



PARUSH MANN LAW
PROFESSIONAL CORPORATION



Prepared by: Parush Mann

*“Legal immigration compliance isn’t just a requirement,
it’s an opportunity for empowerment.”*

ABOUT US

Parush Mann Law P.C. (“PMLPC”) is a Canadian firm specializing in Canadian immigration law. Parush Mann is the managing director of the firm, and we have built a team of legal professionals with over 30 years of combined experience.

We believe empowerment comes from clarity, confidence, and knowledge. Our legal expertise and learning programs are designed to give you the tools and guidance to make informed decisions with certainty and purpose.



LEGAL SOLUTION: IMMIGRATION COMPLIANCE TRAININGS

At **PMLPC** we design and deliver training programs that integrate legal expertise with strategic learning to help organizations mitigate risk, strengthen onboarding, and cultivate long-term workforce resilience.

Training and Solutions We Offer

1 **Foundational Trainings** (Upskill & Reskill Employees)

- Introductory programs designed for professionals new to immigration or compliance
- Immigration compliance for Human Resources professionals
- Understanding Permits, and Maintained Status
- Navigating National Occupation Classification (“NOC”) Index
- Risks and Opportunities - International Students
- Verification and Authentication of Immigration Status and Documents

2 **Advanced Trainings** (Support Employee Growth)

In-depth sessions on complex topics such as:

- Temporary Residence Pathways
- Permanent Residence Pathways
- Citizenship Pathways
- Labour Market Impact Assessments (“LMIA”)
- Labour Strategies
- Immigration Investigations
- Organizational Compliance Systems
- Navigating Immigration Compliance under Employment and Human Rights Framework

3

Role-Based Trainings (Improve Onboarding and Operations)

- Custom sessions focused on integrating legal compliance into onboarding and operational workflows
- HR Compliance Onboarding Bootcamp

4

Microlearning Modules (Enhance Organizational Performance)

- Targeted sessions designed to scale compliance systems and embed accountability across the organization
- **5-Minute Modules Series: “Know the Permit”**
Each lesson introduces a specific work or study permit type and outlines the associated employer responsibilities, employee rights, and common compliance red flags. Each video is followed by a quick quiz

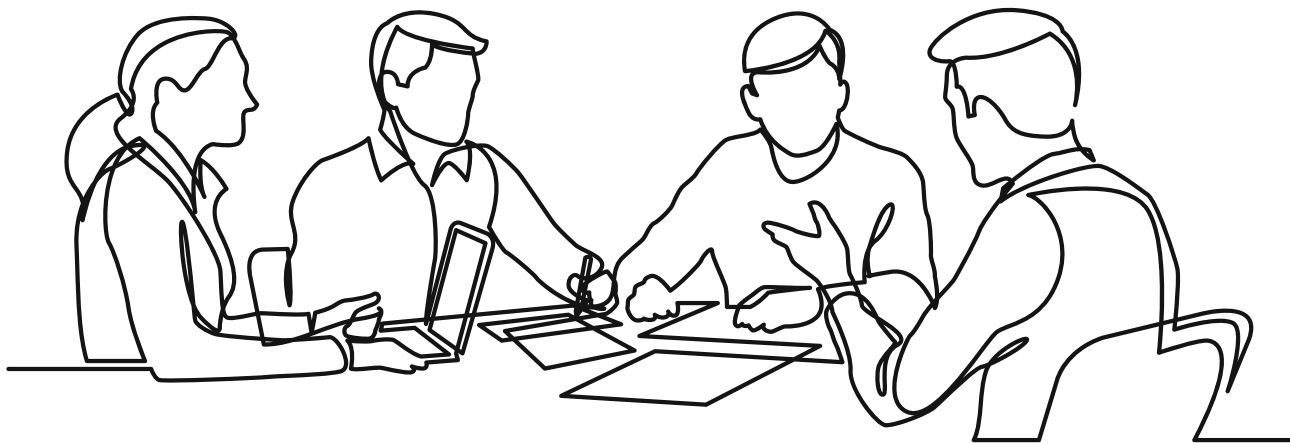
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Legal Clinics & Consultations (Drive Engagement & Retention)

- One-on-one legal guidance and follow-up support to address real-world compliance challenges, build trust, and encourage continuous learning

SAMPLE SESSION OVERVIEW:

IMMIGRATION COMPLIANCE FOR HUMAN RESOURCES PROFESSIONALS



Training Title: Why Immigration Compliance Matters: Understanding the three R's, Risk, Responsibility & Readiness

Training Format and Duration: Live Webinar 90 minutes (MS Teams)

Learning Objectives

- Understand the core components of immigration compliance relevant to Employers.
- Common pitfalls in hiring and onboarding temporary foreign workers (“TFWs”).
- Recognize the types of temporary permits and permanent residence pathways relevant to hiring and retaining TFWs.
- Analyze an organization’s exposure to legal risk due to precarious immigration statuses and non-compliance.
- Integrate compliance checks into recruitment, onboarding, and retention processes.

TRAINING STRUCTURE (90 MINUTES)

Segment	Duration	Content	Delivery Format
Introduction & Context	10 mins	Why compliance matters: overview of risks , legal consequences, reputational impact	Lecture
Immigration 101 for HR	25 - 35 mins	Types of work permits common HR pitfalls, responsibilities	Lecture
Risk Mapping Workshop	10 - 15 mins	Breakout analysis of 2-3 employee profiles with varying permit statuses	Interactive exercise, open discussion
Red Flags & Mitigation	10 - 15 mins	Common compliance errors, how to screen and intervene early to build organizational readiness .	Lecture, compliance checklist
Key Takeaways	5 mins	Summary, HR compliance roadmap	Closing points
Q&A	10 - 30 mins	Discussion	Open discussion



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Thank you

