

# Required Recruitment Activities

## ATLANTIC IMMIGRATION PILOT



The Atlantic Immigration Pilot Program is for employers with genuine labour market needs. Employers must demonstrate that they have attempted to find workers through domestic recruitment activities prior to hiring foreign nationals.

The employer must provide evidence of recruitment and this evidence must **predate** the applicant's offer of employment.

A current positive labour market impact assessment (LMIA) from Employment and Social Development Canada (Service Canada) is **not required** to show proof of recruitment efforts.

Demonstration of recruitment efforts is **not required** for hiring individuals who have LMIA-exempt work permits (e.g. post-grad work permit, spousal open work permit, working holiday visa, intra-company transferee).

Employers who want to use a foreign worker recruiter must use a licensed recruiter. For the list of licensed recruiters in Nova Scotia, see <https://novascotia.ca/lae/employmentrights/FW/LicensedRecruiters.asp>.

### ADVERTISEMENTS

Provide a copy of the job advertisement that appeared in three different publications, one being national in scope (i.e. Job Bank Canada or any other Canada-wide resources considered an effective method of recruitment for the position are acceptable).

All advertisements must occur in the six months prior to the date of the job offer to the applicant. Each advertisement must be publicly available for no less than four consecutive weeks. The employer must be able to demonstrate that the print media and websites used to advertise the job target an audience in Canada that has the appropriate education, professional experience, language ability and skill level required for that job.

If the employer already has a current positive LMIA, proof of recruitment is not required.

The advertisement must be in English and/or French and include the following:

- Company operating name and contact information: telephone number, cell phone number, email address, fax number, or mailing address;
- Title of position
- Job duties
- Skill requirements
- Location of work (city or town)

In addition to submitting copies of the ads, the following information must be provided:

- Number of responses to ads
- Number of Canadians or permanent residents who applied
- Number of interviews conducted
- Number of Canadians or permanent residents interviewed
- Explanation of why the position could not be filled by a Canadian or permanent resident
- Do not include the resumes or names of unsuccessful applicants in your submission

**NOTE:** The Office of Immigration reserves the right to request additional information to demonstrate recruitment efforts in support of an application.