent English.
- Connect newcomer employees with IRCC-funded settlement services, including free language classes (LINC/CLIC), employment supports, and community integration programs.
- Contact NWRIS (North West Regional Immigrant Services) in Thompson for local settlement support and referrals.

6. Manitoba Provincial Nominee Program (MPNP)

The MPNP allows Manitoba to nominate eligible foreign nationals for Canadian permanent residence based on the province's labour market needs. As an employer, understanding the MPNP helps you retain valued workers long-term and contributes to community stability.

6.1 MPNP Streams Relevant to Employers

Skilled Worker in Manitoba

This pathway targets foreign nationals already working in Manitoba on temporary work permits. To be eligible, the worker must have worked full-time for a Manitoba employer for at least 6 months and hold a permanent, full-time job offer. The employer's job offer is a critical component of the application.

Language requirements: CLB 5 for NOC TEER 0–3 occupations. The MPNP uses an Expression of Interest (EOI) system scored out of 1,000 points, with ongoing Manitoba employment and a long-term job offer worth up to 500 points.

Skilled Worker Overseas

This pathway is for skilled workers outside Canada who have a connection to Manitoba, such as family, previous work or study in Manitoba, or a direct invitation through an MPNP Strategic Recruitment Initiative. Employer Services recruitment missions are a key channel—Manitoba has been issuing a significant share of invitations through these employer-linked initiatives in 2026.

International Education Stream

For international students who graduated from Manitoba post-secondary institutions. Graduates must hold a full-time job offer from a Manitoba employer related to their field of study.

Temporary Resident Retention Pilot (TRRP)

This employer-driven pilot allows eligible businesses to support their employees' work permit extensions without requiring an LMIA. Key features:

- No LMIA or advertising required—the employer applies on behalf of the employee
- Employee must have worked full-time for the approved employer for at least 18 months with an ongoing permanent job offer
- Employer must hold a valid WRAPA Certificate of Registration
- As of February 4, 2026: Hospitality and Food Services removed from eligible sectors
- 16 skilled trades occupations are now sector-exempt (can apply from any sector): including Automotive Service Technicians, Boilermakers, Electricians, Heavy-Duty Equipment Technicians, Industrial Mechanics, Plumbers, Welders, and others
- Worker eligibility: age 21–45, valid work permit (or maintained status), residing in Manitoba, CLB 5 for TEER 0–3 / CLB 4 for TEER 4–5, minimum 60 points on MPNP grid

6.2 What Nomination Means for Your Employee

A Manitoba provincial nomination adds 600 Comprehensive Ranking System (CRS) points to an Express Entry profile, virtually guaranteeing an Invitation to Apply for permanent residence. For

non-Express Entry nominees, Manitoba nomination allows a paper-based PR application to IRCC. In 2026, Manitoba has issued 249 Letters of Advice to Apply through its first five draws, with strong emphasis on employer-backed and strategic recruitment candidates.

6.3 How Employers Can Engage

- Participate in MPNP Employer Services recruitment missions (contact Manitoba Immigration)
- Register for MPNP's Employer Direct Initiative to access candidates
- Provide long-term, permanent job offers to strengthen employees' EOI scores
- Support employees in meeting language testing requirements
- Ensure your WRAPA registration is current if participating in the TRRP

[Manitoba Immigration – Employer Services → immigratemanitoba.com](https://immigratemanitoba.com)

7. Employer Obligations and Compliance

Employers who hire temporary foreign workers—whether through the TFWP or the IMP—are subject to compliance requirements that are actively monitored and enforced. Non-compliance can result in significant penalties.

7.1 Core Employer Obligations

As an employer, you are required to:

1. Provide working conditions that are substantially the same as—or better than—those set out in the job offer or LMIA.
2. Pay the wage specified in the offer of employment.
3. Comply with all federal and provincial employment and recruitment laws, including Manitoba's Employment Standards Code and Workplace Safety and Health Act.
4. Ensure the workplace is free from abuse, including physical, sexual, psychological, and financial abuse.
5. Provide the TFW with information about their rights in Canada, in their preferred official language, on or before their first day of work. This information must be available in both English and French.
6. Make reasonable efforts to provide access to health care services if the worker is injured or becomes ill at the workplace.
7. Not charge or recover recruitment-related fees from the worker (except for the LMIA processing fee where legally permitted—note: in Manitoba, WRAPA prohibits any fee recovery from workers).
8. Retain all records related to the employment for 6 years from the worker's first day of employment.
9. Be actively engaged in the business the worker was hired to work for.

7.2 Inspections

ESDC and IRCC maintain the authority to inspect employers for up to 6 years after a TFW's first day of work. Inspections may be triggered randomly, by tips, or by patterns of non-compliance. During an inspection, officers may request:

- Payroll records and proof of wages paid
- Time sheets and schedules
- Employment contracts and job offer documentation
- Proof of recruitment efforts
- Workplace safety records
- Records of any changes to working conditions

7.3 Consequences of Non-Compliance

Employers found non-compliant may face:

- Administrative monetary penalties (fines)

- Bans from hiring any temporary foreign workers for up to 2 years
- Public listing on the Government of Canada's list of non-compliant employers
- Revocation of positive LMIA's

[Non-Compliant Employers List → canada.ca](#)

7.4 Worker Rights in Manitoba

Temporary foreign workers in Manitoba have the same workplace rights as any other employee under Manitoba's Employment Standards Code and Workplace Safety and Health Act. This includes rights related to:

- Minimum wage, overtime pay, and vacation pay
- Safe working conditions and the right to refuse unsafe work
- Protection from discrimination and harassment under The Manitoba Human Rights Code
- Workers' compensation coverage through the Workers Compensation Board of Manitoba

ABUSE REPORTING

If you suspect a temporary foreign worker is being abused or exploited, you can report it confidentially to ESDC's Employer Tip Line. Workers can also contact the IRCC confidential tip line.

ESDC Tip Line: 1-866-602-9448

Workers can also reach out to local settlement organizations such as NWRIS for support.

8. Housing and Transportation (Low-Wage Stream)

If you are hiring under the low-wage LMIA stream, you have specific obligations related to housing and transportation:

8.1 Housing

You must ensure that suitable and affordable housing is available and accessible to the TFW. If the TFW is not already in Canada, you must confirm that housing is available before their arrival. If you provide housing, it must meet local health and safety standards. You cannot force workers to live in employer-provided housing—but if the worker chooses it, you may deduct a reasonable amount from wages (capped by program guidelines).

8.2 Transportation

You must cover the cost of round-trip transportation between the TFW's country of residence and the worksite for low-wage positions. This includes airfare, ground transportation, meals, and accommodation during travel. You must also cover the cost of the worker's return transportation at the end of their employment period.

8.3 Health Insurance

You must ensure that TFWs have access to health insurance coverage from their first day of work until they are eligible for provincial health coverage. In Manitoba, there is typically a waiting period before new residents qualify for Manitoba Health. You are responsible for providing or paying for private health insurance during this gap.

9. Supporting Workers' Pathways to Permanent Residence

Retaining skilled workers long-term often depends on supporting their transition to permanent residence. Workers with a clear PR pathway are more likely to stay in your community and remain committed to your business.

9.1 Express Entry

Canada's Express Entry system manages applications for three federal economic immigration programs: the Federal Skilled Worker Program, the Canadian Experience Class, and the Federal Skilled Trades Program. Candidates are ranked using the Comprehensive Ranking System (CRS). Note: As of March 25, 2025, job offer points have been removed from the CRS for both current and future Express Entry candidates. This includes the 50-point bonus for skilled occupations and the 200-point bonus for Major Group 00 (senior management). Employers can no longer boost a worker's CRS score through an LMIA-supported job offer — however, provincial nomination (MPNP) still adds 600 CRS points and remains the most effective employer-supported pathway to PR.

9.2 MPNP Nomination

As described in Section 6, provincial nomination through the MPNP adds 600 CRS points. Employers play a key role by providing long-term job offers and supporting MPNP applications. Participation in Employer Services recruitment initiatives strengthens your access to nominated candidates.

9.3 Employer Liaison Network

The Government of Canada's Employer Liaison Network (ELN) helps Canadian employers of temporary foreign workers already authorized to stay in Canada with their transition to permanent residence. Contact the ELN for guidance on supporting your employees' PR applications.

9.4 Permanent Residence LMIA

There is a separate LMIA stream specifically designed to support a worker's permanent residence application through Express Entry. This PR-stream LMIA has its own requirements and may receive priority processing. If your employee is pursuing PR and needs CRS points, discuss this option with an immigration professional.

10. Settlement Services and Community Supports

Helping newcomer employees integrate into your community improves retention and strengthens the workplace. Several government-funded services are available at no cost to permanent residents and refugees.

10.1 IRCC-Funded Settlement Services

Available to permanent residents and refugees (not temporary foreign workers or Canadian citizens):

- Language Instruction for Newcomers to Canada (LINC): Free English classes covering workplace language, life in Canada, job search skills, and cross-cultural communication
- Employment supports: Resume building, job search assistance, mentoring, and workplace orientation
- Community connections: Help finding housing, schools, health care, and social networks
- Information and orientation: Sessions on rights and responsibilities, Canadian laws, and available services

10.2 Local Resources: NWRIS and NWRWC

North West Regional Immigrant Services (NWRIS), based in Thompson, is your local settlement agency and the host organization for the NWRWC initiative. NWRIS provides settlement support, community connections, and referrals for newcomers across the Northwest Manitoba region.

The Northwest Regional Welcoming Communities (NWRWC) Zonal Immigration Partnership works to coordinate services, build welcoming communities, and support employers and newcomers across Swan Valley, The Pas, Thompson, and Flin Flon.

10.3 What Employers Can Do

- Designate a workplace buddy or mentor for new newcomer employees
- Provide flexible scheduling to allow attendance at LINC classes or settlement appointments
- Offer cross-cultural workplace orientation for all staff
- Connect newcomer employees with local community organizations, faith communities, and cultural associations
- Help with practical needs like finding housing, understanding banking, and navigating transportation—especially in smaller communities where these supports may be limited

11. Quick Reference: Key Links and Contacts

11.1 Federal Government

[Temporary Foreign Worker Program → canada.ca/en/employment-social-development/services/foreign-workers.html](https://canada.ca/en/employment-social-development/services/foreign-workers.html)

[International Mobility Program → canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/international-mobility-program.html](https://canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/international-mobility-program.html)

[LMIA Online Portal → canada.ca \(through Job Bank Employer Dashboard\)](https://canada.ca/through-Job-Bank-Employer-Dashboard)

[IRCC Employer Portal → canada.ca](https://canada.ca)

[Job Bank → jobbank.gc.ca](https://jobbank.gc.ca)

[Wage Thresholds by Province/Territory → canada.ca](https://canada.ca)

[Non-Compliant Employers List → canada.ca](https://canada.ca)

[Employer's Roadmap to Hiring Internationally Trained Workers → canada.ca](https://canada.ca)

[CMA Unemployment Rates for LMIA Processing → canada.ca](https://canada.ca)

[Employer Portal – User Guide → canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal/user-guide.html](https://canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal/user-guide.html)

[Employer Portal – Enrolment Guide → canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal/enrolment-guide.html](https://canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal/enrolment-guide.html)

Employer Portal IT Support: IRCC.EmployerPortal-Portailemployeur.IRCC@cic.gc.ca — If you encounter technical difficulties with the Employer Portal, email the IT support team with your full name, CRA business number, business operating name, a description of the issue, and screenshots showing the full browser window. Expect a response within 5 business days.

IRCC Employer Support Contacts

ESDC/Service Canada – TFWP Employer Direct Line: 1-800-367-5693. For all TFWP enquiries, including LMIA questions, contact the dedicated Employer Contact Centre at ESDC.

IRCC Dedicated Service Channel (DSC) – Outreach Team: Supports and engages with employers, chambers of commerce, economic development organizations, and industry associations. Provides education on economic immigration programs and conducts information sessions both in-person and virtually. Email: promotion@cic.gc.ca

IRCC Employer Support Unit: Provides referred employers with specialized immigration services from an Account Manager. Supports Employer Portal users and the International Mobility Workers Unit (IMWU) team, which delivers opinions on LMIA exemptions.

IRCC Francophone Immigration (FI) Team: Provides targeted promotion of tools and programs that facilitate recruitment and retention of Francophone and bilingual talent outside Quebec. Email: IRCC.FIEngagement-SensibilisationIF.IRCC@cic.gc.ca

11.2 Province of Manitoba

[Manitoba Provincial Nominee Program → immigratemanitoba.com](https://immigratemanitoba.com)

[MPNP Employer Services → immigratemanitoba.com/employer-services](https://immigratemanitoba.com/employer-services)

[WRAPA Employer Registration → gov.mb.ca/labour/standards](https://gov.mb.ca/labour/standards)

[WRAPA Forms Portal → residents.gov.mb.ca](https://residents.gov.mb.ca)

[Manitoba Employment Standards → gov.mb.ca/labour/standards](https://gov.mb.ca/labour/standards)

11.3 Regional

North West Regional Immigrant Services (NWRIS) – Flin Flon, The Pas, Swan River and Thompson, MB

Northwest Regional Welcoming Communities (NWRWC) – Zonal Immigration Partnership

11.4 Professional Help

[College of Immigration and Citizenship Consultants \(CICC\) – Verify an RCIC → college-ic.ca](https://college-ic.ca)

For complex cases, consider consulting a Regulated Canadian Immigration Consultant (RCIC) or an immigration lawyer who is a member of a Canadian provincial or territorial law society.

12. Glossary of Key Terms

CIP Code: Classification of Instructional Programs – a 6-digit code used to classify post-secondary education programs by field of study.

CLB: Canadian Language Benchmarks – Canada's standard for measuring English language proficiency.

CMA: Census Metropolitan Area – a Statistics Canada geographic classification used for unemployment rate calculations.

CRS: Comprehensive Ranking System – the points-based system used to rank Express Entry candidates.

ESDC: Employment and Social Development Canada – the federal department that processes LMIA's.

EOI: Expression of Interest – the system used by MPNP to rank and invite candidates.

IMP: International Mobility Program – allows hiring foreign workers without an LMIA under specific exemptions.

IRCC: Immigration, Refugees and Citizenship Canada – the federal department that processes work permits and PR applications.

LMIA: Labour Market Impact Assessment – a document confirming that hiring a foreign worker will not negatively affect the Canadian labour market.

MPNP: Manitoba Provincial Nominee Program – Manitoba's provincial immigration program.

NCLC: Niveaux de compétence linguistique canadiens – Canada's standard for measuring French language proficiency.

NOC: National Occupational Classification – Canada's system for classifying occupations.

NWRIS: North West Regional Immigrant Services – the host organization for the NWRWC initiative, based in Thompson.

NWRWC: Northwest Regional Welcoming Communities – the Zonal Immigration Partnership for the Northwest Manitoba region.

PGWP: Post-Graduation Work Permit – an open work permit for eligible international graduates.

SOWP: Spousal Open Work Permit – an open work permit available to spouses/partners of certain work or study permit holders.

TEER: Training, Education, Experience and Responsibilities – the classification system within NOC (TEER 0–5).

TFWP: Temporary Foreign Worker Program – the LMIA-based program for hiring foreign workers.

TRRP: Temporary Resident Retention Pilot – Manitoba's employer-driven work permit pilot.

WRAPA: The Worker Recruitment and Protection Act – Manitoba's provincial legislation governing foreign worker recruitment.

ZIP: Zonal Immigration Partnership – a regional immigration coordination model serving multiple communities.