Employer Job Offer: International Student stream

LINK: https://www.ontario.ca/page/oinp-employer-job-offer-international-student-stream

The Employer Job Offer: International Student stream gives international students with a job offer in a skilled occupation the opportunity to apply to permanently live and work in Ontario.

Your job offer must be in a skilled occupation at TEER (Training, Education, Experience and Responsibilities) category 0, 1, 2 or 3 of the National Occupational Classification (NOC).

You must first register in <u>the OINP's Expression of Interest System</u> and receive an invitation to apply before you can apply online to be nominated by the Ontario government for permanent residence.

If you are nominated, your next step is to apply to <u>the federal government</u> <u>through Immigration</u>, <u>Refugees and Citizenship Canada</u> (IRCC). They make the final decision on who becomes a permanent **resident**.

Job Offer Requirements

To qualify under the Employer Job Offer: International Student stream, you must have a job offer in Ontario from an employer that meets the following requirements.

Please refer to section 4 of <u>Ontario Regulation 422/17</u> and the <u>Employer Guide</u> for more details on each requirement.

Important: In order for your application to be approved, the job offer must be effective the date that you are nominated by the OINP, if you are already working for the employer in the approved employment position; or if you are not, on the date you obtain a work permit and begin working in the approved employment position. This means that your employer must adhere to the terms and conditions in the job offer and begin paying you the approved wage once you are nominated and begin working.

1. Full-Time And Permanent

The job offer must be for a full-time and permanent position.

Full-time means the job must be a minimum of 1,560 hours a year and a minimum of 30 hours of paid work per week.

Permanent means the job must have no end date (also known as an indeterminate duration). Job offers that are seasonal and/or contract based are ineligible.

Note that your job offer will not qualify if it affects the employment of a person involved in a labour dispute.

2. Eligible Occupation

The job offered must be in a skilled occupation at TEER Category 0, 1, 2 or 3 of the National Occupation Classification (NOC).

3. Low Wage Level

The pay of the job offered must meet or be higher than the low wage level, for that occupation, in the specific region of Ontario where you will be working. To find the low wage, go to the Job Bank website. Enter the occupation title and NOC code of the job offer into the occupation search. Then enter the location where you will be working into the filter search. Refer to the low wage level listed on the chart.

If you are already working in the position, the wage of the job offer must be equal to or greater than the wage level that the employer currently pays you in that position, in addition to meeting or exceeding the low wage level.

If the wage of the employment region where the applicant will work or report to work is not available on the wage report, the Ontario wage should be used.

If you are already working in the position, the wage of the job offer must be equal to or greater than the wage level that the employer currently pays you in that position, in addition to meeting or exceeding the low wage level.

4. Position Is Urgently Necessary To Employer's Business

The position offered must be urgently necessary to your employer's business. This means that the job offer must align with your employer's existing business activities and the position must be urgently needed to maintain or grow ongoing business activity.

5. Work Based In Ontario

The work you do while in the position of the job offer must occur primarily in Ontario.

Applicant requirements

After you receive an invitation to apply, you may apply to the Employer Job Offer: International Student stream. You must meet all the requirements in the categories below in order for your application to be approved.

Please refer to section 6 of <u>Ontario Regulation 422/17</u> for more details on each requirement.

1. Expression of interest and invitation to apply

You must have received an invitation to apply and applied within the deadline identified. You must demonstrate that you had the qualifications that you claimed you had in the expression of interest that you registered with the OINP and attested to.

2. Education

You must have received from an eligible Canadian institution one of the following:

- A degree or diploma that takes at least two years to complete if you study on a full-time basis, or
- A degree, diploma or certificate that takes at least one year to complete
 if you study on a full-time basis and that requires a completed degree as
 an admission requirement

This means that in order to be eligible, your one-year program must require a completed degree as an admission requirement. One-year programs are ineligible if they require a degree or a diploma, or "a degree or work experience", or similar, regardless of whether you personally completed a degree program prior to being accepted into the one-year program. Please also note that in order for a certificate program to be eligible, it must take at least one year to complete and require a completed degree as an admission requirement. A certificate program that takes two or more years is still subject to the degree requirement.

You must also have completed more than half of your studies while living and studying in Canada.

Note: Full-time study is determined by your college or university. Generally, it means a minimum of 15 hours of instruction per week during the academic year, including any period of training in the workplace that is part of your studies.

Some programs of study from eligible institutions may not meet eligibility requirements. Applicants are responsible for ensuring that their specific program meets the necessary requirements.

3. Valid Licence Or Other Authorization (If Applicable)

If your job offer is for an occupation that requires a mandatory licence or other authorization in Ontario, you must hold a valid licence or authorization from the appropriate regulatory body in Ontario when you apply.

For more information on licences and authorizations in Ontario, please visit the <u>Ontario's Jobs and Employment website</u> or the <u>Skilled Trades</u> Ontario website.

4. Intention To Live In Ontario

You must intend to live in Ontario after you've been granted permanent residence. We determine this by examining your ties to Ontario, which can include doing things like:

- Working or having worked Ontario
- Getting job offers, applying to or interviewing for jobs
- Studying
- Volunteering
- Leasing or owning property visiting
- Having professional networks and affiliations, family ties and personal relationships

5. Legal Status In Canada (If Applicable)

If you are applying from within Canada, you must have legal status (a visitor record, study permit, or work permit) at the time you apply and should maintain that status until the time of nomination.

You may apply if you are in 'implied status' at the time of your OINP application submission. 'Implied status' means that you submitted an application to Immigration, Refugees and Citizenship Canada (IRCC) to renew/extend your temporary status document (a visitor record, work permit, study permit) before its expiry date. You can remain in Canada and continue to

work or study under the same conditions as your existing permit until a decision is made on your pending IRCC application.

6. Application Period

You must submit your application within two years of completing the requirements necessary to obtain your degree, diploma or certificate (also known as your education credential). For example, if your degree, diploma or certificate is dated June 1, 2019, you must apply to this stream on or before June 1, 2021.

This means that the date on your educational credential must be within two years of your OINP application submission date, not the date you received the invitation to apply. For example, if your educational credential is dated June 1, 2019, you must apply to this stream on or before June 1, 2021. If you don't have your education credential yet, use the date on the official letter from your college or university which states when your education credential will be granted.

If you don't have your education credential yet, use the date on the official letter from your college or university which states when your education credential will be granted.

Important: you must have completed your degree, diploma or certificate before you submit your application.

Employer Requirements

Please refer to section 4 of Ontario Regulation 422/17 and the Employer Guide for more details on each requirement.

1. General requirements

To qualify under the Employer Job Offer: International Student stream, your employer must:

 Have been in active business for at least three years prior to submitting your application have business premises in Ontario where you will work have no outstanding orders made against them under the Ontario Employment Standards Act, 2000 or the Occupational Health and Safety Act

2. Revenue Requirements

Your employer's business must meet one of the relevant revenue requirement for the most recently completed fiscal year (the year used for tax or accounting purposes):

a minimum of \$1,000,000 in total gross annual revenue if you will work or report to work at a location in the Greater Toronto Area (City of Toronto, Durham, Halton, York and Peel regions) of a minimum of \$500,000 in total gross annual revenue if you will work or report to work at a location outside the Greater Toronto Area Meaning of report to work

In cases where the applicant will work at more than one location, the location where the applicant will report to work means either:

The location where the applicant's immediate supervisor or manager works, or the location of the administrative office where the applicant will receive work assignments

3. Full-Time Employee Requirements

Your employer's business must have at the time of application submission one of the following:

at least five full-time employees who are Canadian citizens or permanent residents who work at the location where you will work, or will report to work, if you will work or report to work at a location in the Greater Toronto Area (City of Toronto, Durham, Halton, York and Peel regions) or at least three full-time employees who are Canadian citizens or permanent residents who work

at the location where you will work, or will report to work, if you will work or report to work at a location outside the Greater Toronto Area Meaning of full-time employee

A full-time employee is an employee who has worked a minimum of 30 hours per week.

4. Employer Form

Your employer must make an application for approval of an employment position by filling out and signing an <u>Employer Form</u>.

Your employer then must give you the form so you can scan and upload it with your application.

When your application is assessed, they may need additional supporting documents from your employer to validate information included in the Employer Form.

Please read the <u>Employer Checklist</u> for a list of possible documents that may be requested.

Scoring Factors

Once you register an expression of interest under this stream you will be assigned points based on the following factors.

If you are invited to apply, you will be required to submit specific documents to support each scoring factor for which you received points. Scoring factors are not the same as stream criteria. You must meet all criteria for this stream and provide the mandatory documents with your application. Refer to the document checklist for the Employer Job Offer: International Student stream.

Employment / Labour Market Factors

Job Offer:

NOC TEER category

- NOC TEER 0 or 1 10 Points
- NOC TEER 2 or 3 8 Points
- NOC TEER 4 0 Points
- NOC TEER 5 0 Points

Job Offer:

NOC Broad Occupational Category

- Occupational Category 0, 2, 3, 10 points
- Occupational Category 7 7 points
- Occupational Category 1, 9 5 points
- Occupational Category 4, 8 4 points
- Occupational Category 5, 6 3 points

Job Offer: Wage

- \$40 per hour or higher 10 points
- \$35 to \$39.99 per hour 8 points
- \$30 to \$34.99 per hour 7 points
- \$25 to \$29.99 per hour 6 points
- \$20 to \$24.99 per hour 5 points
- Less than \$20 per hour 0 points

Work Or Study Permit Status

- With valid work or study permit 10 points
- Without valid work or study permit 0 points

Job Tenure With Job Offer Employer

- 6 months or more working in job offer position 3 points
- Less than 6 months working in job offer position or not currently working in position – 0 points

Earnings History

Based on a Notice of Assessment issued by the Canada Revenue Agency in the last five years.

- \$40k or more earnings in a year 3 points
- Less than \$40k earnings in a year 0 points

Education

Highest level of education

Canadian credential or Educational Credential Assessment required.

- PhD 10 points
- Masters 8 points
- Bachelors or equivalent 6 points
- College diploma or trade certificate 5 points
- Less than college or trade certificate 0 points

Field of study

Canadian credential required.

- STEM/Health (Engineering, Health, Math, Computer Science) and Trades (agriculture and natural resources operations and management, mechanics and repair, architecture, construction and precision production) - 12 points
- Business and administration, social, legal, education, behavioral science, personal, security and transport services, social work and related programs - 6 points
- Arts and humanities, BHASE programs, n.e.c 0 points

Canadian education experience

Credential must be for a degree or diploma program from a Canadian public institution that takes at least two years to complete on a full-time basis, or for a degree, diploma or certificate program from a Canadian public institution that takes at least one year to complete on a full-time basis and requires a degree as an admission requirement.

- More than one Canadian credential 10 points
- One Canadian credential 5 points

Language

Official language ability

- CLB 9 or higher 10 points
- CLB 8 6 points
- CLB 7 4 points
- CLB 6 or lower 0 points

Knowledge of official language

- 2 Official Languages 10 points
- 1 Official Language 5 points

Regionalization

Regional immigration: location of job offer

- Northern Ontario 10 points
- Other areas outside GTA (except Northern Ontario) 8 points
- Inside GTA (except Toronto) 3 points
- Toronto 0 points

Regional immigration: location of study

- Northern Ontario 10 points
- Other areas outside GTA (except Northern Ontario) 8 points
- Inside GTA (except Toronto) 3 points
- Toronto 0 points
- If you have the skills and experience that Ontario employers need

WISHING YOU SUCCESS IN YOUR RELOCATION JOURNEY