

A New Way to Hire Foreign Workers

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Most of you have been involved in the hiring of foreign workers in one way or another. Over the past 10 years or so, the two most common options would be either through the federal foreign worker program or via the Saskatchewan Immigrant Nominee Program. Due to changes in the foreign worker program several years ago, this meant that any employer interested in either of these streams would be focused on skilled workers only. Unfortunately, room cleaners and kitchen helpers have been two occupations which have been very difficult to fill.

Good news was announced last week by the province. The newly announced “Hard-to-Fill Skills Pilot” project will now allow Saskatchewan employers to use the SINP program to recruit new positions, which include such relevant position as Janitors/Caretakers, Kitchen Helpers and Room Attendants. The program is designed somewhat like the federal stream, as employers must show advertising four weeks prior to submission of a job for approval.

Employers, who must hold a Certificate of Registration from Labour Relations, must also assign a ‘culturally sensitive on-the-job mentor’ to the foreign worker, and must undertake a variety of tasks to ensure compliance, tasks of which will be identified already in the “Employer Supports Form”.

This is a very important program for any Saskatchewan employer, and it should be one of many recruitment activities undertaken to deal with this ongoing labour and skills shortage. Hiring locally is always preferred, but if you have exhausted that resource, perhaps it’s time to look at this new program. You can contact my office with any questions. www.siecsi.com

