



Changes to the Live-In Caregiver Program

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Entering the LCP (pre-November 2014)

- All applications required to be processed by a visa office outside Canada
- Equivalent of Canadian high school, PLUS 1yr of related f/t paid work within the prior 3yrs OR 6 mos of equivalent classroom training
- Applicants also required sufficient EN/FR proficiency to complete the proposed position
- LMIA is required, but recruitment exemption was in place for FNs in Canada, and 2 wks on job bank was sufficient for recruitment
- LMIA approved job offers were being coded as (2006) NOC 6474 whether for care of children, elders or persons with disabilities
- Live-in caregiver minimum wage (not prevailing wage) and abide all ES rules regarding board and lodging, overtime, etc.
- LMIAs/WPs were generally issued for 51 months, and WPX apps for the same employer required no new LMIA



Becoming a PR in the LICC

- LCP workers continue to be eligible for PR in the LICC on completion of 24 months f/t authorized Canadian work as a LIVE-IN caregiver within the preceding 4 years, or the equivalent hours over min 22 months
- LICC applicants must maintain status in Canada on a work permit “as a live-in caregiver” to submit PR application
- LICC applications can be filed with OWP applications, which are typically approved within 4 months of PR submission (R207(a) and OB 370)
- Processing of LICC applications typically span between 2 and 6 years, and overseas dependents are often denied “early admission”
- No caps on PR admissions; no language testing; no credential assessment; no second medical exam required per R30(1)(g)



LMIAs for caregivers

Post Nov 2014

Changes to Caregiver program were made via MI and instituted on 30 November 2014.

Jobs that lead to the new PR pathways are ESDC classified as follows:

“Caring for Children”:

- Home childcare providers (2006 NOC 6474)

“Caring for People with High Medical Needs” :

- RNs -including Psychiatric RNs(2006 NOC 3152)
- LPNs (2006 NOC 3233)
- Nurse Aides/Patient Service Associates (2006 NOC 3413), or
- Home Support Workers (2006 NOC 6471)

- LMIAs under NOCs 6474, 3413 and 6471 are processed under the “lower skilled” stream; all remaining NOCs under the “higher skilled” stream (regardless of whether the caregiver entered Canada in the LCP)



LMIAs for caregivers Post Nov 2014 (cont'd)

- No recruitment variations or exemptions, except that the employers' street addresses does not need to be listed in the ad
- Employment requirements for different roles are now limited to what's in the NOC (i.e. LCP education/training requirements eliminated)
- LMIAs and WPs will be issued for a maximum duration of 2 years, following which an entirely new LMIA (with recruitment) will be required.
- Employers must meet prevailing wage for the occupation/location (not just minimum wage).
- The new division between NOCs will mean that certain employers need to provide a \$2-\$5 raise to caregivers in elder care positions.



LMIA's for caregivers Post Nov 2014 (cont'd)

- Caregivers can no longer be required to live-in, and if they do live-in, board and lodging must be free
- Sufficient evidence of “Affordable Housing” needs to be included. There is no firm cut off but up to or approximately 30% of salary is generally the accepted guideline or what is acceptable within different areas.
- Multiple employers with familial relationship on LMIA to meet income requirements.



PR applications in the Caring for Children Class

- Candidates must prove 24 months of authorized Canadian f/t work experience in a (2011) NOC 4411 role within the preceding 4 years (no extra credit given for O/T hours, and work done during periods of f/t study or self-employment don't count)
- Applicants must prove language proficiency at CLB 5
- Applicants must have a Canadian post-secondary credential of at least one year or a foreign diploma/certificate/credential with ECA confirming equivalence
- PR applications will be capped at 2750 (P.A.)



PR applications in the Caring for Children Class

- No LMIA exemption nor any “cumulative duration” exemption is prescribed for this class at AIP of their PR application, so it is unclear what will happen to those who reach their 4 year cap before PR is approved
- CIC has undertaken to process these PR applications within 6 months
- Only those *intending to settle outside of QC* are eligible



PR in the Caring for Persons with High Medical Needs Class

- Candidates must prove 24 months of authorized Canadian f/t work experience in a (2011) NOC 3012, 3233, 3413, 4412 role within the preceding 4 years (no extra credit given for O/T hours, and work done during periods of f/t study or self-employment don't count)
- Applicants must prove language proficiency at CLB 5 if qualifying work experience was in a (2011) NOC 3233, 3413 or 4412 role
- Applicants must prove language proficiency at CLB 7 if NOC 3012
- All other requirements identical to the Caring for Children Class





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