

# Home care workers (caregivers)

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As a caregiver, you can come to Canada to become a permanent resident or work temporarily.

## Most requested

- [Check processing times](#)
- [Get a labour market impact assessment](#)
- [How to check your application status](#)
- [Gaining experience category: How to send proof of your work experience](#)
- [Create a Permanent Residence Portal account or sign in](#)
  - [For individuals](#)
  - [For representatives](#)

## [Home Care Worker Immigration pilots](#) **Closed**

How to apply for permanent residence through the Home Care Worker Immigration pilots.

## [Work temporarily as a home care worker \(caregiver\)](#)

How to work temporarily as a home care worker.

## [Home Child Care Provider Pilot and Home Support Worker Pilot](#) **Closed**

The last day to apply was June 17, 2024.

## [Live-in Caregiver Program](#) **Closed**

Closed to new applicants unless you had already received a work permit under this program based on a labour market impact assessment submitted before December 2014.

### Caring for Children Pilot Closed

The last day to apply was June 17, 2019.

### Caring for People with High Medical Needs Pilot Closed

The last day to apply was June 17, 2019.

### Interim Pathway for Caregivers Program Closed

The last day to apply was October 8, 2019.

## Page details

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# Work temporarily as a caregiver

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You may be able to work as a **home child care provider** ([NOC 44100](#)) or **home support worker** ([NOC 44101](#)) for an employer who has a positive labour market impact assessment (LMIA) through the Temporary Foreign Worker Program (TFWP). This type of work permit application for caregivers in Canada currently gets faster processing.

The information below only applies to home child care providers and home support workers. If you want to work in **another caregiver occupation**, [follow the normal process to work in Canada](#).

## On this page

- [Apply for a new LMIA-based work permit](#)
- [Extend your work permit or change jobs](#)

## Apply for a new LMIA-based work permit

### Who can apply

You can [apply for a work permit](#) for a job as a home child care provider or home support worker through the TFWP if 1 of these applies to you:

1. You're currently **outside Canada** and you'll be **working in Quebec**.
2. You're currently **in Canada** and 1 of these applies to you:
  - You have a **valid study or work permit**.
  - You're **allowed to work in Canada [without a work permit](#)** (this does not apply to [business visitors](#)).
  - You plan to work in **Quebec** and you're also [eligible to apply for a work permit from inside Canada](#).

### Who can't apply

You can't apply for this type of work permit in these cases:

1. You're applying for a work permit from outside Canada through the TFWP and you plan to work in a province or territory other than Quebec.
2. You're applying for a work permit at a port of entry.
3. You're in Canada as a visitor.
  - You may be able to apply for a LMIA-based work permit from inside Canada as a home child care provider or home support worker if you plan to work in Quebec. You must still meet [the eligibility criteria](#).

- You may still be able to get a work permit as a visitor for another occupation. [Find out if you're eligible](#) and how to apply.

## How to apply

Your employer will need to [get a positive LMIA](#) first. Once they have a positive LMIA, you can [apply for a work permit](#).

## Extend your work permit or change jobs

If you're currently working in Canada and have a valid work permit, you may be eligible to

- extend your current work permit
- change jobs or employers

Your employer will need to [get a positive LMIA](#) first. Once they have a positive LMIA, you can [apply to extend or change the conditions on your work permit](#).

It's important that you extend your work permit or change its conditions before it expires.

**If you applied for a new work permit before your previous one expired**

### **If you're working for the same employer**

Even if your work permit expires, you may be able to continue working in the same job while you wait for a decision on your work permit application. This is called maintained status. You may have maintained status **if you applied for an extension while your work permit was still valid.**

[Learn more about maintained status.](#)

**If you applied to the gaining experience category of the Home Child Care Provider or Home Support Worker pilots**

You may already have maintained status. However, you may consider submitting a separate application for a work permit extension. [Find out what it means to be on maintained status while you wait for a decision on your Home Child Care Provider or Home Support Worker pilot application.](#)

### **If you're changing jobs or employers**

You may not need to wait until your work permit application is approved to start your new job or work for a new employer. You can [request authorization](#) to change jobs while we process your application.

### **If you didn't extend your work permit before it expired**

If your work permit has expired and you lost your temporary resident status, you may be able to [restore your status](#) as a worker.

# **Hire a temporary worker as an in-home caregiver: Apply for a Labour Market Impact Assessment**

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- [1. Overview](#)
- [2. Program requirements](#)
- [3. Wages, working conditions and occupations](#)
- [4. Recruitment and advertisement](#)
- [5. Apply for a Labour Market Impact Assessment](#)
- [6. Next steps](#)

## **On this page**

- [Before you apply](#)
- [How to apply](#)

- [Make changes to your pending application](#)
- [Contact us](#)

## Before you apply

### Review this checklist:

make sure you meet all [program requirements](#) for in-home caregiver positions, including those that must be met before applying, for example:

- conduct reasonable efforts to hire or train Canadians and permanent residents. This means [completing all minimum required advertising for the position](#) for at least 4 or 8 consecutive weeks within the 3 months before applying for an LMIA. The minimum required advertising varies between low-wage (8 weeks) and high-wage (4 weeks) positions
- determine if you want to use a third-party representative
- determine if your LMIA application is subject to processing fees

gather or fill out documents to support your LMIA application, which includes the [business legitimacy assessment](#), such as:

- your proof of address (if applicable)
- your most recent Canada Revenue Agency (CRA) tax documents
- proof of your recruitment and advertisement efforts
- your proof of individual requiring care
- any provincial requirements
  - [hiring in British Columbia, Manitoba, Saskatchewan or Nova Scotia](#)
  - [hiring in Quebec](#)

determine if your [application cannot be processed](#) due to a refusal to process measure  
consult the [LMIA Online resources](#) page for more information on setting up your LMIA Online account and submitting applications

## **Don't forget**

Review the checklist before starting your application.

## **Hiring temporary foreign workers in British Columbia, Manitoba, Saskatchewan or Nova Scotia**

If you're hiring temporary foreign workers in British Columbia, Manitoba, Saskatchewan or Nova Scotia, you must apply for the employer registration certificate with the province first and include a copy of the certificate or proof of exemption with your LMIA application. Your application will be considered incomplete if submitted without the required documentation. Be sure to consider provincial processing times before you submit your LMIA application.

For more information on provincial laws on the employer registration requirement and possible exemptions in the province, visit the following websites:

- British Columbia:
  - [Register to hire foreign workers](#)
  - [\*Temporary Foreign Worker Protection Act\*](#)
- Manitoba:
  - [Employer registration information](#)
  - [\*Worker Recruitment and Protection Act\*](#)
- Saskatchewan:
  - [Apply for a certificate of registration](#)

- [Foreign Worker and Recruitment Services Act](#)
- Nova Scotia:
  - [Employer registration: How to register](#)
  - [Labour Standards Code](#)

## Hiring temporary foreign workers in Quebec

For positions in Quebec for an employment period of more than 30 consecutive days:

- LMIA applications must be submitted at the same time to Service Canada **and** Quebec's [Ministère de l'Immigration, de la Francisation et de l'Intégration \(MIFI\)](#) (French only)
  - Failure to do so may have an impact on the processing of your application
- all applications must be submitted to the MIFI in the format requested by the provincial government

For more information, consult [Hiring in the province of Quebec.](#)

### **Note:**

On May 12, 2020, Immigration, Refugees and Citizenship Canada (IRCC) announced a temporary public policy. The new policy allows some temporary foreign workers who are already in Canada to change jobs before a final decision is made on their work permit application.

Employers hiring these temporary foreign workers may receive priority processing of the LMIA applications. To do so, employers must notify Service Canada in writing that the temporary foreign worker:

- is in Canada, and
- wishes to benefit from IRCC's COVID-19 temporary public policy

## How to apply

Apply using LMIA Online. It's a reliable and secure portal where you can complete and submit online LMIA applications to Service Canada.

Your LMIA application can be submitted up to 6 months before the expected job start date.

### Before signing into LMIA Online

You need a Job Bank for employers account to use LMIA Online. For instructions, consult [Before you get started](#).

### Submitting your application using LMIA Online

- Sign into LMIA Online using the same log-in information you use to access your Job Bank for employers account
- Create, fill out and submit your LMIA application from the Employer Dashboard
- Upload any required documents
- Pay the processing fee (if applicable)

If you don't have access to LMIA Online, head to [LMIA Online resources](#) for troubleshooting steps.

Hire a temporary foreign worker

## Find out if you need a labour market impact assessment

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A labour market impact assessment (LMIA) determines if the hiring of a temporary foreign worker will have a positive or negative effect on Canada's labour market.

A positive LMIA confirms that

- no Canadians or permanent residents are available to do the job
- there is a need for a temporary foreign worker

Most employers need an LMIA before they can hire a temporary foreign worker.

## If the worker already has an open work permit

You do **not** need an LMIA if the worker has an [open work permit](#).

## On this page

- [Determine if you need an LMIA](#)
- [How to hire if you \*\*need\*\* an LMIA](#)
- [How to hire if you \*\*don't\*\* need an LMIA](#)
- [Hiring in Quebec](#)
- [Hiring top talent with faster processing](#)

## Determine if you need an LMIA

**Before** you hire the worker, you must determine if

- you need an LMIA
- the worker needs a work permit

Follow these steps:

Review the

- [LMIA exemption codes](#) to determine if you need an LMIA
- [work permit exemptions](#) to determine if the worker needs a work permit

Select the LMIA exemption code or work permit exemption that seems most relevant to your situation.

Read the detailed descriptions to determine if the exemption applies to you.

If an exemption **applies** to your situation

If an LMIA exemption applies

- you can hire without an LMIA
- the worker needs a work permit
- you **must** include the LMIA exemption code in your [offer of employment](#)

If a work permit exemption applies

- the worker doesn't need a work permit, **but**
- they must [check if they need a visa to come to Canada](#)

If an exemption **does not** apply to your situation

If an exemption doesn't apply, then

- you need an LMIA to hire the worker **and**
- the worker needs a work permit

## How to hire if you need an LMIA

If you determine that you need an LMIA, you'll need to hire through the Temporary Foreign Worker Program.

Employment and Social Development Canada

- manages the program
- processes LMIA applications
- issues the decision letter

If you receive a **positive** LMIA decision letter, you need to take **both** of these steps:

Provide each worker with

- a copy of the decision letter
- the letter's Annex A – Employment details

Tell them to [apply for a work permit](#).

[Learn more about hiring \*\*with\*\* an LMIA.](#)

## How to hire if you don't need an LMIA

You can hire without an LMIA through the International Mobility Program.

[Learn more about hiring \*\*without\*\* an LMIA.](#)

## Hiring in Quebec

You'll need to meet different requirements depending on whether you're hiring with or without an LMIA.

If you're hiring **with** an LMIA

You need to

- get a Quebec Acceptance Certificate (**CAQ**) from the Ministère de l'Immigration, de la Francisation et de l'Intégration (MIFI)
- give a **copy** of the CAQ to your worker

When the worker applies for a work permit, they must submit

- a copy of the CAQ
- a copy of the positive LMIA decision letter

[Find out how to hire with an LMIA in Quebec.](#)

If you're hiring **without** an LMIA

The worker **doesn't** need a CAQ if you're hiring through the International Mobility Program.

[Learn more about hiring without an LMIA.](#)

## Hiring top talent with faster processing

The Global Skills Strategy (GSS) allows you to hire highly skilled workers and get the application processed faster.

Depending on the job, you can hire through the GSS [with or without an LMIA](#).

[Find out how to hire through the GSS.](#)

### Send us proof of your work experience

To avoid processing delays, **carefully** follow the instructions below to send us your proof of [eligible work experience](#).

Once you're ready to give us your proof of 6 months of qualifying work experience, you must

- complete the [Schedule 19b: Home Child Care Provider or Home Support Worker – Work Experience form \[IMM 5910\]](#)
- [\(opens in a new tab\)](#)
- - You can sign it digitally or by hand.
- send it to us with proof of your qualifying work experience

You must send us your proof within 36 months (3 years) of getting your occupation-restricted open work permit. We'll make a final decision on your permanent residence application based on the documents you send.

You can only submit your proof of work experience once. If your experience is found to be ineligible, your permanent residence application may be refused. If you need more experience to meet the eligibility requirements, you'll need to submit a new application under a different program, as the Home Child Care Provider Pilot and the Home Support Worker Pilot are closed.

Review your documents carefully and make sure they're complete before sending them.

### Documents you need for your **Canadian** work experience

Send us a copy of the following documents to show that you have 6 months of work experience:

- your T4 tax information slips and your notice of assessment (NOA) issued by the Canada Revenue Agency (CRA)
  - When submitting your tax information, hide or cover your social insurance number (SIN) to protect your personal information.
- reference letters from your employer(s) with this information included:
  - the specific period you were employed (start and end dates)
  - your position
  - a description of your main responsibilities and duties
  - your job's National Occupational Classification (NOC) code (if you know it)
  - your total annual salary or hourly wage and benefits
  - the number of hours you worked per week
  - your employer's
    - name and signature
    - full address
    - telephone number
    - email address (if this applies)
    - If your employer was a business, the reference letter should be printed on company letterhead and include the name, title and signature of your immediate supervisor or personnel officer.
- any [Record of Employment](#) (ROE) you were issued
  - Your employer is required to provide an ROE to you if you stop working for them.

You can also include any pay stubs, work contracts or job offers.

## Documents you need for your **foreign** work experience

Send us a copy of the following **mandatory** documents to show that you have 6 months of work experience:

- reference letters from your employer(s) with this information included:
  - the specific period you were employed (start and end dates)
  - your position
  - a description of your main responsibilities and duties
  - your job's National Occupational Classification (NOC) code (if you know it)
  - your total annual salary or hourly wage and benefits
  - the number of hours you worked per week
  - your employer's
    - name and signature
    - full address
    - telephone number
    - email address (if this applies)
    - If your employer was a business, the reference letter should be printed on company letterhead and include the name, title and signature of your immediate supervisor or personnel officer.
- proof that you received payment for your work, such as
  - copies of bank deposits showing salary payments for the period of qualifying work experience
  - official tax statements
- at least 1 or more of the following:
  - pay stubs
  - work contracts
  - job offers
  - any official documents you were issued when you stopped working for your employer (if this applies)

If you can't provide a mandatory document, you must include a letter to explain why. Along with this letter, you must also include other relevant proof that you performed the eligible work, such as

- notarized statutory declarations (certified legal documents) about your work experience
- relevant written communications, such as emails, between you and your employer during the period you worked (with a system-generated timestamp).

Remember that it's up to you to decide at which point during your application process you want to send us your proof of work experience, as long as it's not more than 3 years after you get your occupation-restricted open work permit.

## How to send us your proof of work experience

Send your proof through our [web form](#). Follow these steps

[Footnote](#)

2.

1. Under **What is your application number**, make sure you provide your **permanent residence** application number (it starts with an E), and **not** your work permit application number (which starts with a W).
  - Your application number is written on the acknowledgement of receipt letter or the email we sent to notify you that we started processing your application.
2. Under **What did you apply for**, choose "Permanent residence."

3. Under **What application did you submit**, choose “Caregiver.”
4. Under **Is your application being processed by an office outside Canada**, choose “No.”
5. Under **Did we ask you to add the document(s) to your application**, choose “Yes, you asked me to add the document(s).”
6. When asked to explain what the documents are and why you are adding them to your application, type “Proof of experience” in the text box.

Please use this naming convention when you save and send your documents: “Proof of experience - #.” For example: “Proof of experience – 1.”

The maximum file size is 2 MB. If a file is bigger than 2 MB, [you need to reduce the file size](#). If you upload more than 1 file, the total maximum file size is 3.5 MB. We accept these file formats:

- .pdf
- .jpg, .tiff or .png
- .doc or .docx

After we receive proof of your work experience, we’ll make a final decision on your permanent residence based on

- whether your work experience meets the requirement
- whether you’re still [admissible](#) to Canada
  - You may have to take another [medical exam](#) and submit new [police certificates](#).