



FATHER'S DAY 2026

Give your family the gift of time.

The sponsorship guide.

How to welcome a live-in international nanny into your Quebec home, step by step — timelines, eligibility, cost and the medical exception, explained simply.

WHY THIS GUIDE

The best gift isn't a tie. *It's time.*

Being a present father isn't about doing everything — it's about being there. A live-in nanny gives you back your evenings and weekends, without sacrificing your children's stability.

This guide explains, in plain terms, how sponsoring an international nanny works: who qualifies, how long it takes, what it costs, and how to start this week.

What is international sponsorship (TFWP)?

When local nannies are scarce, a Quebec family can welcome a qualified live-in nanny from abroad through the Temporary Foreign Worker Program (TFWP / LMIA). For the nanny, this path leads — over time (2 to 4 years) — to permanent residence, meaning lasting stability for your family.

Who qualifies?

In the regions (outside greater Montreal): eligible for live-in international nanny sponsorship.

Montreal, Laval, Gatineau, Brossard: live-in international sponsorship is restricted there (Schedule H) — unless the medical exception applies.

The medical exception — the barrier that falls

A child with special needs (ASD, Down syndrome, etc.) or an elderly loved one with a **documented** loss of autonomy unlocks live-in sponsorship **anywhere in Quebec**, including in normally restricted areas.

THE JOURNEY

The steps — 8 to 9 months

Sponsorship is a long-term project, not a last-minute fix. Here is the realistic path, from the first call to arrival in your home.

1

Matching

Our team pinpoints your needs and shortlists nanny profiles that fit your family.

STEP 1

2

LMIA / TFWP

Labour Market Impact Assessment: we demonstrate the need and obtain authorization.

ABOUT 3 TO 4 MONTHS

3

Work permit

The nanny files her permit application and completes the immigration steps.

ABOUT 2 TO 3 MONTHS

4

Arrival & settling in

The nanny arrives in Quebec and settles in — supported by our in-house legal team.

STEP 4

5

Integration

She finds her bearings in your home and becomes that stable “third parent.”

STEP 5

The parent who plans ahead starts now: begin today, and help is living in your home by spring.

COST, TRUST & YOUR OFFER

What does it cost?

You pay the nanny a salary **from \$19/hr** (the rate depends on the NOC job category and is adjusted yearly). Depending on your situation, Quebec assistance programs may apply.

Regency's agency fees vary with your file — you receive a **transparent quote during a free, no-obligation consultation**.

Why an agency led by a lawyer?

Regency is the only agency in the province led by a **lawyer, member of the Quebec Bar**, with an in-house legal team handling every work-permit and TFWP step. CNESST recruitment permit · 22 years serving Quebec families.

YOUR CODE · 20% OFF OUR AGENCY FEES

PAPA20

Valid for any sponsorship request submitted by June 30, 2026.

- 1** Call **(514) 344-0099** and give code PAPA20 to our recruitment team.
- 2** Or fill out the form at **regency-nannies.com/fathers-day** and enter code PAPA20.
- 3** The code is also in the email that came with this guide — keep it handy.

Let's start — free consultation

Regency Nannies

(514) 344-0099 · info@regency-nannies.com

4770 Kent Avenue, Suite 201, Montreal, QC H3W 1H2 · 9 a.m.–5 p.m.

General information provided for guidance only. Timelines and eligibility vary by file and current regulations. A consultation lets us assess your specific situation.