

22nd Western Canada Feedlot Management School

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Ministry of Immigration and Career Training (ICT)
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What affects our labour force?

- Growing Population
- Commodity Prices
- Trade Uncertainty
- Artificial Intelligence
- Automation
- Low Carbon Economy
- Labour/Skill Gaps

98,200 job openings are expected over the next five years.

Employment at an all-time high of over 580,400

Labour Market Development Supports



- Trades and Skills Training
 - Apprenticeship
 - Adult Basic Education
- Regional Planning & Employer Partnerships
- Canada Saskatchewan Job Grant



- SaskJobs.ca / Jobbank.gc.ca
- Saskatchewan Immigrant Nominee Program
- Labour Market Information
- Labour Recruitment (Local, National, International)



- Canada Saskatchewan Job Grant
 - Settlement Services
- Advocacy to Federal Government
 - Rapid Response

Strategic Workforce Planning and Pathfinding

Are there programs for me to train staff? Canada Saskatchewan Job Grant (CSJG)

Agriculture, Forestry, Hunting, and Fishing make up approximately 14% of all CSJG applications received.

The following are some examples of training that could be useful to Agriculture Workers:

- MELT Truck Driver – 1A
- Bookkeeping / Accounting
- Equine Assisted Learning Certification
- Pesticide Applicator Training
- Payroll Training
- Animal Husbandry
- Leadership & Management Training

*Temporary Foreign Workers do not qualify for CSJG

What are some key questions to consider when recruiting internationally?

- Is the position permanent or temporary?
 - Seasonal, year-round
- Is the position skilled or unskilled?
 - Type of work – what will they do everyday
- What are the key skills the employee must have?
 - Language requirements
 - Education
 - Work Experience
 - Certification and licensure
- What budget is available to secure an employee?
 - Wage
 - Accommodations/transportation
- How quickly do you need the employee to start?
- Where can I find potential employees?
- Do I need hire someone?
 - The Foreign Worker Recruitment and Immigration Services Act

What is the Saskatchewan Immigrant Nominee Program?

- Criteria for Employer and Candidates (i.e. language levels (CLB 4); Education (minimum 1-year) etc.)
- Employer and industry driven
 - Permanent full-time job offer must include:
 - Hours min. 30 hours/week
 - Median Wage
 - Job description of an current existing position and match nature of business
 - NOC 0, A, B or a designated trade in Saskatchewan
 - Examples include Farm Managers, Specialized livestock workers, etc.
 - **NEW - SINP Semi Skilled Pilot 2019-2021***
 - NOC 8431: General Farm Worker
 - NOC 8432: Nursery and Greenhouse Worker
 - NOC 7511: Long Haul Truck Drivers**

**Must have proof of previously worked in Saskatchewan for a minimum of six months*

***MELT maybe required and any SGI regulations for A-1 class drivers*

What are the steps for the SINP?



Foreign Worker
Recruitment
and
Immigration
Services Act

Step 1
Employer – Apply for a Certificate of
Registration
(Labour Relations and Workplace Safety)

Step 2
Employer – Apply for an SINP Job
Approval Letter
(Employer 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

Saskatchewan Immigrant Nominee Program- Agriculture (2019)

NOC Title and Code	Nominations (2019)			Forecasted Net Job Openings* (2019-2023)	Avg \$/Hour (Job Offer Nominees)
	Job Offer	Human Capital	Total		
0821 - Managers in agriculture	11	55	66	22,560	\$22.32
8252 - Agricultural service contractors, farm supervisors and specialized livestock workers	111	35	146	910	\$19.01
8431 - General farm workers	13	0	13	9,580	\$17.57
Grand Total	135	90	225	33,050	\$19.14

Top 5 Source Countries

Source Country	Nominations (2019)	
	#	%
Philippines	53	23.6%
Nigeria	37	16.4%
South Africa	37	16.4%
India	26	11.6%
Ukraine	18	8.0%

Contact Information

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Labour Relations & Workplace Safety

Certificate of Registration

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Program Integrity Unit

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