

# ICT International Recruitment: Employer Information

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# What is the Saskatchewan Immigrant Nominee Program (SINP)?

# Saskatchewan Immigrant Nominee Program

- A provincially-administered economic immigration program.
- Allows Saskatchewan to nominate qualified applicants to the federal government for permanent resident status.
- Criteria is based on Saskatchewan's labour market needs.
- Entry prerequisites and selection criteria vary by category and are based on several variables.

# SINP Categories

## Labour Market Categories

### International Skilled Worker

- Employment Offer
- Occupations In-Demand
- Saskatchewan Express Entry
- Hard-to-Fill Skills Pilot
- Tech Talent Pathway
- Health EOI

### Saskatchewan Experience Category

- Health Professionals
- Existing Work Permit
- Post Graduate Work Permit (Student)
- Long Haul Truck Driver
- Hospitality
- Semi-Skilled Agriculture Worker with Existing Work Permit

## Business Categories

### Entrepreneur and Farm Categories

- Entrepreneur
- International Graduate Entrepreneurs
- Farm Owner / Operator

# What are the steps for the SINP?

## Step 1

**Employer** – Apply for a Certificate of Registration  
(Labour Relations and Workplace Safety)

## Step 2

**Employer** – Apply for an SINP Job Approval Letter  
(Immigration Services Branch)

## Step 3

**Employer** – Search Internationally  
(If applicable)

## Step 4

**Employer** – Prepare the Letter of Job Offer

## Step 5

**Foreign Worker** – Applies to the SINP  
(Immigration Services Branch)

## Step 6

**Employer** – Pays the federal IRCC employer compliance fee of \$230 prior to the application for work permit  
(if applicable)

## Step 7

**Foreign Worker** – Applies for Work Permit and PR

## Step 8

**Employer** – Prepares for worker's arrival

# Employer Steps

## 1. Obtain a Certificate of Registration

- Required for businesses who want to use the SINP to recruit foreign nationals.
- Assessed by the Ministry of Labour Relations and Workplace Safety (LRWS)
- Must operate in compliance with the laws and regulations in the province of Saskatchewan including *The Saskatchewan Employment Act*
- Certificate of Registrations (COR) are valid for two years

# Employer Steps

## 2. Obtain a SINP Job Approval Letter

- The Job Approval Letter (JAL) is a pre-approved authorization for an employer to hire a foreign national through the SINP.
- Employers will provide candidates with the Candidate-Specific JAL for inclusion in their application to the SINP.
- JALs are valid for six months from the date of approval.

# Employer Steps

## 2. Obtain a SINP Job Approval Letter cont.

- Employer applications for JALs must meet SINP criteria:
  - Permanent (minimum of 2-year contract)
  - Full-time (minimum 30 hours/week)
  - NOC 0, A, B or a designated trade in Saskatchewan
  - Special industry/pilot projects (Trucking, Hospitality, Agriculture, Hard-to-Fill Skills)
  - Job Offer Letter
  - Meet regional median wage

# Employer Steps

## 3. Recruiter

- Recruiters must be licensed under the Foreign Worker Recruitment and Immigration Services Act (FWRISA) to assist employers with recruitment activities in Saskatchewan.
- FWRISA prohibits recruitment fees or costs be charged to foreign workers.
- Employers should sign open and transparent contracts with recruitment agencies.

# Processing Timelines

- Certificate of Registration: 1-2 weeks
- Job Approval Letter: 8 weeks (candidate specific)
- SINP Complete Application: 2 weeks
- Federal Temporary Work Permit: Source country dependent
- Permanent Residency: approx. 22 months

# Estimated Costs & Fees

- Throughout this recruitment process, the employer will be required to pay processing fees. These include:
  - IRCC's Employer Compliance Fee (\$230)
- Workers cannot be charged any fees for recruitment.
- There are no SINP fees for employers and no SINP application processing fees for employees with approved job offers.

# Retention and Settlement

- To ensure successful integration and retention of workers, employers should play an active role in the settlement of workers. Doing so helps them retain long-term employees.
- This can involve referring them to provincial settlement services, such as a Newcomer Regional Gateway where they can get settlement info.

# Useful Links

- [International Skilled Worker: With Employment Offer \(SINP Category\)](#)
- [Government of Saskatchewan Approved Recruiters](#)
- [SINP Recruit and Hire](#)
- [SaskJobs – Employer Services](#)
- [Employer Roadmap \(IRCC\)](#)
- [Hire a permanent foreign worker \(IRCC\)](#)
- [How to hire a temporary foreign worker \(IRCC\)](#)

# Contact Us

## **SINP – Certificate of Registration**

**306-798-1350**

Email: [employer.registration@gov.sk.ca](mailto:employer.registration@gov.sk.ca)

## **SINP – Job Approval**

**1-833-613-0485**

Email: [employerservices@gov.sk.ca](mailto:employerservices@gov.sk.ca)

## **SINP - Applicant**

**1-833-613-0485**

Email: [immigration@gov.sk.ca](mailto:immigration@gov.sk.ca)

[www.saskatchewan.ca/sinp](http://www.saskatchewan.ca/sinp)

## **Immigration, Refugees and Citizenship Canada**

**1-888-242-2100**

[www.cic.gc.ca](http://www.cic.gc.ca)

[saskatchewan.ca](http://saskatchewan.ca)