

[The process of applying through the “Live-In Caregiver Program”](#)

**Are you ready to hire a nanny or caregiver through the “Live-In Caregiver Program”?
Here is how it works!**

1. We pre-screen nannies/caregivers from overseas alongside our partners in Hong Kong and Taiwan. We compile a database of qualified candidates who have met the strict requirements of the government program.
2. Through a series of questions and discussion with you, we identify your family’s specific needs, values and wishes. This assessment helps us match you to candidates from our database.
3. We provide you with candidate profiles, which include a photo of the candidate, their curriculum vitae (CV) with previous work experience, and often a personalized letter from the candidate to your family.
4. Once you have selected the candidate you wish to proceed with, we will guide you through the interview process and provide sample interview questions.
5. Following the interview process, should the candidate not meet your needs, we complete a new search until you find a suitable candidate.
(Our searches and advertisements are all in compliance with Employment and Social Development Canada (ESDC) advertising requirements).
6. We assist you in completing all the necessary government and legal documentation, including the employment contract.
7. We will complete the Labor Market Impact Assessment (LMIA) and submit it to ESDC on your behalf.
8. If approved by ESDC, you will receive a confirmation letter by mail.
9. We send a copy of the approved LMIA along with the employment contract to our overseas partners. They will then take care of acquiring a work permit and temporary visa for your newly hired nanny/caregiver.



10. Once the work permit and visa are approved, Ayah Nannies can assist you in booking your nanny/caregivers one way travel arrangements.
11. This entire process can take up to 6 to 8 months. If you are in need of a nanny/caregiver immediately, we can help you hire one local to Canada to temporarily fill the position. However, we cannot guarantee being able to fill this position.
12. Once the nanny/caregiver arrives in Canada, our team remains available to assist you throughout the adaptation period.
13. We complete an extensive follow-up to ensure your satisfaction. If you are not completely satisfied and you are within the terms of “The Ayah Nannies Guarantee” we will offer a one-time replacement and recommence the entire process to find you a new nanny/caregiver.

[The Ayah Nannies Guarantee](#)

We offer a one-time replacement nanny/caregiver if you and your family are not completely satisfied and/or if the nanny does not meet your expectations within 30 days from the start date. This one-time replacement is valid if the employer has not neglected to obey the Provincial/Territorial Employment Standards Act/Human Rights Laws and the Employer/Employment Contract. We will recommence the entire process of finding a new nanny at no additional cost (the agency fee is waived). However, you, the employer will be responsible for providing payment for any government application fees (example: LMIA application), all travel costs/airfare and all required taxes.

