



The Way Forward

Immigration to Newfoundland and Labrador

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Preamble

This guide will help you to better understand immigration in Newfoundland and Labrador. Topics covered in this document include:

Immigration – Why It Matters – Learn more about why immigration is important for Newfoundland and Labrador.

How Canada’s Immigration System Works – Learn more about federal and provincial jurisdiction, roles and responsibilities in the area of immigration.

How People Come Here – Learn more on the various routes to immigrating to Newfoundland and Labrador, and the range of immigration categories and processes.

Employers Role in Immigration – Learn more on how to recruit immigrants who currently reside in the province, or presently live in other countries.

It Takes a Province: The Role of Communities – Learn more on how you or your organization can help to attract immigrants to your community and encourage them to stay.

Government wants your views on how to promote and increase awareness of immigration in Newfoundland and Labrador. Email us at immigration@gov.nl.ca or call us at 709-729-6607 to share your views.

Glossary of Acronyms

AIPP	Atlantic Immigration Pilot Program	JVA	Job Vacancy Assessment
CLB	Canadian Language Benchmark	LMDO	Labour Market Development Officer
ESDC	Employment and Social Development Canada	LMIA	Labour Market Impact Assessment
GDP	Gross Domestic Product	NLPNP	Newfoundland and Labrador Provincial Nominee Program
IMP	International Mobility Program	NOC	National Occupation Classification
IRCC	Immigration, Refugees and Citizenship Canada	OIM	Office of Immigration and Multiculturalism
IRPA	Immigration and Refugee Protection Act	TFW	Temporary Foreign Worker
IRPR	Immigration and Refugee Protection Regulations	TWFP	Temporary Foreign Worker Program
		UNHCR	United Nations High Commissioner for Refugees



Introduction

Historically, immigration has helped shape our identity as a province. Our cultural heritage dates back centuries and has been influenced by Irish, English, Scottish and other cultural roots.

In modern day, thousands of individuals come to Newfoundland and Labrador each year to visit, study, work and build a life here from all over the world – India, Syria, Philippines, China, Nigeria, and the United Kingdom, to name a few countries.

Immigration promotes economic development, provides opportunities for innovation, and enriches our cultural fabric. For immigration to work, however, it takes a province – residents, employers, governments, and communities all have a role to play in its success.

Increasing public awareness and understanding of immigration will further support Newfoundland and Labrador's commitment to create and foster a diverse and inclusive environment, and in turn further strengthen its identity as a welcoming place to live, work and raise a family.

Did you know...

- ▶ 500,000 people visited the province in 2016
- ▶ Over 4,000 international students were enrolled in our secondary and post-secondary schools in 2016
- ▶ Over 3,000 foreign workers were employed in the province in 2016
- ▶ Nearly 1,200 individuals chose to make Newfoundland and Labrador their home through the process of immigration

Chapter 1: Immigration - Why It Matters

Immigration has always been important to Newfoundland and Labrador's development. Immigrant settlement in communities throughout the province has shaped our provincial identity. It has defined our province's economic, social, cultural, and demographic growth.

Today, Newfoundland and Labrador is experiencing significant demographic changes. For example:

- ▶ At 1.37 children per woman, the province has the lowest fertility rate in Canada. A fertility rate of about 2.1 is needed to maintain a healthy population level.
- ▶ Provincial population projections suggest that more youth seeking a lifestyle change may move from Newfoundland and Labrador to other parts of Canada to work, study or live.
- ▶ Our province has a death-rate that surpasses the number of births.
- ▶ At 45 years, Newfoundland and Labrador has the highest median age in Canada. Provincial projections forecast that this trend will continue for 20 years or more. This will result in a 13 per cent decrease in people ages 20 to 59 years by 2025. Over the same period, the number of residents over the age of 60 years will increase by 27 per cent.

These population changes can have many implications. For example, the provincial tax base can be impacted by a shrinking workforce. This could put significant pressure on the availability of public services over time. Labour shortages may also impact the availability and demand of certain services and slow economic growth.

There is no single solution to the challenges our population, economy and society is facing. The Government of Newfoundland and Labrador and its partners are taking a collaborative approach in order to respond to the changing needs of our economy and society. That approach includes immigration.

Why immigration makes sense for Newfoundland and Labrador

Immigration represents an important opportunity for Newfoundland and Labrador's economic, social and cultural growth. The Government of Newfoundland and Labrador is increasing efforts to attract and retain immigrants.

1. It's Part of our History

- ▶ Immigration has been an intricate part of Newfoundland and Labrador history since the settlement of European immigrants in the 16th century. English, Irish, Scottish, Basque, French, Portuguese and Italian immigrant

settlement left a mark on our province's identity. Chinese immigration to Newfoundland and Labrador began in the late 1800s, followed by Lebanese and Syrian settlement in the early 1900s.

- ▶ In the late 1970s, Vietnamese refugees escaping persecution in their homeland reached the shores of Newfoundland in search of a better future, floating adrift in fragile boats, and leading to the use of the term 'boat people'.
- ▶ In the early 1980s, Tamil Sri Lankans fleeing violence similarly reached Newfoundland and Labrador as a safe haven. Bulgarian and Cuban refugees fleeing communism in the late 1980s settled in various parts of the province. Since then, immigrants from over 150 different countries around the world have settled in communities throughout Newfoundland and Labrador.

2. It Supports the Workforce

- ▶ All economic immigrants to Newfoundland and Labrador who come through the Provincial Nominee Program or Atlantic Immigration Pilot Program require a full time job offer from a Newfoundland and Labrador employer.
- ▶ Immigration is necessary to address both the demographic and economic needs of our province.
- ▶ Immigration assists in attracting youth from other parts of the world to bring diverse perspectives, talents, and skills to our labour market.
- ▶ Refugees who have been resettled in Newfoundland and Labrador are generally keen to integrate into the labour market, but may require transitional supports to gain language and workforce skills before doing so.
- ▶ Countries around the world see immigration as a means to address workforce needs. For example, immigrants accounted for 47 per cent of the increase in the workforce of the United States between 2004 and 2014, and 70 per cent of the increase in workforce in Europe in the same period.¹ 66 per cent of increases to Canada's workforce are due to immigration.
- ▶ With Canada's most rapidly-aging population and lowest birthrate, it is projected that by 2025, Newfoundland and Labrador will experience a 10 per cent decline in its working-age population, resulting in 35,000 fewer people in the provincial workforce.
- ▶ For every 100 new entrants to Newfoundland and Labrador's labour market in 2015, there were 125 exiting.
- ▶ Immigrants to Newfoundland and Labrador are generally younger, and have the potential to lower our provincial median age (the point at which half of the population is younger and the other half is older).

Did you know...

- ▶ The median age of permanent residents to Newfoundland and Labrador between 2010 and 2015 was 29 years, compared to the provincial median age of 45 years for local residents.

1. Renewing the Skills of Ageing Workforces: The Role of Migration, International Migration Outlook, Organization for Economic Cooperation and Development, 2012.



3. It Contributes to our Economic Health

- ▶ Immigrants fill high-demand labour market vacancies, and they also create jobs. Immigrant-owned businesses in Newfoundland and Labrador provide meaningful employment for local residents and provide quality goods and services in industries such as information technology, food and accommodation, health care, and education.
- ▶ Attracting immigrants to Newfoundland and Labrador helps ensure ongoing consumer demand for private and community sector programs and services, including infrastructure.
- ▶ Working immigrants positively contribute to the provincial tax revenue required to support government social and economic programs, which helps keep costs of public services from rising.
- ▶ A recently completed Canadian study, co-authored by the Memorial University Stephen Jarislowsky Chair in Cultural and Economic Transformation found that immigrants use social safety nets less frequently than

Canadian-born persons, while helping maintain unfunded liabilities, such as the Canada Pension Plan, Old Age Security, and the public health care system. Research also found that immigration can increase GDP, per-capita GDP, productivity, tax revenues, aggregate demand, and other positive metrics of a healthy economy.²

- ▶ A similar British academic study examining the contribution of immigrants to the economy concluded that, between 1995 and 2011, immigrants lowered the cost of some public services. As more people contributed to paying for the cost of services, the end-cost per resident decreased.³
- ▶ Research shows that increased immigration leads to greater Foreign Direct Investment (FDI) and export trade. For example, as immigration from the Philippines has increased in Canada, so has international trade between the two countries.⁴
- ▶ Understanding diversity and interacting in culturally diverse environments is important in an increasingly globalized world, and can have positive outcomes for trade and export development.

Did you know...

- ▶ A Conference Board of Canada report found that 35 per cent of all Canada Research Chairs were foreign-born, much higher than the share of foreign-born Canadians in the country's total population.

(Source: Immigrants as Innovators: Boosting Canada's Global Competitiveness, Conference Board of Canada)

4. It Fosters Creativity and Innovation

- ▶ Immigrants bring different lived experiences to their new communities and workplaces and new approaches to solving longstanding challenges.
- ▶ Cities with diverse and creative residents are more pleasant and productive places to live, which can increase innovation, home prices, and civic pride.⁵
- ▶ Despite representing approximately 12 per cent of the population of the United States, immigrants represent 26 per cent of that country's Nobel Prize-winners, 23 per cent of that country's patent creators, and one-quarter of the owners of United States' venture companies.⁶
- ▶ Cultural contributions of immigration often have important economic benefits. Immigration to the province presents great opportunities to contribute to our social and cultural identity.

2. Peter Dungan, Tony Fang, Morley Gunderson. "Macroeconomic Impacts of Canadian Immigration: Results from a Macro-Model" *British Journal of Industrial Relations* 51.1 (2013), pp. 74-95

3. Dustmann, Christian and Tommaso Frattini. *The Fiscal Effects of Immigration to the UK*, Centre for Research and Analysis of Migration, 2013; Liebig, T and J. Mo. *The Fiscal Impact of Immigration in OECD Countries*, Organization for Economic Cooperation and Development, 2013.

4. *Immigrants as Innovators: Boosting Canada's Global Competitiveness*, Conference Board of Canada, 2010

5. Florida, Richard. *Who's Your City? How The Creative Economy is Making Where to Live the Most Important Decision of Your Life*, Random House Canada, 2008.

6. *Immigrants as Innovators*, 2010.

5. Enriches our Identity and Increases our Cultural Diversity

- ▶ Newfoundland and Labrador's varied history of interaction between European and Indigenous peoples has greatly contributed to a better understanding of the benefits of respecting and supporting diversity.
- ▶ As other immigrant groups settled in Newfoundland and Labrador, including Irish, Scottish, Portuguese, Spanish, Syrian, Chinese, and Lebanese settlers, they brought traditions, cuisines, music, and architecture to the province. These traditions continue to live on today.
- ▶ First and second generation immigrants in the food and hospitality, culture, music and arts, and other industries continue to shape our provincial identity by bringing theirs onto the public sphere.
- ▶ Cultural diversity presents an opportunity to appreciate cultures, which newcomers introduce in professional, personal, or social events or interactions.
- ▶ Culture is dynamic and ever changing – Newfoundland and Labrador's identity is changing with that of the world.

Did you know...

- ▶ Immigrants also make important contributions to the arts. As of 2009, 29 per cent of the prominent Scotiabank Giller Prize recipients were born outside of Canada, showing the disproportionate contribution of immigrants to the arts, compared to their share of Canada's population.

(Source: Immigrants as Innovators: Boosting Canada's Global Competitiveness, Conference Board of Canada)

Chapter 2: How Canada's Immigration System Works

The Government of Canada has an integral role in immigration in Newfoundland and Labrador. Guided by Canada's Constitution Act, 1982, decisions of significant implication on matters relating to immigration must be agreed upon mutually by both governments.

Government of Canada

The federal Department of Immigration, Refugees and Citizenship Canada (IRCC) is primarily responsible for immigration-related priorities, including the following policy areas:

- ▶ facilitating the process of arrival for immigrants;
- ▶ providing protection to refugees in Canada, including their resettlement from other countries;
- ▶ providing programming to help newcomers settle in Canada;
- ▶ granting citizenship;
- ▶ issuing travel documents, such as passports; and
- ▶ promoting multiculturalism.

Did you know...

Immigration and Refugee Protection Act (IRPA)

- ▶ The IRPA guides the Government of Canada's policies and programs on immigration through core principles, rights, and obligations.

Immigration and Refugee Protection Regulations (IRPR)

- ▶ The IRPA Regulations support the implementation of the IRPA through specific laws, procedures, and administrative directions. These regulations provide direction for changes to policies, programs or immigration categories provinces or territories may be considering.

Government of Newfoundland and Labrador

The provincial Department of Advanced Education, Skills and Labour's Office of Immigration and Multiculturalism (OIM) is primarily responsible for immigration-related priorities in Newfoundland and Labrador. Through agreements with the federal government, the OIM assists individuals in achieving permanent residency and is responsible for a number of policy areas focused on:

- ▶ administering the Newfoundland and Labrador Provincial Nominee Program and the Atlantic Immigration Pilot Program;
- ▶ raising awareness of the benefits of immigration;
- ▶ promoting Newfoundland and Labrador as a destination of choice to prospective immigrants;
- ▶ enhancing settlement services and promoting Welcoming Communities; and
- ▶ promoting multiculturalism throughout Newfoundland and Labrador.

The OIM oversees the implementation of The Way Forward on Immigration in Newfoundland and Labrador, Government of Newfoundland and Labrador's collaboration and partnership-focused action plan for increasing immigration to the province to 1,700 annually by 2022.

Provincial and territorial immigration programs are interconnected to Government of Canada processes. An individual who applies to be nominated for permanent residency through the Newfoundland and Labrador Provincial Nominee Program will need to undergo a second step of assessment through federal processes to become a permanent resident. Final authority to grant permanent resident status resides with the Government of Canada.

Did you know...

To designate an employer under the Atlantic Immigration Pilot Program, the Office of Immigration and Multiculturalism conducts a series of assessments - including verification that employers are in good standing and not in violation of:

- ▶ Immigration and Refugee Protection Act (IRPA)
- ▶ Occupational health and safety guidelines and legislation
- ▶ Human Rights legislation
- ▶ Labour legislation



Immigration Agreements

1. Canada-Newfoundland and Labrador Immigration Agreement

Responsibilities for managing various parts of the immigration system are clearly defined in the Canada-Newfoundland and Labrador Immigration Agreement, signed in July 2016. The agreement recognizes the needs and priorities of Newfoundland and Labrador, and formalizes and strengthens the partnership between the two orders of government to encourage immigration to the province.

The OIM is responsible for provincial oversight of the Canada-Newfoundland and Labrador Immigration Agreement. More information on the Canada-Newfoundland and Labrador Immigration Agreement is available online at www.cic.gc.ca/english/department/laws-policy/agreements/nfld/CNLIA.asp

The Government of Newfoundland and Labrador negotiates its annual immigrant and refugee intake with the Government of Canada.

Up to 1,050 nominations are available under the Newfoundland and Labrador Provincial Nominee Program to individuals interested in seeking permanent residency in the province. The total number of immigrants may be higher, as each year many newcomer individuals and families choose federal routes to permanent residency in making Newfoundland and Labrador their home.

To access the Canada-Newfoundland and Labrador Immigration Agreement, please visit the Department of Advanced Education, Skills and Labour website at www.aesl.gov.nl.ca.

2. Canada-Newfoundland and Labrador Agreement on the Atlantic Immigration Pilot Program

In March 2017, the Government of Canada and the Government of Newfoundland and Labrador signed the Canada-Newfoundland and Labrador Agreement on the Atlantic Immigration Pilot Program (AIPP), establishing a three-year program that will run until December 31, 2019. Under the AIPP, Newfoundland and Labrador manages an annual allocation of up to 442 individuals who could transition to permanent residency (from a total of 2,000 allocations for all Atlantic provinces).

The AIPP strengthens Newfoundland and Labrador's ability to attract and retain a skilled workforce by using an innovative approach to immigrant selection. This approach involves closer coordination between governments, employers, communities, and settlement agencies to improve the retention of immigrants.

Under the agreement, the Government of Newfoundland and Labrador can designate employers to participate in the AIPP, and endorse eligible applicants who have a job offer from a designated employer. Once designated, employers are more easily able to secure qualified immigrants from around the globe.

Employers must be in operation in Newfoundland and Labrador for at least two years to qualify for the AIPP. Also, they must show proof that they have been unable to hire qualified individuals from the local labour market.

The Government of Canada sets policy direction under the AIPP, and makes the final selection on which individuals are admitted. The federal government also monitors and evaluates the effectiveness of the program.

For more information on the AIPP and how to seek employer endorsement, please visit the OIM website at www.nlimmigration.ca.

Chapter 3: How People Come Here

People come to Newfoundland and Labrador in a variety of ways. Understanding immigration categories provides greater insight into how people settle in Newfoundland and Labrador.

1. Temporary Resident Program (Government of Canada)

Some people come to Canada as temporary residents. This group includes international students, temporary workers, and visitors. Visitors and international students may undergo different processes to enter Canada, depending on their country of origin. For example, some countries require exit visas to allow citizens to leave the country of origin and come to Canada. Further, Canada has a visa requirement for some countries, which requires a Government of Canada-led application process for entering the country.

Temporary Resident Categories

- ▶ International Students
- ▶ Temporary Foreign Workers (Temporary Foreign Worker Program and International Mobility Program)
- ▶ Business Visitors
- ▶ Visitors / Tourists
- ▶ Parent and Grandparent Super Visa

Source: Immigration, Refugees and Citizenship Canada

2. Temporary Foreign Worker Program and International Mobility Program

The Temporary Foreign Worker Program is a federal program which enables Canadian employers to hire foreign workers on a temporary basis to meet immediate labour needs, provided that Canadians/permanent residents are not readily available to fill these jobs. The program is fully administered by the Government of Canada and includes the **Temporary Foreign Worker Program (TFWP)** and the **International Mobility Program (IMP)**. Employers may be required to obtain a positive Labour Market Impact Assessment (LMIA), which shows that the employer underwent adequate efforts to recruit from the local labour pool before hiring foreign workers, and that the prospective foreign worker will be paid and employed at the same standard as Canadian workers.

	Temporary Foreign Worker Program	International Mobility Program
Purpose	To allow employers to hire foreign workers to fill temporary labour and skill shortages, pending a positive Labour Market Impact Assessment (LMIA).	To hire temporary foreign workers without requiring a LMIA. Jobs exempted from LMIA's are either in the interest of Canada, fall under and international trade agreement, or fall under an agreement between the federal government and a provincial or territorial government. Includes Francophone workers recruited at an international immigration recruitment event.
Program management	Jointly managed by Employment and Social Development Canada (ESDC) and Immigration, Refugees and Citizenship Canada (IRCC).	Jointly managed by Employment and Social Development Canada and Immigration, Refugees and Citizenship Canada.
Cost	\$1,000 for a one-year work permit application.	No cost to the employer.
Sectors in which TFWs and IMPs are employed	Management; business, finance, and administration; natural and applied sciences; health; education, law and social, community, and government; sales and service; trades, transport, and equipment operators; natural resources, agriculture, and related production; manufacturing and utilities	Management; business, finance, and administration; natural and applied sciences; health; education, law and social, community and government; art, culture, recreation, and sport; sales and service; trades, transport and equipment operators; natural resources, agriculture and related production; manufacturing and utilities
Top five occupations in which TFWs and IMPs are employed in Newfoundland and Labrador (as of December 31, 2016)	Electrical power line and cable workers; Home child care providers; Mechanical engineering technologists and technicians; Deck officers, water transport Engineer officers; water transport Cooks	Civil engineers; Engineering managers; Food counter attendants, kitchen helpers and related support occupations; Construction managers; Cooks
TFWs and IMPs employed in Newfoundland and Labrador (as of Dec 31, 2016)	543	2,986

3. Temporary to Permanent Resident: Federal and Provincial Immigration Programs

Temporary residents may come with intentions to visit, study, or work for a period of time, but lifestyle choices, professional pursuits, and other reasons may prompt them to remain in Newfoundland and Labrador and transition to permanent residency. For example, an international graduate may apply for permanent residency through a provincial immigration program, or through one of the federal permanent residency programs. Others may choose to move here as permanent residents, without having initially transitioned from temporary resident status.

There are a number of options for temporary residents to use if they wish to transition to permanent resident status.

Newfoundland and Labrador Provincial Nominee Program (NLPNP)

Through the NLPNP, the Government of Newfoundland and Labrador can select and nominate qualified international workers to work and live here permanently. The NLPNP assists employers in hiring international workers from overseas and current employees who are temporary residents in settling permanently in the province. Foreign workers, international graduates, and other temporary residents with full-time job offers in Newfoundland and Labrador can apply to the program, with assistance and ongoing support from OIM staff.

This program has economic, social, demographic, and cultural objectives to support the province's needs:

- ▶ Enhancing the provincial economy through the immigration of skilled workers;
- ▶ Addressing particular skill shortages/gaps in identified sectors and regions of the province;
- ▶ Increasing the province's population base; and
- ▶ Enhancing cultural and social development.

There are three categories under the NLPNP. Each requires applicants to either have a full-time job offer or be currently employed in the province. Applicants must also demonstrate their intention to permanently settle here and to economically establish themselves and any dependents accompanying them.

Skilled Worker Category

This category is for international workers and prospective immigrants who have skills that are beneficial to the labour market. Eligible applicants are required to have a guaranteed offer of employment from a local employer, or be currently working in the province on a valid work permit. Employers must also demonstrate a need for the applicant's skill set.

International Graduate Category

This category is for international students who have graduated from a recognized post-secondary educational institution in Canada. Eligible applicants are required to complete at least half of their studies in Canada, and to graduate from a publicly-funded Canadian college or university, or to have completed a minimum of a two-year diploma or degree program, while studying on a full-time basis. One-year post-graduate degree programs and certificate programs requiring a previous degree or diploma are also eligible. If applicants are offered employment in a NOC C (jobs requiring secondary education and/or occupation-specific training) position, they must meet a Canadian Language Benchmark (CLB) 4 level of proficiency in writing, speaking, reading, and listening.



Express Entry Skilled Worker Category

This category is for skilled international workers who have been accepted into the federal Express Entry pool and who have a job offer in Newfoundland and Labrador. It is designed for those in higher-skilled occupations and applicants must show proof of language ability and be eligible under one of the Federal Government's permanent resident categories (see Section 4 for more information).

Annual NLPNP allocation levels are finalized by IRCC, and generally consist of an allocation of up to 500 nominations for the International Graduate and Skilled Worker categories, and an additional 550 nominations for the Express Entry category under the NLPNP.

Atlantic Immigration Pilot Program (AIPP)

The AIPP is a three-year pilot project launched in 2017. The program represents a partnership between the Government of Canada and the Atlantic provinces, and is designed to respond to the unique challenges facing Atlantic Canada. The pilot is open to eligible employers who commit to support the delivery of settlement supports to sponsored immigrants and their dependent family members.

Through this pilot, employers can assist in ensuring up to 442 skilled individuals annually settle in the province and help grow the economy. Eligible individuals may include international graduates from the Atlantic provinces and those whose jobs usually require job-specific training.

The Atlantic Immigration Pilot Program consists of three categories:

Atlantic Intermediate Skilled Program

Skilled individuals who have completed secondary school, and who have at least one year of intermediate-skilled experience, and an indeterminate job offer. A language test confirming Canadian Language Benchmark of 4 or higher is required.

Atlantic High Skilled Program

Skilled individuals who have completed secondary school, and who have at least one year of high-skilled experience, and a job offer in a high-skilled field for at least one year. A language test confirming Canadian Language Benchmark of 4 or higher is required.

International Graduate Category

Individuals who have graduated from an Atlantic post-secondary program of at least two years in duration, and who have a job offer for at least one year in an intermediate or high skilled position. A language test confirming Canadian Language Benchmark of 4 or higher is required.

	Atlantic Intermediate-skilled Program (AISP)	Atlantic High-skilled Program (AHSP)	Atlantic International Graduate Program (AIGP)
Job Offer from designated employer	<ul style="list-style-type: none"> • Full time • Indeterminate • NOC 0, A, B or C 	<ul style="list-style-type: none"> • Full time • One-year contract • NOC 0, A or B 	<ul style="list-style-type: none"> • Full time • One-year contract • NOC 0, A, B or C
Skilled work experience	One year in occupation related to job offer		Not required
Education	<ul style="list-style-type: none"> • Completion of at least high school • Educational Credential Assessment or Canadian credential is required 		Two-year post-secondary diploma from a publicly-funded learning institution in the Atlantic provinces
Language	Level 4 of the Canadian Language Benchmark in English or the Niveau de compétence Linguistique Canadien in French		
Provincial endorsement	Letter of endorsement from the OIM		

4. Federal Immigration Programs

The Federal Government administers the Permanent Resident Program, but also provides options for individuals wishing to transition from temporary to permanent residency through federal immigration categories.

The Economic Class is responsible for attracting the majority of immigrants to Canada and includes Provincial Nominees who are nominated by the NLPNP; Express Entry candidates; live-in caregivers; and entrepreneurs.

Permanent Residency Programs (Federal Government)

Economic Class	Refugee Class	Family Class
Federal Skilled Worker	Privately-Sponsored	Spouses / Partners
Federal Skilled Trades Program	Blended Visa Office-Referred Program	Parents
Canadian Experience Class	Government-Assisted	Grandparents
Provincial Nominees (administered by the Government of Newfoundland and Labrador)	Humanitarian / Asylum	Adopted Children
Entrepreneurs (Start-up Visa Program)		Other Eligible Relatives

Federal Permanent Residency Programs. Source: Immigration, Refugees and Citizenship Canada

Federal Skilled Workers

This federal immigration category requires work experience of at least one year of full-time (30 hours per week/ 1,560 hours total) or part-time equivalency in employment that would fall under National Occupational Classification (NOC) O, A, or B categories. Applicants are also required to have a minimum language level of Canadian Language Benchmark (CLB) 7, and to take a language test approved by IRCC that shows how the applicant meets the level for speaking, listening, reading, and writing (in English or French). Applicants must also have a minimum of a Canadian secondary education or post-secondary certificate, diploma, or degree, or must have a completed foreign credential and an Educational Credential Assessment report completed by an agency approved by IRCC showing that the education is equivalent to Canadian high school or post-secondary certificate, diploma, or degree.

Applicants who meet minimum criteria are then assessed for selection using a 100-point grid, based on six factors:

1. English and/or French skills;
2. Education;
3. Work experience;
4. Age;
5. Whether there is a valid job offer; and
6. Adaptability (how well the applicant is likely to settle in Canada).

Applicants must have a minimum score of 67 to pass the selection process and transition to the Express Entry pool .

Federal Skilled Trades Program

This federal immigration program category requires applicants in skilled trades to have at least two years of full-time work experience, or an equivalent in part-time employment, in a skilled trade within the five years before applying to the program. Applicants are also required to have an offer of full-time employment for a total period of at least one year, or a certificate of qualification in a skilled trade issued by a Canadian provincial or territorial authority. In order to be eligible, applicants are required to have a minimum language level of CLB 5 for speaking and listening, and CLB 4 for reading and writing, and must also take a language test approved by IRCC demonstrating how the applicant scored in speaking, writing, reading, and listening assessments.

Skilled Trade Groups currently eligible for the Federal Skilled Trades Program

- ▶ Industrial, electrical and construction trades (NOC major group 72)
- ▶ Maintenance and equipment operation trades (NOC major group 73)
- ▶ Supervisors and technical jobs in natural resources, agriculture and related production (NOC major group 82)
- ▶ Processing, manufacturing and utilities supervisors and central control operators (NOC major group 92)
- ▶ Chefs and cooks (NOC major group 632)
- ▶ Butchers and bakers (NOC major group 633)

Canadian Experience Class

This federal immigration category requires applicants to have one year of full-time Canadian skilled work experience within three years of applying. Eligible experience includes managerial jobs (NOC 0), professional jobs (NOC A), and technical and skilled trades jobs (NOC B). Eligible applicants must have language levels of CLB 7 for NOC 0 or A positions, or CLB 5 for NOC B positions.

Express Entry

Introduced in January 2015, Government of Canada's Express Entry system manages the Federal Skilled Worker, Federal Skilled Trades, Canadian Experience Class programs, and a portion of Provincial and Territorial Nominee Programs.

The system comprises two steps:

1. Completion of an online Express Entry profile by potential candidates, in which they include details of their skills, work experience, language ability, education, and other details to help Immigration, Refugees and Citizenship Canada assess the candidate's suitability; and
2. Individuals who meet minimum criteria for one of the categories listed above (or the NLPNP – Express Entry Skilled Worker category) will be included in the Express Entry pool, and may then be extended an Invitation to Apply (ITA) for permanent residency. If issued an ITA, individuals have 90 days to apply for permanent residency.

Assessments in Express Entry are made using a scoring analysis – all Express Entry candidates are given a score out of 1,200.

Express Entry Scoring System

Single Candidates	Maximum points	Candidate spouses or common-law partners joining the candidate in Canada	Maximum points
<u>Skills and experience factors</u> , i.e., age, level of education, official languages proficiency, Canadian work experience	500	Skills and experience factors	460
<u>Skill transferability factors</u> , i.e. strong official languages proficiency, and a post-secondary degree; Canadian work experience and a post-secondary degree; Canadian and foreign work experience; certificate of qualification (for people in trade occupations)	100	Spouse or common-law partner factors	40
<u>Additional points</u> , i.e., post-secondary education in Canada, arranged employment, NLPNP nomination.	600	Skill transferability factors	100
		Additional points, i.e., post-secondary education in Canada, arranged employment, and/or NLPNP nomination	600
Grand total (maximum 1,200)		Grand total (maximum 1,200)	

A detailed breakdown of the scores is available on the IRCC website at <http://www.cic.gc.ca/english/express-entry/grid-crs.asp>

Start-up Visa Program

This federal immigration program supports immigrant entrepreneurs who have the skills and potential to build businesses that are innovative, can create jobs for Canadians, and can compete on a global scale. To be eligible, entrepreneurs must have the support of a designated organization, which is a business group approved to invest in or support possible start-up businesses. In Newfoundland and Labrador, Memorial University's Genesis Centre is a designated organization. Designated organizations provide entrepreneurs with a Letter of Support if they decide to support the business. Applicants are required to include the Letter of Support in the Start-up Visa Program.



Applicants must also meet ownership requirements, which allow up to five people to apply for the Start-up Visa Program as owners of a single business. Each of the applicants must also hold at least 10 per cent of business voting rights, and the designated organization and applicants must jointly hold more than 50 per cent of the business voting rights. Applicants must have a language proficiency of CLB 5 in English or French in order to be eligible. Furthermore, they are required to have sufficient savings, as specified by Immigration, Refugees and Citizenship Canada.

Refugee Class

Every year, IRCC earmarks a small share of total immigration to Canada for refugee resettlement. Canada was one of the first signatories of the United Nations Convention on Refugees, and resettles approximately 24,000 refugees every year, as part of a commitment to the United Nations High Commissioner for Refugees (UNHCR). This represents approximately 10 per cent of all annual immigration to Canada. Some individuals may identify Canada as the country where they wish to be resettled because they have family or close friends in the country, or because it provides the sense of safety and security they require.

The Government of Canada receives refugees who have undergone detailed scrutiny, security checks, identity verification, and medical tests before they are selected to come to the country. These verifications are conducted in adherence to the Immigration and Refugee Protection Act, which requires that in facilitating immigration to Canada,

due diligence be conducted on the individuals applying for resettlement. Refugees initially undergo separate interview processes by UNHCR, International Organization for Migration, and IRCC, before they are approved for travel to Canada.

Every year, IRCC notifies provinces and territories of their refugee intake levels. Newfoundland and Labrador has generally received approximately 155 refugees per year until 2016, during the Government of Canada Syrian refugee resettlement campaign, when 403 refugees came to Newfoundland and Labrador.

Some refugees are brought to Canada by IRCC, and are assisted in their first year of integration to Canada through federal financial assistance equivalent to provincial income support, and federally-funded interim health care insurance. They are referred to as **Government-assisted refugees**.

Other refugees are sponsored by private sponsors, who are generally cultural, religious, or social groups. Their settlement expenditures and integration supports are addressed by private sponsors for their first year. They are resettled to Canada as part of Canada's Private Refugee Sponsorship program, and are **privately-sponsored refugees**.

Some other refugees are resettled to Canada through the **Blended Visa Officer-Referred program**, which matches refugees identified for resettlement by UNHCR with private sponsors in Canada. Through this program, refugees are resettled to communities where the private sponsors live, and receive six month of federal financial assistance and federal interim health care assistance, followed by six months of private-sponsor funded assistance, and a full year of emotional and social support.

For different reasons, some individuals who come to Canada may choose to avail of Canada's refugee system and claim refugee status once they are in the country. For example, political circumstances may change significantly after a temporary resident arrives in Canada, and returning to the country of origin may expose individuals to risk of death or persecution. In every circumstance, the threat must be personal – in other words, an individual must be escaping conflict and the risk of death or persecution against them or the social, cultural, religious, political or other group to which they belong. Lesbian, gay, bisexual, transgendered, and queer individuals, or members belonging to minority religious groups, prominent human rights activists, and others may seek protection under Canada's refugee system.

Refugee claimants in Canada generally have their claim heard by the Immigration and Refugee Board, and must be able to show evidence corroborating their story. If an individual refugee claim is approved by the Immigration and Refugee Board, the person is then a protected person, and is eligible for permanent residency in Canada.

For more information on Canada's refugee system, please visit the IRCC website at www.cic.gc.ca/english/refugees/index.asp

Family Class

The Family Class sponsorship programs allow Canadian citizens and permanent residents to sponsor family members, on the condition that arriving immigrants receive care and support from their sponsors. Members of the family class include a sponsor's spouse, common-law partner or conjugal partner; a dependent child of the sponsor; the sponsor's mother or father; a person the sponsor intends to adopt; and other relatives of the sponsor as defined by regulation.

Individuals who agree to sponsor family members formally sign an undertaking, promising to provide financial support and basic requirements for the family members they sponsor. Basic requirements include food, clothing, utilities, personal requirements, shelter, fuel, household supplies, and health care not provided by the public health care system, such as eye and dental care.

For more information on the Family Class immigration program, please visit the IRCC website at www.cic.gc.ca/english/immigrate/sponsor

How Temporary Residents Become Permanent Residents in Newfoundland and Labrador

Temporary Residents

In Newfoundland and Labrador and Canada, temporary residents can either be:

1. Temporary Workers

2. International Students

3. Visitors

Temporary residents, who are in Newfoundland and Labrador and Canada to study, visit, or work for a defined period of time, can apply for permanent residency through either provincial or federal immigration programs.

Permanent Residents

Permanent residency provides all the rights and privileges of Canadian citizenship, with the exception of the right to vote. Permanent residents can be either immigrants, refugees, or family members of either immigrants or refugees.

Individuals wishing to become permanent residents either transition from their temporary resident status to permanent residency, or directly apply for permanent residency from outside the country.

Temporary residents may apply for permanent residency through:

Provincial immigration categories

Newfoundland and Labrador
Provincial Nominee Program

Skilled Worker

International Graduate

Express Entry -
Skilled Worker

Atlantic Immigration Pilot Program

Atlantic High
Skilled Program

Atlantic Intermediate Skilled
Program

Atlantic International
Graduate Program

Federal immigration categories

Economic Class

Federal Skilled Worker*

Federal Skilled
Trades Program*

Canadian Experience Class*

Live-In Caregivers

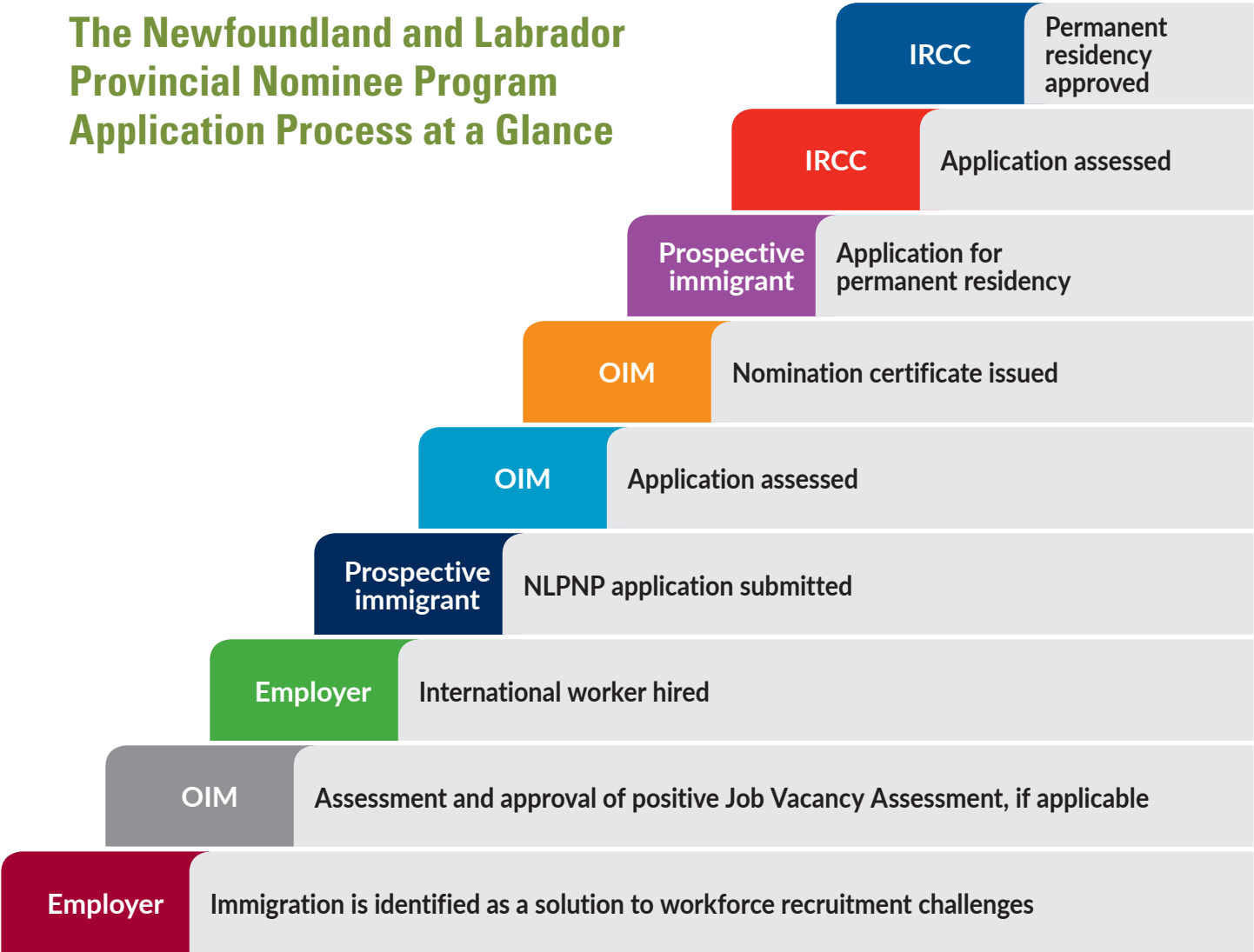
Start-up Visa Pilot

Refugee Class

Family Class

* Eligible for Express Entry processing

The Newfoundland and Labrador Provincial Nominee Program Application Process at a Glance



Similarities and Differences between Immigrants and Refugees

Immigrants and refugees share a number of similar experiences in settling in a new country. However, they undergo very different processes to come to Canada, and are motivated by different reasons for leaving their countries of origin.

	Immigrants	Refugees
Definition	Immigrants are individuals who choose to relocate from one country to another.	Refugees are individuals who flee their country of origin because of conflict or fear of persecution for reasons of race, religion, nationality, membership in a social group or because of a political opinion.
...are permanent residents	<p>Yes – an international worker, graduate, or student can transition to permanent residency through federal and provincial immigration programs.</p> <p>Generally, international workers, graduates, or students come to Canada as temporary residents, and seek permanent residency after working in their fields for a period of time.</p>	<p>Yes – refugees who are resettled to Canada through the United Nations High Commissioner for Refugees automatically become Canadian permanent residents upon landing in Canada.</p> <p>Individuals who seek refugee status after arriving in Canada under a different status go through a refugee determination hearing through the federal Immigration and Refugee Board, which ultimately decides if they will be recognized as refugees. If they are found to be Convention refugees (refugees under the United Nations definition), they will become permanent residents.</p>
...choose to leave their country of origin	<p>Yes - immigrants frequently move to another country to pursue education or a different lifestyle, gain professional experience, financially support their families, or simply seek a new place to call home. Other circumstances beyond their control may also influence their decision to leave their home country.</p>	<p>No – refugees are forced by conflict, war, and/or persecution to leave their homeland. The United Nations estimates that over 21 million people around the world are refugees.</p>
...have time to plan their departure	<p>Yes – immigrants generally have sufficient time to plan their departure, and to part from their family and friends.</p>	<p>No – refugees flee urgent circumstances, and in doing so, rarely have the opportunity to plan their departure.</p>

	Immigrants	Refugees
...undergo security and medical checks	Yes – immigrants undergo rigorous medical and international security checks through Immigration, Refugees and Citizenship Canada.	Yes – refugees undergo rigorous medical and international security checks through the United Nations High Commissioner for Refugees, the International Organization for Migration, and Immigration, Refugees and Citizenship Canada.
...are dependent on government assistance	<p>No – immigrants generally come to Canada with personal savings and pre-arranged employment. They usually also arrive with language ability, work experience, and educational qualifications, are usually moderately to highly skilled and educated.</p> <p>Research shows immigrants are less likely to avail of public services, but more likely to contribute to them.</p>	<p>No – while refugees receive federal financial assistance in their first year in Canada, at rates similar to provincial income support, research shows they are unlikely to remain dependent on assistance.</p> <p>Many refugees are excited to begin working, but must often pause their plans until they develop more proficient English language skills, and begin to have their skills and education recognized. Because of the challenging experiences they undergo, refugees develop resiliency and determination to succeed.</p> <p>Canada’s commitment to support refugees is a humanitarian measure, and is primarily focused on supporting global efforts. In 2015, Canada resettled 22,763 refugees. Approximately 298 of this total, or 1.3 per cent, came to Newfoundland and Labrador. Canadian research studies show that refugees do not have a long-term negative impact on Canada’s social safety net.</p>
...can return to their country of origin	Yes – immigrants come with their passports and can come and go as they please, barring any visa requirement limitations.	No – refugees flee their countries of origin because of the immediate threat of death or persecution. While they may wish to return to their country of origin, refugees rarely have the choice to do so.

	Immigrants	Refugees
...are less likely to integrate	No – immigrants choose to move to Newfoundland and Labrador to work, live, and often raise their families here.	No – refugees are resettled to Canada to reach safety and security. Because refugees do not choose where they resettle, they may require time to learn the language. They may also experience challenges in having their education and skills recognized, especially if they could not bring their documentation. Furthermore, they may be separated from their families due to conflict, which can have an impact on their well-being. Refugees are no less likely to integrate than immigrants, even if some may require more time than immigrants to adjust to their surroundings.



Chapter 4: The Employer's Role in Immigration

Employers, industry associations, and the wider business community play an integral role in immigration to Newfoundland and Labrador. Most immigration to the province is economic in nature, which means immigrants help address specific labour market needs. Employment is essential to eligibility under any provincial or federal immigration categories.

The Government of Newfoundland and Labrador receives an annual allocation of 500 base NLPNP nominations, and up to 550 NLPNP Express Entry nominations. In addition, the Atlantic Immigration Pilot Program (AIPP) provides an opportunity to assist employers in transitioning up to 442 international workers to permanent residency in Newfoundland and Labrador.

For a long time, Newfoundland and Labrador employers have sought increases to provincial immigration to address workforce needs. Both the NLPNP and the AIPP require local job offers for individuals to permanently immigrate to Newfoundland and Labrador. Employers have an opportunity to proactively plan based on anticipated needs, to ensure full use of the province's annual immigration allocation, and to increase immigration to the province.

The Office of Immigration and Multiculturalism is active in seeking commitments from employers on the number of provincial nominations they will seek in given years, to address their workforce demands. This supports better planning and management of the NLPNP and the AIPP. It further assists in maximizing the annual allocation, demonstrates to the federal government the need to maintain and potentially increase the province's nomination allocation to increase immigration to the province, supports labour market and economic growth, and assists employers in meeting their workforce needs.

Employment is a critical factor in increasing immigration, and the Government of Newfoundland and Labrador is committed to working more closely with employers and the business community to achieve the Way Forward vision to increase immigration in the province.

Making the Decision to Hire International Workers

Employers experiencing challenges in attracting and retaining local workers may choose to pursue hiring international workers. International workers may already be temporary residents with work permits who can fill permanent roles in an employer's organization. To fill these roles permanently, employers may wish to support their transition to permanent residency; this support could increase long-term retention. Further, permanent residency offers workers the opportunity to socially integrate into their new communities, and establish a sense of belonging as permanent members of Canadian society.



Employers may need to consider a number of steps before seeking to hire an international worker:

- ▶ Contacting the Department of Advanced Education, Skills and Labour for help and guidance in meeting labour needs using local labour;
- ▶ Publicly advertising positions to recruit a suitable candidate from Newfoundland and Labrador; and
- ▶ Considering international worker hiring as part of the overall human resources planning process, including allocating time and resources (financial and human) to successfully hire, train, and manage international workers.

Why Hire International Workers

There are a number of advantages of hiring internationally-trained workers, including:

- ▶ Increased diversity in the workplace;
- ▶ Increased opportunity to develop and expand nationally or internationally and/or attract new customers; and
- ▶ Increased ability to recruit individuals with the skills, knowledge and experience required.

How Can Employers Access the NLPNP to Hire International Workers?

To access the NLPNP to hire international workers, employers must demonstrate that genuine efforts were made to recruit from the local labour market and that hiring international workers will not negatively impact employment or development opportunities for local residents. In order to demonstrate local hiring challenges, employers must complete a Job Vacancy Assessment (JVA) application.

To support the Job Vacancy Assessment application, employers must demonstrate attempts to hire locally, including:

- ▶ Proof of advertising for a period of at least six weeks within one year of seeking to hire an international worker;
- ▶ Proof of business registration on www.jobbank.gc.ca;
- ▶ Activity reports from job postings (e.g., number of résumés received, number of local candidates interviewed, reasons why local candidates were not successful); and
- ▶ Any other information that demonstrates efforts to hire locally.

Employers that can demonstrate local hiring challenges may then hire international workers under the Skilled Worker or Express Entry-Skilled Worker categories of the NLPNP.

The International Graduate category of the NLPNP does not require a JVA attached to an Employment Offer. In addition, certain employers may be exempt from the JVA process. Examples include (but are not limited to) high demand positions offered through Regional Health Authorities in Newfoundland and Labrador, select Francophone applicants, and Post-doctoral positions or holders of Phd degrees earned through Memorial University of Newfoundland.

The Government of Newfoundland and Labrador may update these exemptions without notice. Employers are advised to contact the Office of Immigration and Multiculturalism to receive additional information.

How Can Employers Complete the Job Vacancy Assessment Process?

The Job Vacancy Assessment (JVA) process is completed by the Department of Advanced Education, Skills and Labour, in consultation with employers experiencing labour shortages and challenges in hiring local workers. Labour Market Development Officers (LMDOs) in employment centres throughout Newfoundland and Labrador can assist employers through the JVA process. Once individual positions are identified, the OIM staff complete additional assessments, in consultation with the Workforce Development Secretariat in the Department of Advanced Education, Skills and Labour, to ensure the positions to be filled support local labour market needs.

Job Vacancy Assessment Process through the Newfoundland and Labrador Provincial Nominee Program

1

Employer Experiencing Labour Shortage

- ▶ Employer has advertised vacancy(ies) for a period of at least six weeks
- ▶ Employer has registered on jobbank.gc.ca
- ▶ Employer has a record of activity reports from job postings (e.g., number of résumés received, number of local candidates interviewed, reasons why local candidates were not successful)

2

Employer contacts Labour Market Development Officers

- ▶ Labour Market Development Officers conduct initial assessment to assist employer in sourcing local labour
- ▶ Initial assessment concludes the employers has exhausted efforts to hire local workers
- ▶ The Office of Immigration and Multiculturalism staff complete the Job Vacancy Assessment, in consultation with the Workforce Development Secretariat.

3

Employer receives a positive Job Vacancy Assessment

- ▶ Once the employer receives a positive Job Vacancy Assessment, they can then begin the recruitment process for international workers.

4

Employer begins recruitment efforts

- ▶ Employers may contact the Memorial University Office of Career Development and Experiential Learning, AXIS Career Services at the Association for New Canadians, the St. John's Board of Trade Connector Program, international recruitment fairs.

Where can employers recruit international workers?

Employers have a number of choices for recruiting international workers, both for the NLPNP and the AIPP. They may choose to post vacancies on international job site, or may choose to pursue local and international recruitment efforts:

- ▶ Prior to considering international recruitment, employers should first consider recruiting internationally-trained workers who may already be residing in Newfoundland and Labrador. This group includes permanent residents, including refugees and immigrants.
- ▶ For recruiting international students and graduates, employers may contact the Memorial University Office of Career Development and Experiential Learning, the AXIS Career Services at the Association for New Canadians,

or the St. John's Board of Trade Connector Program. International graduates are also exempted from the Labour Market Impact Assessment requirement, meaning employers can apply to transition them directly to the NLPNP; and

- ▶ For recruiting international workers, employers may wish to participate in an immigration recruitment fair. OIM staff regularly participate in immigration recruitment events, and invite employers to the events, which generally have no registration fees for employers. For the most up-to-date upcoming immigration recruitment events listing, please visit the OIM website at www.nlimmigration.com/en/news/immigration-recruitment-events-calendar.aspx

The Use of Representatives: Receiving Advice or Support from Third-Party Groups

Employers and prospective immigrants are **not required** to use a paid or unpaid representative, such as an immigration consultant or lawyer to apply to either the NLPNP, or the AIPP. These programs are designed for employers and prospective immigrants to be able to complete the process on their own. The OIM assesses all applications equally, regardless of whether they were prepared with the assistance of a representative or completed by applicants.

OIM staff are available to assist employers and prospective immigrants by providing immigration advice and answering questions regarding immigration processes. Employers receive guidance and support at no cost. This includes custom advice on optimal immigration programs for addressing labour shortages employers may be experiencing. For prospective immigrants, OIM staff will provide guidance on NLPNP categories and support applicants throughout the application process at no cost. If employers of prospective immigrants have received advice from a representative in completing their application, they must disclose this information during their communication with OIM staff.

How can the AIPP Assist Employers Experiencing Labour Shortages?

In addition to availing of the NLPNP, employers in Newfoundland and Labrador experiencing labour shortages can use the AIPP to hire foreign workers and international graduates.

The AIPP provides an expedited process for employers to hire international workers, and provides guidance on their transition to permanent residency. Employers do not have to apply for a Labour Market Impact Assessment or a Job Vacancy Assessment if their local hiring efforts have been unsuccessful. Employers can hire permanent intermediate- and high-skilled workers through the AIPP.

Employers are required to seek:

1. Designation for the AIPP, in order to be able to hire workers through the program; and
2. Endorsement for each international worker (referred to as “Foreign National” in the application) they wish to hire, or transition through the AIPP. The endorsement process includes the need for completing a needs assessment of the international workers the employer wishes to hire. This process is conducted by a recognized settlement service provider, for workers who are abroad. For workers in Newfoundland and Labrador, the Association for New Canadians may complete the needs assessment.

The AIPP is focused both on expediting the immigration process for employers and enhancing immigrant retention in the Atlantic Provinces. In support of immigrant retention, the AIPP requires employers to facilitate and provide access to settlement and integration supports, including finding affordable housing in the area, connecting workers with cultural communities in their area, and providing access to language training, depending on the workers’ needs assessment, completed by a settlement agency.

Newfoundland and Labrador has an annual allocation of up to 442 individual applications every year for the duration of the project, pending employer demand and uptake. Employers who may wish to avail of the AIPP should contact the OIM for more information.

Additional information on the AIPP, including forms and guides are available on the OIM website at www.nlimmigration.ca/en/employer/atlantic-immigration-pilot-program.aspx

Step-by-Step Guide for Employers Seeking to Hire Workers through the AIPP

The AIPP is open to eligible employers in Newfoundland and Labrador who commit to supporting the settlement and integration of new immigrants and their families in the province. Before they can hire workers through the AIPP, employers need to become designated and subsequently receive endorsement for current and prospective workers. Designation and endorsement include a number of easy-to-follow steps that OIM staff can assist in completing. Once an employer receives a positive JVA, they may then begin to recruit international workers.

Step 1: Designation requirements

An employer wishes to hire full-time, year-round international workers for a hard-to-fill position(s); and the company is in good standing with the ServiceNL Registry Company and Deeds Online (CADO); in good standing with the Labour Standards Division (LSD), Department of Advanced Education, Skills and Labour; in good standing with WorkplaceNL; has been in operation in Newfoundland and Labrador for at least two years; and is not in violation of the Immigration and Refugee Protection Act.

Step 2: Needs Assessment/Settlement Plan

The employer has demonstrated a commitment to meet the settlement needs of international applicants and accompanying dependent family members;

The employer has selected the foreign nationals they wish to either hire or retain permanently (if they are already with the company / organization);

The employer contacts the Association for New Canadians or the Fédération des Francophones de Terre Neuve et du Labrador; and

Approves the needs assessment report created by the settlement organization. The reports are completed by a designated immigrant settlement service provider organization for each individual applicant and accompanying family member.

Step 3: Endorsement Approval

At this stage, the employer will be required to complete an Offer of Employment and an Endorsement Application Form for the selected foreign national, which will include a detailed job description and supporting documents;

The employer will need to provide copies of advertisements and/or other evidence of recruitment efforts for the position; and

In order to complete the process, the employer will be required to provide a completed needs assessment and the Endorsement Application to the Office of Immigration and Multiculturalism.

Step 4: Immigration

Once endorsements are approved by the Office of Immigration and Multiculturalism, the employer will assist the newcomer and any accompanying family members in addressing settlement and integration needs, as noted in the completed needs assessment;

Settlement and integration supports include committing to assist prospective employees and their families in finding suitable housing, and may also include promoting language development and supporting newcomers to access official language assessment and training.

Next Steps

All designated employers are required to regularly report on the settlement, integration and retention of newcomer employees and their families in the province.

Labour Market Impact Assessments and Job Vacancy Assessments

While Labour Market Impact Assessments (LMIAs) and Job Vacancy Assessments (JVAs) may be perceived to be similar, they are developed for starkly different employer needs.

Labour Market Impact Assessments (LMIAs)

The LMIA process is fully led by the federal government, and is intended for employers seeking to hire international workers to address temporary labour and skills shortages.

LMIAs are documents that an employer may need to obtain before hiring an international workers. A positive LMIA confirms that there is a need for an international worker to fill the position. It will also show that no Canadian worker is available to do the job. A positive LMIA is also called a confirmation letter.



Employers initially review the IRCC website to confirm whether they would need to obtain an LMIA, or whether their position would be LMIA-exempt. Exemptions are granted for a number of reasons, including international agreements, intra-company transfers, and other reasons. A full list of LMIA exemptions is listed on the IRCC website at www.cic.gc.ca/english/resources/tools/temp/work/opinion/codes.asp

If an employer receives a positive LMIA (confirmation letter), they can proceed to hire an international worker through the Temporary Foreign Worker Program. The employer should provide a copy of the confirmation letter to each temporary worker it wishes to hire, and advise them to apply for a work permit.

LMIA's can be used to apply for transitions to permanent residency through Express Entry.

International Mobility Program (IMP)

The International Mobility Program provides employers with the ability to hire temporary workers without an LMIA, exemptions from the LMIA process are based on broader economic, cultural, or other competitive advantages for Canada; and reciprocal benefits enjoyed by Canadians and permanent residents.

In order to complete the process of hiring a temporary worker through the IMP, employers need to pay an employer compliance fee of CDN \$230, and submit an offer of employment form through the IRCC Employer Portal, available online at www.cic.gc.ca/english/e-services/employer-portal.asp. The employer will receive an offer-of-employment number, which should be provided to the international worker the employer wishes to hire or wishes to continue to employ, so the individual can cite the number in their work permit application. Some employers, including employers hiring a temporary worker with an open work permit, may not be required to pay the compliance fee – please visit the IRCC website to determine whether you would be required to do so.

Job Vacancy Assessments (JVAs)

JVAs, which are assessed and approved by the Office of Immigration and Multiculturalism, are intended for employers seeking permanent solutions to their labour shortage challenges.

Employers that can demonstrate local hiring challenges may hire international workers under the Skilled Worker or Express Entry-Skilled Worker categories of the NLPNP. The International Graduate category of the NLPNP does not require a JVA attached to an Employment Offer.

While an approved LMIA will guarantee an approved work permit, the JVA may not, as work permits are issued by Immigration, Refugees and Citizenship Canada. Approved JVAs support the NLPNP nomination application process, whereas LMIA's are primarily intended to address short-term workforce needs.

Chapter 5: It Takes a Province - The Role of Communities

Supporting successful immigrant attraction and retention requires multi-stakeholder engagement and collaboration from recruitment to pre-arrival supports and post-arrival settlement and integration. The Government of Newfoundland and Labrador is one partner in the effort to support newcomer attraction, settlement and integration, along with many others. The Way Forward on Immigration in Newfoundland and Labrador promotes a collaborative approach to addressing immigrant attraction and retention efforts.

All Newfoundland and Labrador residents play a crucial role in supporting immigrant attraction and retention. Respecting and promoting diversity and multiculturalism is key to supporting the development of a community sense of belonging – newcomers who feel free to maintain and celebrate their cultural identity in their new community are more comfortable in their surroundings, and may be more likely to see that all cultures and backgrounds are valued.





Employers can play a crucial role in newcomer attraction and retention. Prospective immigrants to Newfoundland and Labrador must have a job offer in order to come or remain in their new communities. For refugees who are resettled to Newfoundland and Labrador communities, employment considerations, including recognition of prior experience, qualification, learning and skills are important factors in encouraging their long-term settlement. Employers' role in hiring immigrants and supporting them through settlement and integration assistance can also greatly strengthen newcomer retention.

The Newfoundland and Labrador **K-12 system** is a key partner in supporting newcomer retention. Some newcomer youth may require bridging supports in their academic studies, because they may come from a non-English speaking country. The availability of English-as-a-Second-Language supports and services both in the school and community activities can make a big difference in facilitating newcomer integration. Furthermore, how newcomer youth are welcomed into the community by their peers may be essential to establishing a sense of belonging. Increased awareness of multiculturalism and diversity will equip students in Newfoundland and Labrador schools with a greater understanding of the importance of welcoming newcomers in the school community.

Post-secondary institutions, which attract thousands of international students every year, can serve as bridging entities supporting transitions to permanent residency by facilitating meaningful community, personal, and professional connections.

Communities play a special role in welcoming and retaining newcomers – the available supports, programs, and services tailored or designed for newcomers can help retain newcomers and attract future newcomer groups. Social, cultural, and recreational programs and services make a difference in whether or not they relocate from or settle in communities throughout the province.

Partners in immigration play an important role in newcomer attraction and retention in a number of meaningful ways:

Attraction:

- ▶ Promoting Newfoundland and Labrador as a place to live, work, and raise a family through personal and professional networks;
- ▶ Considering immigration as part of the human resources plan to address workforce needs;
- ▶ Providing competitive and attractive opportunities for international students seeking places where to pursue secondary and post-secondary education;
- ▶ Conducting targeted recruitment efforts, and collaborating with the Office of Immigration and Multiculturalism to plan approaches to address anticipated labour market needs; and
- ▶ Having a culturally competent, welcoming workplace and community where all newcomers can feel at home, regardless of their cultural, social, or other background.

Retention:

- ▶ Assisting newcomers in their integration through individual outreach, including social, cultural, recreational, and other community events;
- ▶ Supporting international workers, immigrants, and refugees through tailored supports by service providers;
- ▶ Ensuring meaningful personal and professional connections for international students in our communities;
- ▶ Placing a newcomer retention lens on programs and services, to ensure service providers and communities consider the social, cultural, and economic needs of newcomers; and
- ▶ Providing culturally-sensitive services that respect diversity and multiculturalism.

The Settlement and Integration Continuum – From Attraction to Retention

1. Promotion

- ▶ International recruitment events (posted on the international recruitment calendar page at www.nlimmigration.ca)
- ▶ Post-secondary institutions promote education in Newfoundland and Labrador

2. Recruitment/Attraction

- ▶ Employers recruit immigrants to Newfoundland and Labrador
- ▶ Employers seek designation under the Atlantic Immigration Pilot Program
- ▶ Post-secondary institutions approve international students who apply to come to Newfoundland and Labrador
- ▶ The Government of Canada identifies refugees to resettle to Newfoundland and Labrador

3. Pre-arrival supports

- ▶ Service providers and communities give newcomers a better understanding of their new home
- ▶ Settlement agency/sponsorship group prepares for refugee arrival
- ▶ Employers prepare their workplace for newcomer arrivals by ensuring staff are culturally competent and respectful. Employers find affordable housing for the newcomer and family
- ▶ Settlement agency conducts a needs assessment to support Atlantic Immigration Pilot Program applicants and their families in their integration journey

4. Arrival/initial settlement

- ▶ Employers welcome immigrants to their new workplace
- ▶ Employers provide the newcomer with community connections
- ▶ International students begin their post-secondary studies
- ▶ Immigrants and refugees who may need to upgrade their language skills enroll in English-as-a-Second Language training
- ▶ Settlement agency conducts initial settlement needs assessment for newly arrived refugees
- ▶ Refugee and immigrant students in the K-12 system begin their studies
- ▶ International students begin exploring community connections, volunteering, engaging with local residents
- ▶ Immigrants and refugees may engage in cultural and other activities
- ▶ International students may begin to work part-time (up to 20 hours per week) during the semester, and full-time between semesters
- ▶ Community and other stakeholders assist students, immigrants, and refugees in settling in their new community
- ▶ An international worker applies to transition to permanent residency through the NL Provincial Nominee Program

5. Integration

- ▶ Provincial nominees transition to permanent residency
- ▶ Atlantic Immigration Pilot Program-endorsed individuals transition to permanent residency
- ▶ Refugees to Newfoundland and Labrador are fully socially, economically, and culturally integrated
- ▶ Permanent residents become actively engaged in the community
- ▶ Foreign qualification recognition processes, retraining, or bridging education is completed, and the individual works in their field of training or education
- ▶ Communities celebrate multiculturalism, cultural holidays and events, and diversity

6. Retention

- ▶ Communities make immigrant and refugee outreach and integration considerations in their activities
- ▶ Employers consider local and international opportunities for hiring immigrants
- ▶ Diversity and multiculturalism is an intricate part of Newfoundland and Labrador identity
- ▶ Immigrants to Newfoundland and Labrador have smooth social, cultural, and economic integration journeys

Alternate formats available upon request

For enquiries related to immigration in Newfoundland
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