

CANADA-MEXICO PARTNERSHIP ON LABOUR MOBILITY – TEMPORARY FOREIGN WORKER PILOT PROJECT

PROCESS FOR MANITOBA EMPLOYERS

If you are considering recruiting Temporary Foreign Workers (TFW), you may benefit from the **Canada-Mexico Partnership on Labour Mobility – Temporary Foreign Worker Pilot Project**. Through this pilot project, Manitoba Labour and Immigration can assist employers in bringing temporary foreign workers from Mexico. If you are interested in this initiative, please contact:

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Background on Canada-Mexico Partnership on Labour Mobility

In August 2007, under the umbrella of the Canada-Mexico Partnership (CMP), a Joint Declaration establishing a Labour Mobility Working Group was issued by the Governments of Canada and Mexico.

Since its inclusion within the CMP, the Labour Mobility Working Group has been exploring ways that Canada and Mexico can better assist each other by taking advantage of opportunities that exist through initiatives designed to fill key labour shortages in Canada, and in turn, provide Mexican workers with work experience in Canada.

Canada, Mexico and participating provinces (Alberta, British Columbia, Manitoba and Quebec), through the Labour Mobility Working Group, have been through on-going discussions and meetings working on the process that will facilitate the movement of temporary foreign workers from Mexico to Canada, while ensuring that Canadians continue to have first access to available jobs.

Through consultations, it was decided to start off the partnership by developing a one-year pilot project that would facilitate the process of hiring Mexican workers in the Construction and Tourism and Hospitality industries in British Columbia, Alberta, Manitoba and Quebec.

The pilot project will focus on occupations in highest demand in the two industries in each province and it will ensure that HRSDC and CIC can efficiently process requests for Labour Market Opinions (LMOs) and Work Permits in a timely fashion. It is expected the pilot project will be officially launched in fall 2008.

Canada, Mexico and Provinces are also ensuring that Mexican workers are made aware of their rights and resource mechanisms available to them as well as their responsibilities during their stay in Canada.

For Manitoba Employers

Manitoba has identified 16 occupations from the construction industry and four occupations from the hospitality industry for this pilot project.

Construction Industry Occupations – Bricklayers, Carpenters, Concrete Finishers, Construction Electricians, Construction Millwrights, Construction Trade Helpers, Crane Operators, Heavy-duty Equipment Mechanics, Insulators, Drywall Technicians and Plasterers, Ironworkers and Structural Metal Fitters, Painters and Decorators, Roofers, Tilesetters and Welders

Tourism/Hospitality Industry Occupations – Cooks, Kitchen Helpers, Room Attendants and Food and Beverage Servers

Throughout the one-year pilot project, Manitoba employers may source and recruit temporary foreign workers from Mexico to fill a labour market need in one or more of the occupations listed above, by following the process outlined below. This process includes Manitoba Labour and Immigration (LIM), Citizenship and Immigration Canada (CIC), Human Resources and Social Development Canada (HRSDC), the Mexican Ministry of Foreign Affairs (MMFA), the Mexican Secretariat of Labour and Social Welfare (STPS) and the Mexican National Employment Service (SNE).

- Step 1 Employer contacts LIM to register their labour need and intention to recruit in Mexico through this pilot project.
- Step 2 LIM registers the employer and refers them to HRSDC/Service Canada to apply for a Labour Market Opinion (LMO).
- Step 3 Employer applies for a LMO through their local HRSDC/Service Canada office. HRSDC/Service Canada will review the LMO application and provide either a positive, neutral or negative LMO. Employers who are issued a negative LMO are not permitted to recruit temporary foreign workers.
- Step 4 Employer provides a copy of their positive or neutral LMO to LIM and LIM assists the employer in completing the STPS recruitment application form.
- Step 5 STPS verifies the job offers with LIM.
- Step 6 STPS pre-selects the candidates for each particular authorized job offer through the SNE, ensuring that the candidates have the skills and experience required by the employer.

- Step 7 STPS provides LIM with their listing of the pre-screened candidates, for submission to the employer.
- Step 8 The employer makes his/her selection through an in-person interview or tele/video-conference.
- Step 9 The employer, through LIM, informs STPS of the selected workers.
- Step 10 SNE contacts the selected workers and informs them of the administrative procedures to apply for a Canadian work permit and assists them in preparing their work permit applications and other related forms.
- Step 11 STPS submits the work permits applications to the Canadian Embassy.
- Step 12 The Canadian Embassy (CIC) issues the work permit.
- Step 13 With the assistance of LIM, the STPS provides pre-arrival information to the Mexican workers about Manitoba's living and working conditions and assists with travel arrangements.
- Step 14 LIM works with the employer to ensure they are prepared to meet the settlement, integration and language training needs of the foreign workers.
- Step 15 LIM facilitates the foreign worker's access to available settlement, integration and training supports.