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Canada's Newly Introduced Immigration Policies and the Impacts on Employers

**Labour, Employment and Human Rights
Group Webinar**

March 25, 2025

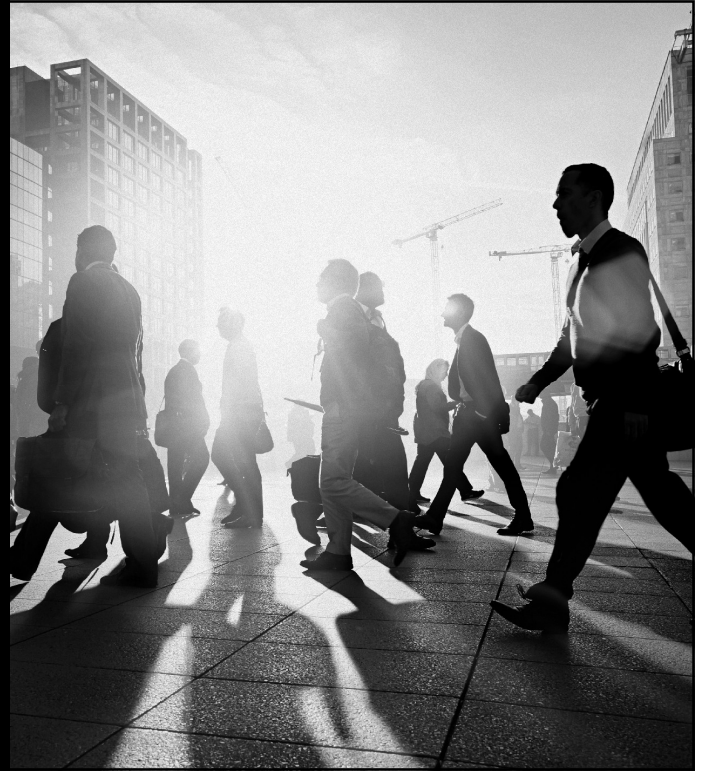


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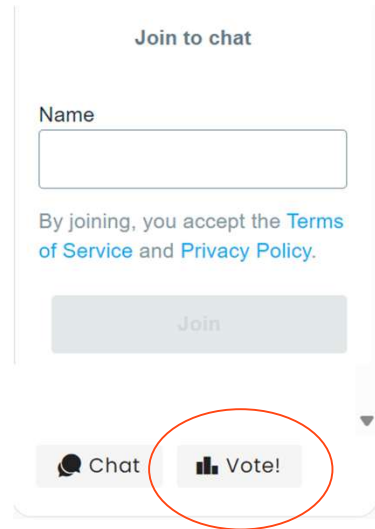
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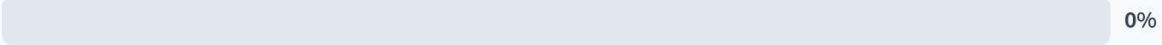
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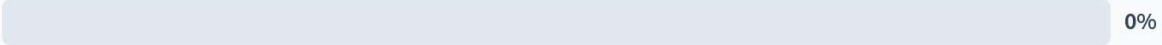
Monday



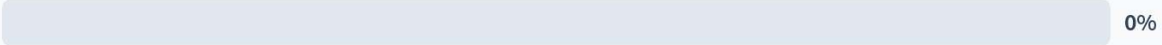
Tuesday



Wednesday



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Today's Agenda

1. Canada's New Immigration Policies
2. Potential Impacts of the New Immigration Policies on Employers
3. Employers' Commonly Asked Questions
4. Questions & Answers

Take Away Message

- A sponsor from the employer to apply for a LMIA no longer guarantees that a foreign worker can extend their work permit.
- Not all foreign nationals will become permanent residents.
- More foreign nationals will need to leave Canada when their work permit or study permit expires.

ECONOMY

Banff, Lake Louise businesses say TFW program changes will lead to closures



By Jayme Doll • Global News

Posted February 28, 2025 12:01 am • Updated February 28, 2025 9:28 am • 3 min read

But now, the Alberta mountain communities are bracing for labour shortages following changes to the federal government's **temporary foreign worker** program.

"It looks like not being able to meet demand, if we have chronic labour shortages like we did pre-pandemic, post-pandemic — there's specific positions we've always seen labour shortages in and we'll see it in an even broader scope across the industry," said Karlie Fleury with Banff & Lake Louise Hospitality Association.

The program is often used as a pathway for employees who want to stay longer and attain permanent residency (PR).

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Spousal Open Work Permit

Spousal Open Work Permits

- Spousal open work permits are now limited to spouses of **international students** who are enrolled in:
 - Master's programs that are a minimum of 16 months;
 - Doctoral programs; or
 - Select professional and eligible programs (e.g. Bachelor of Nursing, Education, Engineering etc.).
- Spousal open work permits are now limited to spouses of **foreign workers** who are employed in:
 - TEER category 0 or 1 occupations; or
 - Select TEER category 2 or 3 occupations in sectors with labour shortages or linked to government priorities, including occupations in the natural and applied sciences, construction, health care, natural resources, education, sports and military sectors.
- Dependent children of foreign workers are no longer eligible for open work permits.

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Spousal Open Work Permits – Employer Takeaways

1. There will be less foreign nationals in Canada on open work permits due to higher eligibility requirements for spousal open work permits for accompanying spouses.
2. Existing employees on employer specific work permits in Canada may choose to leave Canada by their work permit expiry date if their spouses are not eligible to extend their spousal open work permits when the employees are employed in a non-eligible TEER category 2 or 3 occupation.
3. Existing employees on open work permits will not be eligible to extend their open work permits based on being dependent children of foreign workers.

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Flagpoling

Flagpoling at the Port of Entry

- Effective December 24, 2024, flagpoling at the port of entry for new work permit or study permit applications will no longer be allowed for temporary residents in Canada with valid temporary resident status.
- Flagpoling occurs when foreign nationals who hold temporary resident status in Canada leave Canada and, after a short visit to the US or St. Pierre and Miquelon, re-enter Canada to access immigration services at a port of entry.
- In limited circumstances, work permit and study permits may still be granted at a port of entry to individuals who otherwise meet the definition of flagpoling, such as citizens and permanent residents of the US.

▼ Flagpoling – Employer Takeaways

1. Most foreign nationals will now need to apply for a new work permit from inside Canada, which takes about 4 months. To prevent interruption in international business travels, the new work permit application should be submitted at least six months before the current work permit expiry date.
2. Foreign nationals from a visa exempt country who are eligible to apply for a new work permit at the POE will now need to travel to a country other than the US, then upon their return to Canada, they can apply for a new work permit at the POE.
3. Foreign nationals in Canada with non-worker status and a work permit approval letter from IRCC will need to leave Canada and travel to a country other than the US, then upon their return to Canada, they can request CBSA to print the work permit documents for them.

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Express Entry

2025 to 2027 Immigration Levels Plan

Permanent Residents										
IMMIGRANT CATEGORY		2025			2026			2027		
		Target	Low Range	High Range	Target ¹	Low Range ²	High Range	Target	Low Range	High Range
Overall Planned Permanent Resident Admissions		395,000 (367,000 - 436,000) ³			380,000 (352,000 - 416,000)			365,000 (338,000 - 401,000)		
Overall French-speaking Permanent Resident Admissions outside Quebec ⁴		8.5% (29,325)			9.5% (31,350)			10% (31,500)		
Economic	Federal Economic Priorities ⁵	41,700	30,000	62,000	47,400	30,000	65,000	47,800	32,000	65,000
	In-Canada Focus ⁶	82,980	39,000	89,000	75,830	33,000	82,000	70,930	66,000	76,000
	Federal Business ⁷	2,000	1,200	3,000	1,000	200	2,000	1,000	200	2,000
	Federal Economic Pilots: Caregivers ⁸ ; Agri-Food; Community Immigration Pilots ⁹ ; Economic Mobility Pathways Pilot	10,920	6,000	14,800	9,920	5,300	14,000	9,920	5,300	14,000
	Atlantic Immigration Program	5,000	4,000	7,000	5,000	4,000	7,000	5,000	4,000	7,000
	Provincial Nominee Program	55,000	20,000	65,000	55,000	20,000	65,000	55,000	20,000	65,000
	Quebec Skilled Workers and Business ¹⁰	34,500	33,000	50,000	TBD	-	-	TBD	-	-
	Regularization Public Policy ¹¹	50	-	250	100	-	500	200	-	1,000
	Total Economic	232,150 (215,000 – 256,000)			229,750 (214,000 – 249,000)			225,350 (207,000 – 246,000)		

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Express Entry - Distribution of Candidates

CRS score range	Number of candidates
601-1200	693
501-600	25,522
451-500	70,055
491-500	13,711
481-490	13,343
471-480	16,033
461-470	14,032
451-460	12,936
401-450	61,487
441-450	12,314
431-440	13,018
421-430	11,619
411-420	11,919
401-410	12,617
351-400	51,802
301-350	21,303
0-300	6,047
Total	236,909

#	Date	Round type	Invitations issued	CRS score of lowest-ranked candidate invited
341	March 21, 2025	French language proficiency (Version 1)	7,500	379
340	March 17, 2025	Provincial Nominee Program	536	736
339	March 6, 2025	French language proficiency (Version 1)	4,500	410
338	March 3, 2025	Provincial Nominee Program	725	667
337	February 19, 2025	French language proficiency (Version 1)	6,500	428
336	February 17, 2025	Provincial Nominee Program	646	750
335	February 5, 2025	Canadian Experience Class	4,000	521
334	February 4, 2025	Provincial Nominee Program	455	802
333	January 23, 2025	Canadian Experience Class	4,000	527
332	January 8, 2025	Canadian Experience Class	1,350	542
331	January 7, 2025	Provincial Nominee Program	471	793

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Express Entry

- Express Entry is a common pathway to apply for permanent residence – it consists of 3 federal programs (CEC, FSWP, FSTP).
- Only candidates in the Express Entry pool with the highest CRS score may receive an invitation to apply for permanent residency.
- **Types of Rounds of Invitations:**
 1. General Rounds of Invitations
 2. Program Specific Rounds of Invitations
 3. Category-Based Rounds of Invitations

News / Canada

Canada has a message for foreign students: You can't all stay

'The logic for having uncapped or uncontrolled draws from abroad is no longer there'



Bloomberg News
Thomas Seal

Published Jul 17, 2024 • 2 minute read

Federal and provincial officials have been discussing how to match labour market demand with international students, Immigration Minister Marc Miller said in a phone interview. Although Canada has for years used universities and colleges to bring in educated, working-age immigrants, study visas shouldn't imply a guarantee of future residency or citizenship, he said.

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Express Entry

- For 2025, the focus of the Express Entry draws will be to invite candidates with Canadian experience under the **Canadian Experience Class**.
- To meet Francophone immigration targets and to meet the acute needs in health, trades, and education, IRCC will also conduct category-based invitation rounds in the following categories:
 1. French-language proficiency
 2. Work experience in the following fields:
 - a) Healthcare and social services occupations, such as family physicians, nurse practitioners, dentists, pharmacists, psychologists, and chiropractors.
 - b) Trades occupations, such as carpenters, plumbers and contractors.
 - c) Education occupations, such as teachers, child-care educators and instructors of persons with disabilities.
- IRCC will retain the Science, Technology, Engineering and Math (STEM) occupations and Agriculture and Agri-Food occupations (e.g. butchers) categories.

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▼ Express Entry

- On December 23, 2024, the Government of Canada announced that **Express Entry** candidates will no longer receive additional points for **arranged employment** to apply for permanent residency.
- This change is expected to come into effect in spring 2025.
- This measure is aimed to reduce fraud by removing the incentive to illegally buy or sell labour market impact assessments (LMIA) to improve a candidate's chances of being selected to apply for permanent residence under Express Entry.
- In 2025, we are expecting that it will be more difficult to receive an invitation to apply for permanent residence under Express Entry. As such, employers should plan that not all foreign workers will be able to transition to permanent residency.

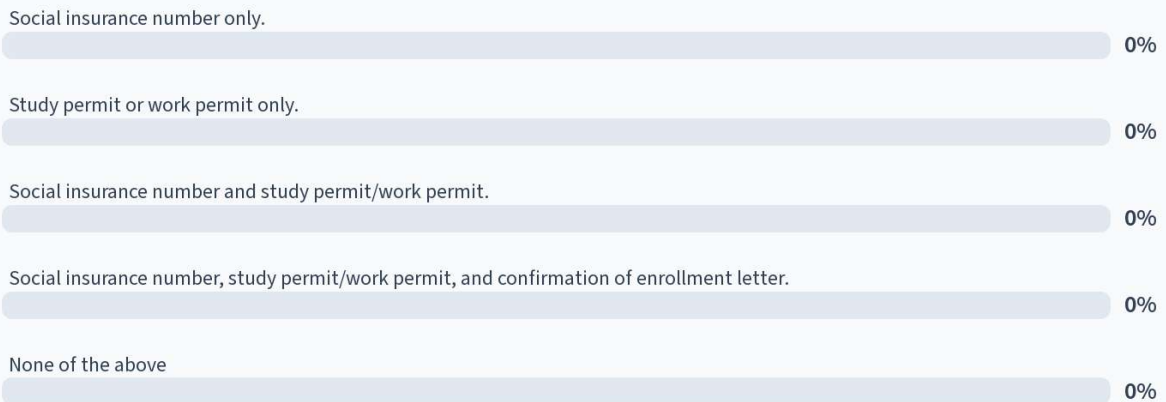
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▼ Express Entry – Employer Takeaways

1. Employers will need to reassess their hiring practices and rely less on hiring temporary foreign workers and international students due to their limited pathways to apply for permanent residence.
2. Employers will receive more requests from employees to support them in obtaining a LMIA work permit or to apply for permanent residence through the provincial nominee program.
3. Employers are not obligated to support or to sponsor their employees or candidates to apply for a work permit or permanent residence.

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Poll Question #1: When you hire international students, what documents (if any) do you request for them?



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International Students

International Students

- **Working Off Campus:** Effective November 8, 2024, international students with valid study permits are allowed to **work off campus up to 24 hours per week** (previously 20 hours per week) without a work permit during regular semesters. They can still work full-time during regularly scheduled academic breaks.
- **Post-Graduation Work Permit (PGWP):** Effective November 1, 2024, not all international students will be eligible to apply for a PGWP under the new requirements.
 - **Considerations:**
 - Whether the study permit application was submitted on or before November 1, 2024; and
 - Graduates from programs at non-university will remain eligible for a PGWP if they graduate from a field of study linked to occupations in long-term shortage.
 - All applicants for a PGWP will be required to demonstrate a minimum language proficiency in English or French. The language requirements are as follows: CLB 7 for university graduates; and CLB 5 for college graduates.

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Hiring International Students

- International students can only start working in Canada when their study program has begun. This means if they have arrived in Canada early, then they **cannot** work in Canada before they start their studies.
- International students need to meet the below requirements:
 1. Full time student at a designated learning institution;
 2. Enrolled in a post-secondary academic, vocational or professional training program;
 3. Have a study permit that is at least 6 months long and leads to a degree, diploma or certificate, with a remark on the study permit stating “can work on or off campus if meeting the eligibility criteria in R186(F), (V) or (W).”
 4. Commenced studying in Canada; and
 5. Have a Social Insurance Number (“SIN”).

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▼ Hiring International Students

- **Work Authorization:** Study permit holders can only work in Canada while they are studying full-time or during a scheduled academic break. To determine whether the study permit holder has legal authorization to work in Canada, based on their study permit, the employer should request for the following information at the beginning of each semester:
 1. Proof that they are enrolled in school full-time, such as a current confirmation of enrolment letter from the school, and a copy of the transcript.
 2. If they are on a scheduled academic break, a letter from the school confirming the start and end dates, and confirmation that the study permit holder will be returning to school full-time at the end of the break. This could include a copy of the transcript with a list of courses registered for the upcoming semester.

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▼ International Students – Employer Takeaways

1. The eligibility requirements for a PGWP are now higher. This means that not all international students in Canada studying at a DLI will be eligible for a PGWP.
2. Some international students will need to delay submitting their PGWP application until they meet the minimum language requirement.
3. When study permit holders have completed their studies, they can no longer rely on their study permit to continue working in Canada. The new language requirement may result in potential delay in their employment start date.



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Labour Market Impact Assessment (LMIA)

LMIA – Basic Concepts

- In Canada, there are two immigration programs:
 - (i) Temporary Foreign Worker Program, which requires a LMIA; and
 - (ii) International Mobility Program, which is LMIA-exempt.
- Unless the foreign national is eligible for a LMIA-exempt work permit, the employer will need to obtain a positive LMIA from ESDC.
- Prior to submitting the LMIA application, the employer usually needs to advertise the position for four weeks, ensuring they meet the LMIA advertisement requirements and demonstrate that there are no Canadian citizens or permanent residents eligible for the position.
- For the LMIA application, the employer needs to demonstrate that their business and job offer are legitimate, and that they will pay the foreign worker the prevailing wage for the NOC in the employment location.

LMIA – High-Wage Stream

- Effective November 8, 2024, the provincial median hourly wage for the LMIA high-wage stream has been increased by 20%.
- The new provincial median hourly wage reduces the ability to hire foreign workers under the LMIA high-wage stream.
- If the employer could not offer a wage that meets the LMIA high-wage threshold, they need to use the LMIA low-wage stream and the work permit is for 1 year instead of 3 years.

Wage threshold by province or territory		
Province/territory	For LMIA's received before November 8, 2024	For LMIA's received as of November 8, 2024
Alberta	\$29.50	\$35.40
British Columbia	\$28.85	\$34.62
Manitoba	\$25.00	\$30.00
New Brunswick	\$24.04	\$28.85
Newfoundland and Labrador	\$26.00	\$31.20
Northwest Territories	\$39.24	\$47.09
Nova Scotia	\$24.00	\$28.80
Nunavut	\$35.00	\$42.00
Ontario	\$28.39	\$34.07
Prince Edward Island	\$24.00	\$28.80
Quebec	\$27.47	\$32.96
Saskatchewan	\$27.00	\$32.40
Yukon	\$36.00	\$43.20

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LMIA – Low Wage Stream

- Effective **September 26, 2024**, ESDC will not process LMIA low-wage applications in census metropolitan areas (CMA) with an unemployment rate of 6% or higher.
- The unemployment rates by CMA are updated every three months.
- Unemployment rate for applications submitted from January 10, 2025 to April 3, 2025:
 - Montreal, Quebec: 6.2%
 - **Quebec, Quebec: 4.1%**
 - Toronto, Ontario: 7.9%
 - **Ottawa, Ontario: 5.4%**
 - **Vancouver, BC: 5.9%**
 - Calgary, Alberta: 7.5%
- Exceptions will be granted for jobs in food security sectors (primary agriculture, food processing and fish processing), as well as construction and healthcare.
- The new maximum duration of employment for workers hired through the LMIA low-wage stream is now 1 year instead of two years.

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▼ LMIA – Low Wage Stream (Montreal & Laval)

- **Sept 3, 2024 to Nov 30, 2025:** ESDC will not process LMIA low-wage applications for employment location in Montreal.
- **March 3, 2025 to Nov 30, 2025:** This refusal to process also applies to the economic region of Laval.

[News](#) / [Economy](#) / [Work](#)

Businesses fear labour shortages as Quebec slaps moratorium on low-paid temporary foreign workers in Montreal

Restaurants and retailers are already struggling to find people to operate on a daily basis, say small business leaders

Quebec Premier François Legault on Tuesday said applications to hire temporary foreign workers in Montreal for jobs that pay less than \$57,000 a year — the region's median salary — would be suspended for six months starting next month to “protect the French language” and limit the pressure of rising immigration on housing and other public services.

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▼ LMIA – New Documentary Requirements

- For LMIA applications, employers need to provide documents to demonstrate that they are providing a good or a service in Canada, and they have the financial ability to pay the foreign worker's salary.
- Effective **October 28, 2024**, employers are no longer able to use attestations from accountants and lawyers to prove their business legitimacy for LMIA applications.
- Employers now need to provide other documents, such as a valid business license; T4 summary of remuneration paid; and/or T2 Schedule 100 Balance Sheet Information and T2 Schedule 125 Income Statement Information. This could be difficult for start-up companies to provide.

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LMIA – Current Processing Time

- Concurrent Processing – LMIA Application & Work Permit Extension Application.
- IRCC has an internal policy to hold off on making a decision on work permit extension applications for 60 days when there is a pending LMIA application.

Average processing times for February 2025

Stream	Time in business days
Global Talent Stream	13
Agricultural stream	17
Seasonal Agricultural Worker Program	9
High-wage stream	72
Low-wage stream	81
Permanent resident stream	163

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LMIA – Employer Takeaways

1. In 2025, it is more difficult to sponsor a foreign worker to work in Canada with a LMIA work permit due to higher provincial wage threshold. Additionally, ESDC will not process LMIA applications when the unemployment rate at the CMA is 6% or higher.
2. Employers need to evaluate alternative work permit extension categories and/or pathways to apply for permanent residence for employees in Canada on LMIA high-wage work permits who are earning less than the current provincial median wage, as they may not be eligible to extend their work permits under the LMIA high-wage stream.
3. For LMIA high-wage applications, a transition plan is mandatory. The transition plan describes the activities the employer agrees to undertake to recruit, retain, and train Canadians, and to reduce reliance on hiring foreign workers.
4. When employers use the TFWP, they are subject to random immigration compliance inspections, and there are restrictions on when the terms of employment may be changed (e.g. position, salary, and employment location).

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Employers' Commonly Asked Questions – Top Five Questions

Question 1 – Hiring Foreign Workers

- **What can you ask on an interview?**
 - *Recommend only asking “are you legally authorized to work in Canada”.*
 - In British Columbia, you can ask the following questions because citizenship is **not** a protected ground:
 - When does your work permit expire?
 - Do you have an open work permit?
 - In Ontario, you can only ask if a candidate is legally authorized to work in Canada. The employer **cannot** ask about their specific status or citizenship because citizenship is a protected ground.
 - It is recommended to work with an employment lawyer to determine the permitted interview questions for each province and territory.

Question 1 – Hiring Foreign Workers

- **Employer Takeaways:**

1. It is recommended to work with an employment lawyer to determine the permitted interview questions for each province and territory to comply with human rights law.
2. The employer is obligated to request a copy of the employee's work permit and SIN once the job offer is accepted. If the candidate only provides a SIN, this is not sufficient proof of legal authorization to work in Canada because the candidate may be holding an employer specific work permit.

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Poll Question #2: In 2025, what is your company's strategy regarding hiring temporary foreign workers? Please choose as many that applies to you.



Question 2 – Work Permit Extension

- After the employer makes a formal job offer to the candidate, the employer needs to request for a copy of the work permit.
- The immigration lawyer will review the work permit to determine whether the candidate has legal authorization to work in Canada.
- **Open Work Permits:**
 - Not all open work permits could be extended (e.g. PGWP, Working Holiday).
 - Extension of some open work permits depends on the principal applicant's eligibility to extend their work permits.
- **Employer Specific Work Permits:**
 - Employees on an LMIA work permit need a new LMIA approval letter to submit a work permit extension application. This means the employer usually needs to complete new LMIA advertisements.
 - Employees on an LMIA-exempt work permit need to continue meeting the eligibility requirements for their work permit category to be eligible to submit work permit extension applications.

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Question 2 – Work Permit Extension

- When an employee is in Canada on an open work permit and they are not eligible to extend their open work permit, the employer will need to assess whether they are eligible for a LMIA-exempt work permit.
For example:
 - (i) International Experience Canada
 - (ii) Francophone Mobility Program
 - (iii) Significant Benefits
 - (iv) Reciprocal Employment
 - (v) Temporary Public Policy
- When the employee is not eligible for an LMIA-exempt work permit, the employer will need to consider whether to proceed with an LMIA application. The employer needs to ensure that they meet the eligibility requirements to sponsor the LMIA application.

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Question 2 – Work Permit Extension

- **Employer Takeaways:**

1. Some foreign nationals have less options or no option to extend their work permits.
2. Some employers will not be able to support their employees to obtain an LMIA work permit due to various reasons, including not meeting the prevailing wage requirement or having internal policies that do not allow them to sponsor foreign nationals for work permits.
3. The extension of an employee's work permit does not guarantee that they have pathways to apply for permanent residency, particularly for lower skilled occupations.
4. Since October 31, 2024, the Government of Quebec has temporarily frozen the issuance of new Quebec Selection Certificates under the *Programme de l'Expérience Québécoise* (PEQ) Graduate Student Stream and the Regular Quebec Skilled Worker Stream, until at least June 2025.

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Question 3 – Maintained Status

- **What is Maintained Status?** If a foreign national applies to renew their current immigration status before it expires, then they may continue to stay, study or work in Canada under the same conditions outlined in their current status document, until a decision is made on their extension application.
- **Section 186(u) - Work Permit Holders:** If a foreign national extends their work permit before the expiry date, they can continue to work in Canada until they receive a decision on their work permit extension application, provided they remain in Canada after the expiry of their work permit and continue to comply with the conditions set out on the expired work permit, except the expiry date. If the foreign national leaves Canada, they cannot resume work until their work permit extension application is approved.
- **Section 186(w) - Study Permit Holders:** If a foreign national is or was the holder of a study permit and has completed their program of study, and: 1) they met the requirements set out in section 186(v); and 2) they applied for a Post-Graduation Work Permit before the expiry of their study permit, then they can work full time until they receive a decision on their Post-Graduation Work Permit application.

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Question 3 – Maintained Status

- **Part 1:** When should the employer ask the employee about their work permit extension application?
 - **Initial Conversation:** 6 months before the work permit expiry date.
 - **Follow-ups:** 3 months and 1 month before the work permit expiry date.
- **Part 2:** What documents do the employee need to provide to the employer to continue to work in Canada on maintained status?
 - Proof of submission of the work permit extension application before the work permit expiry date (e.g. acknowledgement of receipt letter from IRCC).
 - Work permit extension letter from IRCC with maintained status.
- **Part 3:** If the employee's work permit extension application is not approved, then can they continue to work in Canada?
 - The employee needs to immediately stop working until they obtain a new work permit.

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Question 3 – Maintained Status

This confirms that your application has been received by Immigration, Refugees and Citizenship Canada (IRCC) on February 15, 2025 (yyyy/mm/dd).

Please attach this letter to your present work permit Number [REDACTED] as proof that you are authorized to continue working under the same conditions as your original work permit until August 13, 2025 or until a decision is made on your application, whichever is first.

You must continue to respect all employer, occupation and location conditions and restrictions listed on your present work permit until a decision is made on your application.

This extended period of work is authorized as per paragraph 186(u) of the IRPR (Immigration and Refugee Protection Regulations) until a decision is made. If you leave Canada before a decision is made on your application, you will no longer be authorized to continue working.

For more information on extending your stay as a worker, see: [Extend or change the conditions on your work permit: After you apply](#)

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▼ Question 3 – Maintained Status

- **Employer Takeaways:**

1. The employment agreement should have a work authorization clause.
2. The employee may continue to work in Canada on maintained status if they have submitted a work permit extension application prior to their work permit expiry date.
3. If the employee leaves Canada after their work permit expiry date, they will not have maintained status to work in Canada upon their return until their work permit extension application is approved.
4. When an employee submits a work permit extension application, it does not mean they are eligible to apply for a new work permit. Hence, there is a risk that their work permit extension application may be refused. The employee needs to be informed in writing that they must regularly check the status of their application. If it is not approved, they need to immediately stop working in Canada and communicate this to the employer in writing.

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▼ Question 4 – LMIA vs. PNP (OINP)

- **Part 1:** Why am I receiving more inquiries from employees seeking help to obtain an LMIA so they can apply for permanent residency?
 - An LMIA work permit could give the employee additional points (50 or 200 points, depending on the occupation) for arranged employment under Express Entry, which could increase their chance of receiving an invitation to submit a complete permanent resident application.
- **Part 2:** What should the employer consider when deciding whether to support the employee's LMIA application or PNP application?
 - In spring 2025, Immigration Canada plans to temporarily stop assigning arranged employment points for holding an LMIA work permit.
 - The PNP application is a direct pathway to applying for permanent residence, whereas the LMIA application only potentially increases the employee's Express Entry score. Which method to use depends on the employee's Express Entry score.

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▼ Question 4 – LMIA vs. PNP (OINP)

- **Employer Takeaways:**

1. The employer is not obligated to support the employee in either an LMIA application or a PNP application.
2. If the employer decides to provide support to the employee, the following should be considered:
 - (i) Whether the additional arranged employment points for having an LMIA work permit will likely lead to the employee in receiving an invitation to apply for permanent residence under Express Entry.
 - (ii) Whether the employer is comfortable with the legal risks in supporting either the LMIA application or PNP application.
 - (iii) Whether the employer and the employee can meet the eligibility requirements.

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▼ Question 5 – Support in PNP Applications

- **Part 1:** Why is there an increasing trend of employees requesting their employers to support them in their Provincial Nomination Program (PNP) applications?
 - More employees find it difficult to receive an invitation to apply for permanent residence under Express Entry, due to the high Express Entry score. As such, they are trying to immigrate to Canada as a permanent resident through PNP.
- **Part 2:** Are employers obligated to support employees in their PNP applications?
 - Employers are not obligated to support their employees in their PNP applications.

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▼ Question 5 – Support in PNP Applications

- **Employer Takeaways:**

- Each province's PNP has different eligibility requirements. When determining whether to support an employee in their PNP application, the employer needs to consider the following:
 - (i) Whether the employer meets the specific PNP stream's employer and job offer requirements, including prevailing wage and TEER category.
 - (ii) Whether the employee has received an invitation to apply from the PNP.
 - (iii) Whether supporting the employee with their PNP application will require the employer to support other employees.
 - (iv) Whether there are any legal risks for the employer when supporting the employee in their PNP application.

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**Questions &
Answers**

Survey and CPD QR Codes

Survey – It only
takes a minute!

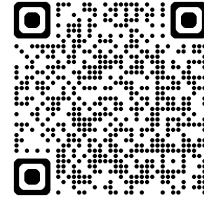


Law Society of
British Columbia



Human Resource Professionals
Association (HRPA) Code:
312839

Ontario and/or Quebec
CPD Certificate



The session has been loaded with the LSBC and is titled
"Canada's Newly Introduced Immigration Policies and the
Impacts on Employers - March 25, 2025"

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**Wish to chat more?
Contact us!**



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Areas of Expertise

Immigration | Labour, Employment & Human Rights | Private
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Education

2012, JD, University of Technology Sydney

2007, BBA, Simon Fraser University

Jurisdictions

Alberta, 2016 | British Columbia, 2015 | New South
Wales, 2012

Languages

English | Chinese (Mandarin)

Daniel C. Lee advises and represents clients in numerous areas related to immigration with a focus on corporate immigration law, employer immigration compliance and global mobility for employees.

In addition to being a regular contributing author to The Lawyer's Daily, Daniel also actively volunteers in the legal community. He was named as a "Changemaker" in the 2022 edition of Canadian Lawyer's Top 25 Most Influential Lawyers for his volunteer work and involvement in preparing a step-by-step guide of the Canada-Ukraine Authorization for Emergency Travel ("CUAET") application in order to help those fleeing the armed conflict in Ukraine move to Canada.

Daniel has extensive experience in providing immigration services to Canadian and foreign-based companies in a wide range of industry sectors, including technology, manufacturing, food and beverage services, transportation, aviation, and telecommunication. He works closely with employers in developing workplace policies to ensure their workplaces are in compliance with Canadian immigration laws and policies, and assists clients in making applications for permanent residency in Canada under the economic class, the Provincial Nominee Program, and Family Class Sponsorship. Moreover, Daniel has successfully led large-scale labour mobility projects for internationally recognized events, including the 2023 Laver Cup in Vancouver.

Rankings and Awards

- *Lexpert 2025* Recognized in the Canadian Legal Lexpert Directory as a Leading Lawyer to Watch in Immigration Law
- *Mondaq 2022* Recognized as a Thought Leading Author for Immigration, Canada for Autumn 2022
- *Canadian Lawyer Magazine 2022* Recognized as a Changemaker in the 2022 edition of Canadian Lawyer's Top 25 Most Influential Lawyers
- *Mondaq 2022* Recognized as a Thought Leading Author for Immigration, Canada for Spring 2022
- *Benivo 2021* Recognized as a Global Mobility Top 100 Service Provider of 2021

Memberships and Affiliations

- Member, Canadian Bar Association
- Member, Law Society of British Columbia



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