

# ATLANTIC IMMIGRATION PROGRAM (AIP)

## ABOUT AIP

The Atlantic Immigration Program (AIP) is a federal immigration program that helps employers recruit skilled international workers and international graduates to meet labour needs. The AIP 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.

## IN SHORT

The Atlantic Immigration Program helps you hire qualified candidates for jobs you haven't been able to fill locally. These candidates can be overseas or living in Canada as temporary residents.

## STEP 1: GET DESIGNATED

Before you can make a job offer to hire a candidate, you must first become designated by the Government of Newfoundland and Labrador.



Once you're designated, you'll receive a Confirmation of Designation from the province, and be listed on the Designated Employers list on the Office of Immigration and Multiculturalism website.

### To be designated, your organization must:

- ✓ have been in operation for a minimum of 2 years prior to applying
- ✓ work with a settlement service provider organization (Association for New Canadians in NL) to help your candidates get settlement services
- ✓ commit to taking the free onboarding training
- ✓ commit to taking the free intercultural competency training, unless you're exempted by the province

## STEP 2: TAKE REQUIRED TRAINING



**Onboarding training** offered by Immigration, Refugees, and Citizenship Canada



**Intercultural competency training** offered by Association for New Canadians

## STEP 3: FIND A CANDIDATE

You can hire foreign skilled workers and/or international students who have graduated from a recognized post-secondary institution in Atlantic Canada and they will be exempt from the 1-year work experience requirement. You can also hire international students who have graduated from a recognized post-secondary institution in other Canadian provinces, but they will need to meet the 1-year work experience requirement.



## STEP 4: MAKE JOB OFFER IF YOU MEET THE REQUIREMENTS



The Atlantic Immigration Program has its own requirements for hiring candidates. You must ensure your job offer and the candidates meet all the requirements of the program.

When you have a candidate and a job that meets the program's requirements, you can offer the candidate the job.

### As an employer you must ensure that:



the job is **full-time**



a NOC 0, A, or B level job is at least **1 year in duration**



the job is **non-seasonal**



a NOC 0, A, or B job offer **must be valid for a duration of 2 years** at the time the endorsement application is submitted to Office of Immigration and Multiculturalism. A NOC C level job offer **must be a permanent position**



**NOC employment requirements are met by your employee** at the time of endorsement application to Office of Immigration and Multiculturalism



the job you're offering is at the **same skill level as, or higher than, the work experience that qualifies the candidate for the position**, unless they are an international student who has graduated from a recognized post-secondary institution in Atlantic Canada

## STEP 5: SUBMIT ENDORSEMENT

The province must endorse your job offer before the candidate can apply for permanent residence. If the province endorses the job offer, they'll send a Certificate of Endorsement to the candidate. Once the candidate gets their endorsement certificate, they can apply for permanent residence.

After your first endorsement, the province will refer you to the Dedicated Service Channel to help you as a designated employer of the program.



## OTHER RELEVANT INFORMATION: DEDICATED SERVICE CHANNEL (DSC)



The Dedicated Service Channel (DSC) supports designated employers in the Atlantic Immigration Program. Provinces will refer employers to the DSC after their first endorsement. These services are available to you **up to a year** after you've successfully endorsed your first candidate under the program.

[Click Here for More Information and to Get Designated!](#)

