

Canadian Veterinary Medical Association



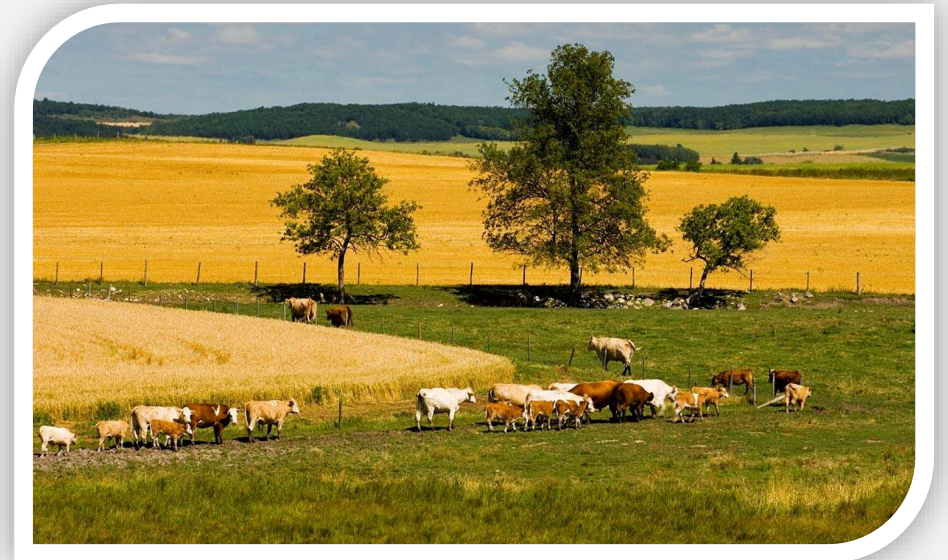
Manitoba 
my new home

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TOPICS TO COVER:

1. MPNP Overview
2. How MPNP Employer Services helps Manitoba Employers
3. Employer Direct Pathway
4. Fair Registration Practices Office
5. Recruitment Missions
6. Settlement Services
7. Immigration Representatives



Economic Development and Immigration

- The labour force in Manitoba was one of the fastest to return to pre-pandemic levels. In 2022 Manitoba saw the second largest employment growth in recorded history, trailing only to the growth displayed in 2021.
- Manitoba maintained one of the lowest unemployment rates in Canada at 4.6 per cent in 2022. In June 2023, Manitoba had the lowest unemployment rate among all Canadian provinces at 4.3 per cent.
- By 2030 immigration will be responsible for all net labour force growth in Manitoba.



The Manitoba Provincial Nominee Program

The Manitoba Provincial Nominee Program (MPNP) is an economic immigration program designed to attract job-ready skilled workers and active investors to Manitoba's economy.

It has been an important part of the immigration system and the provincial economy since 1998.

Over 80% of all permanent residents to Manitoba arrive through the MPNP.

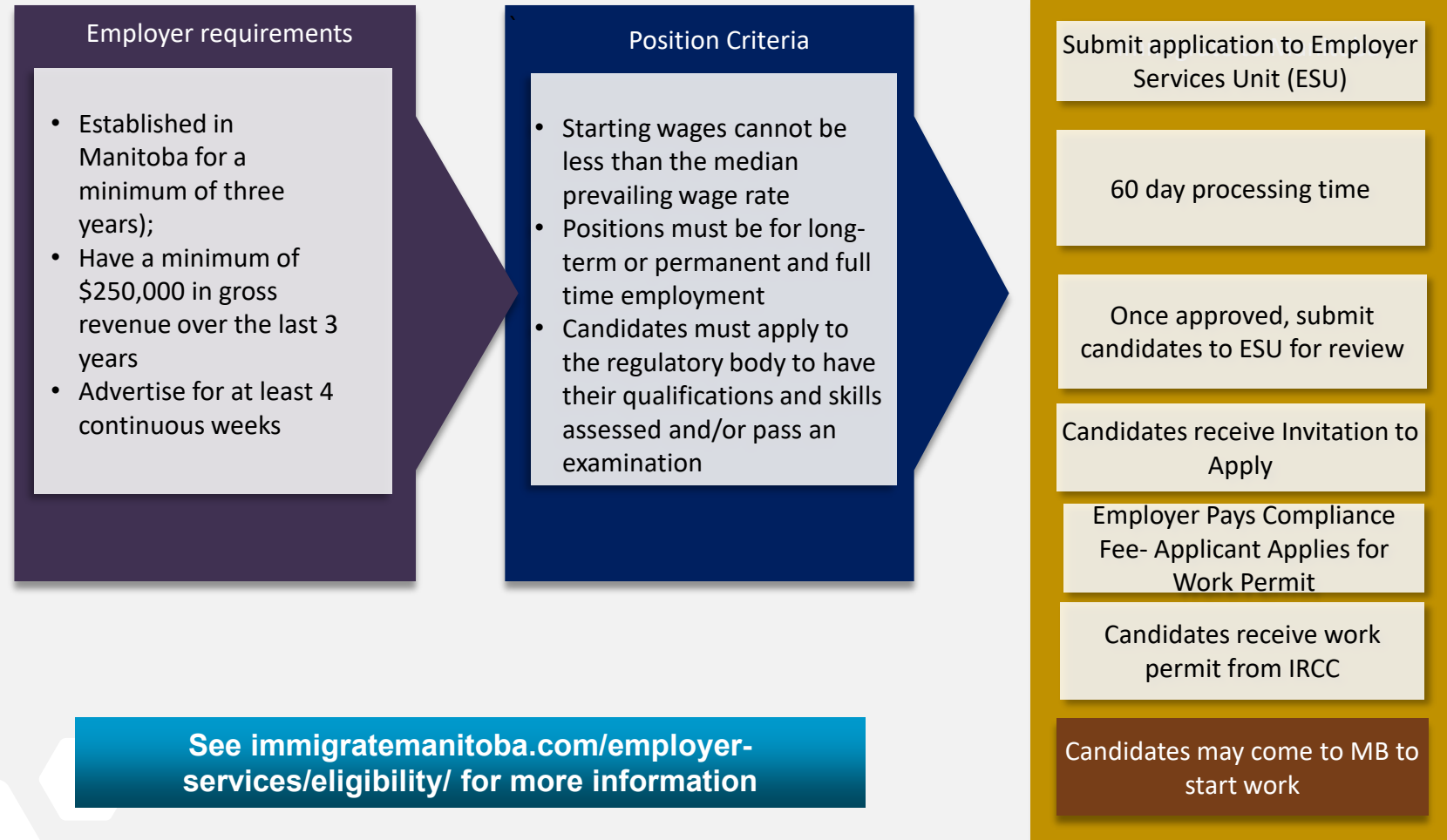


MPNP Employer Services

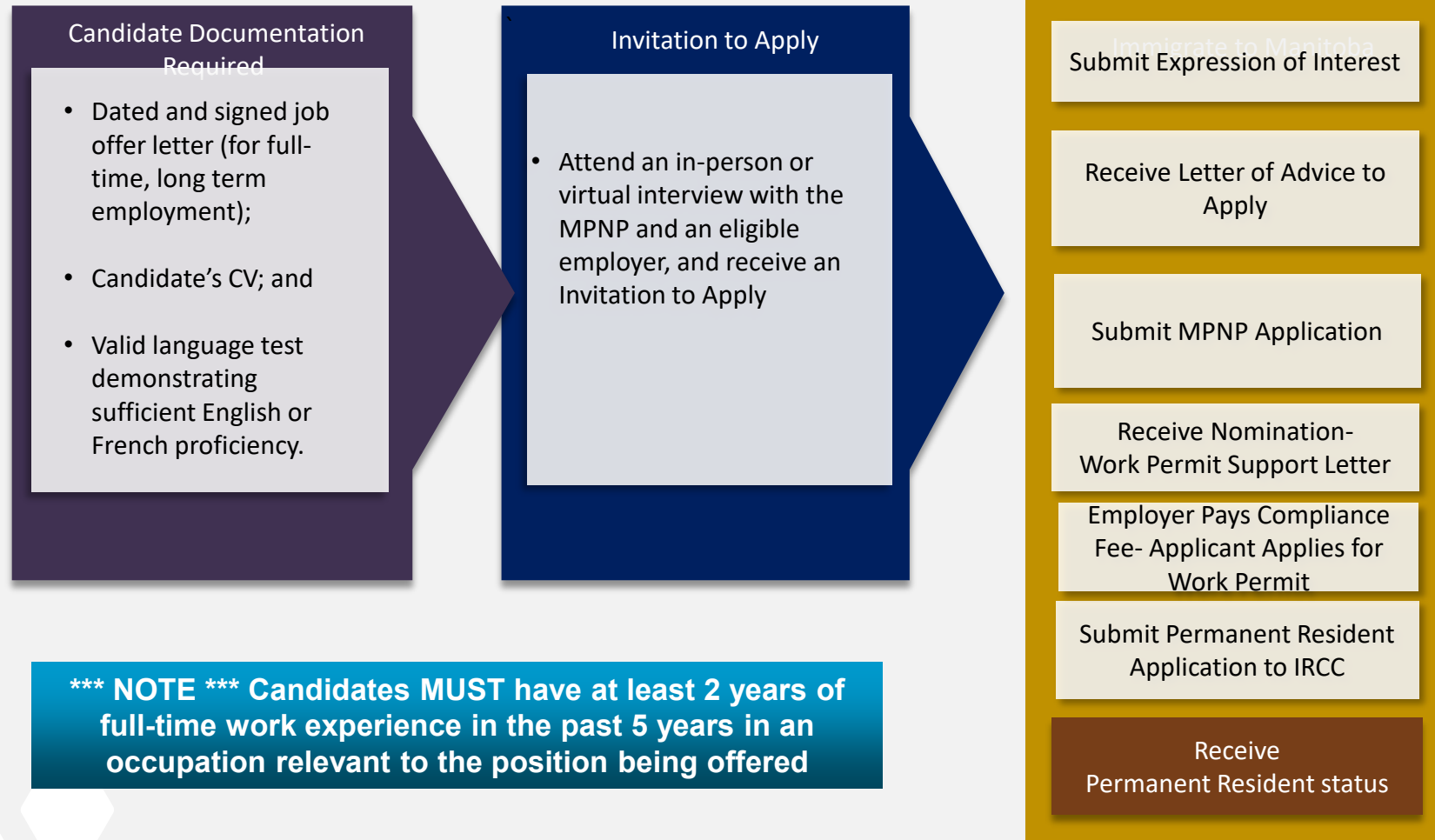
- Partners with eligible Manitoba employers to recruit and retain skilled local and overseas workers
- Offers international recruitment options to meet employers' human resource needs
- Guides employers through the recruitment process
- Shares best practices for recruitment and retention of overseas workers
- Through our Employer Direct Pathway, facilitates the transition of overseas workers from temporary to permanent residents in Canada
- Works with overseas visa, trades and high commissions offices to ensure strategic applicants are expeditiously processed



Employer Direct: Employer Process



Employer Direct: Candidate Process



The Fair Registration Practices Office

- The FRPO continues to work collaboratively with 31 self-regulated professions under the act to help ensure applicants are treated and assessed in a way that is transparent, objective, impartial and fair.
- Establishes timeliness standards for registration of qualified internationally educated applicants.

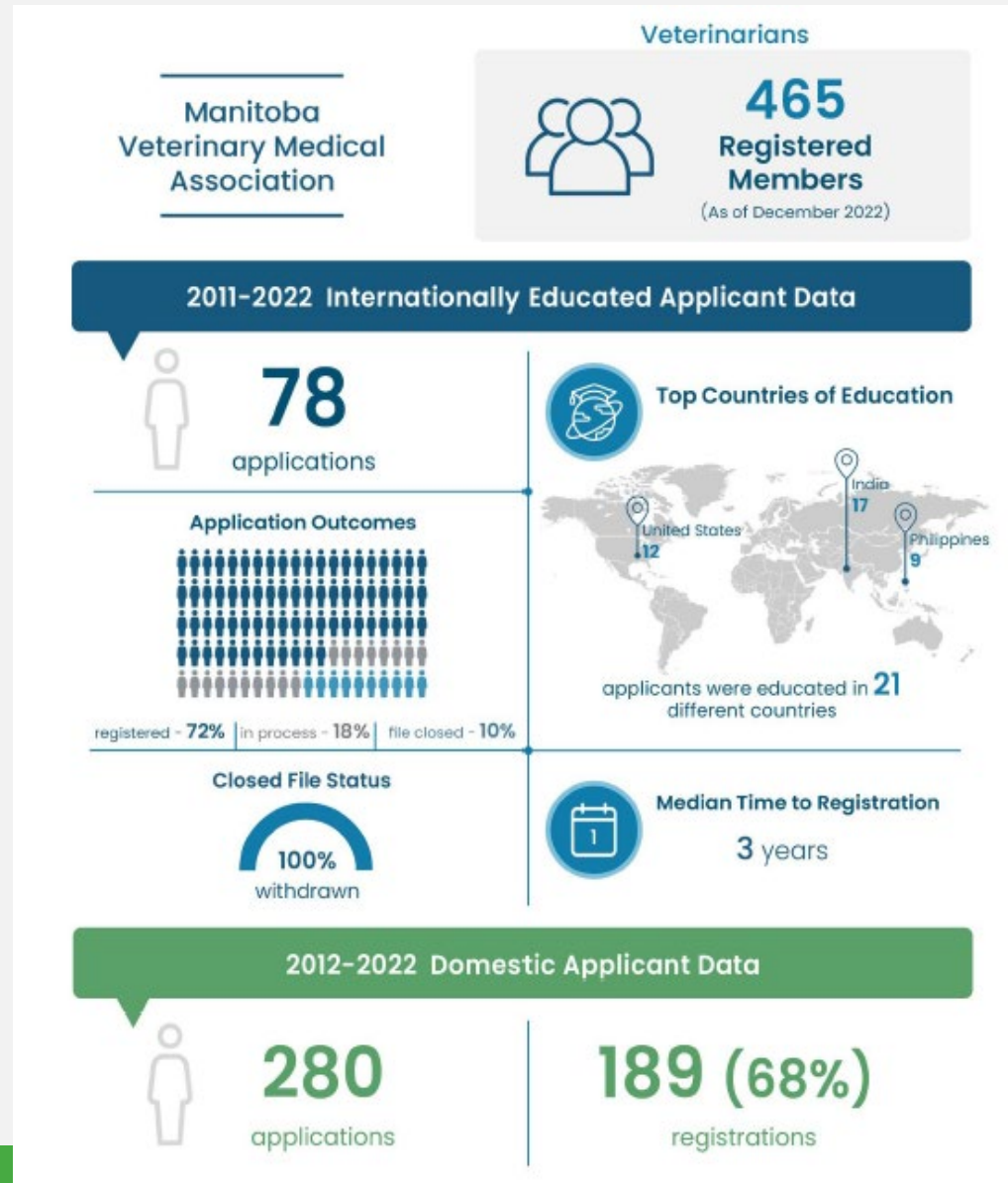
Email: frpo@gov.mb.ca
Phone: 204-945-7353



The Fair Registration Practices Office

The most recent
Registration Review
Report for the
MVMA was
released in May
2023

See reports at
[manitoba.ca/frpo/p
ublic_reports.html](https://manitoba.ca/frpo/public_reports.html)



Recruitment Missions:

- MPNP Employer Services plans and assists employers to participate in overseas recruitment initiatives, often in partnership with economic development organizations
- These resource-intensive missions are designed to meet larger labour market needs
- International events targeting skilled workers, tradespeople and professionals eager to work in Manitoba
- Candidates are either interviewed in person by both employer and MPNP or by video when MPNP cannot attend.



- The most recent mission was Destination Canada, a yearly skilled worker recruitment fair organized by the Canadian Embassy in Paris
- It connects Canadian employers and organizations with skilled French-speaking and bilingual candidates in various fields
- MB employers and government representatives met with nearly 2,000 candidates in various fields

Recruitment Tips:

- Consider and select the country (or countries) that you are interested in recruiting from and research to learn more about their political, economic and social climate
- Advertise on various international websites that connect employers with job seekers, including Canada Job Bank (mandatory requirement for the MPNP) and the Work in Manitoba Portal (workinmanitoba.ca)
- Attend recruitment job fair events or travel to the country of choice to conduct interviews.
- Conduct interviews virtually whenever possible to determine the identity, qualifications and skills of the candidates you are considering.
- Gather feedback from employers in your area who have experience recruiting international workers.
- Talk to recent immigrants to Manitoba who are working for you or in your field.
- Prepare the Job Offer Letter with contract stipulating expectations for both parties (i.e. what your employee and you are expecting from each other out of this arrangement)

MANAGE CANDIDATE EXPECTATIONS



Settlement Services

- Newcomers have a variety of agencies to help them with various settlement needs – language skills, housing resources, job search skills for spouses, etc.
- Employers may contact Manitoba Start to access a database of newcomers who may fit their labour needs
Call 942-JOBS
- Agencies work both with temporary and permanent residents in both official languages



Third-Party Representatives:



- Employers must disclose the use of third-party representatives
- Use of third-party representation is not mandatory nor does it provide an advantage
- Manitoba Immigration communicates directly with employers regarding the assessment of eligibility and may provide assistance





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For more information

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