# The LMIA Application Summary

1. **Bona fide business initiative leads the position required**

{{ company\_brief }}

{{ general[‘business\_intro’] }}

{{ general[‘why\_hire’] }}

1. **What’s the benefit from hiring the foreign worker?**

In general, the benefit are: {{ lmia[‘brief\_benefit’] }}, specifically:

{%p for b in benefits %}

* {{ b }}

{%p endfor %}

1. **How, when, where did you meet/find the proposed employee?**

{{ lmia[‘how\_did\_you\_find’] }}

1. **Is the employee your friend or relative? Did your company, or any other third party, charged the employee for securing the job offer?**

The employee is not my friend or relative. No one charged the employee for securing the job offer.

1. **why do you think he/she is qualified?**

{%p for w in why\_qualified %}

* {{ w }}

{%p endfor %}

1. **Why needs {{lmia[‘duration’]}}-year(s) work permit?**

If we would like to internally train a Canadian to be the {{joboffer[‘job\_title’]}}, we believe it should take around {{lmia[‘duration’]}} year(s).

{%- if ‘Permanent’ in lmia[‘lmia\_purpose’] -%}

And we are in support of the foreign worker for applying permanent resident, and it also could take around {{lmia[‘duration’]}} year(s).

{% endif %}

1. **Who is currently filling the duties of this position?**

{{ lmia[‘who\_current\_fill’] }}

1. **What did the Immigration Consultant do for the LMIA application?**

The Immigration Consultant **introduced the regulations, requirements, and the process of applying LMIA**. He provided us a document list and collected all the documents, filled forms, and wrote submission letter based on the information we provided.

1. **What did your company do for the LMIA application?**

Major job your company did is recruitment. It’s one of the key factors that ESDC officer will ask for.

**What we （the employer） did**: Posted job ads. Screened, interviewed, and recorded. (You briefed the job duties and qualification requirements and asked your assistant to draft and post the job). Please refer to “Recruitment Summary”.

1. **What medias did you post your job ads on? For how long? Please check the expiry date, and make sure there must be at least one job advertisement is still valid!**

Totally we did {{ jobposts\_num }} advertisements as the following:

|  |  |  |  |
| --- | --- | --- | --- |
| **Post date** | **Expiry date** | **Media** | **Days to LMIA submission** |
| {%tr for a in advertisement%} | | | |
| {{a[‘post\_date’] }} | {{ a[‘expiry\_date’] }} | {{ a[‘media’] }} | {{ a[‘to\_submission\_days’] }} |
| {%tr endfor %} | | | |

*Pursuant to ESDC policy, there must be at least one advertisement still valid before the decision made. So, you must tell the processing officer that there is at least one still available during the interview. Otherwise, the application will be refused. Check the abovementioned media list and expiry date and find one or more still valid.*

1. **Did you invite candidates in Job bank who match your requirement with {{ stars }} stars?**

Yes. we proactively use Job Bank’s matching function to invite potential candidates. In specific, we had browsed all profiles scored {{ stars }} points and invited all of them to apply.

1. **How did you screen the candidates?**

The screen criteria are based on the job advertisement qualification requirement. The qualification requirement is as the following:

{%p for r in joboffer[‘employment\_requirements’] %}

* {{ r }}

{%p endfor %}

1. **How did you interview the Canadians? And why they are not qualified?**

Please get familiar with your **Recruitment Summary**, especially for why those interviewed Canadians were not qualified. **VERY IMPORTANT**

1. **When and how did you offer the job to the foreign worker?**

We offered the job on {{ joboffer[‘offer\_date’]}}.

1. **Job Offer details**

| NOC: | {{joboffer[‘noc’]}} |
| --- | --- |
| Title: | {{ joboffer[‘job\_title’] }} |
| Rate: | {{ joboffer[‘wage\_rate’] }} {{ joboffer[‘wage\_unit’] }} |
| Hours: | {{ joboffer[‘hours’]}} H/W |

*Get familiar with the job duties listed on job ad and job offer. Make sure you can describe the job duties and keep align with the duties listed on the job offer. If the ESDC officer think the job should have a different NOC, that will be a problem. The job duties listed on the job offer are as the following:*

{%p for d in joboffer[‘duties’] %}

* {{ d }}

{%p endfor %}

1. **Is there same position in your company and justify the proposed salary different or higher than others.**

{%p if lmia[‘has\_same’]%}

Yes. The lowest rate is {{lmia[‘lowest’]}}, and the highest is {{lmia[‘highest’]}}

{%p else %}

No. There is no same position

{%p endif %}