



## **Immigration into Canada and into Saskatchewan**

The Canadian immigration process can be a very complicated and confusing at times as there are many different ways for people to come to Canada.

It is easiest to look at this in 2 different ways. One is from the Federal perspective, the other Provincial.

Federal Immigration Programs:

- Temporary Foreign Worker Program
- Refugee Program

**IMPORTANT TO NOTE:** All occupations in Canada are categorized by skill level, also known as the N.O.C. code (National Occupation Classification). These are identified as NOC 0, A, B, C and D.

Many employers are familiar with the term “Temporary Foreign Worker Program” and some have accessed workers through this program.

- Employers typically hire “high skilled” workers through this program.
- “High Skilled” workers fall into the 0, A and B NOC.
- “Low Skilled” workers fall into the C and D NOC.
- Employers must comply with several requirements to qualify for hiring a Temporary Foreign Worker (TFW).
- Employers must submit an LMIA (Labour Market Impact Assessment) to demonstrate that they have exhausted all opportunities to hire domestic workers and must now access workers from outside of Canada.
- The LMIA process is complicated, time consuming, expensive and backlogs of applications make the application prohibitive.
- TFW’s receive a temporary work permit are allowed to work in Canada for a limited period. Unless renewed, the work permit will expire, and the worker must return to their country of origin.
- TFW’s, depending on the province they work in, may have an opportunity to apply for “Permanent Residency”.
- The Permanent Residency Application Process is managed through the provincial governments.

In Saskatchewan the government ministry responsible for applications for Permanent Residency is Immigration and Career Training. Within the ministry is the division for the **Saskatchewan Immigrant Nominee Program (SINP)**.

Through the SINP, the Province of Saskatchewan:

- Invites residency applications from non-Canadians who want to make Saskatchewan their home
- Nominates successful applicants to the federal government for permanent residency (PR) in Canada.
- The federal government caps provinces on the number of applications allowed and has allotted Saskatchewan 6,000 certificates (nominations) for 2022.

There are several steps towards becoming a permanent resident in Saskatchewan.

- All approved applicants **must also apply** for residency through [Immigration, Refugees and Citizenship Canada \(IRCC\)](#) Canadian Immigration Commission.

## Process



Step 1 - Obtain Certificate of Registration with SINP

No cost.

Submit information that proves we are a valid business - includes last years tax info

Takes about 2 weeks to get approved

Step 2 - Post all jobs on SASK Jobs. Must be SASK Jobs. <https://www.saskjobs.ca/>

No cost.

One of the SINP temporary programs” Hard to Fill Skills” requires all jobs to be posted.

### Posting details

- Use the NOC Code Job Description as the basis. Use about 50% of the NOC code job duties and add our own duties in the posting.
- Don't make it exact tweak a few lines so it looks different.
- For job posting low skilled labour - Use “Hard to Fill Skills” NOC codes for anything not a supervisor or manager

[Hard-to-Fill Skills Pilot | International Skilled Worker | Government of Saskatchewan](#)

For Job posting for Supervisors and Cooks - use the NOC code that best fits the role

[National Occupational Classification \(NOC\) 2016 Version 1.0 \(statcan.gc.ca\)](#)

Ensure the wage is not below the minimum in the wage range and is within your wage grids

[Available jobs near Saskatchewan - Search - Job Bank](#)

Step 3 – Apply for Job Letters – an approved position in SINP, for each position.

- No cost.
- When a position is approved it last for 6 months
- Attach a name to the approved position
- Screen applicants to ensure they are qualified for SINP
- 1 year work experience in the past 3 years for all Hard to Fill roles
- For all other roles 1 year experience in the last 5 years
- Should have equivalent to grade 12 I Canada (2<sup>nd</sup> year College in home country)
- English - Canadian Langue Benchmark (CLB) CLB 4 or CLB 5 depending on role

This is a very simplistic representation of the federal and provincial streams used by employers to access workers from around the world. There are many nuances to all the programs which can lead to confusion and frustration.

Please contact us if you require further information and we can provide further information as required. If you require the assistance of a Immigration Consultant, please use a reputable, established company. You must be very cautious when using a 3<sup>rd</sup> party as there are many pitfalls for both the employer and employee. Human and Labour trafficking has become a serious challenge and we need to ensure that the safety and security of our workers is our highest priority.