

CANB – THE VOICE OF THE ICI SECTOR

CANB Moncton
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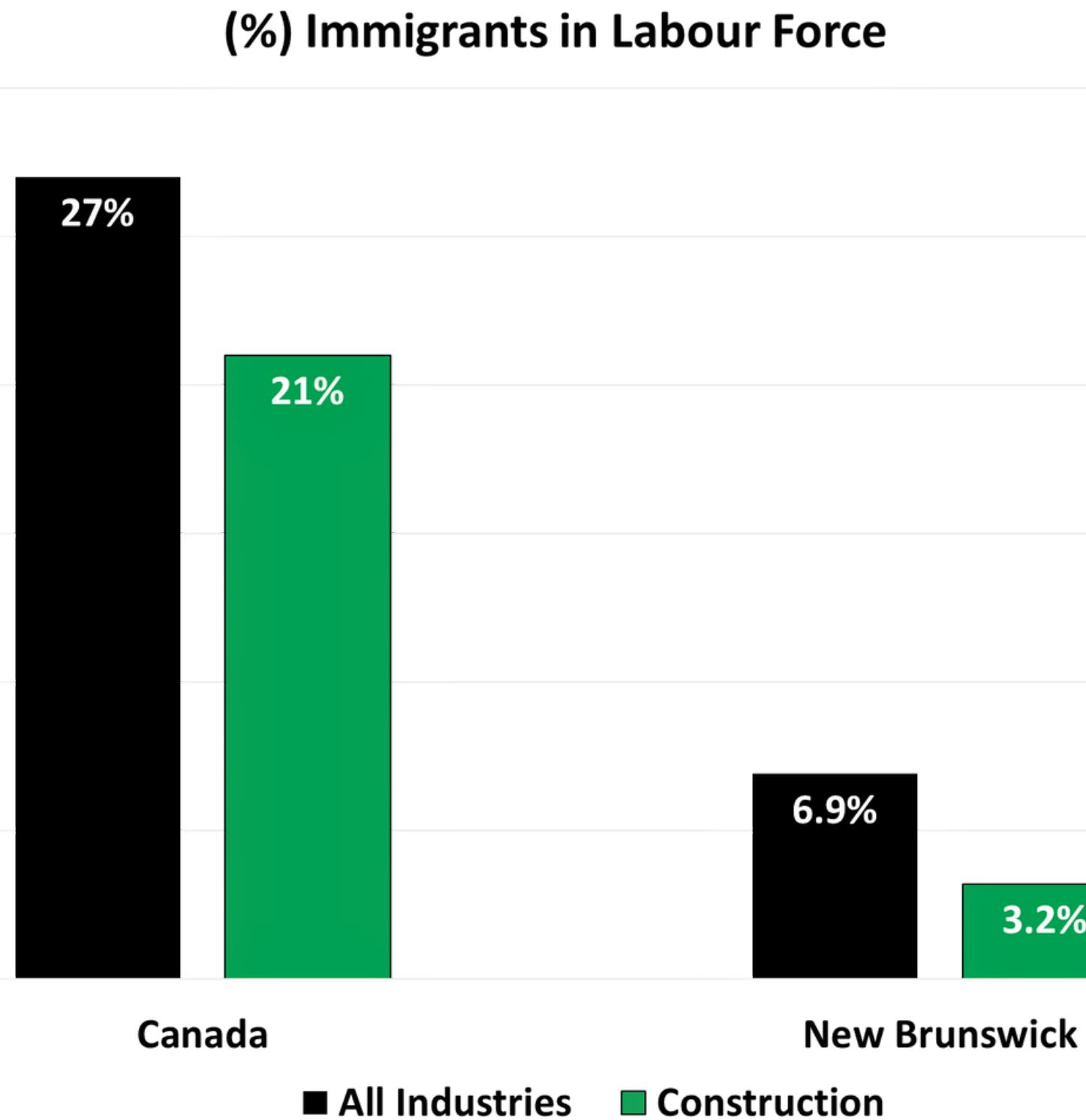
CANB Saint John



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NB CONSTRUCTION LABOUR OUTLOOK



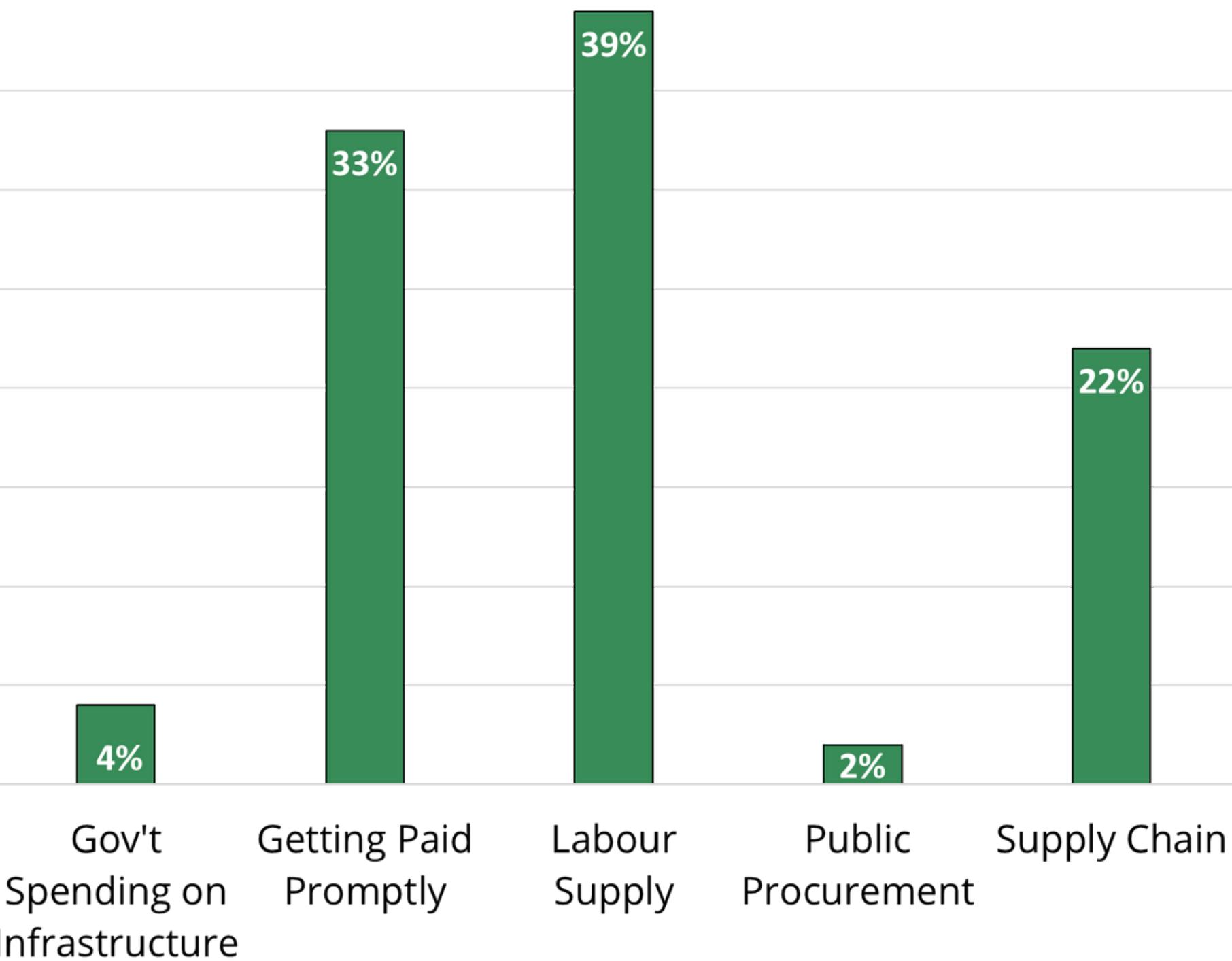
Canadian immigration system needs to modern to properly recognize the construction industry. Provincially, we need to see more nominations to the spaces allocated to NB.

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

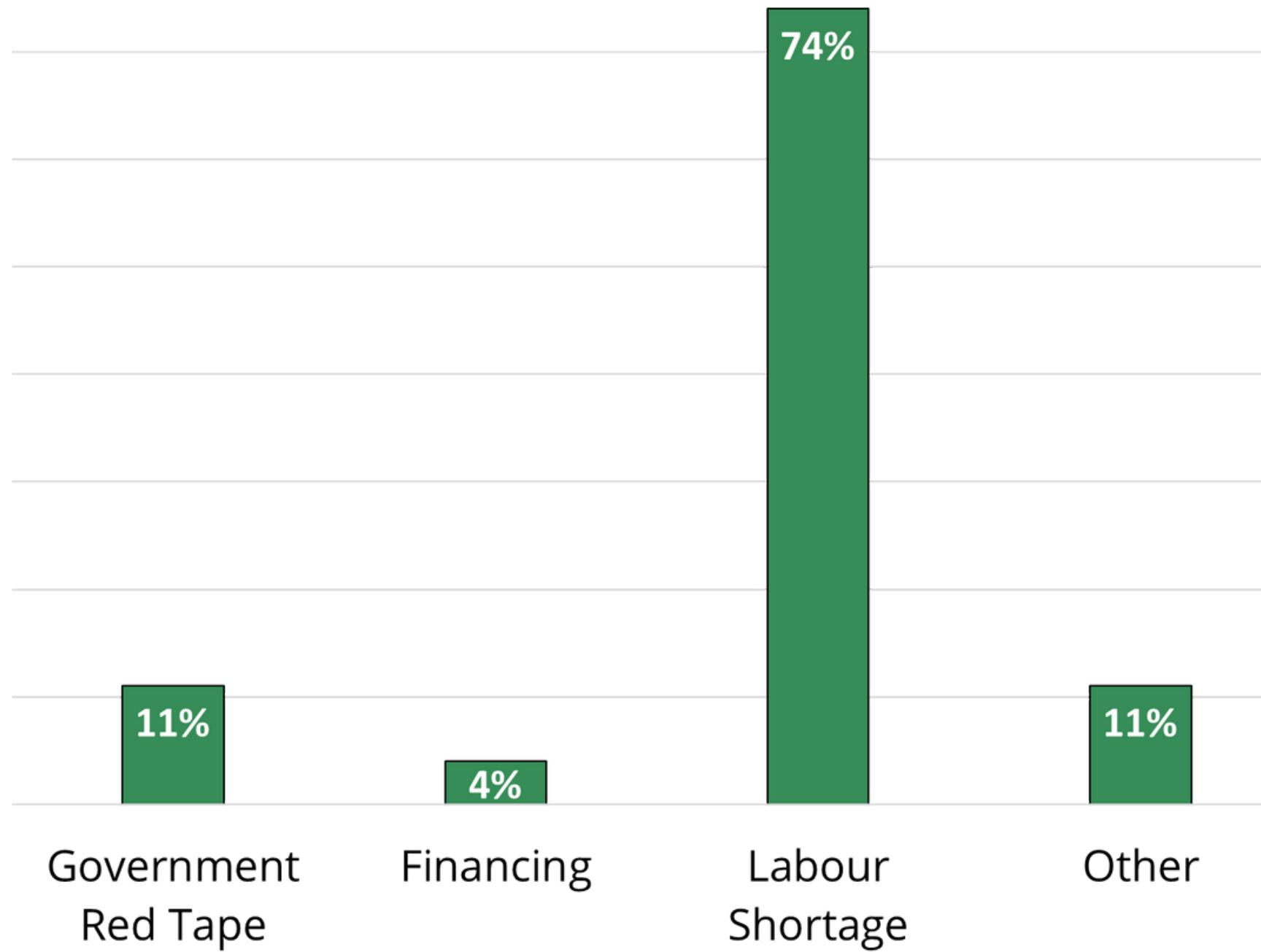
A skilled workforce takes time to build—immigrants and temporary foreign workers are key to filling immediate gaps while growing future capacity.

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

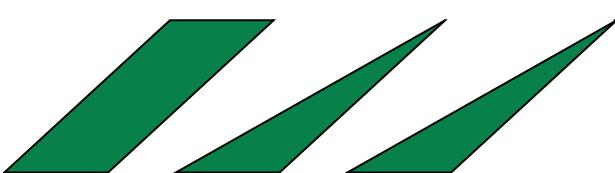


Employer's Roadmap Prototype

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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