

Hiring of Skilled Workers from Other Countries

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The Alberta Provincial Nominee Program (PNP) is a skilled worker program managed by the Alberta government in conjunction with Citizenship and Immigration Canada (CIC). Under the PNP, Alberta companies can attract and retain skilled workers from other countries, in occupations that are critical to the Alberta economy.

The objective of the program is to address critical skilled worker shortages in certain key areas of the economy. Workers with the appropriate education, training, experience, and with valid job offers from pre-approved Alberta employers, will be considered for nomination under the Alberta PNP. Occupations must be for permanent, full-time position(s), meet provincial employment and wage standards and should not conflict with existing collective bargaining agreements.

Along with the completed employer application form, Alberta companies will be asked to present a business case based on the following criteria:

- detailed position description;
- rationale for need of the occupation;
- information documenting the employer's recruitment activities in Alberta/Canada;
- third-party data supporting occupation rationale (i.e. demonstrated shortages/employment statistics);
- if not a temporary foreign worker, a detailed recruitment plan for potential PN candidate (specifically: who, how, where);
- licensing/regulatory requirements - compliance with labour codes and methodology for credential recognition (how will the worker obtain the required credentials necessary for employment in Alberta?); and,
- corporate overview and most recent year-end financial statements.

Once the employer has received approval, and the skilled worker has completed the company's probationary period, the employer will present the candidate for assessment and nomination.

PNP candidates will be assessed not only on how they would meet the occupational needs and requirements of the employer but also on the basis of their (and family's) ability to settle, adapt and contribute to the social and economic fabric of Alberta.

Approved candidates, who meet the Federal statutory requirements regarding health, security and criminality checks, will be fast-tracked through the Federal skilled worker immigration stream, facilitating permanent residency.

For further information visit our web site: www.alberta-canada.com/pnp