

**Saskatchewan Immigrant Nominee Program (SINP)  
Hard-to-Fill Skills Category - Employer Provided Settlement Support**

Employer-provided settlement support is part of the approval process for Saskatchewan businesses who wish to access the Hard-to-Fill Skills (HFS) Pilot to recruit and hire a foreign worker(s). Employer-provided settlement support is intended to support positive settlement outcomes for recruited workers and their accompanying family members by helping them to navigate their new communities and workplaces.

To fulfill the requirements for Employer-Provided Settlement Support, the employer must identify which supports they will provide to the foreign worker(s) hired through the HFS. The supports identified must be provided/in place:

- For existing employees nominated through the HFS Pilot – within three months of nomination date.
- For new employees nominated through the HFS Pilot – within three months of the nominee’s arrival in Saskatchewan.

Please check off which of the following supports you will provide the foreign worker(s) associated with the Job Approval Form (JAF) that this form will accompany.

**Assign a culturally sensitive on-the-job mentor to foreign workers recruited through the HFS pilot. (mandatory)**

**AND** complete any two of the following action items (please use the checkboxes to indicate which of the listed supports you will be providing for settlement support):

**Attend intercultural training, educational seminars, conferences, or information sessions related to supporting and/or retaining newcomers.**

**Make appropriate referrals for newcomers to access settlement services, community resources, groups, associations, and/or community organizations.**

**Offer team-building activities within the workplace to promote cross-cultural understanding and awareness.**

**Establish a workplace diversity and inclusion committee.**

**Provide time off or a flexible work schedule to newcomer employees to allow for language training, appointments with settlement counsellors, enrolling children in school, applying for health cards, obtaining a driving license, etc.**

**Declaration of Employer:**

I attest that the information I have provided on this form is truthful, complete and correct in that I will meet the enclosed commitments.

I understand that Immigration and Career Training may conduct audits to ensure that SINP commitments are maintained and adhered to; and that failing to provide the supports declared above may result in a suspension from using the SINP in the future.

X

Employer Signature

X

Date

X

Employer Name (please print)