

4.0 Settlement Assistance

In order to be nominated under the Newfoundland and Labrador Provincial Nominee Program (NLPNP), prospective international workers must be able to demonstrate they have sufficient settlement funds and financial resources to successfully establish themselves in NL.

For positions whose wages are below Newfoundland & Labrador's median hourly wage for that occupation^[1], employers will be required to provide additional settlement supports to the prospective international worker to support successful economic establishment and long term retention in the province. The employer is responsible to ensure that the supports are in place **and will not be recovered from the foreign worker(s), i.e., payment plans, reduction of wages, etc.** These supports may include:

1. Housing:
 - - Assisting the prospective international worker in finding suitable, affordable and appropriate accommodations.^[2]
2. Transportation costs paid by employers, which include:
 - - Transportation from the prospective international worker's country of current residence to the new work location in Newfoundland and Labrador; or
 - Transportation from the prospective foreign worker's current residence in Canada to the new work location; and
 - If the relationship breaks down within the first year of employment, at the request of the employee, it is mandatory that the Employer pay the return transportation costs, unless the employee finds other LMIA or JVA approved employment in the province.
3. Health Care:
 - - Employers must ensure that international workers they wish to hire are covered by private and provincial health insurance from the first day they arrive in NL. If provincial health care cannot be provided immediately, employers must pay for the equivalent private health insurance until international workers become eligible for the provincial medical care plan.
4. Settlement Orientation:
 - - Referral to the local settlement service provider agency or community organization for information about life and work in Newfoundland and Labrador, as well as assistance with various financial/government applications that may be needed.
5. Spousal Employment:
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- Employment for the spouse in the organization, where applicable and upon satisfactory review of applicant's resume, references and other hiring requirements.
 - Employer should provide contact information of the nearest AESL employment centre to the employee's spouse and encourage them to visit the centre and avail of the appropriate application process(es) for available services for employment opportunities and/or to determine appropriate referral(s) to partners or other service providers.
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[1] See Canada Job Bank wage reports for median hourly wage data <https://www.jobbank.gc.ca/explorecareers.do?selectExploreCareerBy=ec-wages>

[2] For the purpose of the NLPNP, Canada Mortgage and Housing Corporation (CMHC) definitions are used to determine the suitability and affordability of housing:

Suitable housing: does not require any major repairs, according to residents. Major repairs include those to defective plumbing or electrical wiring, or structural repairs to walls, floors or ceilings.

Affordable housing: costs less than 30 per cent of the temporary international worker's before-tax income. Shelter costs include, rent (or mortgage payment) and any payments for electricity, fuel, water and other municipal services.

Please see CMHC [website](#) for further details regarding the definition of suitability and affordability.