

14. General Guidelines on Applicant Interviews

In the context of the NLPNP, when candidates submit their application for provincial nomination, the IPDO examines their application by conducting the due diligence process and assessment of the file, which in some instances can include interviewing applicants and/or employers.

The IPDO may conduct an interview with the applicant or the employer when the information provided requires further verification, clarification or in situations where the OIM has become aware of extrinsic information that it is being considered in the assessment of the application.

Interviews may be conducted by telephone or through video conference, depending on the reason for the interview. In situations where the IPDO has concerns regarding the applicant's ability to communicate in English or French, or overall concerns regarding the applicant's credibility, undertaking a face-to-face interview with the applicant through video conference may be the most appropriate method.

IPDOs conduct interviews with applicants and/or employer, as applicable, to:

- Ensure that information submitted on the application is truthful and complete;
- Ensure program integrity, which includes, but is not limited to, detecting and deterring fraud;
- Provide an opportunity to clarify specific information and to respond to concerns regarding elements of the application;
- Educate applicants or their employer about their rights and obligations within immigration legislation or regulations;
- Assess the applicant's ability to communicate in English or French mainly within the context of their job; and,
- Any other reason or combination of reasons after a discussion with the Manager of Immigration Programs or PNP Champion.

For specific procedures on how to conduct the interview and the next steps, IPDOs must consult Policy 16, *Conducting Interviews*, in this manual.

An interview may be not be required if the IPDO is satisfied that the information provided on file (or through previous communication exchanges) is sufficient for a full file assessment and to make a recommendation on the application decision to the Manager of Immigration Programs.