Fact Sheet for Provincial Nominees and Temporary Foreign Workers

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Working in the Trucking Industry

If you have received your education and training outside Canada and are looking for work as a Truck Driver in Canada, this fact sheet provides you with basic information on how to go about it.

Finding a Job in the Trucking Industry in Canada

If you have received your education and training outside Canada, a career in the trucking industry may be of interest to you. Keeping trucks on the road takes more than just great drivers; it requires a strong support team to keep the trucks running and the freight moving.

With a wide range of career opportunities, the trucking industry offers interesting and challenging employment options requiring a variety of educational backgrounds and experience. You will find detailed information on many jobs in trucking at www.truckingcareers.ca.

Working as a Truck Driver

Do you love to be behind the wheel? Have you worked as a Truck Driver outside of Canada? Then you may be able to get a job as a Truck Driver in Canada.

There are different kinds of driving jobs, including Shunt Driver (licensed), Local Pick-up and Delivery Driver, Short-haul Driver, and Domestic and International Long-haul Driver.

Working in the Canadian trucking industry can be rewarding. The amount that you will get paid for your job depends on many things: the job you do, the city you work in, and the size of company you work for.

You can learn about driving and driving-related jobs on the Want To Drive section of www.truckingcareers.ca.

You can also learn more about the regional demand for Truck Drivers, how much a Truck Driver is paid in different regions across Canada and search available jobs using the Government of Canada’s website, www.workingincanada.gc.ca, and entering Truck Driver, NOC 7511.

Immigration Programs

If you are a Truck Driver, you fall under the semi-skilled worker category and can qualify under the following Canadian immigration programs:

1. Provincial Nominee Program (some provinces / territory only)
2. Temporary Foreign Worker Program as part of the Pilot Project for Occupations Requiring Lower Levels of Formal Training

This project is funded by the Government of Canada’s Foreign Credential Recognition Program.
Provincial Nominee Program

Many provinces and one territory in Canada have an agreement with the Government of Canada that allows them to nominate immigrants who wish to settle in that province. If you choose to immigrate to Canada as a Provincial Nominee, you must first apply to the province where you wish to settle and complete its provincial nomination process. The province will consider your application based on its immigration needs and your genuine intention to settle there.

Provincial and territorial governments have their own Immigration and Citizenship Departments to manage these programs. You will have to follow these steps to apply:

Step 1. Obtain a certificate of provincial nomination
Step 2. Obtain and print the Citizenship and Immigration Canada application package
Step 3. Complete your application
Step 4. Determine where you must submit your application
Step 5. Obtain the instructions for the visa office where you will submit your application
Step 6. Calculate your fees
Step 7. Check your application
Step 8. Submit your application

You will find detailed information on the eligibility criteria, application rules, process, processing times and costs at www.cic.gc.ca/english/immigrate/provincial/index.asp and on the individual websites of the participating provinces/territory — British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick, Nova Scotia, Prince Edward Island and Yukon.

Temporary Foreign Worker Program

Canada’s Temporary Foreign Worker Program helps foreign workers find work in Canada on a temporary basis. Most employers hiring foreign workers outside Canada use this program.

Step 1: Understand the process

Do your research about working and living in Canada temporarily. Explore the Going to Canada web site for links to information and services. Another great resource is Working in Canada. Both websites can help you make informed decisions about where to live and work in Canada. Make sure you understand the costs as well.

Step 2: Qualifications, skills and experience required

You need to find out what qualifications, skills and experience you need to work in Canada.

If you are a Truck Driver, most large trucking companies have set standards, including:

- Basic working knowledge of English
- Clean criminal record/history
- Clean pre-employment and drug and alcohol test
- Clean driver abstract
- Commercial driver’s licence with airbrake endorsement (or equivalent)
- Minimum of 2–3 years tractor-trailer driving experience (in the past 5 years)
- Verifiable employment references for the past 2–3 years
- Medical clearance to perform the job
- Eligibility to cross the Canada/United States border

Step 3: Find a job

Most large trucking companies recruiting internationally, post jobs on their websites. You do not need to go through a third party recruiting agent.

Step 4: Submit an application

Once you have identified potential employers, you should contact them directly and provide them with a completed application form and any other documentation requested.

Step 5: Interview

Interviews help assess your ability to do the job and adapt to working in Canada. You will be asked a lot of questions to make sure you are qualified to do the job and will qualify to work in Canada. Initial interviews may be by telephone or web conferencing. At least one interview should be in person, ideally in Canada.

You should ask a potential employer questions about the type of work, working conditions, training, orientation and support you can expect as a foreign worker.

- How many foreign workers do you currently employ?
- How long have you been hiring foreign workers?
- What programs do you have in place to help foreign workers integrate into the workplace?
- What support do you offer to help foreign workers relocate permanently to Canada?

Step 6: Job offer/employment contract

You and your employer must both sign a written employment contract.
**Step 7: Labour Market Opinion**

Your employer needs approval from the Canadian government to hire a foreign worker from outside of Canada. This approval is called a Labour Market Opinion (LMO) and it may take several weeks (or longer) for an employer to receive it. Once they receive it, they will send you a copy.

**Step 8: Apply for a work permit/temporary resident visa**

After you receive a copy of the Labour Market Opinion and a written job offer/employment contract from your employer, you can apply for a work permit. You can apply at the Canadian Embassy or visa office in your country.

When applying for a work permit, you must submit the following documents:

- the work permit application form
- a copy of your employer’s Labour Market Opinion (LMO)
- the original job offer/employment contract from your employer
- proof of your education and work experience
- a copy of your valid passport or travel document
- any other documents required by the Canadian visa office

Truck Drivers may need to submit additional documentation including:

- proof of a clear drug test (within the past 30 days)
- proof of medical clearance to do the job and meet provincial licensing requirements
- proof of English language skills

If you are a citizen of a country that requires a Temporary Resident Visa, the Canadian government will issue you one when you apply for a work permit. Your work permit, including visa, will cost $150 CAD (as of 2012).

**Step 9: Approval of work permit**

You will receive the work permit (or authorization letter) from the Canadian embassy or visa office. A work permit’s terms and conditions mean that:

- You work for the employer whose name is on that work permit
- You work at the location indicated on the work permit
- You cannot stay in Canada longer than the time stated on the work permit

**Step 10: Entering Canada**

When you arrive in Canada, you will advise the immigration officer that you are entering Canada as a temporary foreign worker. The immigration officer has the final say on who may/may not enter Canada. You must provide:

- Signed job offer/employment contract
- Work permit or authorization letter
- Copy of Labour Market Opinion
- Evidence of credentials, work experience and qualifications
- Temporary resident visa (if required)

A representative of your employer will meet you and help you with an orientation and settlement process.

**Important!**

Your passport must be valid for the entire period of your employment contract.

**Using Recruiters or Placement Agencies**

If you plan to use a recruitment agency to help you find a job in Canada, it is important that you know these facts.

**Finding a Reputable Agency**

In some provinces in Canada, recruitment agencies must be registered and licensed by the provincial government. You have the right to request a recruitment agency’s license and business registration to verify that it is a legitimate business.

If the recruiting agent represents themselves as an immigration consultant, be aware, that to provide advice or representation on immigration matters, an immigration consultant must be a member in good standing of a Canadian provincial or territorial law society or the Immigration Consultants of Canada Regulatory Council (ICCRC).

Make sure the agent has experience working in the trucking industry. Ask for referrals from other foreign workers and make sure you check references. Ask for a contract in writing that states what services will be provided.

**A Recruitment Agency Cannot Charge You a Fee for Finding You a Job**

It is unethical (and illegal in some provinces) to charge a job placement fee to a foreign worker. Recruiters can only charge fees to employers who offer to employ you.

However, if a recruitment agency provides you with services such as résumé preparation and interview skills coaching, then it is entitled to charge you fees. Paying those fees does not guarantee you employment.
Facts and Tips

Language Skills
You must have good English and/or French language skills to immigrate to Canada.

Housing
Your employer should help you find affordable accommodation but is not expected to pay for it.

Travel Costs
If you come to Canada to work as a Truck Driver, under the Temporary Foreign Worker Program, your employer will pay your travel costs to and from your home country.

Health Insurance
Your employer will ensure that you have provincial health insurance coverage from the moment you start working for them. Your employer will pay the first 90 days, or until you are eligible to apply.

Workers’ Compensation
Your employer is responsible for insuring you against injuries that may occur on the job. This insurance is called Workers’ Compensation.

Social Insurance Number
To work in Canada legally, you must have a Social Insurance Number (SIN). You can obtain a SIN by submitting an application form to the Government of Canada as soon as you arrive.

Termination of Work
If you (or your employer) wish to end your working relationship, you can do so by handing in your notice or pay in lieu of notice.

Useful Websites
Because programs change regularly, you should check the websites listed for the most up to date information available.

For information about immigration to Canada
- Citizenship and Immigration Canada www.cic.gc.ca
- Work permit application forms www.cic.gc.ca/english/information/applications/work.asp
- Canadian visa offices www.cic.gc.ca/english/information/offices/apply-where.asp
- Countries and territories requiring visas www.cic.gc.ca/english/visit/visas.asp
- Medical examination requirements www.cic.gc.ca/english/information/medical/medexams-temp.asp
- Permit fees www.cic.gc.ca/english/information/fees/index.asp

For information about the Temporary Foreign Worker Program

For information about foreign credentials recognition
- The Foreign Credentials Referral Office www.credentialeducation.gc.ca
- Social Insurance Number www.servicecanada.gc.ca/en/sc/sin/

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- Social Insurance Number www.servicecanada.gc.ca/en/sc/sin/

For information about recruiting agents
- Immigration Consultants of Canada Regulatory Council www.iccrc-cricc.ca
- Provincial and territorial law society links www.cic.gc.ca/english/information/representative/verify-rep.asp

For information about living and working in Canada
- Working in Canada www.workingincanada.gc.ca

For information on careers in the trucking industry in Canada
- Canadian Trucking Human Resources Council www.truckingcareers.ca

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