

# Canadian Employer Sponsored Immigration: Pathways to the Future for International Students in Canada

Canadian employer-sponsored immigration is a popular program in Canada's immigration policy and has helped many people successfully immigrate to Canada. Employer-sponsored immigration refers to the Canadian local employers who meet the qualification of sponsoring immigrants, provide employment letters to the applicants who meet the employment conditions and immigration conditions, and the applicants apply for work visas with the support of the employers and complete the subsequent immigration applications. This is an important project of the Canadian government to alleviate the shortage of labor market and attract foreigners to settle in Canada. At present, the more popular [加拿大雇主担保移民项目](#) are BC employer-sponsored and Alberta employer-sponsored.

## Eligibility requirements

Both the employer and the applicant need to each meet the eligibility requirements before they can apply. For example, the province of B.C. attaches great importance to the applicant's project and personal qualifications. A province in the application process applicants subsequent application for a work visa and smooth through the immigration audit of the key.

## Application Steps

### Step 1: Matching Employers

1. Matching employers: Generally match employers in the same industry as the applicant and in a related occupation;
2. the employer posts job advertisements in the media: the employer needs to prove to the provincial government that it is actively recruiting and that the recruitment of foreign workers will not 3. disrupt the local job market;
4. the employer completes the recruitment and gives the applicant an offer: the employer gives the applicant a permanent full-time offer that meets the requirements for employer-sponsored immigration.

### Step 2: Apply for a Work Permit

1. The applicant and the employer cooperate to submit the LMIA application: this is a very critical process for programs that require LMIA;
2. The applicant obtains a work visa and enters Canada: after obtaining a work visa, the

applicant can enter Canada to adapt to work and life.

### **Step 3: Submit Provincial Nomination Application**

1. The applicant submits the provincial nomination information and becomes a candidate for provincial nomination;
2. Provincial nomination is invited to obtain a provincial nomination letter: the provincial immigration office will issue an application invitation to the candidates who meet the requirements, click to view 3. BC's record of being invited and Alberta's record of being invited.
4. Apply for PR to the federal government after the provincial nomination is approved: applicants in the fast-track program can complete the application for PR to the federal government after obtaining 600 bonus points.

### **Step 4: Federal Stage**

1. Obtain the medical examination form after the federal application is approved: After obtaining the medical examination form, you can take the medical examination at the hospital designated by the Canadian Immigration Bureau;
2. Obtain a letter of endorsement and have your passport endorsed;
3. Receive your PR card.

### **Potential Risk**

#### **Difficulty in matching employers**

In many Canadian provinces, employers who can sponsor immigrants have an annual turnover of at least 1,000,000 Canadian dollars, as well as clear financial requirements, number of employees, and tax requirements. The B.C. Immigration Department has used eight pages of paper to explain the qualifications of employers alone, which shows the complexity of the requirements. Eligible employers also need to actively cooperate with the applicant to provide a variety of documents, including business licenses, tax returns, T2, T4, PD7A and other financial documents when sponsoring immigrants.

#### **Risk of Project Interruption**

There are two aspects of project interruption risk, on the one hand, the applicant's reason for interruption of immigration, because employer-sponsored immigration is not recommended to leave the employer during the period, if the applicant leaves the employer for any reason, the applicant will face a great risk of visa refusal in the end; on the other hand, it is also the main risk of employer interruption of the sponsorship process, the employer is not doing well, and the employer can't wait for a long time, all of which will lead to the applicant's time and

expenses are all wasted. The other major risk is that the employer interrupts the sponsorship process, the employer's business is not good, and the employer cannot wait so long, which will cause the applicant's time and expenses to be wasted;

### **Scams by immigration agents**

The worst scam of all is the one where the immigration agent has no intention of contacting the employer to sponsor the applicant and the whole process is a scam to get the applicant's money. After the applicant has paid hundreds of thousands of Canadian dollars to the immigration agent, the immigration agent receives the money but does not do anything, and finally receives a certain percentage of the refund, which is still a relatively good result, but the difficult thing is to have to fight with the agent who once pinned their hopes on the immigrant, or just can't find anyone.

### **Scarcity of Employers**

It is expected that in 2024, there will be 93,000 applicants who need to immigrate to Canada through the Employer Sponsorship Program. This means that there are only so many companies in Canada that are qualified and willing to provide immigration opportunities to overseas applicants. "The Employer Sponsored Program has been in operation for many years, and there is enough tacit understanding between employers, the Department of Immigration, and immigration companies to give each of them plenty of room to maneuver.