

# Employer Endorsement Document Checklist

ATLANTIC IMMIGRATION PROGRAM (AIP)



Business Operating Name: \_\_\_\_\_ Business Legal Name: \_\_\_\_\_  
Name of Foreign National: \_\_\_\_\_ Did you use a Representative: \_\_\_Yes \_\_\_No

Designated employers can apply for endorsement for each foreign national under the AIP. Please refer to the [Guidelines for Designation Application](#) and [Guidelines for Endorsement Application](#) under AIP for instructions on how to complete the documents.

For your application to be considered complete for endorsement under the AIP, collect your documents in the order of the checklist and check each item. If your application lacks any of the documents listed in this checklist, it will be considered incomplete and result in a delay in processing.

## 1. FORMS:

- [Endorsement Application](#)
- [Offer of Employment to a Foreign National form Use of Representative Form](#) (if applicable)
- Foreign National (FN) requires a Temporary [Work Permit](#)

## 2. SETTLEMENT PLAN:

- Completed Needs Assessment, including the resulting individualized settlement plans, completed by a [designated immigrant settlement service provider organization](#) for each foreign national and accompanying family members, and signed by the employer. **Please note:** overseas family members must seek a needs assessment and settlement plan from a pre-arrival service provider.

## 3. TRAVEL/STATUS DOCUMENTS:

- Color photocopy of bio data page of passport for the foreign national, spouse, common-law partner, and dependent children.
- Please provide copies of any past or current Temporary Resident Permits (e.g. work, study, visitor) for the foreign national and dependents (if applicable).

## 4. EDUCATION DOCUMENTS:

- Canadian Education Credential. If the foreign national has graduated from a recognized Canadian institution, please provide a copy of the certificate, diploma, or degree.

OR

- [Educational Credential Assessment \(ECA\)](#) report from a recognized organization to show their credential is valid and equal to a Canadian credential. If the foreign national already has an Educational Credential Assessment report, it must be less than **5 years old**.

**5. LANGUAGE DOCUMENTS:**

- [Language Testing Results](#) from an **approved language test**, such as IELTS, CELPIP, TEF Canada, or TCF Canada.

**6. RECRUITMENT ACTIVITIES:**

- [Required Recruitment Activities](#) [NOTE: If the foreign national you wish to endorse is already working for you in the **full-time position** on a valid temporary work permit, proof of recruitment activity is NOT required. Please go to the Required Recruitment Activities link for detailed information].

**7. EMPLOYMENT:**

- Copy of the accepted job offer or contract with a designated Newfoundland and Labrador employer, signed and dated by both parties.

**8. WORK EXPERIENCE:**

- Letters of reference from previous employers supporting work experience claimed by foreign national to show the work experience requirement and the NOC employment requirements have been met.
- Detailed and recent resume of the foreign national.

**9. INTERCULTURAL COMPETENCY TRAINING:**

- Proof of Completion of mandatory Intercultural Competency Training. [NOTE: If you have provided this in a previous endorsement application, it does not need to be provided again]

**10. CHECKLIST:**

- Completed Employer Endorsement Document Checklist.

**NOTE:** The Office of Immigration and Multiculturalism reserves the right to request additional information to assess endorsement applications. Missing documents will result in delays in the processing of your application.