

To reduce barriers to recruitment, the Saskatchewan Immigrant Nominee Program (SINP) will accept related work experience for applications under the Hard-to-Fill Skills Pilot (HFS) in select occupations. This change will support employers in finding candidates to address urgent labour shortages in semi-skilled and low-skilled occupations, where on-the-job training is typical.

Beginning immediately, work experience in certain National Occupational Classifications (NOC) will be considered related and eligible work experience for some occupations **under the HFS only**. See table below for acceptable related work experience for select HFS eligible NOCs.

To be eligible to claim related work experience for an HFS eligible NOC you must have at least **one year of full-time work experience in the past three** years in a single related occupation. Work experience in multiple related occupations will not be acceptable to meet the one year of full-time work experience criteria. All other HFS eligibility criteria apply.

*Please note that when applying for a work permit with related experience, workers must prove they have the knowledge, satisfactory experience and/or physical ability to do the job. In cases where a worker is applying for a work permit with experience in an occupation different from the stated NOC, they need to provide as much evidence as possible that they have performed the duties (e.g. evidence can be a letter from the former employer).*

HFS Eligible NOC	HFS Eligible NOC Title	Acceptable Related Work Experience
14400	Shippers and receivers	12013 - Supervisors, supply chain, tracking and scheduling coordination occupations 13201 - Production and transportation logistics coordinators 72024 – Supervisors, motor transport and other ground transit operators 70020 - Managers in transportation
14401	Storekeepers and parts persons	N/A
14404	Dispatchers	12013 - Supervisors, supply chain, tracking and scheduling coordination occupations 13201 - Production and transportation logistics coordinators 72024 – Supervisors, motor transport and other ground transit operators 70020 - Managers in transportation
32109	Other technical occupations in therapy and assessment	N/A
33102	Nurse aides, orderlies and patient associates	32101 – Licensed practical nurses 31301 – Registered nurses and registered psychiatric nurses
33103	Pharmacy technical assistants and pharmacy assistants	N/A
33109	Other assisting occupations in support of health services	33102 – Nurse aides, orderlies and patient associates 31300 – Nursing coordinators and supervisors 32101 – Licensed practical nurse 31301 – Registered nurses and registered psychiatric nurses
44101	Home support workers, caregivers and related occupations*	33102 – Nurse aides, orderlies and patient associates
64314	Hotel front desk clerks	N/A

65102	Store shelf stockers, clerks and order fillers	62010 - Retail sales supervisors 60020 - Retail and wholesale trade managers
65200	Food and beverage servers	62020 – Food service supervisors 60030 - Restaurant and food service managers
65201	Food counter attendants, kitchen helpers and related support occupations	62020 – Food service supervisors 60030 - Restaurant and food service managers
65310	Light duty cleaners	62024 - Cleaning supervisors 65312 – Janitors, caretakers and heavy-duty cleaners 60031 - Accommodation Services Manager
65312	Janitors, caretakers and heavy-duty cleaners	62024 – Cleaning supervisors 60031 - Accommodation Services Manager
73201	General building maintenance workers and building superintendents	N/A
73300	Transport truck drivers	N/A
73400	Heavy Equipment operators (except crane)	72021 – Contractors and supervisors, heavy equipment operator crews
75101	Material handlers	N/A
75110	Construction trades helpers and labourers	72014 – Contractors and supervisors, other construction trades, installers, repairers and servicers
84120	Specialized livestock workers and farm machinery operators	80020 - Managers in Agriculture
85100	Livestock labourers	80020 - Managers in Agriculture
85101	Harvesting labourers	80020 - Managers in Agriculture
85111	Oil and gas drilling, servicing and related labourers	82021 - Contractors and supervisors, oil and gas drilling and services
94105	Metalworking and forging machine operators	92010 – Supervisors, mineral and metal processing
94106	Machining tool operators	92010 – Supervisors, mineral and metal processing
94120	Sawmill machine operators	92014 – Supervisors, forest products processing 72010 – Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations
94140	Process control and machine operators, food, beverage and associated processing	92012 - Supervisors, food and beverage processing
94141	Industrial butchers and meat cutters, poultry preparers and related workers	63201 – Butchers – retail and wholesale 65202 – Meat cutters and fishmongers – retail and wholesale
94204	Mechanical assemblers and inspectors	N/A
94213	Industrial painters, coaters and Metal finishing process operators	92023 – Supervisors, other mechanical and metal products manufacturing
95101	Labourers in Metal fabrication	N/A
95106	Labourers in food, beverage and associated Products processing	92012 - Supervisors, food and beverage processing 94143 - Testers and graders, food and beverage processing
95109	Other labourers in processing, manufacturing and utilities	N/A