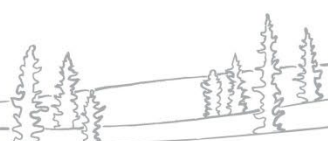




Northwest Territories Nominee Program

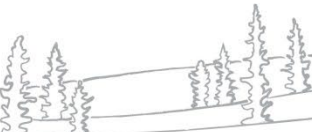
Employer Information Session

March 1, 2023

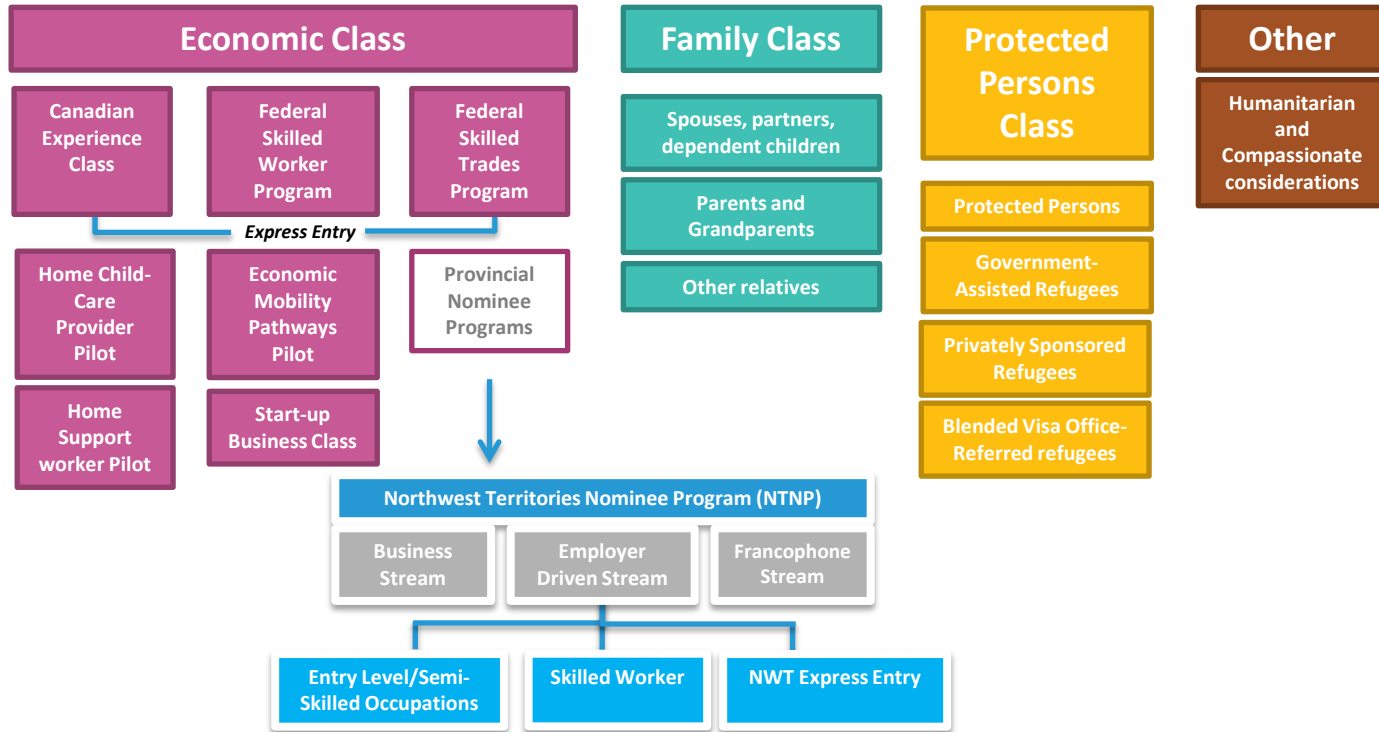


Presentation Overview

- NT Nominee Program Overview
 - Pathways to Permanent Residency
 - What is a Nominee Program?
- Employer Driven Stream
- Exceptional Circumstances
- Francophone Stream
- From TR to PR – Timeline
- Economic Mobility Pathways Pilot (EMPP)
- FAQ

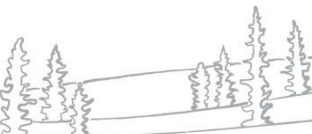


Pathways to Permanent Residency



What is the Nominee Program?

- The Northwest Territories Nominee Program (NTNP) supports hired foreign nationals with accessing permanent residency (PR)
- The program supports employers by filling labour shortages with qualified foreign nationals when there are no Canadians or permanent residents available
- Once nominated, the foreign national is required to work full-time with their nominating employer until they reach permanent residency, which can take up to 24 months
- The NTNP can support the delivery of a work permit



Using NTNP to support existing staff

7 months ago, ABC Deli Food hired Dilpreet, who has a post graduation work permit (open) they received following completion of their education

The employer is happy with Dilpreet's work and wants to support them in achieving Permanent Residency, so the employer applies to NTNP

Outcome: The application is approved, Dilpreet becomes a Nominee. Dilpreet must continue to work full-time for ABC Deli Food until they reach Permanent Residency

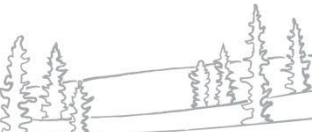


Using NTNP to recruit a foreign national within Canada

ABC Deli Food receives a resume from Mark, a foreign national on a working-holiday visa (open) living Calgary

As there have been no qualified candidates locally, the employer wants to hire Mark and retain them as a worker. The employer contacts NTNP for to see if Mark is eligible to be nominated

Outcome: When the employer's application to the NTNP is approved, Mark will become a Nominee and will have to work full-time for the employer until they reach PR

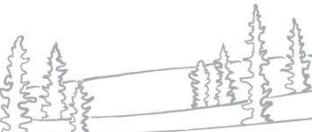


Using NTNP to recruit a foreign national internationally

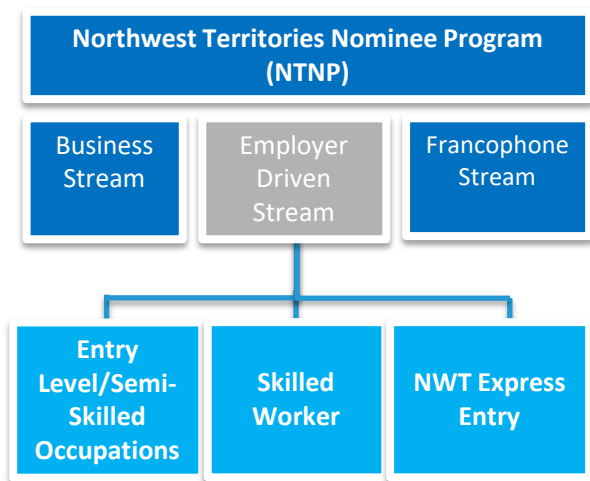
After a rigorous advertising campaign, ABC Deli Food are unable to find qualified skilled workers to fill a Cook position

ABC Deli Food receives a resume from Ana, a foreign national living in Spain, who has extensive experience as a Cook. The employer offers Ana the job and contacts the NTNP office about how to bring Ana to Canada and begin working

Outcome: In addition to becoming a Nominee, Ana receives a work permit support letter to apply for a closed work permit with ABC Deli Food



Employer Driven Stream

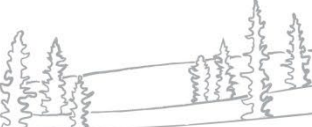


- **Entry Level/Semi-Skilled Occupations (ELSSO)**: NOC TEERs 4 and 5.
- **Skilled Worker (SW)**: NOC TEERs 0, 1, 2, and 3
- **NWT Express Entry (EE)**: same as Skilled Worker; Foreign National is accepted into the federal Express Entry pool.

Employer Criteria

The Employer must:

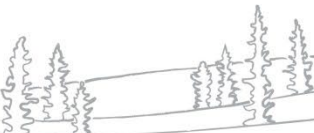
- Provide a full-time, permanent job offer that pays a wage meeting industry norms;
- Be in operation, year-round, for at least one (1) year;
- Be in good standing with the NWT Employment Standards Office;
- Be registered and in good standing with WSCC; and
- Demonstrate there are no qualified Northerners or other Canadians through a positive (Labour Market Impact Assessment (LMIA) or proof of advertising
 - ELSSO: advertise on 1 local and 1 national platform for 4 weeks
 - SW/EE: advertise 1 local and 1 national platform for 2 weeks



Employer Criteria

What is a Labour Market Impact Assessment?

- A Labour Market Impact Assessment (LMIA) is a document issued by the federal government that gives an employer permission to hire a temporary worker
- Employers who already have a positive LMIA do not need to submit proof of advertising for NTNP



Nominee Applicant Criteria

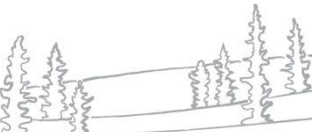
The Nominee Applicant must:

- Have a valid work permit;
- Have the required work experience and certification/accreditation for the specific occupation;
- Provide proof of settlement funds (ELSSO category & Francophone Stream);
- Meet language requirements; and
- Intend to live and work in the Northwest Territories permanently



Exceptional Circumstance

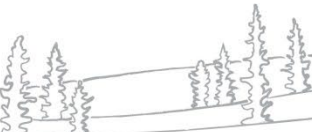
- Allows an Employer to nominate Skilled Workers living abroad who do not have a valid work permit
- Requires the Employer to consult with NTNP via email prior to submitting an application
- Eligible for the Skilled Worker or NWT Express Entry categories



Exceptional Circumstance

Requirements:

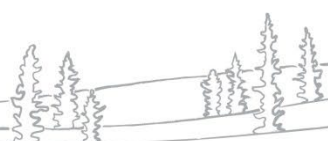
- Provide a business case;
- Meet eligibility criteria for Skilled Worker or NWT Express Entry categories;
- Advertise for 4 weeks on 2 platforms (1 local and one national); and
- Pay airfare for the approved Nominee to the NWT



Francophone Stream

- Assists Employers with recruitment by allowing foreign nationals who have a job offer, and who speak both French and English, to apply to the program
- This stream is designed to increase the labour pool for bilingual workers within **all** National Occupational Classification skill levels (NOC TEER 0, 1, 2, 3 ,4 & 5)

**A work permit is not required to apply to this stream*



Foreign National Criteria – Francophone Stream

- Must have a full-time and permanent job or job offer in the NWT
- Previous work experience and required certification or accreditation for the position in which they are being nominated
- Proof of Settlement Funds
- Meet language requirement criteria in both French and English
 - French (CLB 5) and basic English (CLB 4)



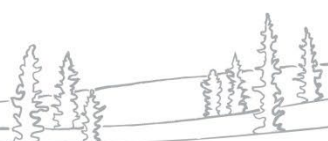
Employer Criteria

- Provide a full-time and permanent job offer
- Provide a comparable industry rate of pay
- Be registered and in operation for a minimum of 1 year
- Be registered with the Workers' Safety and Compensation Commission (WSCC) and be in compliance with the *Employment Standards Act*, if applicable

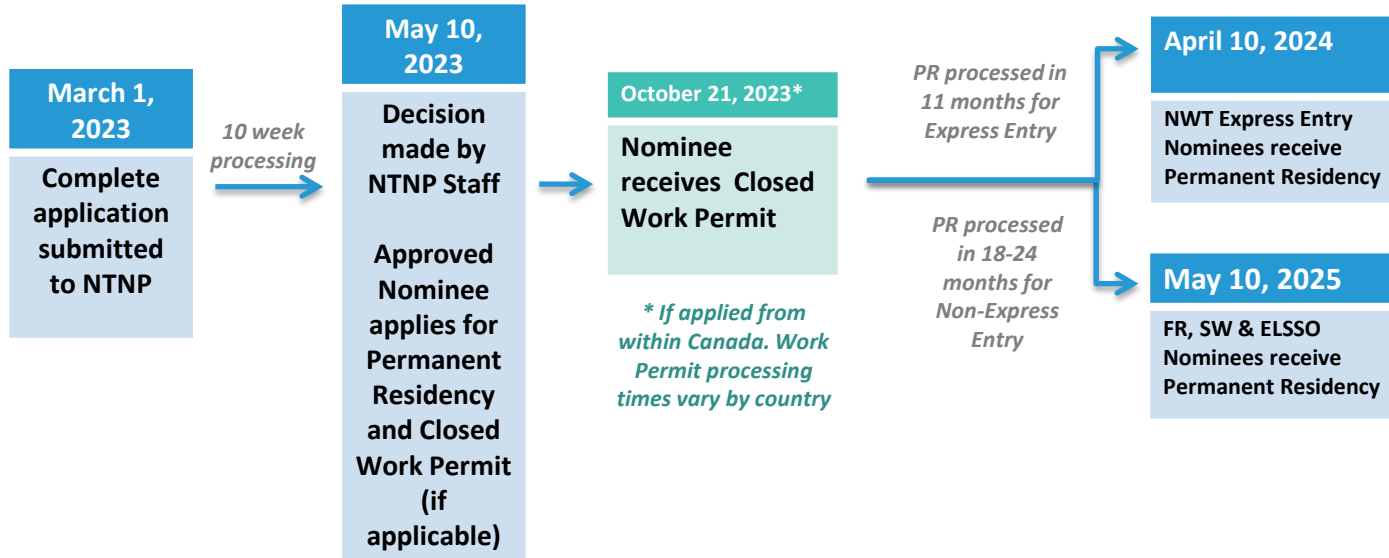


How do the Streams Differ?

Francophone Stream	Employer-Driven Stream
Foreign National applies	Employer applies
No Work Permit required to apply (may apply from abroad)	Must already have a Work Permit to apply (unless exceptional circumstance)
No advertising requirements	Positive federal LMIA, or job advertising required
Open to all occupations	Categories are specific to the occupation skill level

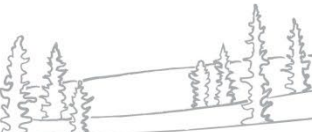


From Temporary Resident to Permanent Residency



Economic Mobility Pathways Pilot (EMPP)

- A pilot program launched in 2018 by Immigration, Refugees, and Citizenship Canada (IRCC) that combines refugee settlement and economic immigration
- The pilot aims to help skilled refugees immigrate through existing economic programs to support Canadian labour market needs
- IRCC processes EMPP permanent residence applications within 6 months (priority processing)

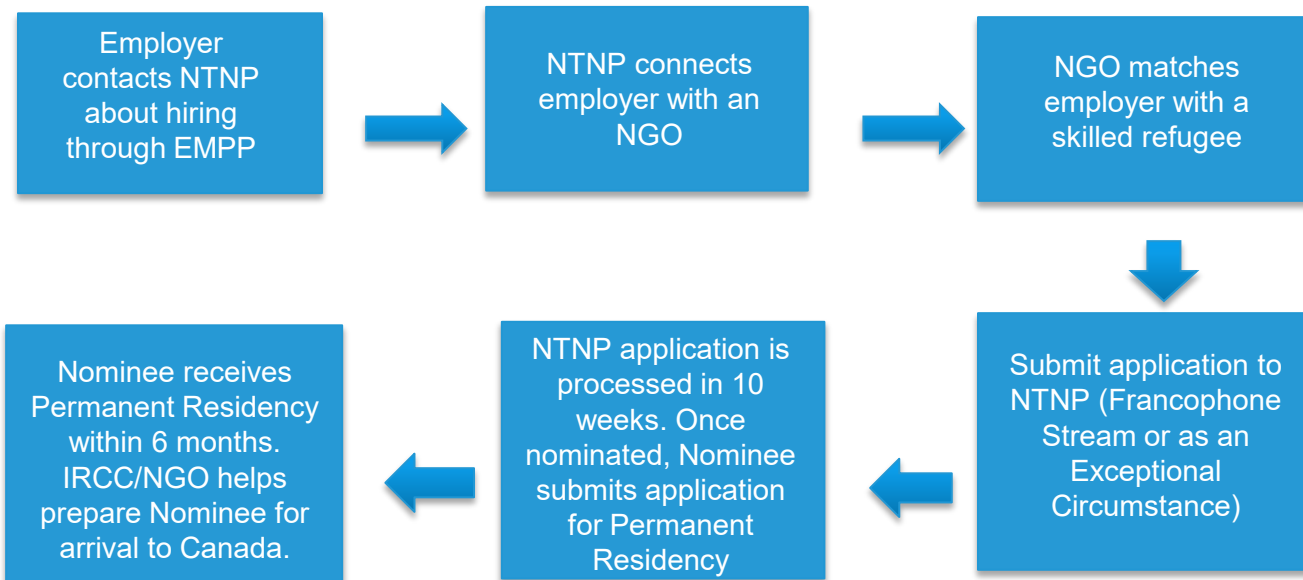


Economic Mobility Pathways Pilot (EMPP)

- IRCC is partnering with two non-government organizations (NGOs) to assist employers in finding and hiring qualified, skilled refugees:
 - Talent Beyond Boundaries
 - Talent Lift
- The cost to recruit an employee through EMPP is between \$5,000 and \$10,000 and includes visa, relocation and in some cases the cost of temporary accommodation on arrival



EMPP and NTNP Process



How do I apply to the NT Nominee Program ?

NTNP Online Application Portal

1. Employer Registers (EDS)
2. Select Stream/Category
3. Complete Employer Application
4. Complete Foreign National Application
5. Submit!



How long must a Foreign National be employed before an employer can apply to Employer Driven Stream?

- **ELSSO Category**: Minimum 6 months full-time employment with the nominating employer (immediately prior to application)
- **SW/EE Category**: No minimum time requirements with nominating employer, but the Foreign National must have at least 1 year of full-time experience within the last 10 years in the occupation for which they are being nominated



Can an employer nominate a Foreign National from abroad or without a work permit?

- **ELSSO Category (TEER 4&5)**: No. Foreign Nationals must work for their northern nominating employer for a minimum of 6 months full-time prior to applying to the program
- **Skilled Workers (TEER 0,1,2,3)**: Typically no, however, in **exceptional circumstances** and depending on the Employer's business case, the Nominee Program may consider assessing a file

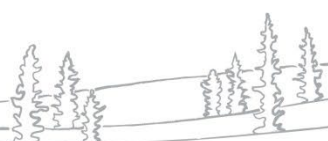


Is there a language requirement for the Employer Driven Stream?

- Yes, nominee applicants must prove that they meet language requirements by completing one of the following four tests:

International English Language Testing System (IELTS)	Canadian English Language Proficiency Index Program (CELPIP)	Test d'Évaluation de Français (TEF)	Test de connaissance du français (TCF)
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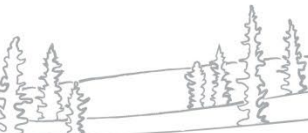
- Language requirements are identical in French or English.
 - **ELSSO**: Minimum CLB 4 across all categories
 - **SW/EE**: Minimum CLB 5 (TEER 2 & 3) and CLB 6 or 7 (TEER 0 and 1) across all categories



Francophone Mobility Program and the NTNP

The Francophone Mobility Program is delivered by IRCC

After accessing the Mobilité Francophone program to recruit a French-speaking worker without a LMIA, employers may apply to the NTNP to support the foreign national in accessing Permanent Residency



Contact Information & How to Apply

NT Nominee Program

Employer Driven & Francophone Streams

Labour Development and Standards Division

Department of Education, Culture and Employment

Government of the Northwest Territories

P.O. Box 1320

Yellowknife, NT Canada X1A 2L9

Toll Free: 1-855-440-5450

Email: immigration@gov.nt.ca

How to Apply: Click “Apply Online” on our website

www.immigraatenwt.ca