

29. Changing Employment Post-Nomination

Nominees are required to maintain full-time employment in Newfoundland and Labrador throughout the entire processing of the permanent residence application.

If there is an anticipated change in employment, the nominee is required to notify their designated IPDO or contact OIM at pnnp@gov.nl.ca prior to the change. If it is not possible to notify the OIM of the change prior to it occurring, nominee must notify the OIM immediately after.

A change in employment includes:

- Change in hours (i.e., reduction of hours);
- Change in position;
- Change in work location; and/or,
- Loss of employment.

If OIM is not notified immediately, it may result in the cancellation of the nomination.

OIM will review the circumstances of the change in employment to determine the best course of action. Wherever possible, the OIM will work with the nominee to assist in maintaining their nomination. Nominees must continue to meet the NLPNP criteria for the nomination to be maintained.

29.1 Nominees Holding an Open Work Permit

PROCEDURES:

1. Nominee will notify OIM of a change in employment.
2. OIM will review the circumstances of the change and determine whether there is the possibility for the nominee to continue meeting the NLPNP criteria.
3. If the nominee must seek a new full-time job offer, the nomination will be placed on hold for four (4) weeks to allow time to secure a new job offer.
4. The nominee must provide the IPDO with the requested updated employment documents for review. The IPDO may request additional documents to ensure the nominee and job offer continue to meet the eligibility criteria of the NLPNP.
5. If approved, an extended and revised Nomination Certificate will be issued with the new employment details. A work permit letter of support is not required if the nominee continues to hold a valid open work permit.
6. OIM will relay this update to IRCC.
7. The nominee will provide this update to IRCC via the [IRCC Web Form](#).
8. The nominee can start working right away with the new employer or in the new position, if they hold an open work permit with no conditions.

29.2 Nominees Holding a Closed Work Permit

PROCEDURES:

1. The nominee will notify OIM of a change in employment.
2. OIM will review the circumstances of the change and determine whether there is the possibility for the nominee to continue meeting the NLPNP criteria.
3. If the nominee must seek a new full-time job offer, the nomination will be placed on hold for four (4) weeks to allow time to secure a new job offer.
4. The nominee must provide the IPDO with the requested updated employment documents for review. The IPDO may request additional documents to ensure the nominee and job offer continue to meet the eligibility criteria.
5. If approved by Manager, an extended and revised Nomination Certificate will be issued with the new employment details.
6. The IPDO will issue a permit change of conditions letter of support to allow the nominee to apply to IRCC for a new work permit based on the new employment conditions. The employer must complete the federal Employer Portal requirements and pay the Employer Compliance fee.
7. OIM will relay this update to IRCC.
8. The nominee will provide this update to IRCC via the [IRCC Web Form](#).
9. The nominee will apply to IRCC for a new closed work permit.

Once the nominee receives authorization from IRCC or the official work permit, they can start working with the new employer or in the new position.