



Saskatchewan Real Growth, Real Opportunity

Labour Force Solutions – Immigration

Employer Presentation

February 6-7, 2013

Immigration Options



- The Ministry of the Economy is working with employers to provide enhanced information on options available in hiring foreign workers to Saskatchewan.
- The SINP program is one of many programs offered by both the Provincial and Federal Governments to ensure employers have the right tools to best meet the demands of their labour market needs.

Immigration Options



Permanent Employment Opportunities

- Skilled Trades
- Federal Skilled Worker Program
- Canadian Experience Class
- Saskatchewan Immigrant Nominee Program (SINP)

Temporary Employment Opportunities

- Temporary Foreign Work Permit (TFWP)
- Regular Labour Market Opinion (LMO)
- Accelerated Labour Market Opinion (A-LMO)
- Group of Employers (GoE)
- Labour Mobility Agreements (i.e. Agreement Internal Trade).



Permanent Employment Options

Citizenship and Immigration Canada (CIC) assess applications:

Federal Skilled Trades Program (New)

- Addresses serious labour shortages within some Canadian regions and will assist in growing Canada's economy.
- Applications will be accepted from up to 3000 applications from 43 occupations.
 - 26 in-demand occupations
 - 17 occupations subject to sub-limits of 100 applications each.
- Eligibility criteria includes:
 - Basic language proficiency in either English or French
 - Valid offer of employment in Canada or;
 - Certificate of qualification from a province or territory in a qualifying skilled trade;
 - At least two years experience in the occupation within last five years;
 - Meeting employment requirements set out in the National Occupational Classification System.
 - <http://www.cic.gc.ca/english/immigrate/trades/index.asp>

Permanent Employment Solutions continued...

Citizenship and Immigration Canada (CIC) assess applications:

- **Federal Skilled Worker (FSW)**
 - For people who want to settle and work in Canada
 - Average processing times: Vary from visa posts across the world (i.e. China 26 months)
 - For up-to-date processing times for temporary work permits:
www.cic.gc.ca/english/information/times/temp/workers
- **Canadian Experience Class (CEC)**
 - For temporary foreign workers who have recent Canadian work experience or foreign students who have graduated and recently worked in Canada
 - Average processing times: 14 months
 - <http://www.cic.gc.ca/english/immigrate/cec/index.asp>

Government of Saskatchewan Immigrant Nominee Program (SINP)

- Federal-Provincial Agreement – Permanent Residence Program
- Saskatchewan works with employers to bring in skilled workers to meet labour market demands
- Approved nominees are “Fast-tracked” through the Federal immigration system
- Wages, working conditions and benefits must be comparable to wages paid to Canadian workers
- Information for employers:

<http://www.saskimmigrationcanada.ca/employers>

Government of Saskatchewan Immigrant Nominee Program (SINP)

STEP 1: Nomination issued by Province of Saskatchewan

- Saskatchewan Immigration Services Branch assess applications
 - Average processing time: 5 months
 - Applicant can apply for a Temporary work Permit while waiting for Permanent Residency
 - Provincial website: <http://www.saskimmigrationcanada.ca/how-to-immigrate/>

STEP 2: Permanent Residency issued Federal Government: Citizenship and Immigration Canada

- Average processing times: Vary from visa posts across the world
 - London: 23 months
 - Manila: 11 months
 - Paris: 5 months
 - <http://www.cic.gc.ca/english/information/times/perm/provincial.asp>

Provincial Immigration

Hiring Through the SINP – *A Step-by-Step Employer Checklist*

Step 1:

Review the SINP Employer Step by step checklist

www.saskimmigrationcanada.ca/employers

Step 2:

SINP Employer sign-up on-line and submit job approvals

www.saskimmigrationcanada.ca/employers

Step 3:

Employer search for potential employees internationally

Step 4:

Prepare letter of offer

Step 5:

Foreign Worker applies for Permanent Residence through SINP for nomination

www.saskimmigrationcanada.ca/sinp

Foreign worker receives nomination and sends paperwork to Canadian Visa Office

www.cic.gc.ca

If nominated, Foreign worker is eligible to apply for a temporary work permit while PR application is being processed

Step 6:

Prepare for worker's arrival

Temporary Employment Solutions

Government of Canada Temporary Foreign Work Permit

The Government of Canada issues temporary work permits.

Step 1: Employer must submit a Labour Market Opinion (LMO):

- **A document that an employer in Canada must obtain from Human Resources & Skills Canada (HRSDC) before hiring a foreign worker.**
- **A positive LMO will show that there is a need for a foreign worker to fill the job and that no Canadian worker can do the job. A positive LMO is sometimes called a Confirmation letter.**
- **<http://www.cic.gc.ca/english/helpcentre/answer.asp?q=163&t=17>**

Temporary Employment Solutions

Government of Canada Temporary Work Permit

Step 1 continued

- Service Canada (Human Resources and Skills Development Canada) assesses applications
- Regular LMO: Average processing times is 10-12 weeks
- Accelerated LMO: Average processing time is 10 days
 - Available to employer who have used the Temporary Foreign Worker program and been approved for a positive LMO in the last two years
- Website:
http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/index.shtml

Temporary Employment Solutions

Government of Canada Temporary Work Permit

- The Government of Canada issues temporary work permits.

Step 2: Applicant submits application for a Temporary Work Permit

- Citizenship and Immigration Canada (CIC) assesses applications and Canada Border Services Agency (CBSA) supports issuance at port of entry/visa posts
- Average processing times: Vary from visa posts across the world
 - London: 2 months
 - Manila: 5 months
 - Paris: 2 months
- Website:
<http://www.cic.gc.ca/english/information/times/temp/workers.asp>

Temporary Employment Opportunities

Government of Canada Temporary Work Permit LMO Exemption

- The Government of Canada grants LMO exemptions to Francophone skilled workers.
- Applicant submits application for a Temporary Work Permit with a letter of offer but does not require an LMO.
- Average processing time is one to three weeks.

Labour Mobility Agreements

Agreement on Internal Trade (AIT):

- States that any qualified worker in an occupation in one province or territory must be granted access to similar employment opportunities in any other Canadian jurisdiction.
- Three main barriers that prevent or limit the interprovincial movement of workers:
 - residency requirements;
 - practices related to occupational licensing, certification and registration; and
 - differences in occupational standards.

As an employer what are my rights and responsibilities?

- The job offer you provided is still available for the foreign worker when they arrive.
- Labour Regulations still apply with foreign workers:
 - Labour Standards: <http://www.lrws.gov.sk.ca/labour-standards>
 - Occupational Health and Safety: <http://www.lrws.gov.sk.ca/ohs>
 - Worker's Compensation Board (WCB), etc.

As an employer what are my rights and responsibilities? (cont'd)

- If worker is on a work permit, you must ensure he/she it is valid at all times—dual responsibility between employer and employee
- The Employer Unit is available to support employers through the immigration process
- **T: (306) 798-7467**
- **E: immigrationemployer@gov.sk.ca**

As an employer what are my rights and responsibilities? (cont'd)

- The Program Integrity Unit is available to support the worker and the employer with questions
- **T: (306) 787-0006**
- **E: immigrationpi@gov.sk.ca**

What do I need to include in my offer letter?

All Letters of Offer must:

- Addressed to the Principal Applicant
- Written on a company letterhead
- Include the company contact name, phone number, e-mail address and mailing address
- Indicate the job title and main duties and responsibilities of job offered
- Indicate the salary and position is permanent and full-time and
- Describe the benefits offered
- Meet Canadian standards for the occupation (salary, benefits, work conditions) and remain available to that foreign worker when s/he arrives.

What if I get inquiries from the foreign workers I hired?

The foreign worker you hired may contact you to ask questions or to seek clarification on their application while it is in process. You can refer them to the SINP office at any time.

Telephone: Canada (011) 306-798-SINP (7467)

Facsimile: Canada (011) 306-798-0713

E-mail: immigration@gov.sk.ca

Website: www.saskimmigrationcanada.ca

Do I need to hire a representative, consultant or a lawyer?

You can apply to the Saskatchewan Immigrant Nominee Program (SINP) directly without additional help from a representative.

If you choose to hire a representative, your application will not be given special attention. You will not receive any faster processing and it will not affect the outcome of your application. The SINP does not recommend or endorse any individual representatives.

If you do hire a representative, the SINP will, however, contact you regarding your employer application.

Can I get information about the status of their application to the SINP?

The employer will be notified when the foreign worker is nominated.

If the foreign worker would like you to be able to check on their application status, they must complete the federal form Authority to Release Personal Information to “Designated Individual (IMM 5475)”

What community supports are available for the worker and families?

- Refer workers to the Saskatchewan Immigration portal:
 - www.saskimmigrationcanada.ca
- Community Gateways, Newcomer centers and immigrant serving agencies

Government of Saskatchewan Immigration

For more information visit the SINP Employer Portal:

- The Saskatchewan Immigration website has information to assist employers with every aspect of the immigration process – from hiring foreign workers to helping them settle in their workplace and community.

SINP Wage Policy:

- Wages paid must be comparable to wages paid to Canadian workers.

Visit the following website for more information:

www.saskimmigrationcanada.ca/employers

Government of Saskatchewan Immigration

Labour Market Services & Community Supports

Labour market services

- www.saskjobs.ca
- <http://www.sasknetwork.gov.sk.ca/html/Home/cansask/cansask.htm>
- Regina Job Order Line (for Employers): 306-787-1400
- Email: Regina.CanSask@sasked.gov.sk.ca
- www.workingincanada.gc.ca

Settlement

- Refer workers to the Saskatchewan Immigration portal:
www.saskimmigrationcanada.ca

Government of Saskatchewan Immigration

- **SINP Contact Information:**

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- For more information go to our website: www.saskimmigrationcanada.ca