



## Employer Eligibility and Responsibilities

If your business meets the eligibility criteria outlined below and agree to the employer requirements set forth below, please fill in the following RNIP application to become a registered employer with the North Bay and Area RNIP. Please send your completed form to the RNIP Coordinator at ([welcome@northbaynip.ca](mailto:welcome@northbaynip.ca)). Please note, if necessary, an employer pre-screening meeting may be required.

### Employer Eligibility

To be eligible to participate in the North Bay and Area RNIP employers must meet all conditions listed below:

1. Be an established employer within the boundaries set out in the [RNIP Ministerial Instructions](#), whose main operations are located and operative in the boundaries.

And;

Be an established employer who has been legally operating a business within the boundaries for a minimum of three (3) years.

Or;

Be a new business that has invested a minimum of \$500,000 in capital.

An exemption to the above requirement, may be considered on a case-by-case basis, and must demonstrate the following:

- That the majority of the economic benefits associated with the businesses' operations are accruing to North Bay and area, and
- That the business has not been established for the primary purpose of facilitating immigration for individuals.

The onus is on the employer to demonstrate why an exemption should be warranted. When considering an exemption request, the North Bay & District Chamber of Commerce office will take into account many factors, including but not limited to when the business was established, number of jobs created and sustained, company growth, number of Canadian or Permanent Residents already employed with the company, and spinoff economic activity from the business.

2. The Employer must demonstrate a need for Foreign Nationals to meet labour needs confirming through their past recruitment activities that the position(s) cannot be filled by Canadians or Canadian Permanent Residents.

To note: if a Foreign National is already working for the company on a valid work permit, this proof is not required.

To confirm the need, employers are asked to provide information on their efforts to recruit Canadians or permanent residents in Canada to fill the vacancy.

Info, listed below will be sought during the job pre-screening process.

1. The length that the position was left vacant
2. Where the position was advertised
3. How long the position was advertised
4. A summary of recruitment results
5. Confirmation that the foreign national, if hired, does not replace or displace current employees

## **Employer Requirements:**

In order for a job to qualify for the North Bay and Area Rural and Northern Immigration Pilot Program, the employer must:

1. Be offering a Foreign National a job that is:
  - A. Full time (must be a minimum of 1,560 hours a year and a minimum of 30 hours of paid work per week)
  - B. Permanent (non-seasonal and no end date)
  - C. Offering a wage that must meet or exceed the Job Bank's minimum wage for the offered position as set out in the [federal job bank](#)
2. Must not be in violation of the [Immigration and Refugee Protection Act](#) (IRPA Canada) and/or the [Immigration, Refugee and Protection Regulations](#) (IRPR). Must not have any outstanding orders against them under the [Ontario Employment Standards Act, 2000](#) or [the Occupational Health and Safety Act](#).
3. The employer must be hiring under one of the NOCs/NAICS as listed as high demand occupations for North Bay and Area RNIP. The Job Title and Description must match the employment requirements. A job description and/or a job posting must be provided for each position the employer wishes to hire a Foreign National for through the North Bay and Area RNIP.
4. The employer cannot request or accept any money in exchange for providing a job offer.
5. The employer is responsible for the recruitment and normal human resources screening of a Foreign National application for position suitability. The employer has demonstrated that they are confident that the individual is reasonably able to carry out the functions of the job offer, as demonstrated by past work experience, interviews and reference checks completed by the employer. North Bay and Area RNIP will not be involved in the employer / candidate selection process.
6. The employer must be prepared to welcome and accommodate Foreign Nationals into the workplace by meeting at least one (1) of the following requirements:
  - 👉 Completing at minimum three (3) hours of intercultural competency training provided by the local employment services center, or other private training that is approved by North Bay and Area RNIP; or,
  - 👉 Providing a letter of recommendation from a local IRCC settlement service agency located in North Bay and area supporting your ability to hire, welcome and support Foreign Nationals, as observed within the past three (3) years; or,
  - 👉 Demonstrating the presence of an active diversity committee within your organization by submitting meeting minutes from any committee meeting held within the past six (6) months.