Home Child Care Provider Pilot and Home Support Worker Pilot

There were big changes to the new caregiver programs that opened for applications on June 18, 2019. Under the new caregiver program, workers can bring their families with them when coming to Canada (except Quebec). Migrant Care Workers get a work permit that allows them to change employers as long as they continue to work as an in-home child and support work. The pathway to permanent residency (PR) still requires 24 months of service. These changes respond, in part, to what Care Workers have been demanding for years. But there are problems in the new program that still make it hard for migrant Care Workers to come, work and stay in Canada.

What is new?

The big changes from the outgoing Caring for Children and Caring for People with High Medical Needs programs that ran from November 2014 to June 2019 include:

- Occupation-specific open work permits instead of employer-specific work permits. Care Workers will be able to change employers without getting a new work permit.
- Care Worker's immediate family can come with the worker to Canada and be entitled to open work permits and/or study permits.
- Employers will no longer need a Labour Market Impact Assessment (LMIA) before hiring a home Care Worker under this program.

The new pilot programs provide a two-step path to PR. First, workers and their families must apply for the program and be approved as 'eligible' for the work permit and PR under either the home child care or home support worker programs. Second, after 24 months of work experience as a Care Worker under the program in Canada, the worker can apply for PR.

Care Workers will no longer be able to apply for Caring for Children and High Medical Needs programs to come and work in Canada (applications filed before June 18, 2019 will still be processed). For those working under these programs now in Canada, there are new rules affecting the process for PR.

Government requirements to come to Canada under the Home Child Care Provider and Home Support Worker programs

To apply for the caregiver programs, you have to meet all the requirements *before* coming to Canada. Or, if you are applying from within Canada, you have to meet all the requirements *before* being accepted into the program. The government requires:

1. **A job offer from an employer in Canada**
   A signed offer of employment with an employer to be a home child care provider or a home support worker in a job outside of the province of Quebec.
2. **Ability to do the job**
   You need related work experience or training that shows you are able to do the job of a home child care provider (nanny, babysitter, live-in caregiver providing child care) or a Home support worker (attendant for persons with disabilities, live-in caregiver for seniors, personal care attendant, home support worker). These jobs are described under the National Occupation Classification (NOC) code 4411 or 4412.
3. **Educational Credential Assessment**
   You need to have at least 1 year Canadian post-secondary education or its equivalent. You must get an Educational Credential Assessment (ECA) from an approved organization.
4. **Language Test**
   Prove that you have English or French language skills that meet the Canadian Language Benchmark (CLB) level 5. Pass IELTS or CELPIP exam with CLB 5 score in all skills. Your test must be less than 2 years old when you apply.

How long will it take?

The government estimates that it will take 12 months to process your application to work under these programs from the time you have submitted your complete application.

What is an Occupation-Restricted Open Work Permit?

1. **No LMIA**
   It means you just need a valid job offer from your potential employer. You will not need to get a new LMIA and work permit every time you change a job.
2. **You can change employers more easily. The work permit is not employer specific.**
   You are not restricted to work with one specific employer. You can change employers as long as you continue to work as an in-home child care or home support worker.
3. **Requirement while in the program**
   You need to finish 24 months of work in the *same stream* (child care *or* home support) within 3 years before applying for PR.

Can I bring my family with me?

Yes. Your application for the home care worker program would include your family. When you bring your family here, your spouse will be given an open work permit and your children will be given a student visa.

What will happen to Care Workers in Canada?

Care Workers can choose to remain in the 2014 to 2019 caregiver program. That means working with an employer who has an LMIA. You would continue to work with an employer-specific work permit while you get your 24 months of required service.

Apply to extend your work permit

If you are currently working in Canada as a caregiver, you may be eligible to extend your work permit through the Temporary Foreign Worker Program (TFWP). Your employer will need a positive Labour Market Impact Assessment (LMIA) first.

In most cases, you can apply for a work permit to work in Canada temporarily as a home care worker through the TFWP if:

- You are in Canada and eligible to apply for a work permit from inside Canada;
- You are outside Canada and your employer applied for an LMIA before June 18, 2019; or,
- You will be working in Quebec.

If you choose to switch into the new program, you will have to submit all the requirements for the new program before you are given an Occupation-Restricted open work permit. If you have been without status for 3 months or less, you may apply for a bridging work permit while you put in your application for the new program.

What if you don't meet the requirements for permanent residence as an in-home care worker?

You may be able to work temporarily.

- Your employer will need to get a positive LMIA first.
- Find out how to apply for a work permit.

Still have questions about the program? Contact us at 647-782-6633 or email at info@caregiversactioncentre.org

Caregivers
Action Centre
info@caregiversactioncentre.org | 647-922-6651