



EMPLOYER GUIDE

Atlantic Immigration Pilot Program



Building healthy
communities

EMPLOYER GUIDE

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AIPP

The Atlantic Immigration Pilot Project (AIPP) is an employer-driven immigration initiative designed to recruit and retain global skill, diversify population growth and address labour shortages across the Maritimes.

Under the AIPP, employers are encouraged to connect new employees and their families with local settlement services, and language and job training opportunities, in order to promote their long-term retention and success in the Atlantic provinces. Employers are also encouraged to foster cultural intelligence in the workplace.

The YMCA of Greater Saint John has been serving newcomers for more than 25 years, through the Y Newcomer Connections department. We house the largest settlement team in the region, with more than 40 staff from around the globe. We are authorized and ready to help employers navigate the new AIPP system and continue to grow our local population.

For more information, contact:

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Immigration, Refugees
and Citizenship Canada



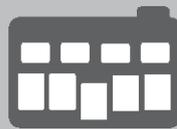
ATLANTIC IMMIGRATION PILOT

A step by step guide

EMPLOYER DESIGNATION

1 Employer in Atlantic Canada who is interested in using the Atlantic Immigration Pilot (AIP) to fill a full time job vacancy contacts Provincial Immigration Office to express interest

2 Employer contacts a participating settlement service provider organization and commits to preparing their workplace to welcome newcomers



3 Employer applies to the province to become a designated employer



4 Atlantic Province designates the employer



5 Employer finds a recruit that meets the program criteria based on their initial assessment and offers them a job

PROGRAMS*

- ✓ Atlantic Intermediate Skilled Program (AISP)
- ✓ Atlantic High Skilled Program (AHSP)
- ✓ Atlantic International Graduate Program (AIGP)

* A Labour Market Impact Assessment is not needed for Atlantic Immigration Pilot programs



ENDORSEMENT

6 Employer connects their recruit with a participating settlement service provider organization



7 Candidate contacts a settlement service provider organization of their choice for a needs assessment service that will result in a settlement plan for themselves and their family

8 Settlement service provider organization provides candidate with a settlement plan after the needs assessment



9 Candidate sends a copy of the settlement plan to the employer

10 Employer completes the provincial endorsement application, identifying the appropriate program based on candidate's work experience and including the job offer and settlement plan, and sends it to the province

In cases where it is urgent to fill the position, candidates may be eligible for a temporary work permit. Certain conditions apply, such as having a valid job offer, a referral letter from the province and a commitment to apply for permanent residence. Consult the website for more information

11 Province reviews and approves the endorsement application. Province sends candidate an endorsement letter



IMMIGRATION APPLICATION

12 Candidate completes their permanent residence application and sends it to Immigration, Refugees and Citizenship Canada (IRCC) including their endorsement letter and any other required documents



13 IRCC processes the application – Applications will be processed in six months or less in the majority of cases



14 Approved candidate and their family come to Atlantic Canada

15 Employer supports candidate and their family's settlement and integration in their workplace and community in partnership with settlement service provider organization



For more details on the Atlantic Immigration Pilot, see
www.canada.ca/atlantic-immigration



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Canada

Job Candidates Residing in Canada can contact the Y Newcomer Connections department directly to obtain the required needs assessment (free of charge). Candidates must then provide a copy of the assessment to their prospective employer.

Job Candidates Residing Overseas must first contact 1 of 5 designated pre-arrival service providers for their needs assessment:

YMCA of Greater Toronto - Next Stop Canada | www.nextstopcanada.ca

S.U.C.C.E.S.S - Active Engagement and Integration Program | www.aeipsuccess.ca/services

Fédération Acadienne de la Nouvelle-Écosse | www.acadiene.ca

Settlement Online Pre-Arrival (SOPA) | www.arriveprepared.ca

Planning for Canada | www.planningforcanada.ca

Diversity starts here.

LIAISING WITH THE PROVINCE

The YMCA of Greater Saint John has long-standing relationships with both the federal and provincial governments in the area of newcomer services.

We receive weekly updates from the Province about the AIPP and work to expedite the needs assessment and endorsement processes. We also aim to keep employers informed of any updates or changes under the AIPP program, and to keep communication clear, open and hassle-free.

Our ultimate goal is to build community and we commit to working with both the employer and the candidate leading up to and after the newcomer's arrival. Once your new employee has arrived, we have a designated member of our Settlement Team ready to help them get settled.



ARRIVAL AND LOGISTICAL SUPPORT

Under the AIPP, employers are responsible for the safe transport, arrival and reception of employees and their families once they land in Canada. Our team helps welcome more than 1,000 newcomers every year and can share best practices with employers, including:

- Workplace preparation seminars
- Pre-arrival check-lists and toolkits
- Welcome handbooks
- Access to community guides
- Access to interpretation and translation services

COACHING SUPPORT

Feeling unsure? The YMCA has a wealth of experience serving newcomers under a variety of immigration streams, and we have developed a number of best practices and tools proven to help foster welcoming communities and workplaces.

We can provide knowledge-based resources, consulting services, and coaching support designed to help employers become champions of growth, diversity and inclusion.

Connections starts here.

LANGUAGE REQUIREMENTS AND SUPPORT

Strong language skills are critical to the successful integration and retention of newcomers across the community, and especially in the workforce.

The federal government assesses English-language proficiency using the Canadian Language Benchmark (CLB) system. **Under the AIPP, a prospective employee must have an English score of CLB 5, or equivalent.** Should a prospective employee have a score of CLB 4, the employer must guarantee that the employee will be allowed to attend a minimum of 250 hours of language instruction, until the employee reaches a CLB 5 level.

Family members of a prospective employee do not need to speak any English to be admitted under the AIPP.



At Y Newcomer Connections, we offer a number of language supports, including:

- **The coordination of CLB Placement Tests**
- **Classroom-based English-language instruction, according to the CLB curriculum**

Our in-house English school delivers the federal Language Instruction for Newcomers to Canada (LINC) program.

We have qualified teaching staff dedicated to delivering the Canadian Language Benchmarks (CLB) curriculum.

This program is free for permanent residents who are 18 years of age or older.

- **Sector-specific, pre-employment training (module-based)**

We periodically offer 10-week modules designed to equip newcomers with the language and workplace skills they'll need to work in specific sectors, such as: child care, hospitality and tourism, and facilities maintenance. The module includes a volunteer work placement, and newcomers have a high success rate obtaining employment after having participated in the training. This program is delivered on the UNB Saint John campus, and is ideal for unemployed spouses or other family members also wanting to join the workforce.

- **Weekly opportunities for conversation and socialization**
- **One-on-one tutoring**
- **Volunteer opportunities**
- **Computer lab access**



“The Y gave me the ability to speak English properly and the confidence that I can do something here.”

- Sam Suh

Innovation starts here.

CULTURAL INTELLIGENCE TRAINING

It's no secret that Canada's labour market is becoming increasingly diverse. Employers must invest in the training and tools that will enable them to work more effectively across cultures, and to fuel innovation, performance and drive. This is known as "cultural intelligence."

Cultural intelligence is the ability to work and relate effectively across various cultural situations. It is a key building block in forming a positive, productive and dynamic cross-cultural work environment. Cultural differences may manifest themselves in communication style, situational interpretation, or workplace conduct – just to name a few – and cultural intelligence is a vital skill for employers and employees to create highly functioning teams.

The Y Newcomer Connections department provides cultural competency training to a cross-section of private and public stakeholders in the community. We are committed to delivering high-quality and industry-leading training by utilizing best practices from internationally recognized programs.

We offer tailor-made, sector specific programs for large and small groups.

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FAMILY SUPPORT PROGRAMMING

It is critical that a newcomer establish an early and meaningful connection to the community in which they live and work. Supports and programs offered to newcomers at the Y include:

- Life skills training
- Information and orientation sessions
- Canada School settlement training program
- Connections to ethno-cultural communities
- School preparedness
- In-school supports
- Tutoring and homework clubs
- Connections to the greater YMCA community

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