

**TEMPORARY FOREIGN WORKER PROGRAM
DATA TO BE AVAILABLE IN THE CANADIAN EMPLOYER-EMPLOYEE DYNAMICS
DATABASE**

Variable Name	Variable Description
• LMIA System File Number	Application file number created by the system.
• BN	CRA Business Number
• Employer Legal Name	Employer Legal Name
• OPERATING_NAME	What is the business operating name of this location?
• MAIN_BUSINESS_ACTIVITY	Describe, in your own words and in as much detail as possible, the principal business activity at this work location.
• Organization_Inc_EN	Employer Incorporation Status
• Org_Name	Employer Name
• Org_City	Employer City
• Org_prov_cd	Employer Province
• Org_Postal	Employer Postal Code
• Employer Country	Employer country
• Employer Website Address	Employer website address
• NEW_WAGE-STREAM	High Wage, Low Wage, Global Talent Stream, Permanent Resident Only, and Primary Agriculture (LMIAs with "unknown" in wage offered streams were reclassified based on the NOC prevailing wage as of December 2013)
• LCP_CP	Y/N flag to indicate the Live-in Care or Caregiver
• Pri_agr	Y/N flag to indicate the Primary Agriculture
• NATIONAL_EMPLOYED_NUMBER	Number of employees employed nationally under your 9-digit CRA business number?
• DIRECT_JOB_CREATION_YN	Will hiring a TFW result in the direct job creation or job retention of Canadians/permanent residents?
• DIRECT_JOB_CREATION_TEXT	Please provide details to explain why hiring a TFW will result in the direct job creation or job retention of Canadians/permanent residents.
• TRANSFER_OF_SKILLS_YN	Will hiring a TFW result in the development or transfer of skills and knowledge for the benefit of Canadians/permanent residents?
• TRANSFER_OF_SKILLS_TEXT	Please provide details to explain why hiring a TFW will result in the development or transfer of skills and knowledge for the benefit of Canadians/permanent residents.
• FILLS_LABOUR_SHORTAGE_YN	Will hiring a TFW fill a labour shortage?
• FILLS_LABOUR_SHORTAGE_TEXT	Please provide details to explain why hiring a TFW will fill labour shortage.
• LABOUR_MARKET_BENEFIT_TEXT	Please describe any other benefits to the Canadian labour market that will result from offering this job to a TFW.
• LAYOFFS_LAST_12_MONTHS_YN	Were any employees laid off in the past 12 months?

**TEMPORARY FOREIGN WORKER PROGRAM
DATA TO BE AVAILABLE IN THE CANADIAN EMPLOYER-EMPLOYEE DYNAMICS
DATABASE**

• NUMBER_OF_LAYOFFS	How many Canadians/permanent residents did you lay off in the last 12 months?
• FW_NUMBER_OF_LAYOFFS	How many TFWs did you lay off in the last 12 months?
• LAYOFF_REASON	What was the reason for the layoffs, and which occupations were affected?
• NUMBER_OF_POSITIONS	How many TFWs are you applying for in this occupation for this application?
• BUSINESS_NEEDS_TEXT	Please provide a rationale for the job offer you are making to the TFW and describe how it will meet your employment needs.
• WORK_START_DATE	What is the expected employment start date?
• duration_days	Calculated Duration of employment
• POSITION_OVR12MNTHS_RATIONALE	Why do you require the TFW for this duration?
• Oral_EN	Oral language required for position - English
• Oral_Other	Oral Language required for position – other than English
• Written_EN	Written language requirements for position - English
• Writ_Other	Written language requirements for position – other than English
• EDUC_LEVEL_ID	Indicate the education required for this job:
• EDUC_REQRMNTS_COMMENTS	Describe the specific diploma/certificate, degree, Ph.D or other education requirements that the job requires.
• OTHER_EXPERIENCE_TEXT	List any minimum experience/skills requirements of the job (include years of experience and/or occupational designations such as CPA, RN, P.Eng):
• CERTIFICATION_TEXT	Is the occupation regulated at a federal/provincial/territorial level and does it require occupational certification, licensing or registration? If yes, indicate the type of occupational certification, licensing or registration required and the name of the issuing body/authority:
• CITY	Work City
• PROVINCE_ID	Work Province/Territory
• POSTAL_CODE	Work Postal Code/ZIP
• PRIMARY_LOCATION_YN	Is this the Primary Work Location?
• JOB_CURRENTLY_OCCUPIED_YN	Thinking of the occupation into which you wish to hire a foreign worker, are there any employees currently working in this same occupation, with the same skills and years of experience, at the primary work location?
• JOB_LOWEST_WAGE	What is the lowest wage for these employees per hour?

**TEMPORARY FOREIGN WORKER PROGRAM
DATA TO BE AVAILABLE IN THE CANADIAN EMPLOYER-EMPLOYEE DYNAMICS
DATABASE**

• JOB_HIGHEST_WAGE	What is the highest wage for these employees per hour?
• HOURS_PER_DAY	How many hours will the TFW work each day?
• HOURS_PER_WEEK	How many hours will the TFW work each week?
• ATYPICAL_SCHEDULE_DETAILS	Will the TFW have an atypical schedule without standard daily or weekly hours? If yes, please provide details regarding the atypical schedules:
• Corrected_hourly_wage*	Calculated hourly wage based on wage and wage unit reported
• OVERTIME_PAY	Is there an overtime rate? If yes, what is the overtime wage in Canadian dollars per hour being offered to the TFW? (must meet provincial/territorial requirements)
• HOURS_TO_OVERTIME_DAY	After how many hours per day does the overtime rate begin?
• HOURS_TO_OVERTIME	After how many hours per week does the overtime rate begin?
• CONTINGENT_WAGES_DETAILS	Will the TFW be paid any contingent wages (e.g. piecework, mileage, commissions, guaranteed bonuses, or predictable overtime)? If yes, please provide details about the contingent wages.
• LABOUR_GROUP_POSITION_YN	Is the position part of a union?
• DISABILITY_INSURANCE_YN	Will you be providing disability insurance?
• DENTAL_INSURANCE_YN	Will you be providing dental insurance?
• PENSION_YN	Will you enrol the TFW in an employer-provided pension?
• MEDICAL_INSURANCE_YN	Will you be providing extended medical insurance? (e.g. prescription drugs, paramedical services, medical services and equipment)
• OTHER_BENEFIT_TEXT	In the previous question, you indicated that there are other benefits. Please explain.
• NUMBER_PAID_HOLIDAYS	Enter the number of paid vacation days provided:
• VACATION_PAY_PERCENT	Enter the vacation pay percentage (of gross salary):
• RECRUITMENT_VARIATION_YN	Is the position subject to a variation in minimum advertising requirements as listed on the TFW Program website, including the Quebec Facilitated Process?
• RECRUITMENT_VARIATION_RATIONALE	Specify the applicable variation and provide a rationale for meeting its criteria.
• RECRUIT_CANADIANS_ATTEMPTED_YN	Have you attempted to recruit Canadians/permanent residents for this job prior to submitting this application?
• RECRUIT_CANADIANS_ATTEMPT_TEXT	Please explain why you have not attempted to recruit Canadians/permanent residents

**TEMPORARY FOREIGN WORKER PROGRAM
DATA TO BE AVAILABLE IN THE CANADIAN EMPLOYER-EMPLOYEE DYNAMICS
DATABASE**

• CANADIAN_EMPLOYED_NUMBER	Total number of Canadian/permanent resident workers in the same occupation working at the same location expected to be employed this year/season:
• CANADIANS_LAST_YEAR	Total number of Canadian/permanent resident workers in the same occupation working at the same location employed last year/season:
• FW_EMPLOYED_NUMBER	Total number of temporary foreign workers in the same occupation working at the same location expected to be employed this year/season:
• FW_LAST_YEAR	Total number of temporary foreign workers in the same occupation working at the same location employed last year/season:
• FW_DIFF_EXPLANATION	In the previous question, you indicated that the number of workers changed from last year/season. Please explain:
• HOUSING_PROV_TYPE_ID	Are you providing on-farm or off-farm housing?
• AMT_DEDUCTED_PER_WEEK	How much will you deduct per week?
• RENT_PAID	What is the rent per temporary foreign worker? Value
• RENT_PERIOD_LOOKUP_ID	What is the rent per temporary foreign worker? Unit
• SAWP_TYPE_ID	Which of the following are you applying for?
• DEDUCT_AGREEMENT_AMOUNTS_YN	Check box to indicate that you will be deducting from the TFWs' pay the amounts indicated in the employment agreement for the coming year, depending on the province or territory of work, up to the maximum amounts permitted, once the information is available on the departmental website.
• FW_HIRED_LESS_THAN_5_YEARS_YN	Have any of the TFWs worked for 5 or more consecutive years at your place of employment?
• RECOGNITION_PAY_YN	Will you provide a weekly recognition payment of between \$4 and \$128?
• CP_TFW_ANNUAL_WAGE	Enter the total annual wage to be paid to the foreign caregiver:
• LIVEIN_OTHER_INCOME_DETAIL	Please specify the specific type(s) and amount(s) of supplementary available income:
• WORK_PERM_AND_VISA_SUP_YN	Are you applying for an LMIA to support a temporary foreign worker's:
• SEASONAL_EMPLOYMENT_YN	Is this LMIA application for a seasonal occupation?
• PEAK_MONTH_FROM	Provide the specific months of the peak employment season every year. Month from
• PEAK_MONTH_TO	Provide the specific months of the peak employment season every year. Month to

**TEMPORARY FOREIGN WORKER PROGRAM
DATA TO BE AVAILABLE IN THE CANADIAN EMPLOYER-EMPLOYEE DYNAMICS
DATABASE**

• PEAK_CAN_EMPLOYED_NUMBER	What was your total number of Canadian/permanent resident workers during the previous peak season?
• PEAK_FW_EMPLOYED_NUMBER	What was your total number of temporary foreign workers during the previous peak season?
• CAN_EMPLOYED_NUMBER	How many Canadians/permanent residents are currently employed in the occupation at the work location?
• FW_EMPLOYED_NUMBER	How many TFWs are currently employed in the occupation at the work location?
• TP_EXEMPT_REQUEST_YN	A transition plan is mandatory for employers hiring temporary foreign workers (TFW) with a rate of pay equal to or above the provincial/territorial median wage. Do you wish to be considered for an exemption from the transition plan requirement?
• EXEMPTION_TYPE_ID	What are the transition plan exemption criteria you wish to be considered for?
• PREV_TP_ACTIVITY_RESULT_TEXT	Did the number of temporary foreign workers decrease relative to the number of Canadian/permanent resident workers for this occupation at this location as a result of the activities conducted in the Transition Plan? Describe the results of your previous transition plan activities:
• ACTIVITY_TITLE	Please assign a title to this activity.
• ACTIVITY_DESCRIPTION	Please describe the activity.
• ACTIVITY_EXPECT_OUTCOME_TEXT	Please describe the expected outcome of the proposed activity.
• EXEMPTION_TYPE_ID	Do you believe any of the exemption to the cap requirement are applicable to you? If yes, which exemption do you wish to be considered for?
• NOC_2011	All the NOC 2006 prior to Oct 29, 2016 were converted to NOC 2011
• NOC_2011_Title	NOC 2011 4-digit title
• NAICS	North American Industry Classification (NAICS) 4-digit code
• NAICS_4_TITLE	North American Industry Classification (NAICS) 4-digit Title