

# NOVA SCOTIA LABOUR, SKILLS AND IMMIGRATION (LSI)

Immigration and  
Population Growth Branch



7 Mi'kmaq Districts  
Kespukwitek; Sipekni'katik; Eskikewa'kik; Unama'kik; Epekwitk aq  
Piktuk; Siknikt; Kespek

I would like to begin by recognizing that the land upon which we work, live, and gather, is the traditional and ancestral homeland of the Mi'kmaq People.

As settlers, our relationship with the L'nu is based on the Peace and Friendship treaties initially signed between the Mi'kmaq Nation and the Crown.

We honor our responsibility as Treaty People and commit to working in partnership with Mi'kmaq peoples and communities to foster a more equitable province.

In Nova Scotia, we recognize, We are All Treaty People.



# IMMIGRATION AND POPULATION GROWTH:

## 2022: Another record-breaking year

**12,650** new  
permanent residents  
in 2022

6<sup>th</sup> year of inter-  
provincial migration  
growth:  
**14,070** arrivals



Focus on attracting in-  
demand occupations  
throughout the province





# NOVA SCOTIA IMMIGRATION AND POPULATION - LANDINGS: 2022



A photograph of two people in a red canoe on a calm lake at sunset. The person in the foreground is wearing a blue life vest and is seen from the side, holding a wooden paddle. The person in the background is also wearing a blue life vest and is seen from the back. The sun is low on the horizon, creating a warm glow and reflecting on the water. The background shows a line of trees and distant hills.

# **NOVA SCOTIA IMMIGRATION PROGRAMS**



# SELECTION PROGRAMS IN CANADA, NOVA SCOTIA

## CLASSES

FAMILY CLASS

ECONOMIC CLASS

HUMANITARIAN AND  
PROTECTED PERSONS  
CLASS

## PROGRAMS

Federal Programs

Nova Scotia Nominee  
Program (NSNP)

Atlantic Immigration  
Program (AIP)



# PATHWAYS

## Nova Scotia Nominee Program & Atlantic Immigration Program

### NOVA SCOTIA NOMINEE PROGRAM (NSNP)

*Candidate-driven process*

### Atlantic Immigration Program (AIP)

*Employer-led process*

#### Common Requirements

##### **Full-Time & Permanent Job Offers:**

Required for prospective candidates in both programs.

##### **Active Domestic Recruitment:**

Must show efforts to recruit Canadians and permanent residents.

##### **Employer Registration Certificate (ERC):**

Mandatory for hiring foreign nationals.

#### **These are Permanent immigration programs with Work Permit options available.**

Both programs are intended to support NS employers in filling permanent labour market needs and allow foreign nationals to apply for work permits so that they may come to Nova Scotia and work while their Permanent Residence (PR) applications are being processed.



# NATIONAL OCCUPATION CLASSIFICATION (NOC)

TEER	Description	Examples of Positions
<b>TEER 0</b>	Management occupations	Senior & middle management occupations
<b>TEER 1</b>	Occupations that usually require a university degree	Nurses, Doctors, Accountants, HR professionals, Engineers, IT professionals, Lawyers, Veterinarians TEER 31103
<b>TEER 2</b>	Occupations that usually require: <ul style="list-style-type: none"> <li>- a college diploma</li> <li>- apprenticeship training (2 or more years)</li> <li>- supervisory occupations</li> </ul>	Early Childhood Educators, Graphic Designers, Retail Sales Supervisors, Cooks, Electricians, Carpenters, Mechanics, Bookkeepers, Automotive service technicians
<b>TEER 3</b>	Occupations that usually require: <ul style="list-style-type: none"> <li>- a college diploma</li> <li>- apprenticeship training, less than 2 years or</li> <li>- more than 6 months of on-the-job-training</li> </ul>	Continuing Care Assistants, Photographers, Heavy Equipment Operators, Financial Sales Representatives, Cooks, Hairstylists, Roofers, Painters, Transport Truck Drivers
<b>TEER 4</b>	Occupations that usually require <ul style="list-style-type: none"> <li>- a high school diploma, or</li> <li>- several weeks of on-the-job training</li> </ul>	Hotel Front Desk Clerks, Retail Salespersons, Bartenders Customer Service Representatives, Security Guards Fiberglass Boat Assemblers
<b>TEER 5</b>	Occupations that usually need short-term work demonstration and no formal education	Construction Trades Helpers & Labourers, Cashiers, Material Handlers, Food & Beverage Servers, Cleaners Food Counter Attendants & Kitchen Helpers





# REQUIRED RECRUITMENT ACTIVITIES

**Proof you have tried to fill the position locally.**

**Recruitment activities** must meet certain standards:

- Three ads on three different media
- One media being national in scope
- At least 4 consecutive weeks
- No more than 6-month-old at time of job offer
- Keep track of respondents and proof of selection

The recruitment activities are not required if the candidate is currently working in the position on a valid work permit.



# NOVA SCOTIA NOMINEE PROGRAM: **OVERVIEW**

**Skilled Worker**

**Entrepreneur**

**International Graduate Entrepreneur**

Occupations in Demand

International Graduates in Demand

Critical Construction Worker Pilot

Nova Scotia Labour Market Priorities

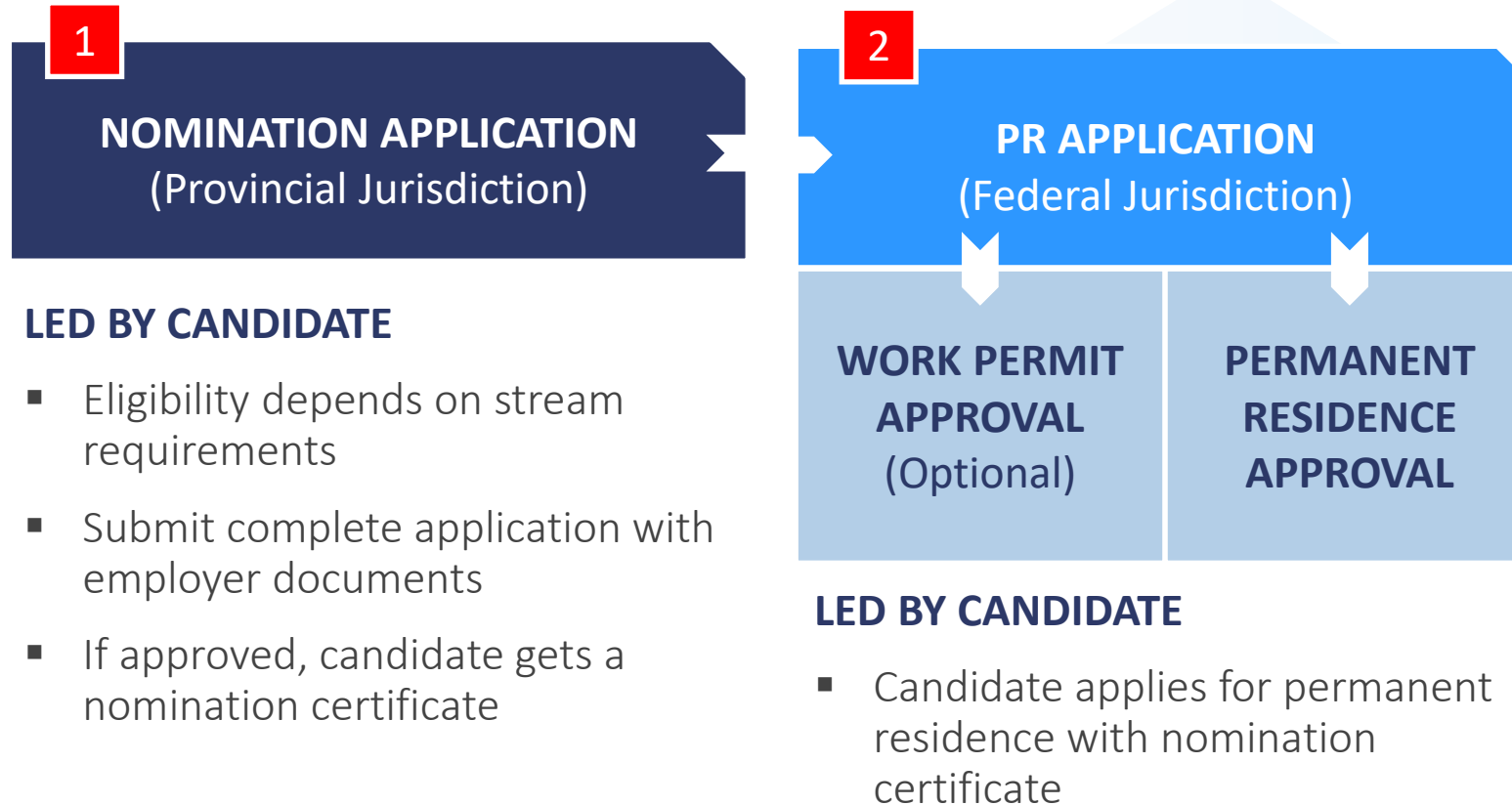
Labour Market Priorities for Physicians

Physician

Nova Scotia Express Entry



# NOVA SCOTIA NOMINEE PROGRAM: TWO STEP PROCESS







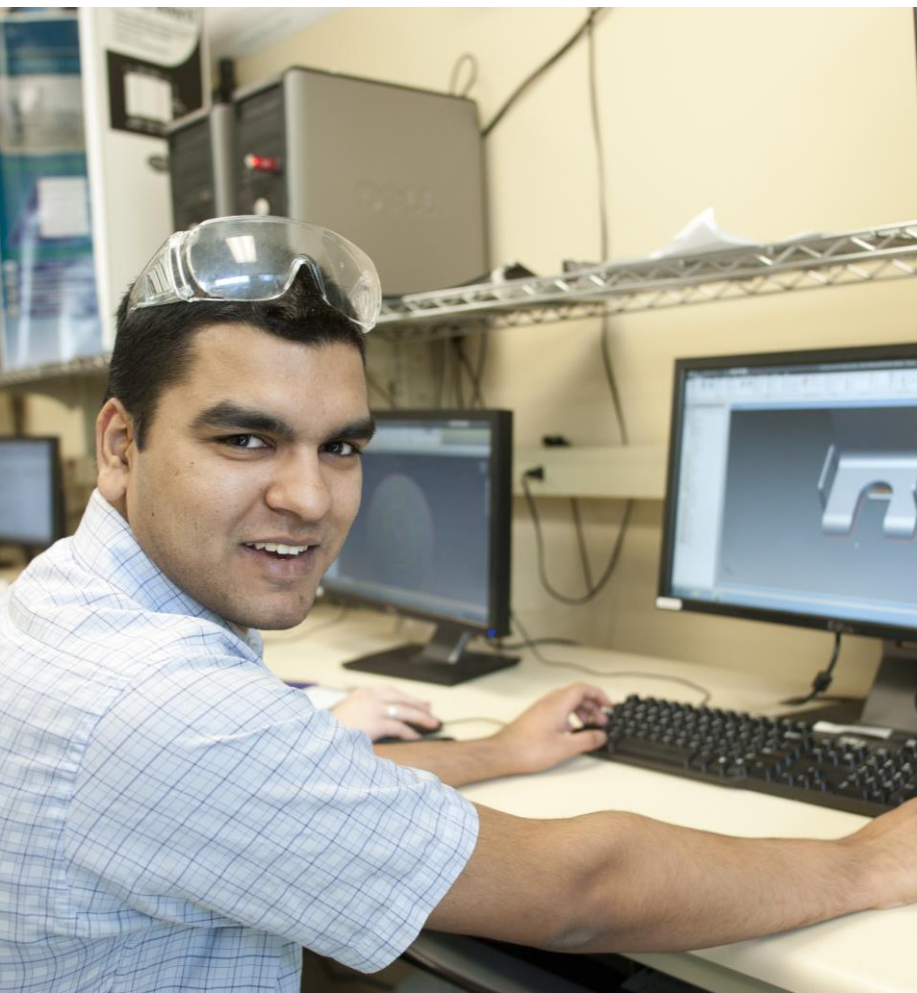
# NSNP: SKILLED WORKER

**Permanent full-time job offer** from a NS Employer

- 1 year of related work experience
- TEER 4 & 5, 6 months of work experience with employer
- Age 21 to 55
- High school certificate
- English or French language ability
- Financial resources to settle in Nova Scotia
- Intention to settle in Nova Scotia
- Legal status if in Canada







# NSNP: ENTREPRENEUR

**The Entrepreneur Stream** is for experienced business owners or senior business managers who want to live in Nova Scotia.

- Eligible for nomination after one year of operation
- 21 years of age or older
- Have a net worth of \$600,000 and invest \$150,000 in the business (CAD)
- 3 years of managing a business with 1/3 ownership or 5 years in senior management
- CLB Benchmark Level 5
- Complete an online expression of interest
- Receive an invitation to apply from the province



# NSNP: INTERNATIONAL GRADUATE ENTREPRENEUR

The **International Graduate Entrepreneur** Stream is for recent graduates of a Nova Scotia university or the Nova Scotia Community College. They must have already started or bought a Nova Scotia business and operated it for at least a year.

- One-year continuous management with 1/3 ownership
- Have finished a two year in person program from a Nova Scotia university or Nova Scotia Community College
- Have a valid post grad work permit
- CLB benchmark level 7
- Complete an online Expression of Interest



# NSNP 200 – EMPLOYER INFORMATION FORM

## Required form from Employer to support PNP application

- Employee information
- Employer information
- General information
- Position information
- Mandatory Recruitment activities
- Support and Retention Plan
- Temporary work permit
- Authority to collect and disclose information
- Declaration of authorized signing officer

## Duty to provide accurate information

### Include all required documents:

- Signed copy of accepted Job Offer
- Detailed conditions of employment
- Details position description (roles/responsibilities/qualifications/education and experience required)
- Copy of ERC (if required)

[NSNP 200 form](#)



# ATLANTIC IMMIGRATION PROGRAM: THREE STEP PROCESS





# ATLANTIC IMMIGRATION PROGRAM

## Eligibility

- Employers must become designated and have positions endorsed by the Province
- No age restriction
- Language: CLB 5 for occupations TEER 0-3; and CLB 4 for occupations in TEER 4
- Educational Credential Assessment (ECA) required for those without Canadian credentials
- 1 year of work experience



# STAFF SUPPORT



NOVA SCOTIA LABOUR, SKILLS AND IMMIGRATION





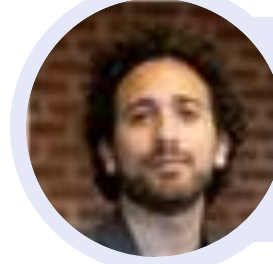
# Immigration and Population Growth: **Attraction & Engagement Team**



**Jennifer L'Esperance**  
*Senior Executive Director*



**Stacey Oxner**  
*Director Attraction  
& Engagement*



**Omar Abdellatif**  
*Program Director,  
Healthcare Recruitment*



**Leanne Bartlett**  
*A/ Manager, Engagement  
& External Relations*



**David Sévetté**  
*Senior Engagement  
Specialist*



**Patty Culbert**  
*A/ Senior Engagement  
Specialist*



**Katie-Jane Hunt**  
*Community Navigator*



**Kris Kolanko**  
*Community Navigator*



**Mar Duocastella**  
*Community Navigator*



**Victoria Blakely**  
*Community Navigator*



**Erica Ormiston**  
*Marketing Advisor  
Community Navigator*



**Adam Reid**  
*Marketing Advisor*



# IPG COMMUNITY NAVIGATORS & EMPLOYER SUPPORT

## How navigators can support employers

Help understanding our immigration programs

Assist in navigating application process

## What we don't do

Give immigration advice/consultation

Offer employment services

Provide settlement services





# INTERNATIONAL RECRUITMENT

Promote Nova Scotia's work and lifestyle opportunities

Host and participate in Canadian and International events to promote NS as a destination to build your life





Thank you