

Job Vacancy Assessment (JVA) Step-by-Step Process

1. Employer reviews JVA eligibility criteria and submits online JVA application

<https://www.gov.nl.ca/immigration/job-vacancy-assessment/>



2. Upon receipt of positive JVA, employer sends invitation to prospective hire

Employer will identify qualified candidates for vacant position(s). Employer will send invitation directly through online JVA platform.



3. Prospective hire applies to the NL Provincial Nominee Program (NLPNP)

Eligible candidates will submit complete NLPNP application to the province.

<https://www.gov.nl.ca/immigration/immigrating-to-newfoundland-and-labrador/provincial-nominee-program/overview/>



4. Employer completes federal Employer Portal requirements and pays \$230 Employer Compliance Fee

If prospective hire is successfully nominated by the province, instructions will be emailed to the employer when it is time to complete the federal Employer Portal requirements.



5. New hire applies to Government of Canada for a work permit

Processing times vary based on country of application:

<https://www.canada.ca/en/immigration-refugees-citizenship/services/application/check-processing-times.html>

As soon as work permit is approved, new hire can travel to province and begin working.



6. New hire applies to Government of Canada for permanent residence

This application can be submitted from inside or outside Canada.



7. New hire becomes a permanent resident of Canada and continues to work with employer

New hire and family can settle permanently in Newfoundland and Labrador.