

# Hiring a Caregiver in Canada

Practical family guide

Ontario employment rules • caregiver pay • immigration pathways

2026 snapshot



# 1. Start with the care need

The job should be designed around the person receiving care—not around immigration.

## Companion care

Meals, conversation, walks, reminders, errands and

## Personal support

Bathing, dressing, toileting, mobility, meals and per

## Higher-care needs

Complex mobility or medical needs may require a PSW, n

Ask whether live-in is actually necessary. A live-out caregiver may be simpler and more appropriate.

Separate ordinary caregiving from medical tasks that require specific training or professional oversight.

Define hours, overnight expectations, duties and exclusions before discussing immigration.

## 2. What should you expect from a good caregiver?

### Reliable

Shows up consistently and communicates changes.

### Patient

Handles repetition, resistance and difficult moments

### Observant

Notices changes in eating, mobility, mood or behaviour

### Communicative

Provides concise updates to the family.

### Respectful

Protects dignity, privacy and property.

### Independent

Can follow a routine without constant supervision.

### 3. Live-in does NOT mean 24/7

The caregiver's bedroom is their living space. Working time and personal time should be clearly separated.

#### Define the schedule

Starting/finishing times, days off, meal breaks, vacation and sick-call procedure

#### Define overnight care

If the worker must wake and respond overnight, make the arrangement explicit rather than implied

#### Define home boundaries

Private room, visitors, shared spaces, kitchen use, quiet hours and family privacy

#### Respect both sides

The employer protects the worker's privacy; the worker respects household rules and privacy

## 4. Pay scale & employment costs

Illustrative current wage reference points for Ontario; the correct wage depends on the job, location and immigration stream.

### Ontario NOC 44101 median

\$22.00 / hour  
Home support worker / caregiver  
Job Bank, updated 2025 wage data

### Toronto Region median

\$21.00 / hour  
NOC 44101  
Job Bank regional data

### Ontario minimum wage

\$17.60 / hour through Sept. 30, 2026  
\$17.95 / hour from Oct. 1, 2026

TFWP employers must generally pay at least the Job Bank prevailing wage for the occupation and work location.

Room/board does not simply replace wages. Ontario has specific deemed amounts for domestic workers.

Budget for employer payroll costs, vacation/public-holiday entitlements and other employment obligations—not just the hourly wage.

# 5. Immigration: what is actually available in 2026?

Do not confuse a caregiver job offer with automatic permanent residence.

## Already authorized to work in Canada

Often the simplest route: verify the person's current status and whether it permits work in Canada.

## Temporary Foreign Worker Program

For eligible in-home caregiver positions, an employer may need a positive LMIA and the worker must have a valid job offer.

## Home Care Worker Immigration Pilots

These pilots offered PR pathways for NOC 44100/44101, but IRCC currently lists them as closed.

## Old caregiver pilots / LCP

The old Live-in Caregiver Program is closed to new applicants; older caregiver pilots are also closed.

## 6. TFWP / LMIA technical snapshot

If hiring from overseas, verify the exact route before paying a recruiter or making promises about PR.

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### Job & NOC

Home support worker is NOC 44101; job duties must genuinely match the occupation.

2

### Wage

Use Job Bank to determine the prevailing wage for the occupation and work location.

3

### LMIA stream

As of July 17, 2026, Ontario's TFWP high/low-wage threshold is \$36.92/hour. This determines the LMIA stream; it is NOT the caregiver's minimum pay.

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### Recruitment

LMIA applications require required advertising/recruitment. Current caregiver guidance indicates 8 weeks for low-wage and 4 weeks for high-wage positions.

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### Work permit

After a positive LMIA, the foreign worker applies for the appropriate work permit before working for you.

## 7. Practical hiring checklist & official websites

- ✓ Define care needs, schedule, duties and overnight expectations.
- ✓ Verify identity, references, experience and work authorization.
- ✓ Use a written employment agreement with hours and hourly wage.
- ✓ Set up payroll and maintain required employment records.
- ✓ If using TFWP, confirm NOC, prevailing wage, LMIA stream and recruitment requirements.
- ✓ Never rely on 'guaranteed PR' promises. Immigration rules and intake can change.

### Canada.ca — Hire a caregiver

Official caregiver hiring / TFWP information

### IRCC — Home Care Worker pilots

Current pilot status and immigration instructions

### Job Bank — NOC 44101 wages

Prevailing wage and labour-market information

### Ontario Employment Standards

Domestic-worker rules, minimum wage and employment rights