Recruiting & Retaining Talent with the BC Provincial Nominee Program

ZAV Session with go2

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www.pnp.gov.bc.ca

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Strategic Occupations Categories

Employer-driven: Applicants must have a permanent job offer in an eligible occupation

- **Skilled Workers:** Managers, professionals, technicians & skilled trades (NOC level 0/A/B)
- **Designated Health Care Professionals:** Doctors, nurses & midwives
- **International Graduates:** Skilled jobs for recent post-secondary graduates of institutions in BC
- **Entry-Level & Semi-Skilled Pilot Project (ELSS):** Select occupations in tourism/hospitality, food processing & long-haul trucking

Requirements for Candidates

- Qualified for job offered
- If in Canada, has legal immigration status (not a refugee claimant or under a removal order)
- Able to become economically established in Canada based on:
  - Expected family income
  - English language proficiency
  - Past & existing ties to BC/Canada
- Expected to contribute long-term net economic benefits to BC

Application Requirements

- Employer & nominee candidate must be establishing an employer – employee relationship
- Employment outlook for occupation must be positive
- Wage offered must meet BC norms
- Employing a foreign worker must not interfere with settlement of any labour dispute
- Job must be permanent, full-time & in an eligible occupation

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ELSS Application Requirements

- Limited to designated occupations in tourism/hospitality, food processing & long-haul trucking
- Candidate must have:
  - basic proficiency in English;
  - completed secondary education; and
  - 9 months experience in an eligible occupation on a work permit & be employed by the sponsoring employer when applying
- Employer must
  - make a declaration of compliance with employment, immigration, health & safety regulations for the year prior to application; and
  - provide enhanced severance, job placement support & return air fare for nominees terminated without cause

ELSS Designated Tourism/ Hospitality Occupations

Hotel Front Desk Clerks

Tour & Travel Guides • Outdoor Sport & Recreational Guides • Casino Occupations

Maitres d'hôtel & Hosts/Hostesses • Bartenders • Food & Beverage Servers

Food Counter Attendants, Kitchen Helpers & Related Occupations

Light Duty Cleaners • Specialized Cleaners • Janitors, Caretakers & Building Superintendents • Other Attendants in Accommodation & Travel (hotels only)

Dry Cleaning & Laundry Occupations • Ironing, Pressing & Finishing Occupations • Other Elemental Service Occupations (hotels & resorts only)

Is the BC PNP for you?

The BC PNP is not for everyone:

- it is not an alternative to hiring Temporary Foreign Workers, (ie, Service Canada's LMO's, working holiday visas, work exchange programs)

The BC PNP is for employers who want:

- to bring in foreign workers on a **permanent** basis
- to keep temporary foreign workers permanently
- to hire recent international graduates
- an alternative to Federal Skilled Worker or Canadian Experience Class options

For More Information

BC Provincial Nominee Program

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