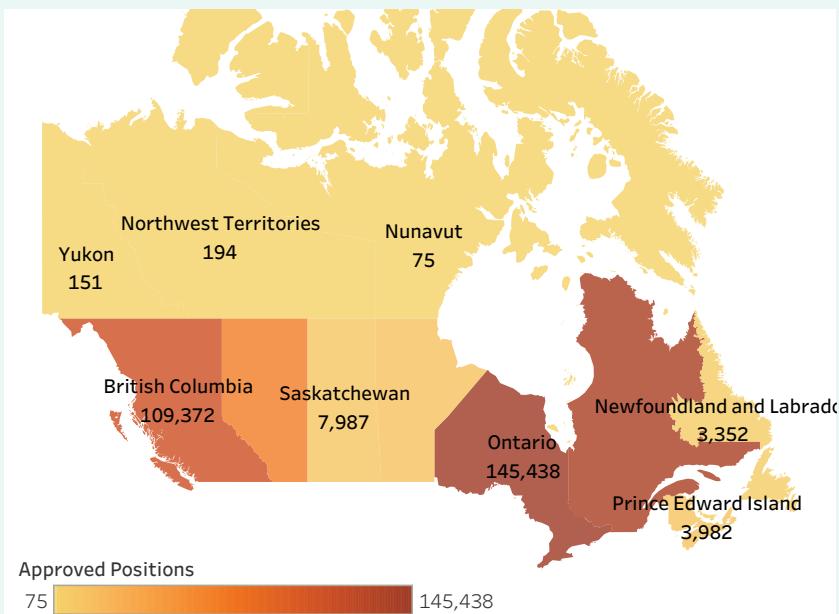


LMIA Insights 2023-2025

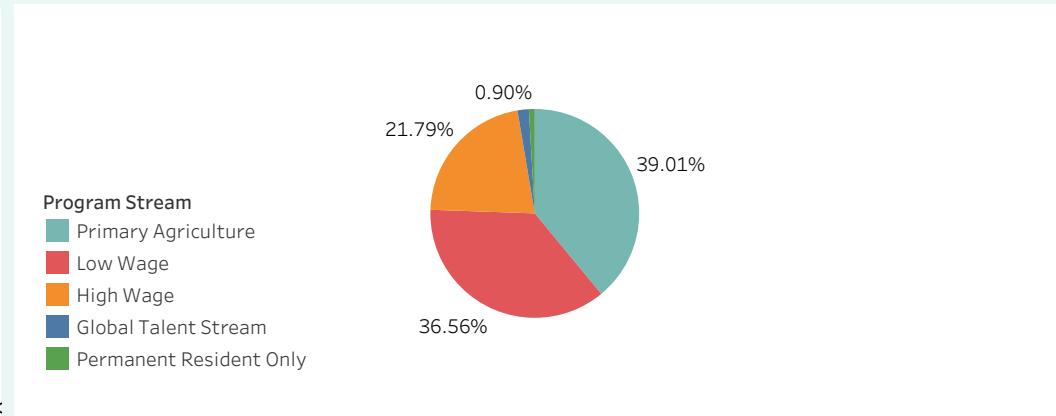
Annual LMIA-approved positions, with 2025 data available only for Q1

Primary Agriculture	Low Wage	High Wage	Global Talent Stream	Permanent Resident Only
198,124	185,670	110,647	8,882	4,550

Number of Approved Positions By Province



Distribution of Workers by Stream



Between January 2023 and March 2025, a total of 507,873 positions were approved under the LMIA Temporary Worker Stream. This initiative is structured across five program streams, with Primary Agriculture leading the way - accounting for 198,124 workers, or 39.01% of all approvals.

The Low Wage stream ranks second, with 195,670 workers approved, representing 36.56% of the total. In third place is the High Wage stream, contributing 110,647 workers, which makes up 21.79% of the overall approvals. Visual data clearly illustrate that the Primary Agriculture and Low Wage streams are the dominant contributors to LMIA-based employment.

Geographically, LMIA approvals are not evenly distributed across Canada. The highest concentration is found in Ontario, followed by Quebec and British Columbia. Alberta ranks fourth in terms of LMIA holder volume.

Source: Temporary Foreign Worker Program (TFWP): Positive Labour Market Impact Assessment (LMIA) Employers List. Open Government Portal, Employment and Social Development Canada. Available at: <https://open.canada.ca/data/en/dataset/90fed587-1364-4f33-a9ee-208181dc0b97>

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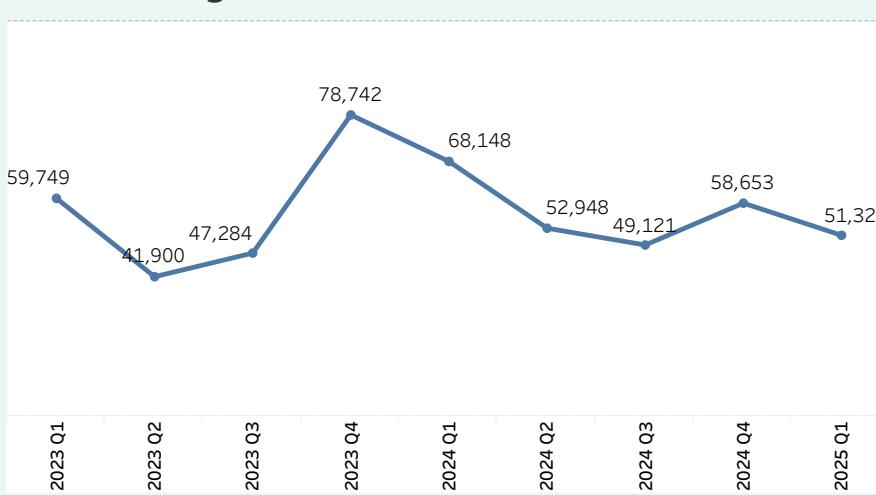
YoY Changes 2024/2023

N 2023	N 2024	YOY % Change
227,675	228,870	+0.52%

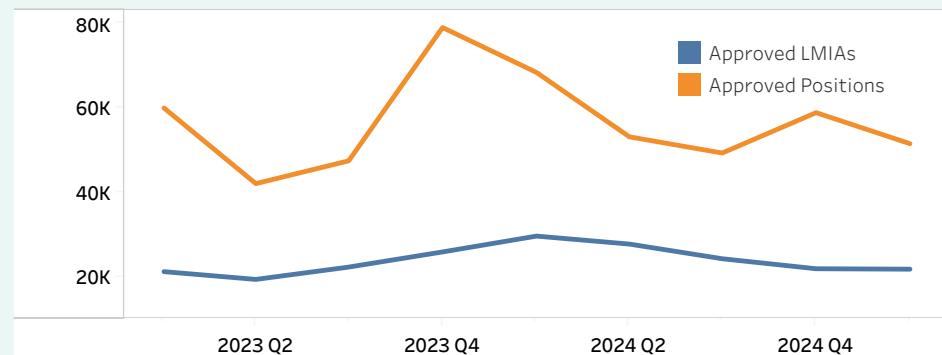
Approved LMIA vs. Approved Positions by Stream



Program Stream Trend Over Time



LMIA Approvals and Approved Positions Over Time (2023-2025)



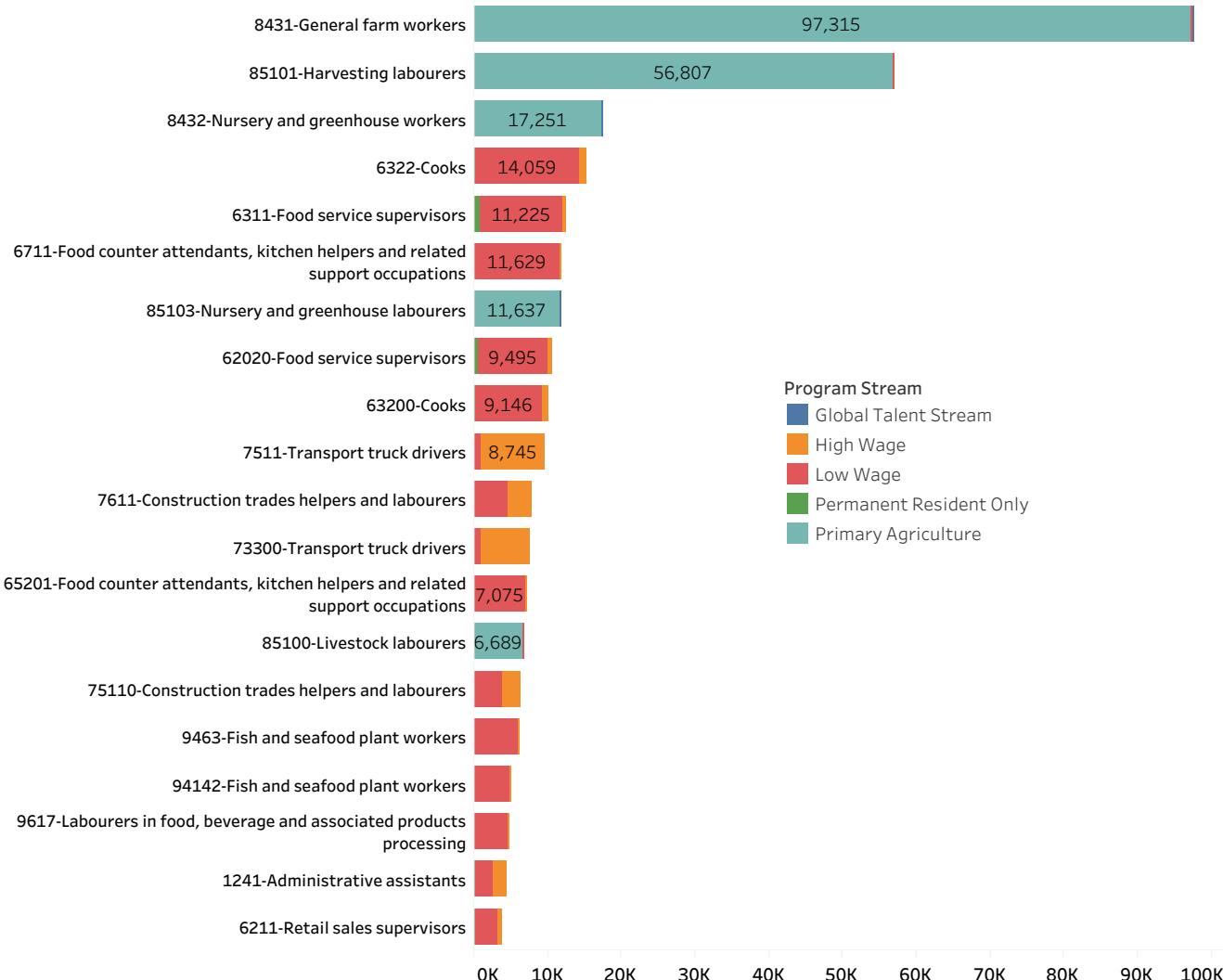
The number of temporary foreign workers in 2023 and 2024 remained relatively stable, with only a 0.52% increase in 2024 compared to the previous year. The peak of the Temporary foreign workers occurred in Q4 of 2023, when 78,742 positions were approved. Since that point, the number of approved positions has shown a steady decline.

The data suggests that there is no strong seasonality in LMIA approvals, with the only consistent uptick occurring in Q4 of each year. When comparing the number of approved LMIA to the total approved positions, we observe that a total of 30,309 LMIA approvals resulted in 198,124 positions within the Primary Agriculture stream. That highlights a high worker-to-LMIA ratio, suggesting that agricultural employers often recruit in bulk through the LMIA process.

While the number of LMIA approvals has remained relatively consistent, the number of approved positions per LMIA has fluctuated. This trend suggests that, particularly in 2023 and 2024, employers increasingly relied on the LMIA process to hire larger groups of temporary workers.

LMIA Insights 2023-2025

Top Approved Occupations by Volume



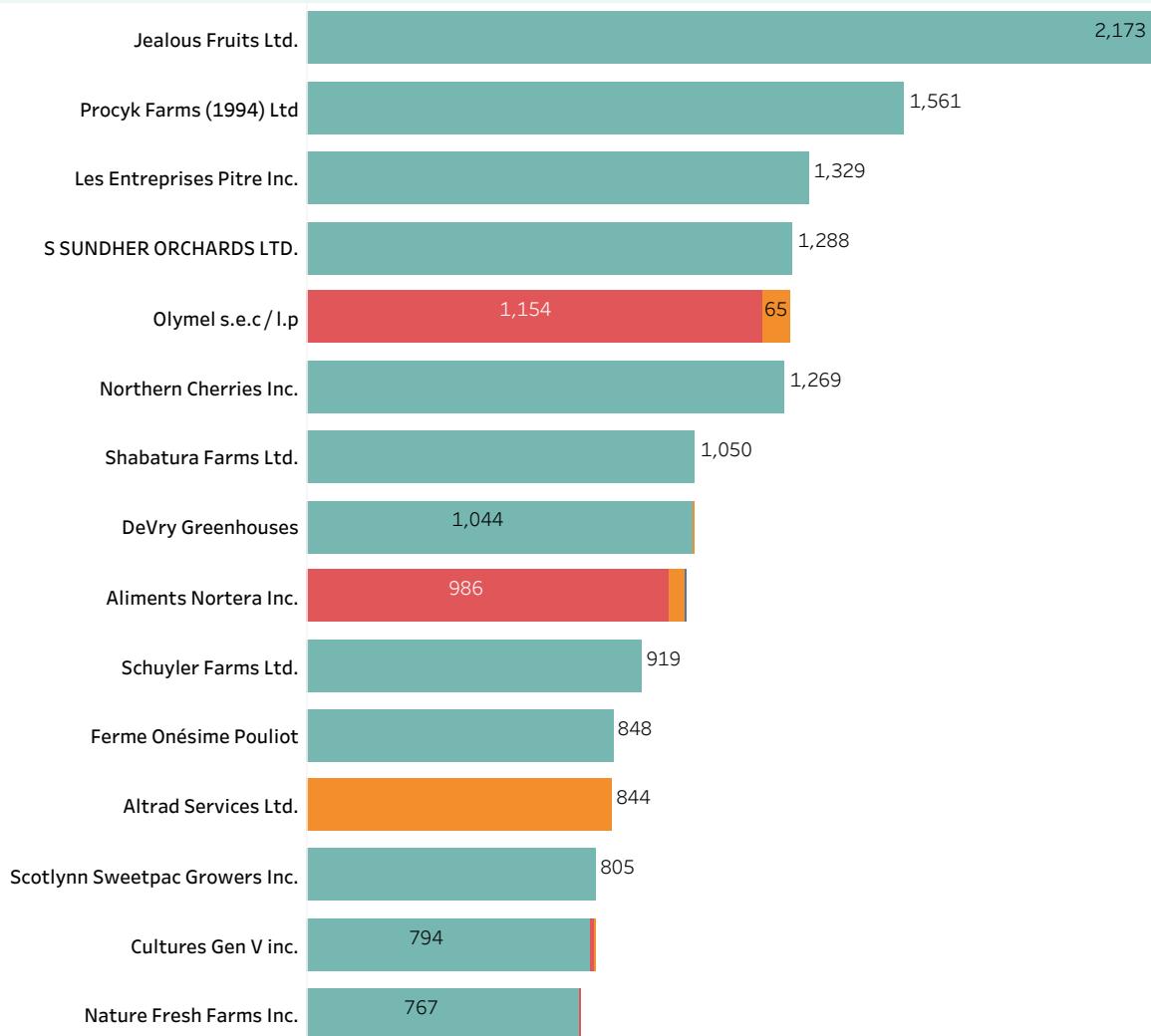
Among the top approved occupations, three leading roles are concentrated in the **Primary Agricultural Stream**, highlighting its dominance. The fourth-ranked occupation, with a noticeable drop in volume, belongs to the **Low Wage stream**. Within the Low Wage stream, the most commonly approved positions are in the **hospitality sector**, including cooks, food service supervisors, and kitchen helpers.

High Wage stream occupations are minimally represented among the top approvals. Their presence is limited to hospitality roles such as cooks (NOC 6322 and 63200) with 1,969 approved positions, and food service supervisors with just 555 approvals. However, the High wage stream shows broader representation in the transport sector, particularly among truck drivers (NOC 7511 and 73300), which account for 15,284 approved positions.

Notably, the **Global Talent stream** does not appear among the top approved occupations, indicating its relatively limited use in high-volume hiring.

LMIA Insights 2023-2025

Top 15 Employers by Approved Positions

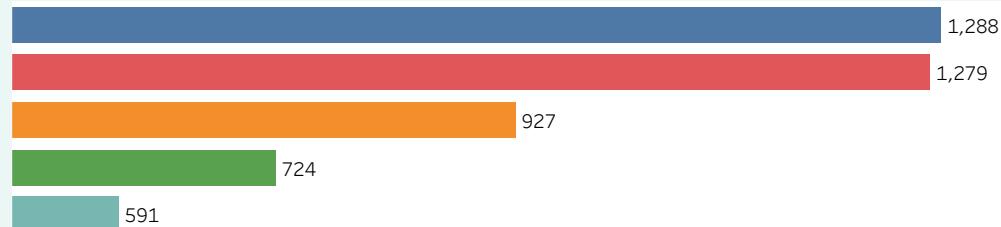


Program Stream
 Global Talent Stream
 High Wage
 Low Wage
 Primary Agriculture

The agriculture sector dominates the list of top employers by number of LMIA approvals, with **12 out of the top 15 employers** operating within this stream. Only **three employers** among the top 15 belong to other program streams, highlighting agriculture's overwhelming share in high-volume LMIA activity.

LMIA Insights 2023-2025

TOP 5 Occupations in Global Talent Stream Stream



Occupation

- 2171-Information systems analysts and consultants
- 2174-Computer programmers and interactive media developers
- 2173-Software engineers and designers
- 21231-Software engineers and designers
- 5241-Graphic designers and illustrators

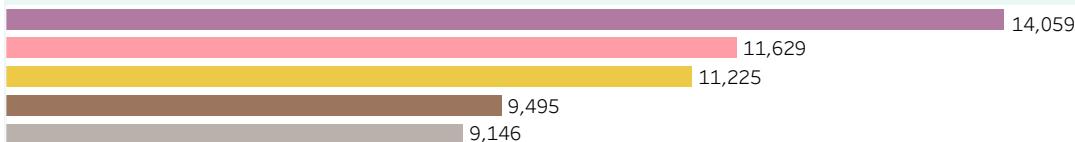
TOP 5 Occupations in High Wage Stream



Occupation

- 7511-Transport truck drivers
- 73300-Transport truck drivers
- 7611-Construction trades helpers and labourers
- 7271-Carpenters
- 75110-Construction trades helpers and labourers

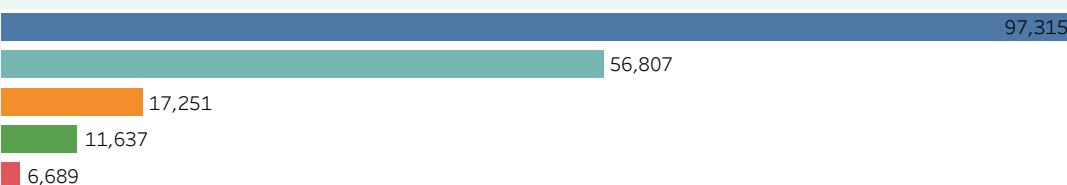
TOP 5 Occupations in Low Wage



Occupation

- 6322-Cooks
- 6711-Food counter attendants, kitchen helpers and related support occupations
- 6311-Food service supervisors
- 62020-Food service supervisors
- 63200-Cooks

TOP 5 Occupations in Agriculture Stream



Occupation

- 8431-General farm workers
- 85101-Harvesting labourers
- 8432-Nursery and greenhouse workers
- 85103-Nursery and greenhouse labourers
- 85100-Livestock labourers

LMIA Insights 2023-2025

Interpretation and Broader Context

The LMIA dataset provides valuable insight into the number of positions approved for temporary foreign workers under specific government-regulated streams. However, this data reflects only one segment of Canada's overall temporary labour force. Beyond LMIA-approved positions, a substantial number of individuals enter and participate in Canada's workforce through alternative pathways — including international student work permits, post-graduate open work permits, spousal permits, visitor-to-worker transitions, humanitarian programs, and asylum claims. Since 2023, these additional entry routes have expanded significantly, contributing to rapid population growth and increasing labour market activity. Therefore, while LMIA approvals highlight employer-driven demand, the complete picture of Canada's labour market involves a much broader spectrum of temporary and transitional workers. This expanded inflow also amplifies the pressure on housing, public services, and regional economies — particularly in provinces with higher concentrations of newcomers. In summary, the LMIA data serves as an important foundation for understanding regulated labour demand, but any comprehensive analysis of Canada's workforce trends must also account for the diverse and growing number of non-LMIA participants shaping the country's economic and social landscape.