

# CANB – THE VOICE OF THE ICI SECTOR

**CANB** Moncton  
Northeast

**CANB** FREDERICTON  
NORTHWEST

**CANB** Saint John

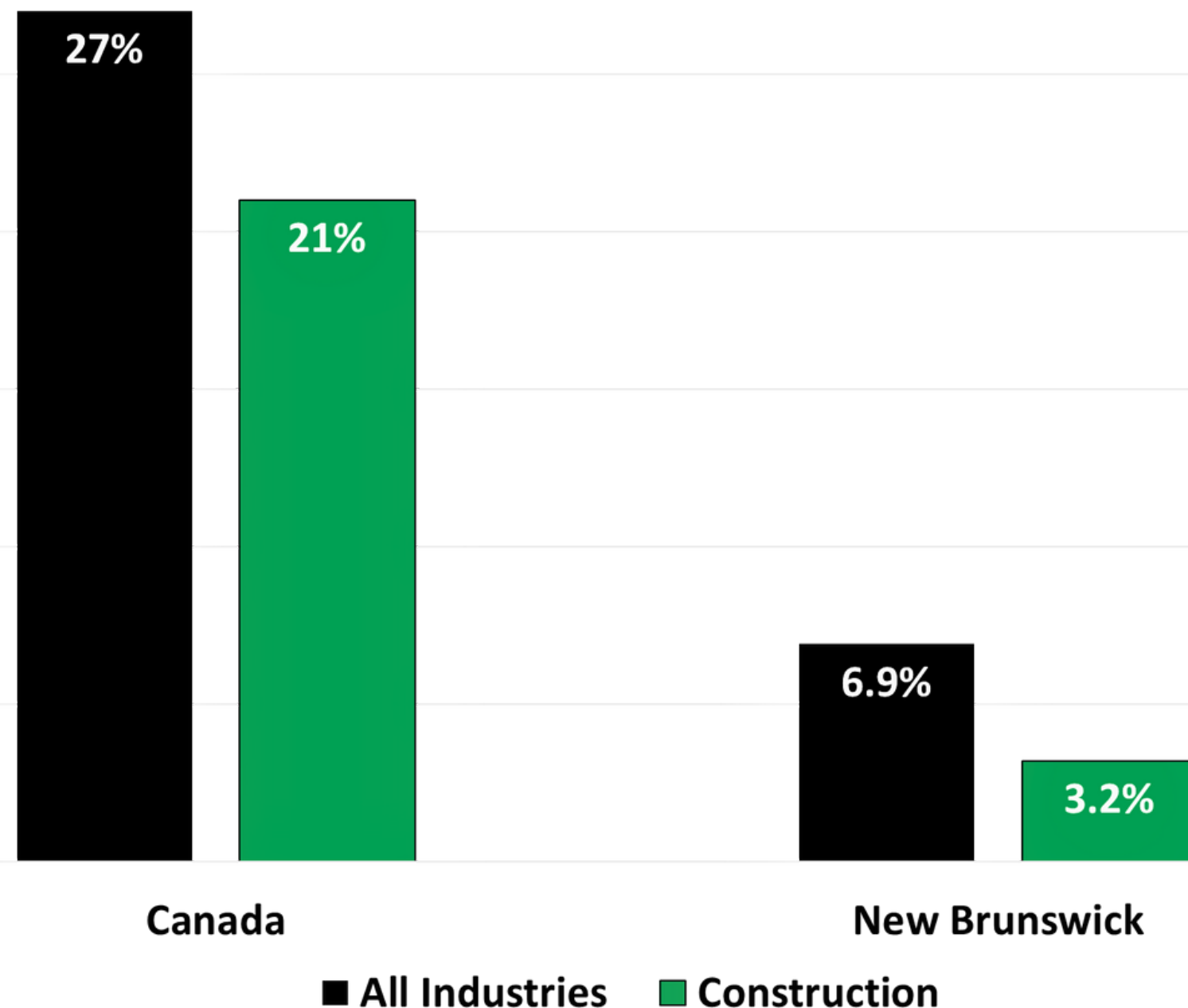


SUPPORTED BY 57 AFFILIATE ORGANIZATIONS  
AND 18,000 MEMBER COMPANIES NATIONWIDE.



# NB CONSTRUCTION LABOUR OUTLOOK

(%) Immigrants in Labour Force



Canadian immigration system needs to modern to properly recognize the construction industry. Provincially, we need to see more nominations to the spaces allocated to NB.

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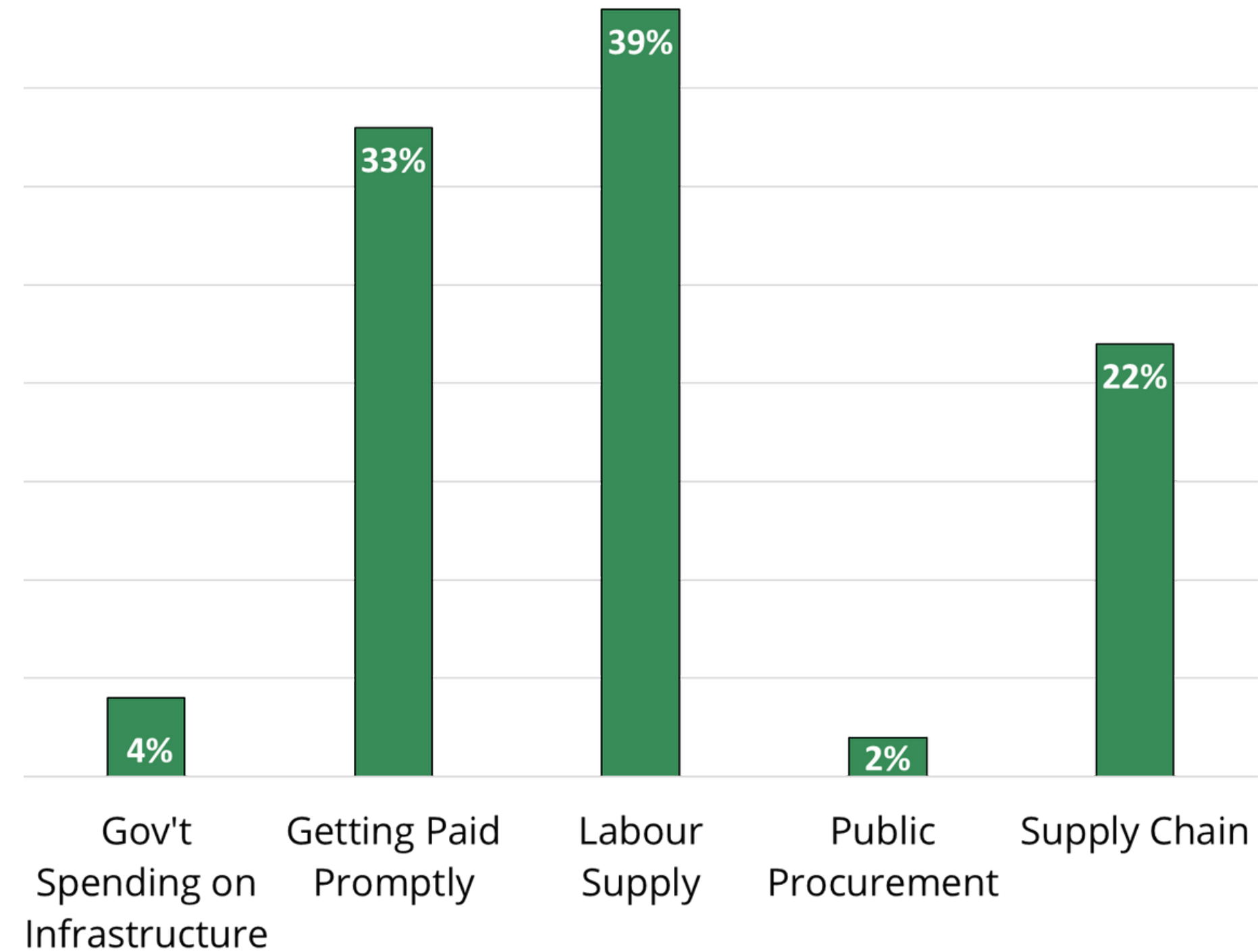
For skilled trade employers—often SMEs without HR staff—the complexity and cost of navigating immigration information can be a major deterrent.

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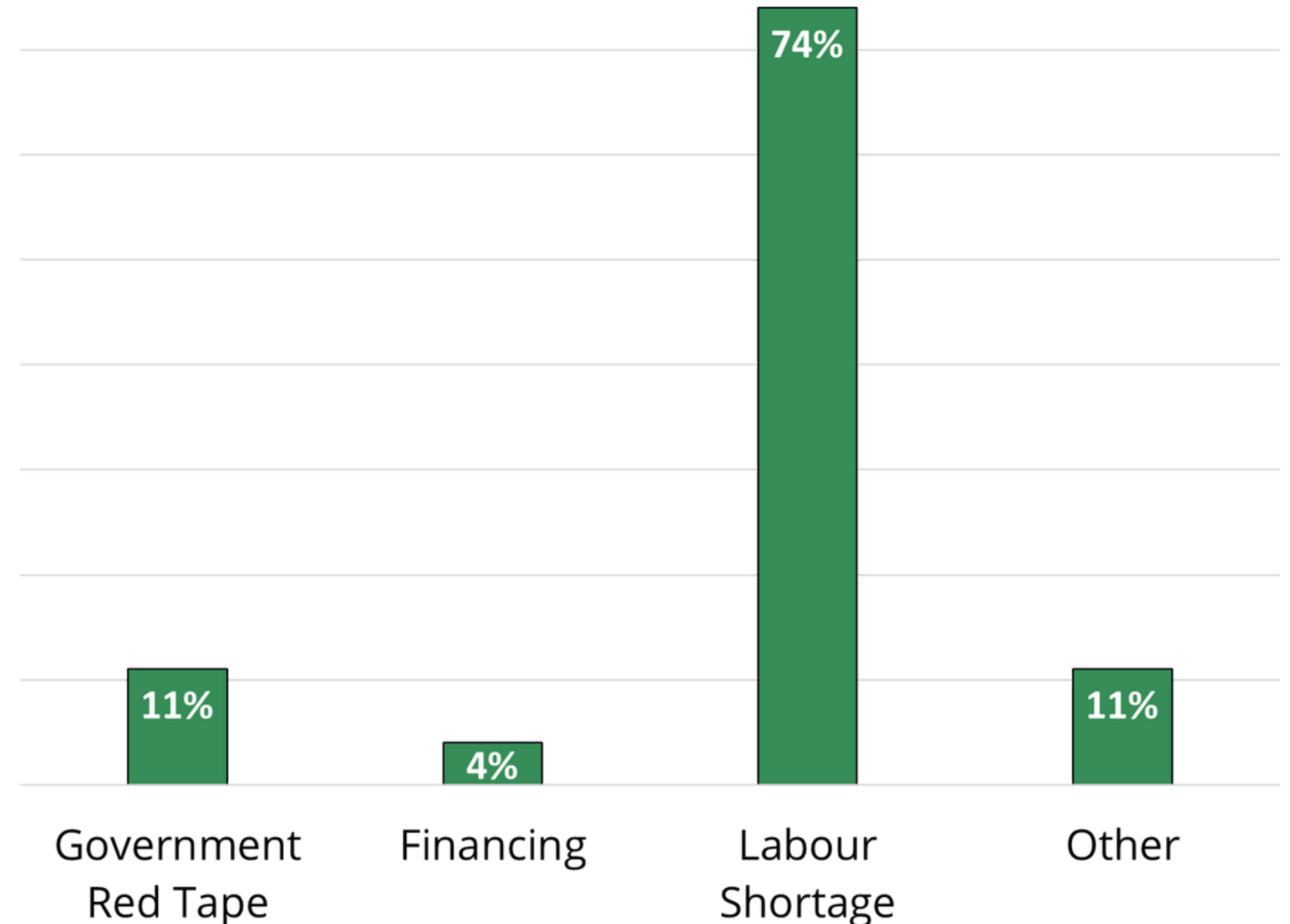
A skilled workforce takes time to build—immigrants and temporary foreign workers are key to filling immediate gaps while growing future capacity.

# CANB MEMBERSHIP SURVEY

**What is your single biggest work related stressor?**



**What is the single biggest challenge facing you from growing your business in NB?**





# BUILD THE WORKFORCE: 100 DAY CHALLENGE

## 7 Prototype Recommendations

- Prototype A: Shared HR Support Role
- Prototype B: HR Community of Practice
- Prototype C: Employers' Road Map
- Prototype D: Pre-Assessments
- Prototype E: Policy Change for Prior Learning Assessment and Recognition
- Prototype F: Employer Skills Gap Assessment
- Prototype G: Credential Recognition for Institutions Outside of Canada



## Employer's Roadmap Prototype

# CANB IMMIGRATION CONSULTANT (RCIC – IRB) SERVICES

- Build awareness and assist in workforce planning
- Review immigration applications
- Provide training and develop standardized tools





**Build awareness and assist in workforce planning**



Develop and **conduct webinars/training** on Canadian immigration – Federal & Provincial



Provide guidance on **critical aspects** - NOC assessment, prevailing wages, IRCC processing times, duration of work permits, conditions on work permits



**Interact** with employers to understand the immigration challenges they face



Monitor changes to immigration policies - **Provincial and Federal**





## Review Immigration Applications



### Review of **employer lead** applications:

- TFW program (LMIA)
- International Mobility Program, IMP (LMIA exempt)
- Atlantic Immigration Program (AIP)
- Employer Portal (IRCC)



### Review of **foreign worker led** applications:

- Work permits – inside or outside Canada applicants
- PNP
- Permanent Residency(PR)





## Provides Training and Develop Standardized Tools



CANB's Employer **Immigration Roadmap**.



Develop for each immigration process: process overview & step-by-step guidance document **checklists**.



**Compliance** checklist/framework for employers under the:

- TFW program
- International Mobility program



Provide **training**:

- Build strong and complete applications
- Demo of NBPNP, IRCC and ESDC portals



# THANK YOU!

# QUESTIONS?



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