

The Nova Scotia Nominee Program (NSNP) and the Atlantic Immigration Program (AIP) support employers with a genuine need to hire foreign nationals. In most cases, employers must first demonstrate that they are unable to recruit a Canadian or permanent resident for the job. Employers must provide job ads as proof of recruitment efforts. A labour market impact assessment (LMIA) from Service Canada is not required.

### **Job advertisements must meet the following criteria.**

- They must be written in English or French and include:
  - company operating name and contact information (telephone number, email address, business address);
  - title of position;
  - job duties;
  - skill requirements; and
  - location of work (city or town).
- They must appear in three different locations, and each must target a Canadian audience with the education, experience, language ability, and skills needed for the job.
- At least one of the advertisements must be national in scope, such as the Government of Canada [Job Bank](#).
- They must occur in the six months prior to the date of the job offer to the foreign national.
- They must be publicly available for at least four consecutive weeks.
- You must demonstrate that your recruitment did not attract any qualified candidates who are Canadians or permanent residents.

Employers must provide copies of the three job advertisements, including when and how long the ads were posted. Screen shots showing posting date and duration are accepted.

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.*

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>.

### **Demonstration of recruitment activities is NOT required if:**

- the foreign national is already working for the employer with a valid temporary work permit;
- the foreign national being recruited has an “open” work permit; or
- the employer already has a valid LMIA for the position.

**NOTE:** Labour, Skills and Immigration reserves the right to request additional information to demonstrate recruitment efforts in support of an application.