



**FOOD SERVICE MANAGERS  
AND SUPERVISORS**

**HR**  
HUMAN RESOURCES  
**HR**  
OUTSOURCING  
SERVICES

**WE DELIVER HR  
OUTSOURCING SERVICES  
THROUGH AN INTEGRATED  
TECHNOLOGY**

**WHO WE ARE?**

CITRN Manpower is dedicated to promoting and developing one's professional life with meaningful employment and development opportunities, as we have done for more than 25 years.

**WHAT WE DO?**

Combined with our global partners, affiliations and local expertise, we help shape how companies and individuals aspire to reach their maximum growth and potential.



# CANADA JOB MARKET

## CANADA CRITICAL LABOR SHORTAGE

### WHAT IS A LABOR MARKET IMPACT ASSESSMENT?

In order to bring foreign workers into Canada you need to get an LMIA. (Labor market impact assessment)

A positive LMIA will show that there is a need for a foreign worker to fill the job. It will also show that no Canadian worker or permanent resident is available to do the job. A positive LMIA is sometimes called a confirmation letter.

There are specific requirements including standard advertisements and the need to demonstrate that the employer cannot find suitable Canadian workers to obtain the positive LMIA from HRSDC.

We work with licensed immigration consultants to facilitate this process for employers.

Once an employer gets the LMIA, the worker can apply for a work permit.

To apply for a work permit, the overseas worker can then apply for the work visa to Canada.

Labor shortages are holding Canadian businesses back; recent statistical analysis shows that firms that are more affected by labor shortages are 65% more likely to be low-growth companies. Close to 40% of Canadian small and medium-sized businesses are already having difficulty hiring new employees and the situation is getting worse.

Labor shortages are most serious in Atlantic Canada, British Columbia and Ontario. The sectors facing the strongest headwinds include manufacturing, retail trade and construction. Impact differs by size of business — it is less acute for very small and very large firms.

### FOOD RETAIL

Food retail faces challenges similar to food service and 28% of the workforce does not have post-secondary education (Verma, 2012). The biggest challenge, however, is recruiting and retaining employees (Androich, 2011). The sector does provide a range of high and low skilled positions and claims it prefers to hire from within, that an employee can move from grocery clerk to head office (Parulekar, 2012).

# FOOD SERVICE MANAGERS AND SUPERVISORS

Canada is in a critical labor shortage for food service managers and supervisors in the restaurant and retail industry according to statistic Canada in the post Covid recovery.

As Canada's restaurants and hotels begin to fully reopen after months of lockdown, they will almost surely struggle to find replacements for the workers who left the industry during COVID.

This is across the board as retail and restaurant struggle to re-establish operations.



## TYPE OF FOOD SERVICE MANAGERS AND SUPERVISORS

- Assistant manager, restaurant
- Cafeteria manager
- Bakery managers
- Catering service manager
- Dining room manager
- Food services manager
- Hotel food and beverage service manager

## OUR WORKERS SKILLS AND QUALIFICATIONS

### PROFILE, SKILLS & QUALIFICATIONS: -

Our workers are from many different regions around the world as we are strategically partnered with many international recruiters to form an effective chain to ensure we can recruit in a timely fashion.

Our workers are highly skilled; IELTS certified and have international work experience Highly educated and good ethics so adjustment to the Canadian labor force is not an issue.

### HIRING PROCEDURE

We provide full zoom and on-line interviews for all selected workers by employers To ensure employers can be satisfied with their prospective foreign workers We can also arrange personalized foreign recruitment for certain countries for employers seeking large volume of workers

### LMIA PROCESSING

We work with a licensed team of immigration consultants to ensure the LMIA is processed according to Service Canada regulations, and ensure success

### FOREIGN CREDENTIALS NEEDED FOR THE JOB

We ensure foreign workers meet the statutory requirements set by Provincial and Federal government and meets health & security clearances by the Government of Canada to work in Canada.