

Required Recruitment Activities

ATLANTIC IMMIGRATION PILOT PROGRAM



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 **pre-date** the applicant's offer of employment.

A current positive labour market impact assessment (LMIA) from Employment and Social Development 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 transfer).

ADVERTISEMENTS

Provide a copy of the job advertisement(s) that appeared on at least one national job search site (i.e. National Job Bank or any other Canada-wide websites or publications).

All advertisements must occur in the twelve months prior to the date of the job offer to the applicant. Each advertisement must be publicly available six 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, or the worker is already employed, 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, including: telephone number, cell phone number, email address, fax number, or mailing address;
- Title of position;
- Job duties;
- Skill requirements; and,
- Location of work (city or town).

In addition to submitting copies of the ads, employers should provide the following information:

- Number of responses to ads;
- Number of Canadians or permanent residents who applied;
- Number of interviews conducted;
- Number of Canadians or permanent residents interviewed; and,
- Explanation of why the position could not be filled by a Canadian or permanent resident.

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