



# The Northern Attraction Series

Evaluating the Suitability of Provincial  
and Federal Immigration Programs for  
Northern Ontario

By Christina Zefi

PART 3/4

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## About the Author

### *Christina Zefi*



Christina Zefi was a Research Analyst at Northern Policy Institute. She has a degree in Sociology and Criminology from the University of Toronto as well as a Graduate Certificate in Public Administration from Humber College. Her research interests include immigration reform and policy related to Indigenous Affairs, the environment, and mental health. Prior to her role at NPI, Christina worked at TD Canada Trust as a Financial Advisor.

## Executive Summary

In the construction of a Northern Newcomer Strategy, the Northern Attraction Series has so far explored Northern Ontario's need for newcomers (immigrants and migrants), as well as the strengths and weaknesses in attracting and retaining newcomers to northern communities. Building on this work, this paper addresses the Federal Express Entry program and the Ontario Immigrant Nominee Program (OINP), which are expedited immigration processes that help to fill labour gaps in Canada.

Under the Express Entry program, the provincial and territorial nominee programs were the second most popular pathway for immigrants. Within this program, Ontario is allocated 6,600 spots – which accounts for 19 per cent of all spots in Canada. However, of the immigrants that arrive in Ontario, the majority settle in the Greater Toronto Area. Given Northern Ontario's aging population and labour market needs, institutional changes are needed in the expedited pathway system.

As such, the paper analyzes the frameworks of the Manitoba Provincial Nominee Program (MPNP), the Saskatchewan Immigrant Nominee Program (SINP), and the Atlantic Immigration Pilot (AIP) in order to compare against the OINP. There were several key findings, including the mismatch between the skill requirements of the OINP and the skills needed for jobs in demand in Northern Ontario. The MPNP and SINP, on the other hand, have wider-ranging in-demand job lists. Furthermore, the programs of the latter two are community-driven.

With regard to the AIP, one practice that could be replicated is the Labour Market Impact Assessment exemption. If an employer has an urgent need for a provincially-endorsed AIP candidate before their permanent residence application is complete, these candidates may be eligible for a one-year, LMIA-exempt, employer specific work permit. This process could be of interest to Northern Ontario employers.

Based on the analysis, the author provides two policy recommendations:

### Replicate Parts of the AIP

There are several parts of the AIP that could be replicated for Northern Ontario: strong messaging on the importance of Northern, rural and remote immigration, encouraging an employer-led strategy, and accessible educational and work experience requirements for a wide range of applicants.

### Creation of the Northern Ontario Immigration Program

Based on best practices from the SINP, MPNP, and AIP, a provincial nominee program for Northern Ontario could be constructed. It ought to be community-centered, focused on population growth along with settlement and retention, and inclusive of a variety of skills, work experiences and applicants.

*“... this paper addresses the **Federal Express Entry program** and the **Ontario Immigrant Nominee Program**, which are expedited immigration processes that help to fill labour gaps in Canada.”*

## Introduction

Northern Ontario's population is facing a large demographic shift. Baby boomers, born in the two decades after World War II, are coming into retirement and, as a result, the region is becoming disproportionately older because later generations are smaller in size. Other trends contributing to the demographic shift include a fertility rate that is lower than the replacement rate, a rising average life expectancy, and an increase of out-migration by youth and the working population. Given these population changes, Northern Ontario will be affected in a number of ways. However, not all is lost. One solution is to encourage newcomers (immigrants and secondary migrants) to live and work in Northern Ontario – and sooner rather than later. Given this need, Northern Policy Institute is developing a Newcomer Attraction Strategy for Northern Ontario, which will be the culmination of a series of commentaries that touch upon the legislative, regulatory, administrative, policy, and broader operating environment of newcomer attraction and settlement services in the region.

This third commentary analyses the federal Express Entry and the Ontario Immigrant Nominee Program (OINP), tools that are used to attract newcomers to fill labour gaps through an expedited immigration process. Consultations with key community actors have revealed, however, that these programs do not match Northern Ontario's unique economic and social challenges. To address these drawbacks, this commentary explores the OINP and recommends policy changes for a Northern Ontario Immigration Program (NOIP) through a cross-jurisdictional look at nominee programs in Manitoba, Saskatchewan, and Atlantic Canada.<sup>1</sup>

## Immigrating to Canada

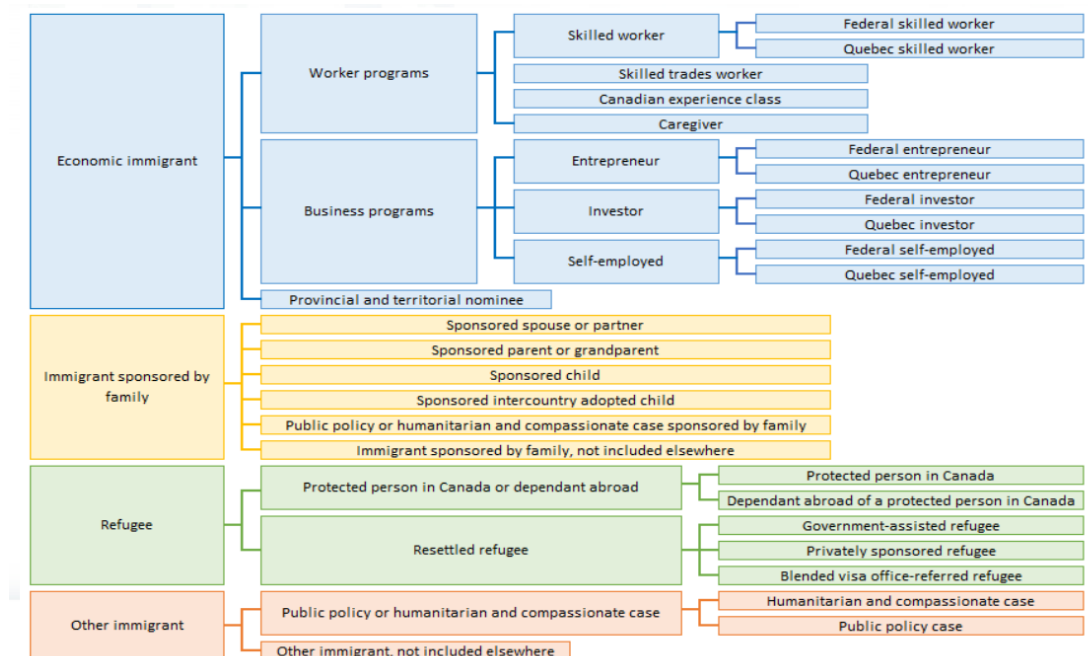
Canada selects immigrants based on three objectives: to enhance and promote economic development, to reunite families, and to fulfil the country's international obligations to uphold its humanitarian traditions (Statistics Canada 2017c). Figure 1 illustrates the various ways a person may migrate to Canada. Out of these three streams, the economic development category is the most popular, with 60 per cent of immigrants over the 2011–16 period using this avenue.<sup>2</sup> Within this category, the worker programs were used the most,<sup>3</sup> admitting 36 per cent of all immigrants and 87 per cent of economic immigrants. In second place, the provincial and territorial nominee programs admitted 27 per cent of economic immigrants and 16 per cent of all immigrants, an increase from 18 per cent and 10 per cent, respectively, over the 2006–10 period, thus demonstrating the rising popularity in the provinces and territories of hand-picking immigrants to fulfil their economic needs. Finally, the business program brought in only 5 per cent of economic immigrants and 3 per cent of all immigrants. Of all the avenues, the family stream is the second highest, welcoming 27 per cent of immigrants to Canada.

<sup>1</sup> Unless otherwise noted, all information describing the Saskatchewan Immigrant Nominee Program, Manitoba Provincial Nominee Program, Atlantic Immigration Pilot program, and OINP is from various provincial immigration websites, which are cited in the bibliography. To avoid repetitive citations, Appendices 1 and 2 provide a detailed overview of the various programs and their streams and requirements.

<sup>2</sup> The source for all the percentages in this paragraph is Statistics Canada (2016).

<sup>3</sup> This refers to immigrants admitted under the Skilled Worker, Skilled Trades Worker, Canadian Experience Class, Caregiver, Federal Skilled Trades Worker, and Quebec Skilled Worker programs.

Figure 1. The Federal Immigration Process



Source: Immigration, Refugees and Citizenship Canada.

## Overview of the Federal Express Entry Program

Express Entry is an electronic process providing a fast-track option for immigrants. The program involves the federal, provincial, and territorial governments, as well as Canadian employers. As this is a jointly administered immigration program and the provinces and territories may establish their own criteria for nominees, the provinces and territories are able to address their specific economic development needs (Canada 2018d).

Although the program's inception is unclear, the online application management system began in 2015 and provides prospective candidates with complete processing time of six months (Canada n.d.). The application process is as follows:

1. Prospective candidates can find out if they are eligible online through a tool on the federal website and can begin their online express entry profile.
2. Candidates must prepare specific documents, also listed on the website, that include language test results, an education credential assessment report, a written job offer from a Canadian employer, and a provincial nomination (for definitions, see Appendix 1).
3. Candidates create an express entry profile and provide information about themselves. If deemed eligible, candidates are accepted into the Express Entry pool and ranked using a points-based system (found online).
4. Those who score the highest or receive a nomination by a province are invited to apply for permanent residency. Once invited, candidates have 60 days to submit their application. If all supporting documents are complete, candidates receive approval in six months or less. Candidates who are not invited during this round remain in the pool and may be considered during a different draw.

Once nominated, candidates apply for permanent residency through Immigration, Refugees and Citizenship Canada. This department then assesses clients' eligibility based on federal admissibility and the Immigration and Refugee Protection Regulations before making the final decision on selection (Canada 2017e).

## How Ontario Uses Federal Express Entry

As with the other provinces (and territories), Ontario may nominate a certain number of newcomers through Federal Express Entry. In addition to the federal government's criteria, provincial nominee programs (PNPs) have other requirements. Thus, Express Entry candidates may apply to a PNP first, receive a nomination, then fill out an Express Entry profile;<sup>4</sup> or they may fill out an Express Entry profile first, and provinces and territories searching the pool may ask a candidate to apply for their particular PNP. Once a nomination is made, the candidate's Express Entry profile is updated.

For an Ontario nomination, candidates must qualify for one of two federal immigration programs and one of three provincial streams (Ontario 2018a):<sup>5</sup>

- The Federal Skilled Worker Program;
- The Federal Canadian Experience Class;
- Ontario's Express Entry French-Speaking Skilled Worker Stream;
- Ontario's Express Entry Human Capital Priorities Stream; and
- Ontario's Express Entry Skilled Trades Stream.

Recalling figure 1, the first two federal streams fall under the Economic Immigrant category.

## Allocation Limits

Each province and territory has allocation limits to manage the use of its program (see table 1). Between 1998 and 2003, bilateral agreements governing the PNP between the federal and provincial/territorial governments included nomination quotas that were treated more as targets because the PNP was a pilot program at the time (Canada 2018c).<sup>6</sup> From 2003 to 2009, new bilateral agreements were signed that included targets that were agreeable to both levels of government, which were subsequently translated into nomination limits for each province and territory (Canada 2018c).

Starting in 2015, the annual nomination limits for all provinces and territories consist of two parts: a "base" allocation made under the PNP, and an "enhanced allocation," which are nominations under the Federal Express Entry program (Canada 2018c). As a result, Ontario's allocation limit is a combination of the federal and provincial programs. To illustrate, in 2017, of the 6,000 allocation spots, Ontario was given 2,500 nomination spaces by the federal government to use with Express Entry (Ontario 2018k). Consequently, the PNP is very competitive because limited numbers of newcomers are accepted each year.

Of all the provinces, Manitoba and Alberta historically have had high nomination limits, but in fiscal year 2014/15, the allocation limits were increased for every province and territory. The increase was highest for Newfoundland and Labrador (71 per cent), followed by Prince Edward Island (53 per cent), and Ontario (52 per cent).

Table 1. Annual Provincial Nominee Program Nomination Limits, by Province and Territory, 2009–18

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Newfoundland & Labrador	225	300	300	300	300	300	1,050	1,050	1,050	1,050
Prince Edward Island	350	400	400	400	400	400	850	850	850	850
Nova Scotia	350	500	500	500	600	700	1,050	1,350	1,350	1,350
New Brunswick	550	625	625	625	625	625	1,050	1,050	1,050	1,050
Ontario	1,000	1,000	1,000	1,000	1,300	2,500	5,200	5,500	6,000	6,600
Manitoba	4,000	5,000	5,000	5,000	5,000	5,000	5,500	5,500	5,500	5,700
Saskatchewan	3,400	4,000	4,000	4,000	4,450	4,725	5,500	5,500	5,600	5,750
Alberta	4,000	5,000	5,000	5,000	5,500	5,500	5,500	5,500	5,500	5,600
British Columbia	3,000	3,500	3,500	3,500	3,800	4,150	5,500	5,800	6,000	6,250
Yukon Territory	190	190	190	190	190	190	250	250	250	250
Northwest Territories	-	150	150	150	150	150	250	250	250	250
<b>Total</b>	<b>17,065</b>	<b>20,665</b>	<b>20,665</b>	<b>20,665</b>	<b>22,315</b>	<b>24,240</b>	<b>31,700</b>	<b>32,600</b>	<b>33,400</b>	<b>34,700</b>

<sup>4</sup> The application for the PNP is also online.

<sup>5</sup> Information about the details of these streams can be found in Appendix 2.

<sup>6</sup> At the time, the provincial immigration programs were pilot projects in many jurisdictions (Canada 2018c).

## Best Practices for Northern Ontario from Successful Jurisdictions

As mentioned previously, many of the key community players discussed the accomplishments of Manitoba, Saskatchewan, and Atlantic Canada when it comes to attracting newcomers. As well, they pointed out that these jurisdictions have similarities to Northern Ontario, thus making best practices more applicable and appropriate.

### Similarities between Manitoba, Saskatchewan, and Northern Ontario

Statistics Canada (2017b) classifies urban population centres as small, medium, or large, depending on population size and density (see table 2). By those criteria, Northern Ontario has 4 medium and 44 small population centres, Manitoba has 1 large, 1 medium, and 49 small population centres, and Saskatchewan has 2 large, 3 medium, and 56 small population centres. The three jurisdictions also have similar numbers of Census Metropolitan Areas – which Statistics Canada (2018) defines as having a population of at least 100,000, with half or more living in the city's core – with one in Manitoba (Winnipeg) and two each in Saskatchewan (Regina and Saskatoon) and Northern Ontario (Greater Sudbury and Thunder Bay).<sup>7</sup> Northern Ontario is also roughly similar to both Manitoba and Saskatchewan in terms of area, total population, and population density (see table 3). The picture alters, however, when comparing the PNP in each province. As table 4 illustrates, the programs in Manitoba and Saskatchewan are used much more frequently than that in Ontario, suggesting that the Manitoba and Saskatchewan programs are more accessible for both the provinces and applicants, and are effective tools to attract and retain newcomers.

Table 2. Classification of Population Centres

Type of Population Centre	Population Size	Population Density
Small population centre	1,000–29,999	400 persons or more per square km
Medium population centre	30,000–99,999	
Large urban population centre	100,000 or more	

Source: Statistics Canada 2017b.

Table 3. Population, Land Mass, and Population Density, Northern Ontario, Manitoba, and Saskatchewan

Jurisdiction	Land Mass (square km)	Population	Population Density (per square km)
Northern Ontario	806,708	780,140	0.97
Manitoba	646,797	1,098,352	2.31
Saskatchewan	651,900	1,278,365	1.86

Source: Statistics Canada 2016b Census of Population.

Table 4. Number of Residents per Nominee, Selected Jurisdictions, 2011

Jurisdiction	Number of Residents per Nominee
Northern Ontario	3,781.36
Manitoba	262.38
Saskatchewan	373.06
Ontario	18,359.34

Source: Author's calculations based on Statistics Canada 2011 Census of Population; Research Datamart, Permanent Residents Facts and Figures 2012. Data Extract from Data Cube. Immigration, Refugees and Citizenship Canada.

<sup>7</sup> In contrast to the case of urban centres, definitions of rural and remote communities in the three regions are subject to significant debate.

## Similarities between Northern Ontario and Atlantic Canada

Atlantic Canada was chosen as a model for best practices because it is undergoing a large demographic shift similar to that in Northern Ontario, which in 2017 led to the launch of the three-year Atlantic Immigration Pilot (AIP) program (for details, see Appendix 2) (McGrath-Gaudet 2017, 1-2). The AIP's aim is to support population growth, develop a skilled workforce, and increase employment rates in the region (Canada Visa n.d.-a). Overall, the pilot program focuses on five priority areas – a skilled workforce and immigration; innovation; clean growth and climate change; trade and investment; and infrastructure – and aims to attract 7,000 newcomers to Atlantic Canada (Canada Visa n.d.-a). In short, the AIP provides a good example of how policy involving employers, settlement agencies, different levels of government, and communities can counter an aging and declining population. Additionally, community players have continually expressed interest in seeing the AIP replicated in Northern Ontario.

## Comparing the Strategies of Nominee Programs in Manitoba, Saskatchewan, and Ontario

The Manitoba Provincial Nominee Program (MPNP) is community driven, which is apparent in the Morden Community Driven Immigration Initiative. Created and managed by the town of Morden, this initiative welcomes newcomers who fill employment gaps in the community (Morden Immigration n.d.). It also focuses on retention by favouring candidates who have not only experience living in rural areas, but also the ability to adapt to the culture and climate (Canada Visa n.d.-b). Moreover, candidates are offered an exploratory visit to Morden to experience the local culture, town, schools, employers, settlement agencies, and so on (Canada Visa n.d.-b). This exercise contributes to retention because prospective candidates know what to expect once they arrive.

In this vein, the MPNP has an overall focus on retention by giving priority to newcomers who can be easily integrated into the province. All of the streams require applicants to demonstrate some sort of connection to the province or the ability to integrate through a settlement plan. More specifically, the Skilled Worker Overseas Stream requires applicants to have Manitoba support experience and an invitation to apply through exploratory visits or recruitment missions. These features of the MPNP demonstrate the province's strategy in targeting newcomers who will integrate and stay once they arrive by placing importance on having relations to the province through work experience or family and friends, which the literature suggests is important in newcomers' choice of a destination (El-Assal and Goucher 2017).

The Saskatchewan Immigrant Nominee Program (SINP) is also community driven because the streams are determined by the diverse economic needs of the various towns. This is particularly evident in the Long-Haul Truck Driver, Hospitality Sector, Semi-skilled Agriculture Worker with Existing Permit, and Health Sector streams. In addition to being community driven, both the MPNP and SINP focus on giving communities the opportunity to fill a variety of skills gaps, as demonstrated in their in-demand jobs list – the MPNP contains 134 job types, the SINP 33. By comparison, Ontario has only seven jobs on its in-demand list. Furthermore, many of the MPNP and SINP streams are accessible to a wide range of workers. In both jurisdictions, the general requirement for work experience is for six months to a year. For example, the Skilled Worker in Manitoba Stream is inclusive because it is not specific to any National Occupation Classification (NOC),<sup>8</sup> and is open to foreign workers and international students with six months of work experience.

In comparison, the OINP's Foreign Worker Stream does not include international students, and requires candidates to have an eligible job offer in NOC category 0, A, or B with two years' full-time work experience in the same category as the job offer. Also, workers with less than two years' work experience must wait to apply for permanent residency. These drawbacks make it difficult for Northern Ontario to fill labour gaps properly, which will become even more strained as the workforce ages.

Furthermore, the OINP focuses on attracting highly skilled and educated newcomers, rather than on filling the needs of the communities in Northern Ontario. Indeed, this was a common criticism among the key community actors. They specifically noted that the high educational requirements for OINP applicants are not necessary given the types of jobs that need to be filled in Northern Ontario. For instance, under the Human Capital Stream, three out of five streams require applicants to have a minimum of a bachelor's degree, while the other two are designated for master's and PhD graduate students. In addition to high educational requirements, the Employer Job Offer and In-Demand Skills Streams in the OINP require applicants to have a job offer and/or experience in a specific occupation (Ontario 2019). When comparing these to the jobs that have been vacant in Northern Ontario, there is misalignment because most jobs in the region are classified as C or D, which do not require post-secondary credentials.

<sup>8</sup> The NOC is a way to categorize jobs based on duties and what an individual does. There are five categories: 0 (management), A (professional), B (technical and skilled trades), C (intermediate jobs), and D (labour jobs that provide on-the-job training) (Canada 2017a).

As table 5 shows, in Northwestern Ontario, five out of 10 occupations in demand are based on job vacancies and 7 out of 10 are based on the number of job postings outside the current Express Entry Stream. Furthermore, 7 of the top 10 longest average job postings on Job Bank are not currently given Express Entry in Ontario; falling under skills categories C and D, these are not covered by an Ontario immigration stream. In Northeastern Ontario (table 6), there is a similar situation. For instance, 7 out of the top 10 jobs based on vacancies on Job Bank as well as number of postings on Vicinity Jobs are in categories C or D, outside the current Express Entry option. Additionally, 6 out of 10 jobs on Job Bank for longest average postings are in skills categories C or D, again outside the expedited immigration programs available for Northern Ontario to fill labour gap needs.

Table 5. Top Jobs in Demand, Northwestern Ontario

Economic Region	Vicinity Jobs Data # postings 2016-2018 (2yrs)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northwest	953	Registered nurses and registered psychiatric nurses	3012	A	Yes
Northwest	739	Other customer and information services representatives	6552	C	No
Northwest	704	Other sales related occupations	6623	D	No
Northwest	700	Retail and wholesale trade managers	0621	O	Yes
Northwest	662	Retail salespersons	6421	C	No
Northwest	601	Sales and service (unidentified sub-category)	6000	N/A	No
Northwest	467	Home support workers, housekeepers and related occupations	4412	C	No
Northwest	464	General office support workers	1411	C	No
Northwest	447	Licensed practical nurses	3233	B	Yes
Northwest	366	Cashiers	6611	D	No
Economic Region	Canada Job Bank Data # vacancies 2017-2018 (1 yr)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northwest	177	Home support workers, housekeepers and related occupations	4412	C	No
Northwest	115	Drillers and blasters - surface mining, quarrying and construction	7372	B	Yes
Northwest	57	Food counter attendants, kitchen helpers and related support occupations	6711	D	No
Northwest	57	Other customer and information services representatives	6552	C	No
Northwest	41	Licensed practical nurses	3233	B	Yes
Northwest	38	Cooks	6322	B	Yes
Northwest	33	Social and community service workers	4212	B	Yes
Northwest	31	Registered nurses and registered psychiatric nurses	3012	A	Yes
Northwest	30	Food and beverage servers	6513	C	No
Northwest	29	Retail salespersons	6421	C	No
Economic Region	Canada Job Bank Data Avg Length (in days) of Posting 2017-2018 (1yr)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northwest	88	Home child care providers	4411	C	No
Northwest	31	Light duty cleaners	6731	D	No
Northwest	29	Retail salespersons	6421	C	No
Northwest	28	Automotive service technicians, truck and bus mechanics and mechanical repair	7321	B	Yes
Northwest	28	Education policy researchers, consultants and program officers	4166	A	Yes
Northwest	26	Hotel front desk clerks	6525	C	No
Northwest	26	Customer services representatives - financial institutions	6551	C	No
Northwest	25	Home support workers, housekeepers and related occupations	4412	C	No
Northwest	24	Security guards and related security service occupations	6541	C	No
Northwest	24	Program leaders and instructors in recreation, sport and fitness	5254	B	Yes

Table 6. Top Jobs in Demand, Northeastern Ontario

Economic Region	Vicinity Jobs Data # postings 2016-2018 (2yrs)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northeast	1999	Retail salespersons	6421	C	No
Northeast	1496	Other customer and information services representatives	6552	C	No
Northeast	1333	Registered nurses and registered psychiatric nurses	3012	A	Yes
Northeast	1256	Retail and wholesale trade managers	0621	O	Yes
Northeast	1237	Other sales related occupations	6623	D	No
Northeast	1207	Sales and service (unidentified sub-category)	6000	N/A	No
Northeast	1133	Home support workers, housekeepers and related occupations	4412	C	No
Northeast	819	Cooks	6322	B	Yes
Northeast	751	Sales and account representatives - wholesale trade (non-technical)	6411	C	No
Northeast	583	General office support workers	1411	C	No
Economic Region	Canada Job Bank Data # vacancies 2017-2018 (1yr)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northeast	216	Other sales related occupations	6623	D	No
Northeast	155	Security guards and related security service occupations	6541	C	No
Northeast	135	Dispatchers	1525	C	No
Northeast	133	Early childhood educators and assistants	4214	B	Yes
Northeast	133	Other customer and information services representatives	6552	C	No
Northeast	115	Home support workers, housekeepers and related occupations	4412	C	No
Northeast	89	Food counter attendants, kitchen helpers and related support occupations	6711	D	No
Northeast	89	Cooks	6322	B	Yes
Northeast	78	Heavy-duty equipment mechanics	7312	B	Yes
Northeast	78	Light duty cleaners	6731	D	No
Economic Region	Canada Job Bank Data Avg Length (in days) of Posting 2017-2018 (1yr)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northeast	70	Home child care providers	4411	C	No
Northeast	63	Dispatchers	1525	C	No
Northeast	35	Registered nurses and registered psychiatric nurses	3012	A	Yes
Northeast	28	Heavy-duty equipment mechanics	7312	B	Yes
Northeast	28	Customer services representatives - financial institutions	6551	C	No
Northeast	26	Food counter attendants, kitchen helpers and related support occupations	6711	D	No
Northeast	25	Early childhood educators and assistants	4214	B	Yes
Northeast	24	Cooks	6322	B	Yes
Northeast	24	Retail salespersons	6421	C	No
Northeast	24	Material handlers	7452	C	No

Source: Vicinity Jobs n.d.; Canada Job Bank n.d.

Based on the above comparisons and the different PNP approaches, a Northern Ontario PNP could adopt several practices in relation to population growth and retention. One is to strengthen community-driven initiatives, another is to create a more representative in-demand job skills list, and a third, taking its cue from the MPNP, is to highlight community ties and the ability to integrate.

## Lessons from the Atlantic immigration Pilot Program

The Atlantic Immigration Pilot program offers five areas of improvement that Northern Ontario could replicate: raising public and employer awareness about the benefits of immigration to the region; promoting life in the region and the benefits of settling there; attracting immigrants who are most likely to stay in the region long term; prioritizing the needs of temporary residents; and addressing any challenges that temporary residents might face in transitioning to permanent residency (El-Assal and Goucher 2017). In short, the purpose of the program is to help employers who have been unable to fill vacant jobs locally find qualified candidates who are overseas or living in Canada temporarily.

What makes the AIP unique is that it is driven by employers. To elaborate, employers are responsible for recruiting candidates and are entirely responsible for supporting applicants through the immigration process. This includes working with local settlement service provider organizations and, depending on the situation, the employer might be asked to help in key areas such as finding suitable housing, supporting access to language training, and assisting with transportation as the new family transitions into the community. This employer focus contrasts that of Northern Ontario, where employers are hesitant to hire immigrants due to reasons such as the lack of resources to train and integrate properly (Zefi 2019, 12). If Northern Ontario were to implement this aspect of the AIP, encouraging and educating employers to be a part of this process, making it more accessible, and working with key migration players in the community, are vital (Zefi 2019, 12).

### The AIP and Labour Market Impact Assessments

When using the Express Entry system and the PNPs, Canadian employers must demonstrate their need for a foreign worker by conducting a Labour Market Impact Assessment (LMIA) (McCuaig Desrochers LLP 2016). Employers must also demonstrate their efforts to hire a Canadian citizen or permanent resident locally by advertising the job posting for at least four weeks and illustrate a minimum of two other recruitment efforts (Canada 2018k). Additionally, an LMIA must show that hiring a foreign worker will have a positive or neutral effect on the Canadian labour market. Finally, LMIA requirements differ significantly depending on whether the job is considered “low wage” or “high wage.” For instance, applications for high-wage positions also require a transition plan outlining the steps the employer is committed to taking to reduce its reliance on foreign workers. Low-wage positions are subject to a cap, which limits the proportion of low-wage foreign workers an employer can have (McCuaig Desrochers LLP 2016).

According to section 204(c) of the Immigration and Refugee Protection Regulations, provincially endorsed candidates under the AIP may be eligible for a one-year, LMIA-exempt, employer-specific work permit if the employer has an urgent need for the individual “before the application for permanent residence is complete” (Canada 2018e). Candidates seeking an LMIA-exempt work permit must sign a commitment that they will submit an application for permanent residency within 90 days of the work permit application (Canada 2018e). Employers must also demonstrate that efforts to hire locally were not successful (Canada 2018a).

Although LMIAs can be a useful tool to ensure Canadian workers are given preferences for jobs, one of the challenges of encouraging LMIA use in Northern Ontario, according to key players, is the lack of interest by employers to utilize this process as they have been told repeatedly that employees are available domestically in Toronto or the Greater Toronto-Hamilton Area. However, cities that are 1,400 kilometres apart, such as Toronto and Thunder Bay, cannot be considered proximate domestic labour markets to each other. Furthermore, LMIAs can come with a high price tag - \$1,000 for every submission (Lipscombe 2018). Given the relationship between Northern Ontario employers and the LMIA system, one solution is greater education about how to navigate the process and when to use it could prove valuable. For example, of the top 10 job postings in the region, the longest average number of days a job has been posted in Northeastern and Northwestern Ontario is 76 days and 88 days, respectively, while the minimum has been 24 days.<sup>9</sup> This demonstrates that employers have had difficulty finding candidates to fill jobs.

Additionally, Northern Ontario could provide eligible provincially endorsed candidates a one-year LMIA-exempt, employer-specific work permit like the AIP. Another option would be to pilot the use of a “regional” LMIA that has an expiry date. Considering the challenges small and medium enterprises have with managing their business, human resources capacity, and recruiting and retaining employees, employers in a specific employment category in which local labour shortages have been identified could use regional LMIAs. Thus, addressing the issue of LMIAs would encourage small and medium enterprises to use a Northern Ontario Immigrant Program.

<sup>9</sup> See Table 5

## International Students

One common practice the MPNP, SINP, and AIP undertake is to provide lenient work experience requirements – or none at all in the case of the AIP and MPNP – for international student applicants. Although the SINP requires a minimum of six months, it recognizes paid experience completed: (a) on campus; (b) off campus; (c) in co-op terms; (d) as a graduate fellowship; or (e) work experience completed on a post-graduate work permit.

As of November 1, 2018, the MPNP has three new streams for international students: the Graduate Internship Pathway, the Student Entrepreneur Pathway, and the Career Employment Pathway. The first and third of these pathways are not restricted to any specific educational level but recognize all post-secondary education, which increases the stream's accessibility for newcomers. As well, the Career Employment Pathway requires applicants to have a job offer, acknowledging one-year contracts in any of Manitoba's in-demand occupations. This feature increases the accessibility of the program because it is not restricted to permanent positions.

With regard to the Student Entrepreneur Stream, this illustrates the steps the MPNP is taking to focus on Manitoba's communities and economic innovation. As well, it does not require any previous job experience, like the other two streams. A unique feature of this Student Entrepreneur Stream is that it does not have any minimum net worth requirements, which would be typically assessed to determine whether the individual has the funds to get a business up and running. Instead, it assesses an individual's source of funds or net worth for the purpose of evaluating the potential to execute a business plan successfully. Indeed, such accessibility can encourage diverse and innovative business ideas that can benefit a given community.

In this area, Manitoba's PNP is quite progressive, even compared to Saskatchewan and the AIP. In Saskatchewan, a student applying to the SINP must have a full-time job offer from a Saskatchewan employer in NOC 0, A, or B, however students with other skills are also eligible to apply to the Hospitality Sector, Semi-skilled Agriculture Worker with Existing Work Permit, or Long-haul Truck Driver streams. Similarly, the AIP requires applicants to have a job offer in NOC 0, A, B, or C.

Another program that offers international students an optimal route to permanent residency is Nova Scotia's "Study and Stay" program, which encourages students to remain in the province once they graduate. Students who are entering their third year at a university or are enrolled in a two-year diploma program with any Nova Scotia community college are eligible (Edu Nova n.d.). Ultimately, the program offers international students support and a career transition program focused on employment-related events, workshops, and activities, and career mentorship with an experiential workplace learning component (Edu Nova n.d.). Essentially, this program is helping international students overcome cultural, social, and language barriers that may place them at a disadvantage compared to Canadian-born students.

In contrast, many community players have criticized the international student stream in the OINP for being limiting and having requirements that are too strict, thereby making it difficult for students to be accepted. Furthermore, interviewees note that this stream is quite competitive because it reaches the maximum number of applicants on the same day it opens, forcing students to look at other provinces when seeking permanent residency. In addition to this challenge, only Master's and PhD students do not need a job offer, while students who have obtained a bachelor's degree or post-secondary diploma are required to have a full-time job offer of an indeterminate duration with no end date in NOC 0, A, or B (Ontario 2018e). One can see the difficulty of this criterion because expecting recent graduates with these qualifications to have a job offer in a management, professional, or skilled trades role is unrealistic, especially since they have only one year to obtain such a job on a post-graduate work permit. How reasonable is it, then, to expect international students, who face additional barriers such as limitations on their immigration permits, access to government-funded settlement services, and lack of recognized work experience, to have job offers in highly skilled roles?

Also, the OINP criteria for international students does not count contract work, which is restricting for students because employers might only be able to offer such work in conjunction with government funding. For instance, the Northern Ontario Heritage Fund offers internships to recent graduates who are interested in a career in Northern Ontario (NOHFC 2018). Although there are funding criteria and the amounts vary for the private sector and non-profits, the program is a great way to encourage organizations to hire recent graduates who are entitled to work in Canada. However, for an international student, landing a contractual internship would not qualify under the current OINP guidelines, further limiting the province's ability to retain potential labour.

On a related note, the OINP requires a participating employer to have had a minimum of \$500,000 in gross annual revenue in the most recent fiscal year. This restricts the types of employers who can participate in the OINP and as such, the kinds of jobs students can seek. For small businesses, especially those in rural communities, these guidelines minimize the eligible labour pool.

As a result of these restrictions, key players have stated that international students in Northern Ontario are forced to seek opportunities where they can be more successful in obtaining permanent residency. Such an opportunity loss is unfortunate considering Northern Ontario's post-secondary institutions hire consultants to recruit international students and play a critical role in marketing Northern communities to newcomers. Additionally, as these actors point out, these applicants are ideal for settlement because they have gone through the Ontario school system for several years and can easily integrate into the work environment, know their way around the community and have a support network, and are competent in English or French. Also, international students are at the optimal age to address Northern Ontario's aging population challenge.

## Entrepreneur Stream Requirements

The amount of money that applicants in the Entrepreneur Stream are expected to have to open a business in Northern Ontario has been criticized as too high. Applicants must have a minimum net worth of \$1.5 million to open a business in the Greater Toronto Area (GTA) and \$800,000 outside the GTA (including rural and remote communities). In addition, applicants must make a personal investment of \$1 million in the GTA and \$800,000 outside the GTA or if the business is in the information and communications technology sector.

These Ontario requirements are relatively high compared with those in Manitoba and Saskatchewan. Manitoba's Entrepreneur Stream requires applicants to have a minimum net worth of \$500,000 and the new business to invest \$250,000 in the capital region or \$150,000 outside the capital region. In Saskatchewan, the Entrepreneur Stream requires applicants to have a minimum net worth of \$500,000 in business and personal assets. Applicants who wish to open a business in Regina or Saskatoon are required to make a minimum investment of \$300,000 or \$200,000 elsewhere in the province.

Considering the provinces' respective requirements, prospective applicants might not see the value in opening a business in Northern Ontario as opposed to Manitoba or Saskatchewan. As well, these requirements are in conflict with a key principle in the Growth Plan for Northern Ontario (2011) that being the growth and retainment of firms (Ontario 2011, 9). With a greater number of firms, competition is increased, which theoretically benefits consumers by providing them diversity in goods and services. For smaller communities that have traditionally relied upon a single industry, the growth of competition can not only revitalize the community, but can aid in the attraction and retention of newcomers to these towns.

## Policy Recommendations

Based on the analysis presented in this commentary, several policy recommendations could be considered as part of a Northern Newcomer Strategy for Northern Ontario.

## Replicate Parts of the AIP

Since Northern Ontario is experiencing the same demographic shift that led to the AIP in Atlantic Canada, it is worth considering the replication of some aspects of that program for Northern Ontario. To begin, strong messages on the importance of Northern, rural and remote immigration as a way to counteract the aging demographic, mentioned previously. Indeed, such an announcement was made by the Federal government in early 2019. Such a move can help shift the conversation surrounding immigration and promote Northern Ontario as a desirable location to move and live. Also, it would create better alignment between what Northern community players are saying and the messaging from government, as has been the case for Atlantic Canada surrounding the promotion of the AIP.

In addition, having an employer-led strategy would provide further support for the integration and settlement of newcomers. One of the first steps in such a strategy is continual communication between employers and service provider organizations in order to identify gaps between services and what businesses need. Another characteristic of the AIP that would be beneficial to Northern Ontario is changes in the LMIA process, such as allowing for an LMIA exemption for one year if the need has been demonstrated as urgent. Furthermore, retention can be enhanced by requiring applicants to have a settlement plan provided by a service provider organization. Once completed by the applicant, this would be sent off to the employer for endorsement. This would aid employers in preparation for the newcomer because they would be aware of the newcomer's settlement plan and the results of his or her needs assessment, again strengthening integration. The employer would then send off the endorsement letter to the province for review and approval. As noted in Zefi (2019), employers can work with service providers and other migration players to help with the integration process.

Finally, the educational and work experience requirements of the AIP are accessible to a wide range of applicants. For education, applicants must have either a Canadian secondary or post-secondary certificate, diploma, or degree or the foreign equivalent that can be verified by an Educational Credential Assessment. The required work experience is one year paid full time, and is inclusive of NOC skill types 0, A, B, or C. For international students, the AIP is particularly simple because it does not have any work experience requirements, and allows students with a job offer in skill types 0, A, B, or C to qualify. These requirements are not daunting for an applicant, they focus on the needs of the community, and make for a quick and simple application.

## Create a Separate Provincial Nominee Program for Northern Ontario

Based on best practices from the SINP, MPNP, and AIP, a Provincial Nominee Program for Northern Ontario needs to be community-centred, focused on population growth along with settlement and retention, and inclusive of a variety of skills, work experiences, and applicants. The following are policy suggestions for a NOIP based on strategies in the comparable jurisdictions:

1. Communicate the importance and value of a Northern, rural, and remote immigration strategy as one of the priorities of federal immigration policy. This message could be included in ministerial speeches, comments by public service providers, and in all the material immigrants receive upon arrival.
2. Allocate at least 1,500 spots from Ontario's PNP specifically for Northern Ontario. According to Statistics Canada (2016), more than three-quarters of immigrants to Ontario arrived in the GTA between 2011 and 2016. What is more, in 2016 the province welcomed only 3.6 per cent of immigrants through the OINP (Institute for Competitiveness and Prosperity 2017). Thus, although allocating 1,500 spots to Northern communities would have limited impact on trends in the GTA, it could have a significant effect on Northern Ontario.
3. Dedicate two to four employees from the Ontario Ministry of Citizenship and Immigration or Immigration, Refugees and Citizenship Canada to engage the key immigration players in Northern Ontario. Specifically, these staff members could run workshops and one-on-one meetings for employers to assist them with navigating the NOIP to access international talent. Alternatively, these individuals could "train the trainers," such as local Chambers of Commerce, community volunteers, or economic development officers who can then assist businesses in completing paperwork related to accessing programs. This would assist businesses in engaging with the NOIP, resulting in more usage and efficiency.
4. Create an in-demand jobs list for Northern Ontario to address the unique skills gaps present in the region. This should include tracking and producing labour market information at the community level that is relevant for job-seekers, policymakers, and community promoters. Data collected should include replacement demand, current vacancies, and comparative salaries by position, and a regular report should be produced on salary comparisons and job openings in Northern Ontario at the community level.
5. Similar to the AIP, simplify the streams of an NOIP. Currently, the OINP has 3 categories with 10 streams. The NOIP could have the following streams:
  - Northern Ontario High-Skilled Program;
  - Northern Ontario Intermediate-Skilled Program;
  - Northern Ontario In-Demand Program;
  - Northern Ontario International Graduate Program;

6. In addition to simplifying the streams, the NOIP should be an employer-led initiative. This would entail the following:
  - Employers should share responsibility in integrating the newcomers with service provider organizations. This strategy would be beneficial for employers, newcomers, and smaller remote communities. First, it would ensure retention because newcomers would receive twice the support for integration. Second, employers and service provider organizations could communicate about any gaps in services being provided. Finally, in smaller communities or very remote areas that do not have a physical settlement agency present, the strategy would provide newcomers and their families (when relevant) with extra support in navigating services and assist smaller communities with retention.
  - Employers should be designated as taking part in the NOIP. This would be a way to keep track of participating employers in order to measure the program's success. The metrics used by the AIP could be replicated.
  - For streams that require a job offer, the NOIP should have a standardized job offer form, a simple format that employers could follow and that would ensure uniformity across the region.
  - To provide newcomers and their families with stability, job offers should be one year in duration, full time, and non-seasonal. As the Manitoba and Saskatchewan programs show, having this style of job offer demonstrates ties to a community, since newcomers and their families would be there for at least a year. The job offer should be used to demonstrate proof of funds for settlement, already evident in the OINP.
7. Dedicate funding to the NOIP for exploratory visits and recruitment missions. Both of these programs have a retention component by requiring applicants to draft a settlement plan to imagine their life in the region that includes where they plan to work, live, register their children for school or daycare, which family doctor they would sign up with, and so on. As demonstrated in the MPNP, these targeted pre-migration strategies are beneficial in adjusting the expectations of newcomers before arriving in the province and ensuring only those eager to stay in the region migrate. As well, this information can be used by other players and the government to refine targeting practices. To support this for the NOIP, communities with favourable migration to Northern Ontario could be selected as pilots. For example, this would entail selecting international rural regions, populations residing in colder climates, communities identified as filling specific labour shortages, or French-speaking communities for Francophone immigration.

With policy pieces from the three comparator jurisdictions and taking into consideration Northern Ontario's needs, table 7 presents the various streams/requirements for a proposed NOIP. Several key observations should be highlighted:

1. Having separate categories for highly skilled, intermediate, and in-demand applicants would allow for more program usage. This would ensure that candidates are processed in the appropriate streams and would provide more variety.
2. Not requiring international students in Northern Ontario to have work experience would help them overcome barriers to employment.
3. The highly skilled, intermediate skilled, international student, and in-demand requirements were taken directly from the AIP because of their simplicity and accessibility.
4. The Foreign Skilled Worker Stream replicates the Manitoba stream that focuses on community ties, community experience, recruitment initiatives, and exploratory visits.
5. By including aspects of these other programs, Northern Ontario could report on which streams produced the best outcomes in terms of population growth, settlement, retention, integration, vacancies filled, and community involvement.
6. The proposed NOIP omits an Entrepreneurial Stream, since more research is required to understand how net worth and investment minimums should be chosen. Do factors such as proximity to large centres play a role or does being in a province with a massive hub – Vancouver, Montreal, Toronto – affect this? With more definite answers, this stream could be incorporated into the NOIP.

Table 7. Elements of a Proposed Northern Ontario Immigration Program

<b>Northern Ontario High Skilled Program</b>	
General	<ul style="list-style-type: none"> <li>Job offer from designated employer that must follow criteria identified in policy recommendation no. 6 for NOIP</li> <li>Applicable for jobs in NOC 0, A, or B</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>Worked at least 1,560 hours in past 3 years</li> </ul>
Education	<p>Applicants must have one of:</p> <ul style="list-style-type: none"> <li>Canadian secondary (high school) or post-secondary certificate, diploma, or degree</li> <li>foreign degree, diploma, or certificate equal to Canadian credential;</li> <li>ECA report from recognized organizations; report must be less than 5 years old when permanent resident application is received</li> </ul>
Language Requirements	<ul style="list-style-type: none"> <li>CLB 4 in language test approved by Immigration, Refugees and Citizenship Canada for French or English</li> </ul>
Proof of Funds	<ul style="list-style-type: none"> <li>Unless working in Canada under valid work permit, applicant must show proof of funds (replicated from the Atlantic Immigration Pilot)</li> </ul>
<b>Northern Ontario Intermediate Skilled Worker</b>	
General	<ul style="list-style-type: none"> <li>Job offer from designated employer that must follow criteria identified in policy recommendation no. 6 for NOIP</li> <li>Applicable for candidates in NOC C</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>Worked at least 1,560 hours in past 3 years</li> </ul>
Education	<p>Applicants must have one of:</p> <ul style="list-style-type: none"> <li>Canadian secondary (high school) or post-secondary certificate, diploma, or degree</li> <li>foreign degree, diploma, or certificate equal to Canadian credential;</li> <li>ECA report from recognized organizations; report must be less than 5 years old when permanent resident application is received</li> </ul>
Language Requirements	<ul style="list-style-type: none"> <li>CLB 4 in language test approved by Immigration, Refugees and Citizenship Canada for French or English</li> </ul>
Proof of Funds	<ul style="list-style-type: none"> <li>Unless working in Canada under valid work permit, applicant must show proof of funds (replicated from the AIP)</li> </ul>
<b>Northern Ontario In-Demands Program</b>	
General	<ul style="list-style-type: none"> <li>Job offer from designated employer that must follow criteria identified in policy recommendation no. 6 for NOIP</li> <li>Job offer must be in NOC skills/job on in-demand list</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>Worked at least 1,560 hours in past 3 years in same NOC skill/type candidate is applying to</li> </ul>
Education	<p>Applicants must have one of:</p> <ul style="list-style-type: none"> <li>Canadian secondary (high school) or post-secondary certificate, diploma, or degree</li> <li>foreign degree, diploma, or certificate equal to Canadian credential;</li> <li>ECA report from recognized organizations; report must be less than 5 years old when permanent resident application is received</li> </ul>
Language Requirements	<ul style="list-style-type: none"> <li>CLB 4 in language test approved by Immigration, Refugees and Citizenship Canada for French or English</li> </ul>
Proof of Funds	<ul style="list-style-type: none"> <li>Unless working in Canada under valid work permit, applicant must show proof of funds (replicated from the AIP)</li> </ul>
<b>Northern Ontario International Graduate Program</b>	
General	<ul style="list-style-type: none"> <li>Job offer from designated employer that must follow criteria identified in policy recommendation no. 6 for NOIP</li> <li>Must be in NOC skill 0, A, B, C, or on in-demand list</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>No work experience required</li> </ul>
Education	<ul style="list-style-type: none"> <li>At least a 2-year degree, diploma, certificate, or trade or apprenticeship credential from recognized publicly funded institution in Northern Ontario</li> <li>Graduated from this institution in 12 months before permanent resident application received</li> <li>Full-time student in Canada for at least 2 years</li> <li>Lived in Northern Ontario for at least 16 months in the 2 years before getting degree, diploma, or educational credential</li> <li>Visa or permit to work, study, or train in Canada</li> <li>Study or training program cannot be either English or French second-language courses for more than half of the program or distance learning undertaken for more than half the length of the program</li> </ul>
Language Requirements	<ul style="list-style-type: none"> <li>CLB 4 in language test approved by Immigration, Refugees and Citizenship Canada for French or English</li> </ul>
Proof of Funds	<ul style="list-style-type: none"> <li>Unless working in Canada under valid work permit, applicant must show proof of funds (replicated from the AIP)</li> </ul>

<b>International Skilled Worker</b>	
General	<ul style="list-style-type: none"> <li>For skilled workers outside Canada who can demonstrate a strong connection to the province shown through the support of friends, family, previous work experience, or education in the province, or an Invitation to Apply through the support of friends or family</li> </ul>
Northern Ontario Support Stream	<p>Northern Ontario supporter must be:</p> <ul style="list-style-type: none"> <li>Able to provide documents proving that he or she has been living in Northern Ontario continuously for minimum of 1 year</li> <li>Canadian citizen or permanent resident</li> <li>Able to demonstrate sufficiently close ties to applicant and the province</li> </ul> <p>For close relatives, both applicant and supporter must provide documents proving their familial relationship</p> <ul style="list-style-type: none"> <li>Able to demonstrate that any applications they previously supported resulted in successful, permanent economic establishment in Northern Ontario</li> <li>Able to support applicant's settlement plan</li> </ul>
Northern Ontario Experience Stream	<ul style="list-style-type: none"> <li>Candidates must have either lived in Northern Ontario in the past as a Temporary Foreign Worker (TFW) or international student</li> <li>TFWs must:               <ul style="list-style-type: none"> <li>» Have 6 months' full-time work experience for Northern Ontario employer</li> <li>» Provide reference letter from employer and submit copy of work permit proving applicant worked in the province</li> </ul> </li> <li>International students must:               <ul style="list-style-type: none"> <li>» Have completed authorized education or training program at a public or registered private vocational, post-secondary institution in Northern Ontario</li> <li>» Submit study permit(s), academic transcripts, and certificate, diploma, or degree they received upon completion of the program</li> </ul> </li> </ul>
Northern Ontario Invitation Stream	<p>This stream is for invitations to apply issued through the Strategic Recruitment Initiatives, which are at the discretion of the NOIP.</p> <p>Northern Ontario exploratory visit: the NOIP accepts requests for exploratory visits, which must be approved and arranged through the NOIP by invitation once following criteria are met:</p> <ul style="list-style-type: none"> <li>Between ages 21 and 45</li> <li>Able to demonstrate employability and adaptability required of all NOIP applicants</li> <li>Have completed, at minimum, a 1-year, post-secondary education or training program for which a diploma, degree, or certificate was received</li> <li>Have at least 2 years' full-time work experience in past 5 years</li> <li>Demonstrate ability to find a job in Northern Ontario in the same occupation in which applicant has 2 years' experience, including plan to achieve appropriate license or certification required for regulated occupations</li> <li>Submit a settlement plan that demonstrates genuine intention and ability to establish economically and settle in Northern Ontario as permanent resident; and</li> <li>CLB 6 or better in language test approved by Immigration, Refugees and Citizenship Canada for French or English</li> </ul>

# Appendix 1:

## Terms and Concepts for a Provincial Nominee Program

### National Occupation Classification

The National Occupation Classification (NOC) is a system used to classify jobs, grouped based on job duties and the work a person does (Government of Canada 2018). For immigration purposes, the main job groups are:

- skill type 0: management jobs;
- skill level A: professional jobs;
- skill level B: technical jobs and skilled trades typically requiring a college diploma or training as an apprentice;
- skill level C: intermediate jobs that usually call for a high school and/or job-specific training; and
- skill level D: jobs that usually include on-the-job training.

The NOC codes are used to decide if a job or work experience meets the eligibility of an immigration program. Jobs that fall under skill types 0, A, and B are considered “skilled” jobs (Canada 2017a).

### Canadian Language Benchmarks

The language ability for prospective Canadians is tested using a standard test provided by the Centre for Canadian Language Benchmarks (CLB). The centre “support[s] the national standards in English and French for describing, measuring, and recognizing second language proficiency of adult immigrants and prospective immigrants living and working in Canada” (Centre for Canadian Language Benchmarks n.d.). Each immigration program has a different minimum CLB level.

### Educational Credential Assessment

An Educational Credential Assessment is a report by an independent company to evaluate foreign credentials to ensure that a foreign degree, diploma, or certificate is valid and equal to a completed Canadian high school or post-secondary credential (Canada 2018h).

### Comprehensive Ranking System

The Comprehensive Ranking System (CRS) is a points-based system used to rank candidates in the Express Entry pool and the OINP. Based on a candidate’s profile answers, the CRS scores the following: skills, education, language ability, work experience, Canadian degrees, diplomas or certificates, a valid job offer, a nomination, and other factors such as spouse or common law partner (Canada 2017c). Those who score the highest are successful in their applications.

### Notifications of Interest and Job Offers

Candidates who meet a province’s or territory’s local immigration and labour market needs receive a Notification of Interest (NOI) – also known as being nominated – which earns them CRS points (Canada 2017c). Additionally, an employer may provide a prospective newcomer in the Express Entry pool a job offer, which also gives a candidate CRS points.<sup>10</sup>

### Expression of Interest

Although there are some slight differences, the PNPs that operate under the Expression of Interest (EOI) system generally share the same method.<sup>11</sup> Candidates who meet the eligibility of a specific program submit an EOI by filling out an online form. The province then uses a points grid to assess the application. Invitations to Apply are issued to candidates who score the highest on the points grid because they have demonstrated that they can settle in the province successfully (CIC News 2015).<sup>12</sup>

<sup>10</sup> Candidates may receive just an NOI or just a job offer. A candidate who has both gives them more points than having just one or the other.

<sup>11</sup> Manitoba, Alberta, British Columbia, New Brunswick, Quebec, Nova Scotia, and Prince Edward Island all use this system.

<sup>12</sup> Each province that participates in this has its own points grid to assess applicants. This is different from the CRS ranking system.

## Appendix 2

### Federal Express Entry, OINP, MPNP, and SINP

FEDERAL EXPRESS ENTRY	
Federal Skilled Worker Program (FSWP)	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>1 year of full-time or equal amount in part-time at one job OR 1 year of full-time at more than 1 job in past 10 years in NOC 0, A, or B</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 7 in writing, reading, listening, and speaking in English or French</li> </ul>
Education	<ul style="list-style-type: none"> <li>Canadian high school or post-secondary certificate, diploma, or degree</li> <li>Educational Credential Assessment (ECA) report showing foreign credentials are equivalent</li> </ul>
Federal Skilled Trades Program (FSTP)	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>2 years' full-time or equal amount part-time in a skilled trade within 5 years before applying in the following:               <ul style="list-style-type: none"> <li>» major group 72: industrial, electrical, and construction workers</li> <li>» major group 73: maintenance and equipment operation workers</li> <li>» major group 82: supervisors and technical workers in natural resources, agriculture, and related production</li> <li>» major group 92: processing, manufacturing and utilities supervisors and central control operators</li> <li>» minor group 632: chefs and cooks</li> <li>» minor group 633: butchers and bakers</li> </ul> </li> <li>Have an offer of full-time employment for at least 1 year or certificate of qualification in a skilled trade issued by a Canadian provincial, or territorial authority</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 5 for speaking and listening and CLB 4 for reading and writing in English or French</li> </ul>
Education	<ul style="list-style-type: none"> <li>No educational requirements, but will receive extra points for a Canadian high school or post-secondary certificate, diploma, or degree or ECA report showing foreign credentials are equivalent</li> </ul>
Canadian Experience Class (CEC)	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>1 year of skilled work in past 3 years that was full-time or part-time in NOC 0, A, or B in Canada</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 7 for NOC 0 or A jobs OR CLB 5 NOC B jobs in writing, reading, listening, and speaking in English or French</li> </ul>
Education	<ul style="list-style-type: none"> <li>No educational requirements, but will receive extra points for a Canadian high school or post-secondary certificate, diploma, or degree or ECA report showing foreign credentials are equivalent</li> </ul>

PROVINCIAL NOMINEE EXPRESS PROGRAMS	
ONTARIO EXPRESS ENTRY	
French-Speaking Skilled Worker	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>• Either 1 year within the past 5 years according to the criteria under the FSWP or CEC</li> </ul>
Language	<ul style="list-style-type: none"> <li>• CLB 7 in French and CLB 6 in English</li> </ul>
Education	<ul style="list-style-type: none"> <li>• Equivalent of Canadian bachelor's degree or above</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Minimum level of savings to support applicant and family members</li> <li>• Intend to live in Ontario</li> </ul>
Human Capital Priorities Stream	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>• Either 1 year within past 5 years according to criteria under the FSWP or CEC</li> </ul>
Language	<ul style="list-style-type: none"> <li>• CLB 7 in English or French</li> </ul>
Education	<ul style="list-style-type: none"> <li>• Equivalent of Canadian bachelor's degree or above</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Minimum level of savings to support applicant and family members</li> <li>• Intend to live in Ontario</li> </ul>
Skilled Trades Stream	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>• Must qualify for CEC</li> <li>• Cumulative 1 year of paid full-time or equal amount in part-time in an eligible skilled trades occupation listed in minor group 633 or major group 72, 73 or 82 within the past 2 years in Ontario</li> </ul>
Language	<ul style="list-style-type: none"> <li>• CLB 5 in English or French</li> </ul>
Education	<ul style="list-style-type: none"> <li>• Trade license or certification from the Ontario College of Trades if working/have worked in an occupation in Ontario that requires a license or certification</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Minimum level of savings to support applicant and family members</li> <li>• Intend to live in Ontario</li> </ul>

PROVINCIAL NOMINEE EXPRESS PROGRAMS	
MANITOBA EXPRESS ENTRY	
Sub-stream of the Skilled Worker Overseas Stream	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>Minimum 6 months' work experience in job on in-demand occupations list</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 7 for NOC 0 or A or CLB 6 for NOC B</li> </ul>
Education	<ul style="list-style-type: none"> <li>Completed 1 post-secondary program of at least 1 year (Canadian equivalent)</li> <li>If position requires licensure or certification, applicant must apply to the regulatory body to have qualifications and skills assessed and/or pass an examination</li> </ul>
Adaptability	<ul style="list-style-type: none"> <li>Demonstrate ability and intent to become economically established and reside in Manitoba; AND</li> <li>Have confirmed support of close friend or relative who has resided in Manitoba for at least 1 year; OR</li> <li>Hold valid invitation to apply issued by the MPNP</li> </ul>
Other	<ul style="list-style-type: none"> <li>Age 18 or older</li> <li>Proof of settlement funds provided</li> </ul>
Skilled Worker Overseas Stream, Human Capital Pathway	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>6 months' full-time in the work declared for purposes of obtaining Expression of Interest and assessment points; no points will be awarded for less than 1 year of work experience in total</li> <li>Must be in job on the in-demand occupations list</li> <li>Career plan submitted</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 7 for regulated professions</li> <li>CLB 6 for compulsory trades</li> <li>CLB 5 for all other NOC 0, A, or B occupations</li> <li>Points awarded for second-language proficiency of at least CLB 5</li> </ul>
Education	<ul style="list-style-type: none"> <li>Minimum of 1 year in post-secondary program (Canadian equivalent)</li> <li>Must apply to regulatory body to have qualifications and skills assessed and/or pass examination for licensure or certification</li> </ul>
Adaptability	<ul style="list-style-type: none"> <li>Demonstrate ability and intention to become economically established and reside in Manitoba; AND</li> <li>Confirmed support of close relative who has resided in Manitoba for at least 1 year; OR</li> <li>Previous post-secondary education completed in Manitoba within past 5 years; OR</li> <li>previous work experience in Manitoba within past 5 years; OR</li> <li>Valid invitation to apply issued by the MPNP</li> </ul>
Other	<ul style="list-style-type: none"> <li>Age 18 or older</li> <li>Proof of settlement funds provided</li> </ul>

PROVINCIAL NOMINEE EXPRESS PROGRAMS	
SASKATCHEWAN EXPRESS ENTRY	
International Skilled Worker: Occupation-In-Demand	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>1 year of work experience in past 10 years in intended occupation</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 4, but employers and regulatory bodies may ask for higher score</li> </ul>
Education	<ul style="list-style-type: none"> <li>No educational requirements, but points are assigned based on education level according to the International Skilled Worker: Points Assessment Grid</li> </ul>
Other	<ul style="list-style-type: none"> <li>Score minimum of 60 out of 100 points on assessment grid</li> <li>Have offer of permanent, full-time employment in Saskatchewan; there is no specific jobs list, but offer is required to be in NOC 0, A, or B or in a designated trade in Saskatchewan</li> </ul>
International Skilled Worker: Saskatchewan Express Entry	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>Have experience in a high-skilled occupation NOC level A, B, or 0 on in-demand occupations list in one of the following:               <ul style="list-style-type: none"> <li>1 year of work experience in past 10 years in a skilled profession</li> <li>2 years' work experience in skilled trade in past 5 years</li> <li>1 year of work experience in Canada in past 3 years in trades or non-trades job</li> </ul> </li> </ul>
Language	<ul style="list-style-type: none"> <li>Provide language test results that match applicant's declaration in Express Entry profile</li> </ul>
Education	<ul style="list-style-type: none"> <li>Completed diploma, degree, or certificate through post-secondary education, training, or apprenticeship comparable to Canadian education system of at least 1 year in length (must have ECA done for foreign credentials)</li> </ul>
Other	<ul style="list-style-type: none"> <li>Score minimum of 60 out of 100 points on the assessment grid</li> <li>Have proof of settlement funds and settlement plan</li> <li>Must be accepted into Immigration, Refugees and Citizenship Canada's Express Entry pool, have an Express Entry profile number and Job Seeker Validation Code</li> </ul>

MANITOBA PROVINCIAL NOMINEE PROGRAM (MPNP)	
<i>Skilled Worker in Manitoba Stream</i>	
Manitoba Work Experience Pathway	Minimum Requirements
General	<ul style="list-style-type: none"> <li>Must be one of following:               <ul style="list-style-type: none"> <li>» Temporary Foreign Worker (TFW), LMIA, LMIA-exempt, and MPNP-supported work permits</li> <li>» International student who is out-of-province graduate</li> <li>» International student who is Manitoba graduate working in job not on Manitoba's published In-demand occupations list.</li> </ul> </li> </ul>
Work Experience in Manitoba / Current Employer in Manitoba	<ul style="list-style-type: none"> <li>TFWs and international students: Manitoba graduates in jobs on Manitoba's published in-demand occupations list who have worked a minimum of 6 months in Manitoba (the job need not be related to applicant's field of study); OR</li> <li>International students: out-of-province graduates in jobs on Manitoba's published in-demand occupations list who have worked a minimum of 12 months in Manitoba (the job need not be related to applicant's field of study); OR</li> <li>TFWs in jobs not on Manitoba's published in-demand occupations list who have worked a minimum of 12 months in Manitoba with an LMIA-supported or LMIA-exempt work permit; OR</li> <li>International students: Manitoba graduates in jobs not on Manitoba's published in-demand occupations list who have worked a minimum of 12 months in Manitoba</li> </ul>
Language	<ul style="list-style-type: none"> <li>Minimum official-language proficiency depends on the assessed NOC:               <ul style="list-style-type: none"> <li>» Minimum CLB/NCLC 7 for regulated occupations</li> <li>» Minimum CLB/NCLC 6 for compulsory trades</li> <li>» Minimum CLB/NCLC 5 for all other NOC 0, A, or B occupations</li> <li>» Minimum CLB/NCLC 4 for semi-skilled occupations (NOC C or D)</li> </ul> </li> </ul>
Additional Employment Requirements	<ul style="list-style-type: none"> <li>Residing and/or working in Manitoba at time of application;</li> <li>Have long-term, full-time job offer that meets Manitoba's employment and wage standards for the occupation;</li> <li>Working conditions consistent with those of Canadian citizens/permanent residents of Canada; applicant's position must not be home-based, part-time, temporary, seasonal, or commission-based</li> </ul>
Other	<ul style="list-style-type: none"> <li>Have a connection to Manitoba through employment that is stronger than ties to any other province</li> <li>Demonstrate settlement plan and intention and ability to live, work, and establish work and family life in Manitoba as permanent resident</li> <li>Demonstrate sufficient settlement funds</li> </ul>

MANITOBA PROVINCIAL NOMINEE PROGRAM (MPNP)	
<i>Skilled Worker in Manitoba Stream</i>	
Employer Direct Recruitment Pathway	Minimum Requirements
General	<ul style="list-style-type: none"> <li>Minimum of 2 years in past 5 years of employment experience relevant to occupation being recruited for, or other relevant experience identified by employer; OR</li> <li>Relevant experience as identified by employer if other than 2 years.</li> <li>Between ages 21 and 45</li> </ul>
Additional Employment / Job Offer Requirements	<ul style="list-style-type: none"> <li>Long-term, full-time job offer that meets Manitoba's employment and wage standards for the occupation</li> <li>Employer has registered commercial business operating in Manitoba for at least 3 years immediately preceding application</li> <li>Working conditions consistent with those of Canadian citizens/permanent residents of Canada</li> <li>Position is not home-based, part-time, temporary, seasonal, or commission-based</li> </ul>
Language	<ul style="list-style-type: none"> <li>Minimum official-language proficiency depends on assessed NOC:               <ul style="list-style-type: none"> <li>» Minimum CLB/NCLC 7 for regulated occupations</li> <li>» Minimum CLB/NCLC 6 for compulsory trades</li> <li>» Minimum CLB/NCLC 5 for all other NOC 0, A, or B occupations</li> <li>» Minimum CLB/NCLC 4 for semi-skilled occupations (NOC C or D) where employer commits to providing or facilitating workplace language training</li> </ul> </li> </ul>
Adaptability	<ul style="list-style-type: none"> <li>Must demonstrate ability and intent to reside in Manitoba</li> </ul>
Education	<ul style="list-style-type: none"> <li>Must have post-secondary education and/or training related to occupation being recruited for or identified by employer</li> <li>If position requires licensure or certification, applicant must apply to the regulatory body to have qualifications and skills assessed</li> <li>For NOC C or D occupations, the MPNP reserves the right to select individuals with no post-secondary education, providing they possess the required training for the job according to employer requirements and NOC description</li> </ul>

MANITOBA PROVINCIAL NOMINEE PROGRAM (MPNP)	
<i>Skilled Worker in Manitoba Stream</i>	
Skilled Worker Overseas	Minimum Requirements
General	<ul style="list-style-type: none"> <li>For skilled workers outside Canada who can demonstrate a strong connection to the province shown through the support of friends, family, previous work experience, or education in the province, or an Invitation to Apply through the support of friends or family</li> <li>Must obtain 60 out of 100 on the points assessment grid</li> </ul>
Manitoba Support	<ul style="list-style-type: none"> <li>Manitoba supporter must be:               <ul style="list-style-type: none"> <li>» Able to provide documents proving that he or she has been living in Manitoba continuously for minimum of 1 year</li> <li>» Canadian citizen or permanent resident</li> <li>» Able to demonstrate sufficiently close ties to applicant and the province</li> <li>» For close relatives, both applicant and supporter must provide documents proving their familial relationship</li> <li>» Able to demonstrate that any applications they previously supported resulted in successful, permanent economic establishment in Manitoba</li> <li>» Able to support applicant's settlement plan</li> </ul> </li> </ul>
Manitoba Experience	<ul style="list-style-type: none"> <li>Candidates must have either lived in Manitoba in the past as a TFW or international student</li> <li>TFWs must:               <ul style="list-style-type: none"> <li>» Have 6 months' full-time work experience for Manitoba employer</li> <li>» Provide reference letter from employer and submit copy of work permit proving applicant worked in the province</li> </ul> </li> <li>International students must:               <ul style="list-style-type: none"> <li>» Have completed authorized education or training program at a public or registered private vocational, post-secondary institution in Manitoba</li> <li>» Submit study permit(s), academic transcripts, and certificate, diploma, or degree they received upon completion of the program</li> </ul> </li> </ul>
Manitoba Invitation	<ul style="list-style-type: none"> <li>This stream is for invitations to apply issued through the Strategic Recruitment Initiatives, which are at the discretion of the MPNP</li> <li>Manitoba exploratory visit: the MPNP accepts requests for exploratory visits, which must be approved and arranged through the MPNP by invitation once following criteria are met:               <ul style="list-style-type: none"> <li>» Between ages 21 and 45</li> <li>» Able to demonstrate employability and adaptability required of all MPNP applicants</li> <li>» Have completed, at minimum, a 1-year, post-secondary education or training program for which a diploma, degree, or certificate was received</li> <li>» Have at least 2 years' full-time work experience in past 5 years</li> <li>» Demonstrate ability to find a job in Manitoba in the same occupation in which applicant has 2 years' experience, including plan to achieve appropriate licence or certification required for regulated occupations</li> </ul> </li> </ul>

MANITOBA PROVINCIAL NOMINEE PROGRAM (MPNP)	
<i>International Education Stream</i>	
Graduate Internship Pathway	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>No work experience or job offer at time of application needed</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 7 or higher</li> </ul>
Internship in Manitoba	<ul style="list-style-type: none"> <li>Completed Mitacs Elevate or Accelerate internship with eligible industry and research enterprise in Manitoba</li> </ul>
Education	<ul style="list-style-type: none"> <li>Completed graduate (master's or doctoral) program in STEM in Manitoba within past 3 years; OR</li> <li>Graduated in past 3 years from designated post-secondary institution in Manitoba (minimum 1 year, 2 semesters, full-time coursework)</li> </ul>
Settlement Funds	<ul style="list-style-type: none"> <li>Demonstrate liquid funds equivalent to low income cut-off for independent financial resources for 6-month period; OR</li> <li>Employed full-time, long-term in Manitoba</li> </ul>
Adaptability	<ul style="list-style-type: none"> <li>Residing in Manitoba at time of application</li> <li>Show intention to continue to reside in Manitoba after nomination, including submission of Career Employment Plan demonstrating opportunities for successful career track in Manitoba</li> </ul>
Student Entrepreneur Pathway	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>No work experience or job offer at time of application needed</li> </ul>
Business Experience	<ul style="list-style-type: none"> <li>Business plan required as part of MPNP application</li> <li>Operate business as a senior manager on daily basis from place of business in Manitoba for at least 6 months prior to nomination while on valid temporary work permit, consistent with requirements of Business Performance Agreement (BPA)</li> <li>Business equity ownership of at least 51%</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 7 or higher</li> </ul>
Age	<ul style="list-style-type: none"> <li>Between ages 21 and 35</li> </ul>
Education	<ul style="list-style-type: none"> <li>Completed full-time post-secondary program in Manitoba of at least 2 years' duration (distance learning or compressed academic programs not eligible)</li> <li>Studies and/or work/business experience outside Canada considered as beneficial but not required</li> </ul>
Settlement Funds	<ul style="list-style-type: none"> <li>Demonstrate liquid funds equivalent to low income cut-off for independent financial resources for 6-month period; OR</li> <li>Employed full-time, long-term in Manitoba</li> </ul>
Adaptability	<ul style="list-style-type: none"> <li>Have valid open work permit or post-graduation work permit at time of application</li> <li>Continuously resided in Manitoba since graduation; and</li> <li>Show intent to continue to reside in Manitoba after nomination</li> </ul>

MANITOBA PROVINCIAL NOMINEE PROGRAM (MPNP)	
<i>International Education Stream</i>	
Career Employment Pathway	Minimum Requirements
Education	<ul style="list-style-type: none"> <li>Graduated in past 3 years from designated post-secondary institution in Manitoba (minimum 1 year, 2 semesters, full-time coursework)</li> </ul>
Current Employment in Manitoba	<ul style="list-style-type: none"> <li>Full-time job offer from eligible current employer with minimum 1-year contract on Manitoba's published in-demand occupation list that is consistent with applicant's completed training</li> <li>The MPNP may impose program or occupation-specific limits</li> <li>If completed bridging program and passed initial stage of certification as determined by appropriate regulatory body, applicant is not required to have a job offer at time of application</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 7 or higher</li> </ul>
Settlement Funds	<ul style="list-style-type: none"> <li>Demonstrate liquid funds equivalent to low income cut-off for independent financial resources for 6-month period; OR</li> <li>Employed full-time, long-term in Manitoba</li> </ul>
Adaptability	<ul style="list-style-type: none"> <li>Applicants must be residing in Manitoba at the time of application.</li> <li>They must show the intent to continue to reside in Manitoba after the nomination, including the submission of a Career Employment Plan demonstrating opportunities for a successful career track in Manitoba.</li> </ul>
<i>Business Investor Stream</i>	
Business Investment Immigration	Minimum Requirements
General Requirements	<ul style="list-style-type: none"> <li>Net worth of \$350,000</li> <li>3 years of successful business ownership and management experience or executive-level experience as senior manager of a business within past 5 years</li> <li>Attend interview with MPNP B-officer</li> <li>Intention and ability to reside in Manitoba with all dependent family members</li> <li>Demonstrate sufficient language proficiency in English or French</li> <li>Candidates may also be required to conduct an exploratory visit to Manitoba; applicants will need to provide proof of research conducted during the visit in the form of a visit report and other documents</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Business ownership experience: applicant has been actively engaged in providing goods or services to customers and bears the risk of return for the capital investment in the business enterprise</li> <li>Senior management experience: applicant has held a position in the highest level of management of a major business in which he or she has been responsible for strategic policy development.</li> </ul>
Investment Requirements	<ul style="list-style-type: none"> <li>Make eligible business investment</li> </ul>

MANITOBA PROVINCIAL NOMINEE PROGRAM (MPNP)	
Farm Investor Pathway (FIP)	Minimum Requirements
General Requirements	<ul style="list-style-type: none"> <li>• Minimum 3 years of farm ownership and operation experience</li> <li>• FIP recognizes language capabilities in either English or French; if invited to conduct an interview, applicant will be required to do so in either language</li> <li>• Have net worth of at least \$500,000</li> <li>• Demonstrate sufficient language proficiency in English or French</li> <li>• Farm business entity should have ongoing and recurring business activities in rural Manitoba</li> <li>• Must live on the farm and actively participate in management of the farm business on an ongoing basis</li> <li>• Farm business must be active in primary agriculture production and economically viable</li> <li>• Must conduct value-added farm business activities in Manitoba; purely speculative activities or the use of third-party farm manager are not eligible under the MPNP</li> <li>• Demonstrate adaptability, specifically relating to practical farming skills, technical knowledge, and experience in technologically based farming practices that will transfer directly to Manitoba's current primary farm production industry</li> </ul>
Farm Business Investment	<ul style="list-style-type: none"> <li>• At least \$300,000; applicant is expected to establish a farming business in rural Manitoba</li> <li>• Farm business investments must be in eligible tangible assets as defined by the MPNP</li> <li>• Farm business plan required as integral part of application</li> </ul>
Farm business research visit	<ul style="list-style-type: none"> <li>• Applicant must conduct a farm business research visit to Manitoba</li> </ul>
Community Initiative (pilot program)	
Morden Community Driven Immigration Initiative	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>• Have at least 2 years' full-time work experience in past 5 years</li> </ul>
Language	<ul style="list-style-type: none"> <li>• For applicants that aren't welders, a CLB 7 is required and an Educational Credential Assessment alongside a post-secondary education.</li> </ul>
Education	<ul style="list-style-type: none"> <li>• Completed post-secondary education or training program of at least 1 year's duration, for which applicant received diploma, certificate, or degree</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>• 2 years' full-time work experience in past 5 years</li> <li>• Must fall within the following targeted occupations:               <ul style="list-style-type: none"> <li>» cabinetmakers</li> <li>» manufacturing (specifically at entry level)</li> <li>» factory sewing machine operators</li> <li>» heavy vehicle mechanics</li> </ul> </li> </ul>
General	<ul style="list-style-type: none"> <li>• Between ages 21 and 45</li> <li>• Have no other connection to other parts of Canada (through friends, relatives, or previous employment or education)</li> <li>• Have genuine intention and ability to establish economically and settle in Morden</li> <li>• Have settlement funds as required by the MPNP</li> <li>• Initiative will favour candidates who have experience of living in a rural area, with ability to adapt to culture and climate. Candidates who fulfil the criteria and have been selected as potential immigrants to Morden under the initiative will be required to make an exploratory visit to the area. The main purpose of the visit is to pass the MPNP interview, though making local contacts and seeking employment opportunities are also suggested</li> </ul>

SASKATCHEWAN IMMIGRANT NOMINEE PROGRAM (SINP)	
<i>International Skilled worker</i>	
Employment Offer	Minimum Requirements
General	<ul style="list-style-type: none"> <li>Have offer of permanent, full-time employment in Saskatchewan with job approval letter in NOC 0, A, or B in designated trade in Saskatchewan</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>1 year in past 10 years in intended occupation</li> <li>Food and beverage servers/persons should apply under the Hospitality Sector Project subcategory:</li> <li>Health professionals should apply under the Health Professionals subcategory (Physicians, Nurses, or Other Health Professions)</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 4 in English or French</li> <li>Employers and regulatory bodies may ask for language scores higher than CLB 4</li> <li>Show proof of eligibility for Saskatchewan licensure if intended occupation is in a regulated profession or compulsory apprenticeship trade</li> </ul>
<i>Worker With Saskatchewan Experience</i>	
Skilled Worker with Existing Work Permit	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>Have worked 6 months for employer offering full-time job in NOC A, B, 0 or in a designated trade and must have valid work permit issued by Immigration, Refugees and Citizenship Canada</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 4 of job offer is in NOC C</li> </ul>
Education	<ul style="list-style-type: none"> <li>None listed, but points given for different levels of education</li> </ul>
Long-Haul Truck Drivers	Minimum Requirements
General	<ul style="list-style-type: none"> <li>Must begin working for an approved trucking firm in Saskatchewan on a temporary foreign work permit</li> <li>If approved trucking firm offers permanent employment, trucker may apply to the SINP for permanent resident status after at least 6 months' employment.</li> <li>Meet subcategory criteria, which can change at any time, but only those on website when complete application was received</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>Working for an SINP-approved Saskatchewan trucking firm for at least 6 months on a temporary work permit; permit must be issued by Immigration, Refugees and Citizenship Canada and based on LMIA from Service Canada</li> <li>Have an offer of full-time, permanent employment from employer, which must be an approved trucking firm in Saskatchewan</li> <li>Must have Saskatchewan class 1A driver's license</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB4 or higher</li> </ul>
Education	<ul style="list-style-type: none"> <li>None listed, but points given for different levels of education</li> </ul>
Students	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>6 months' paid employment on-campus, off-campus, co-op terms, graduate fellowships that can be verified through the institution, and work experience gained on a post-graduate work permit</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 4 if job offer is NOC C</li> </ul>
Education	<ul style="list-style-type: none"> <li>Graduated from recognized post-secondary educational institution in Saskatchewan with certificate, diploma, or degree</li> <li>Program equivalent to at least 1 academic year (8 months) of full-time study from recognized post-secondary educational institution in Canada (outside Saskatchewan) with certificate, diploma, or degree</li> </ul>
General	<ul style="list-style-type: none"> <li>Have current, permanent, full-time job offer:                             <ul style="list-style-type: none"> <li>» In field of study from Saskatchewan employer in NOC A, B, or 0; OR</li> <li>» In a designated trade; OR</li> <li>» Related to field of study and required post-secondary education (food and beverage servers/ persons must apply under the Hospitality Sector Project subcategory)</li> </ul> </li> </ul>

SASKATCHEWAN IMMIGRANT NOMINEE PROGRAM (SINP)	
Hospitality Sector Project	Minimum Requirements
General	<ul style="list-style-type: none"> <li>Currently working in Saskatchewan on temporary work permit;</li> <li>Working with an SINP hospitality-approved employer for minimum of 6 months (960 hours)</li> <li>Have job offer from approved employer</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>Have valid work permit issued by Immigration, Refugees and Citizenship Canada for one of the following:               <ul style="list-style-type: none"> <li>» Food/beverage server (NOC 6513)</li> <li>» Food counter attendant/kitchen helper (NOC 6711)</li> <li>» Housekeeping/cleaning staff (NOC 6731)</li> </ul> </li> <li>Completed at least high school education</li> <li>Employed by participating employer and have CLB 4 or higher</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 4</li> </ul>
Education	<ul style="list-style-type: none"> <li>Grade 12 minimum</li> </ul>
Semi-Skilled Agriculture Worker with Existing Work Permit	Minimum Requirements
General	<ul style="list-style-type: none"> <li>Worked 6 months for employer offering the job and have permanent full-time job offer from a Saskatchewan employer in one of the following (NOC) occupations:               <ul style="list-style-type: none"> <li>» NOC 8431: General farm worker</li> <li>» NOC 8432: Nursery and greenhouse worker</li> </ul> </li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>Work permit must be for one of the following programs:               <ul style="list-style-type: none"> <li>» Seasonal Agriculture Worker Program</li> <li>» International Experience Canada</li> <li>» Temporary Foreign Worker Program</li> </ul> </li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 4</li> </ul>
Education	<ul style="list-style-type: none"> <li>Grade 12 minimum</li> </ul>
Health Sector	
Physician Stream	<ul style="list-style-type: none"> <li>Educational and professional qualifications</li> <li>Valid work permit issued by Immigration, Refugees and Citizenship Canada</li> <li>Practising as physician in Saskatchewan for at least 6 months</li> <li>Permanent, full-time job offer that has been:               <ul style="list-style-type: none"> <li>» Issued by a provincial health authority or the health education institution where applicant is currently working; and/or</li> <li>» Verified with documents that describe applicant's permanent arrangement to practise medicine in a Saskatchewan medical office. These could be:                   <ul style="list-style-type: none"> <li>» a business plan or contract;</li> <li>» a partnership agreement; or</li> <li>» other documents describing practice</li> </ul> </li> </ul> </li> </ul>
Nurse Stream	<ul style="list-style-type: none"> <li>Educational and professional qualifications</li> <li>Valid work permit issued by Immigration, Refugees and Citizenship Canada</li> <li>Practising as a nurse in Saskatchewan for at least 6 months</li> <li>Permanent, full-time job offer from:               <ul style="list-style-type: none"> <li>» Saskatchewan Health Authority;</li> <li>» Saskatchewan Cancer Agency; or</li> <li>» another publicly funded health employer</li> </ul> </li> <li>Valid SINP Job Approval Letter</li> </ul>

Other Health Professions	<ul style="list-style-type: none"> <li>• Currently working in health jobs supported by appropriate regional health authority, licensing body (as applicable) or other employer</li> <li>• In NOC Matrix level A, B, C, or O</li> <li>• At least 1 academic year of post-secondary education or job-specific training</li> <li>• Valid work permit from Immigration, Refugees and Citizenship Canada</li> <li>• Working in approved health job in Saskatchewan, for at least 6 months for the employer offering the permanent job, in the same job position.</li> <li>• Permanent, full-time job offer from:             <ul style="list-style-type: none"> <li>» Saskatchewan Health Authority;</li> <li>» Saskatchewan Cancer Agency; or</li> <li>» another health employer</li> </ul> </li> <li>• CLB 4 if job offer is in a NOC C occupation.</li> <li>• Have proof of eligibility for Saskatchewan licensure if occupation is regulated in Saskatchewan and requires mandatory (compulsory) certification or licensure.</li> </ul>
<b>Entrepreneur</b>	<b>Minimum Requirements</b>
Steps	<ol style="list-style-type: none"> <li>1. EOI submission to the SINP</li> <li>2. EOI selection and invitation to submit application</li> <li>3. Nomination</li> </ol>
General Requirements	<ul style="list-style-type: none"> <li>• Minimum \$500,000 in net business and personal assets</li> <li>• Minimum 3 years' relevant business management or entrepreneurial experience</li> <li>• Submit Business Establishment Plan</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Business ownership experience: applicant has been actively engaged in providing goods or services to customers and bears the risk of return for the capital investment in the business enterprise</li> <li>• Senior management experience: applicant has held a position in highest level of management of a major business in which he or she has been responsible for strategic policy development</li> </ul>
Investment Requirements	<ul style="list-style-type: none"> <li>• Make an eligible business investment of \$300,000 in Regina or Saskatoon or \$200,000 in all other communities</li> </ul>
Employment Opportunities	<ul style="list-style-type: none"> <li>• Create 2 employment opportunities in Saskatchewan for Canadians or permanent residents who are not related to applicant (only applies if applicant is establishing a new business in Regina or Saskatoon)</li> </ul>

ONTARIO IMMIGRANT NOMINEE PROGRAM	
Employer Job Offer Category	
Foreign Worker	Minimum Requirements
General	<ul style="list-style-type: none"> <li>At time of application, must have job offer from eligible Ontario employer in full-time skilled occupation (NOC 0, A, or B)</li> <li>Job must meet median wage levels in Ontario for that occupation and region</li> <li>Must have intention to reside in Ontario</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>2 years' cumulative full-time paid work experience in same NOC code as job listed in job offer gained within 5 years of application</li> </ul>
Language	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Education	<ul style="list-style-type: none"> <li>N/A (points will be given to highest level)</li> </ul>
International Student Stream	Minimum Requirements
General	<ul style="list-style-type: none"> <li>Full-time job offer of indeterminate duration in skilled occupation (NOC 0, A, or B), and</li> <li>Meets low-wage level in Ontario for that occupation and region</li> <li>Must have intention to reside in Ontario</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Language	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Education	<ul style="list-style-type: none"> <li>Completed requirements necessary to obtain:                             <ul style="list-style-type: none"> <li>degree or diploma from eligible Canadian institution that takes at least 2 years to complete if pursued full-time; or</li> <li>degree, diploma, or certificate from eligible Canadian institution that takes at least 1 year to complete if pursued full-time and that requires completion of degree as prerequisite.</li> </ul> </li> <li>Have completed at least half of studies on a full-time basis while lawfully residing and studying in Canada</li> </ul>
In-Demand	Minimum Requirements
General	<ul style="list-style-type: none"> <li>Full-time job offer of indeterminate duration in eligible occupation in agricultural or construction sectors; and</li> <li>Meets median wage levels in Ontario for that occupation and region.                             <ul style="list-style-type: none"> <li>If applicant is already working for employer in the position, wage of job offer must also be equal to or greater than wage level employer currently pays applicant in that position</li> </ul> </li> <li>Job offer must be in one of the following eligible occupations in NOC C or D:                             <ul style="list-style-type: none"> <li>NOC 7441 – Residential and commercial installers and servicers</li> <li>NOC 7521 – Heavy equipment operators (except crane)</li> <li>NOC 8431 – General farm workers</li> <li>NOC 8432 – Nursery and greenhouse workers</li> <li>NOC 8611 – Harvesting labourers</li> <li>NOC 7611 – Construction trades helpers and labourers</li> <li>NOC 9462 – Industrial butchers, meat cutters, poultry preparers, related workers</li> </ul> </li> <li>Have an intention to reside in Ontario</li> <li>Settlement funds</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>1 year paid full-time job in the same NOC as job offer; must be obtained in past 3 years before date of application</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 4 in English or French</li> </ul>
Education	<ul style="list-style-type: none"> <li>Equivalent to Canadian secondary high school</li> </ul>

Business Requirements for Employer Job Offer Stream	
General	<ul style="list-style-type: none"> <li>• In active business for at least 3 years</li> <li>• Business premises in Ontario where applicant will work</li> <li>• In compliance with Ontario Employment Standards Act and Occupational Health and Safety Act</li> <li>• If applicant will be working in the Greater Toronto Area (GTA), employer must have:               <ul style="list-style-type: none"> <li>» minimum of \$1 million in gross annual revenue for most recent fiscal year, and</li> <li>» 5 full-time employees who are Canadian citizens or permanent residents at location where applicant will work</li> </ul> </li> <li>• If applicant will be working outside the GTA, employer must have:               <ul style="list-style-type: none"> <li>» minimum of \$500,000 in gross annual revenue for most recent fiscal year, and</li> <li>» 3 full-time employees who are Canadian citizens or permanent residents at location where applicant will work</li> </ul> </li> </ul>
Human Capital Stream	
Master's Graduate	Minimum Requirements
Work Experience	• N/A
Language	• CLB 7 in English or French
Education	• Completed requirements for master's degree that is at least 1 academic year in length if pursued full-time and from eligible Ontario institution
General	<ul style="list-style-type: none"> <li>• Resided in Ontario for at least 1 year in the past 2 years before application submission date.</li> <li>• Minimum level of savings or income to support applicant and family members</li> <li>• Intention to reside in Ontario</li> <li>• Residing in Ontario with legal status (study permit, work permit, visitor record) OR residing outside Canada; individuals currently living in Canada but outside Ontario do not qualify</li> <li>• Must apply within 2 years of completing requirements for master's degree; for OINP purposes, this will be the date on the degree or, if the degree has not yet been granted, the date on the official letter from the academic institution stating when the degree will be granted</li> </ul>
PhD Graduate	Minimum Requirements
Work Experience	• N/A
Language	• CLB 7 in English or French
Education	• Completed requirements necessary for PhD degree from eligible Ontario institution and completed at least 2 years of the degree requirements while lawfully living and studying in Ontario
General	<ul style="list-style-type: none"> <li>• Resided in Ontario for at least 1 year in the past 2 years before application submission date</li> <li>• Minimum level of savings or income to support applicant and family members</li> <li>• Intention to reside in Ontario</li> <li>• Residing in Ontario with legal status (study permit, work permit, visitor record) OR residing outside Canada; individuals currently living in Canada but outside Ontario do not qualify</li> <li>• Must apply within 2 years of completing requirements for PhD degree; for OINP purposes, this will be the date on the degree or, if the degree has not yet been granted, the date on the official letter from the academic institution stating when the degree will be granted</li> </ul>
Human Capital Priorities	Minimum Requirements
Work Experience	• Minimum of 1 year within past 5 years under either the FSWP or CEC
Language	• CLB 7 in English or French
Education	• Equivalent of Canadian bachelor's degree or above
General	<ul style="list-style-type: none"> <li>• Minimum level of savings or income to support applicant and family members</li> <li>• Intention to reside in Ontario</li> <li>• Residing in Ontario with legal status (study permit, work permit, visitor record) OR residing outside Canada; individuals currently living in Canada but outside Ontario do not qualify</li> </ul>

French-Speaking Skilled Worker	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>Minimum of 1 year within past 5 years under either the FSWP or CEC</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 7 in French</li> <li>CLB 6 in English</li> </ul>
Education	<ul style="list-style-type: none"> <li>Equivalent of Canadian bachelor's degree or above</li> </ul>
General	<ul style="list-style-type: none"> <li>Minimum level of savings or income to support applicant and family members</li> <li>Intention to reside in Ontario</li> <li>Residing in Ontario with legal status (study permit, work permit, visitor record) OR residing outside Canada; individuals currently living in Canada but outside Ontario do not qualify</li> </ul>
Skilled Trades Stream	Minimum Requirements
Work Experience	<ul style="list-style-type: none"> <li>Minimum of 1 year of full-time (or equivalent part-time) work in experience in Ontario within 2 years from the date of Notification of Interest</li> <li>Work experience must be in the following trade occupation listed in NOC Minor Group 633 or Major Group 72, 73, or 82</li> </ul>
Language	<ul style="list-style-type: none"> <li>CLB 5 in English or French</li> </ul>
Trade Certification (if required)	<ul style="list-style-type: none"> <li>Trade license or certification from Ontario College of Trades if working/have worked in an occupation in Ontario that requires a license or certification</li> </ul>
General	<ul style="list-style-type: none"> <li>Minimum level of savings or income to support applicant and family members</li> <li>Intention to reside in Ontario.</li> <li>Currently residing in Ontario on valid work permit</li> </ul>
Business Stream	
Entrepreneur Stream	Minimum Requirements
Experience	<ul style="list-style-type: none"> <li>At least 3 years' full-time business experience in past 5 years</li> <li>Experience as business owner OR as senior manager (business management)</li> </ul>
Net Worth	<ul style="list-style-type: none"> <li>If proposed business will be located in the GTA, applicant must have minimum net worth of \$1.5 million</li> <li>If proposed business will be located outside the GTA, applicant must have minimum net worth of \$800,000</li> <li>If proposed business will be in the ICT/digital communications sector (regardless of proposed business location), applicant must have minimum net worth of \$800,000</li> </ul>
Personal Investment Funds	<ul style="list-style-type: none"> <li>If proposed business will be located in the GTA, applicant must make minimum personal investment of \$1 million and have minimum equity ownership of 33.3 per cent</li> <li>If proposed business will be located outside the GTA, applicant must make minimum personal investment of \$500,000 and have minimum equity ownership of 33.3 per cent</li> <li>If proposed business will be in the ICT/digital communications sector (regardless of proposed business location), applicant must make minimum personal investment of \$500,000 and have a minimum equity ownership of 33.3 per cent</li> </ul>
Job Creation	<ul style="list-style-type: none"> <li>Create at least 2 permanent full-time jobs for Canadian citizens/permanent residents</li> </ul>
Business-Related Visit	<ul style="list-style-type: none"> <li>If planning to purchase an existing business, applicant must make at least 1 business-related visit to Ontario in the last year prior to the date the EOI was submitted</li> </ul>

Corporate Stream	Minimum Requirements
Corporation Requirements	<ul style="list-style-type: none"> <li>Corporation must have been established for at least 36 months at time of application submission</li> <li>Eligible corporate structures include: public corporations, sole proprietorships, and partnerships</li> </ul>
Investment Requirements	<ul style="list-style-type: none"> <li>Corporation must make minimum investment of \$5 million to expand into Ontario or purchase existing business in the province</li> <li>Source of investment funds must have been obtained from legal sources</li> <li>Proposed investment activity must be of significant economic benefit to Ontario</li> </ul>
Local Job-Creation Requirements	<ul style="list-style-type: none"> <li>Corporation must create 5 new permanent, full-time jobs for Canadian citizens or permanent residents per key staff applicant; for example, if proposing 5 key staff, 25 permanent full-time jobs must be created in the business for Canadian citizens or permanent residents in Ontario</li> <li>Positions must be paid at or above prevailing wage level for that position</li> <li>Permanent full-time job means minimum of 1,560 hours of paid employment in a 12-month period</li> <li>Position must be filled continuously for at least 10 months prior to submission of applicant's final report</li> </ul>
General Requirements	<ul style="list-style-type: none"> <li>Clear structural linkage between parent corporation and proposed new business in Ontario (a subsidiary, branch, or affiliate)</li> <li>Proposed business must intend to make a profit through the sale of goods and/or services</li> <li>Primary income sources must be from active (earned) income, not passive (unearned) income</li> <li>Proposed business must comply with Canadian legal requirements and all regulatory industry and licensing requirements that govern its legitimate operation               <ul style="list-style-type: none"> <li>» If purchasing an existing business, it must be incorporated in Ontario</li> </ul> </li> <li>Proposed business must comply with all Ontario labour laws, including but not limited to employment standards, health and safety, and labour relations legislation</li> <li>Proposed business must be considered a permanent business in Ontario; project-based/seasonal businesses are not eligible</li> <li>Third-party investors must be a Schedule I or Schedule II bank or an institutional investor</li> <li>Proposed business must not be involved in an immigration-linked investment scheme pursuant to paragraph 87(5)(b) of the Immigration and Refugee Protection Regulations</li> <li>Applicant must submit a business plan</li> </ul>
Key Staff and Position Requirements	<ul style="list-style-type: none"> <li>Corporation may request up to 5 key staff (prospective nominees) who will establish the business in Ontario and who may apply for nomination for permanent residency in Ontario. All key staff must meet Stage 1 requirements at time of application. During Stage 2, key staff will need to meet additional nomination requirements:</li> </ul> <p><i>Stage 1: Key Staff Application Requirements</i></p> <ul style="list-style-type: none"> <li>Key staff must be essential to establishment and operation of proposed business</li> <li>Key staff must be in a senior, executive, management, or specialized knowledge capacity, NOC Skill Level 0 or Skill Type A, in corporation's existing business</li> <li>Only 1 key staff applicant in an NOC Skill Type A position can be proposed; remaining key staff positions must be in NOC Skill Level 0</li> <li>Key staff must have at least 36 months of experience in the past 60 months in the intended occupation (the positions they will hold in the proposed business in Ontario) with the corporation. Key staff must also be continuously working for the corporation in that position in the immediate 12 months prior to submission of application</li> <li>Key staff must not have an immediate familial relationship with any member of the corporation's executive board or board of directors or shareholders with more than 10% equity in the corporation</li> <li>Key staff must not hold or have held equity in the corporation, except where that equity has been obtained as part of the remuneration package in the employee contract, in which case the equity held by key staff must be less than 10% of the corporation's business</li> <li>Key staff position in proposed business in Ontario must be permanent full-time job and meet prevailing wage levels</li> </ul> <p><i>Stage 2: Key Staff Nomination Requirements</i></p> <ul style="list-style-type: none"> <li>Key staff must be in position for which they were approved by the OINP and carrying out approved job duties and be earning prevailing wage for position</li> <li>Key staff must physically reside in Ontario for at least 75% of each year (9 months out of the year) they are in Ontario on a temporary work permit to support the business</li> <li>Key staff must have CLB 4 or higher</li> </ul>

ATLANTIC IMMIGRATION PILOT (AIP) PROGRAM	
<i>Atlantic High Skilled Program</i>	
General	<ul style="list-style-type: none"> <li>Job offer from designated employer, applicable for candidates in NOC 0, A, or B</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>Worked at least 1,560 hours in past 3 years</li> </ul>
Education	<p>Applicants must have one of:</p> <ul style="list-style-type: none"> <li>Canadian secondary (high school) or post-secondary certificate, diploma, or degree</li> <li>foreign degree, diploma, or certificate equal to Canadian credential;</li> <li>ECA report from recognized organizations; report must be less than 5 years old when permanent resident application is received</li> </ul>
Language Requirements	<ul style="list-style-type: none"> <li>CLB 4 in language test approved by Immigration, Refugees and Citizenship Canada for French or English</li> </ul>
Proof of Funds	<ul style="list-style-type: none"> <li>Unless working in Canada under valid work permit, applicant must show proof of funds.</li> </ul>
<i>Atlantic Intermediate Skilled Worker</i>	
General	<ul style="list-style-type: none"> <li>Job offer from a designated employer, applicable for candidates in NOC C</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>Worked at least 1,560 hours in past 3 years</li> </ul>
Education	<p>Applicant must have one of:</p> <ul style="list-style-type: none"> <li>Canadian secondary (high school) or post-secondary certificate, diploma, or degree</li> <li>foreign degree, diploma, or certificate equal to Canadian credential;</li> <li>ECA report from recognized organizations; report must be less than 5 years old when permanent resident application is received</li> </ul>
Language Requirements	<ul style="list-style-type: none"> <li>CLB 4 in language test approved by Immigration, Refugees and Citizenship Canada for French or English</li> </ul>
Proof of Funds	<ul style="list-style-type: none"> <li>Unless working in Canada under valid work permit, applicant must show proof of funds</li> </ul>
<i>Atlantic International Graduate Program</i>	
General	<ul style="list-style-type: none"> <li>Job offer from designated employer in NOC Skill 0, A, B, or C</li> </ul>
Work Experience	<ul style="list-style-type: none"> <li>No work experience required</li> </ul>
Education	<ul style="list-style-type: none"> <li>At least a 2-year degree, diploma, certificate, or trade or apprenticeship credential from recognized publicly funded institution in Atlantic Canada</li> <li>Graduated from this institution in 12 months before permanent resident application received</li> <li>Full-time student in Canada for at least 2 years</li> <li>Lived in Atlantic Canada for at least 16 months in the 2 years before getting degree, diploma, or educational credential</li> <li>Visa or permit to work, study, or train in Canada</li> <li>Study or training program cannot be either English or French second-language courses for more than half of the program or distance learning undertaken for more than half the length of the program</li> </ul>
Language Requirements	<ul style="list-style-type: none"> <li>CLB 4 in language test approved by Immigration, Refugees and Citizenship Canada for French or English</li> </ul>
Proof of Funds	<ul style="list-style-type: none"> <li>Unless working in Canada under valid work permit, applicant must show proof of funds</li> </ul>

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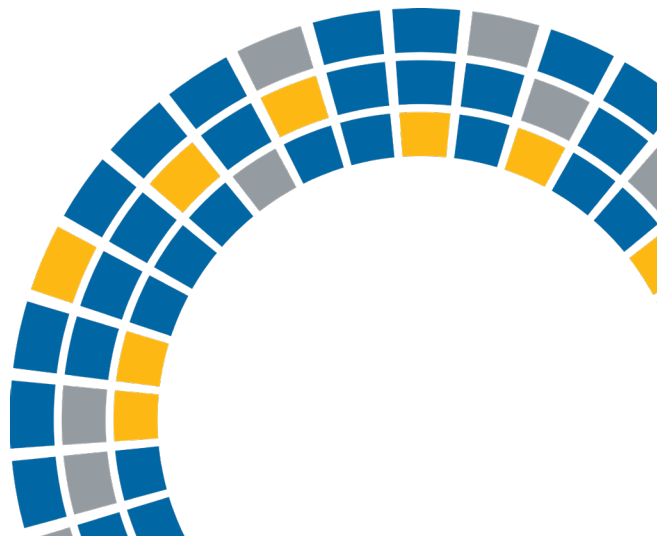
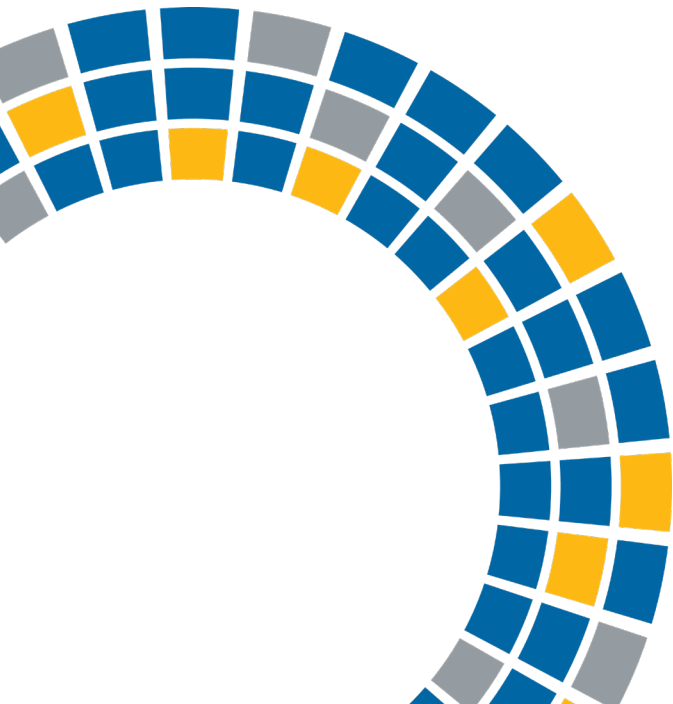
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## About Northern Policy Institute

*Northern Policy Institute is Northern Ontario's independent think tank. We perform research, collect and disseminate evidence, and identify policy opportunities to support the growth of sustainable Northern Communities. Our operations are located in Thunder Bay, Sudbury and Sault Ste. Marie. We seek to enhance Northern Ontario's capacity to take the lead position on socio-economic policy that impacts Northern Ontario, Ontario, and Canada as a whole.*

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To stay connected or get involved, please contact us at:

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