

When employers post job advertisements on the job bank, they receive a pool of potential candidates whose skills and qualifications align closely with the requirements of the positions available.

Regarding the issue of whether these job postings already come with Labor Market Impact Assessments (LMIA) attached, it is typically challenging to ascertain the exact status of each job listing.

In many instances, it is likely that a significant portion of the advertised positions are in some way linked to the LMIA process. Determining whether a specific job already has a foreign national in mind, for whom the employer is undergoing the necessary LMIA procedures, can be intricate.

In most scenarios, it is improbable that the job postings feature candidates with pre-approved LMIA status awaiting placement. Generally, employers tend to identify potential candidates before initiating the LMIA application process. Consequently, even if your profile is visible on the job bank and aligns with an employer's requirements, they would typically select you first before commencing the LMIA procedure.

This approach is relatively recent, reflecting Canada's efforts to support employers who intend to offer positions to foreign nationals they have already identified. The job bank serves as a platform that presents a roster of qualified candidates, enabling employers to engage with and potentially recruit suitable individuals. However, as a foreign national, employers are not obligated to engage with you unless you are the specific individual they are seeking to secure an LMIA for originally.

In this scenario, there exists a dilemma where taking action or refraining from it both pose challenges. However, creating a job bank profile can be beneficial in cases where employers are not urgently seeking new hires. By having a job bank profile, employers can access a pool of individuals already prepared to immigrate to Canada permanently and fulfill required positions.

Subsequently, upon selection and obtaining a Labour Market Impact Assessment (LMIA), these individuals can be employed in various roles, including the advertised position, once they achieve permanent residency. To gain a better understanding of how to navigate the Canada job bank for job searches, please refer to the video demonstration provided.