



Your Guide to the New Brunswick Strategic Initiative Stream

New Brunswick Provincial Nominee Program

***Department of Post-Secondary Education, Training and Labour
Population Growth Division***

**This guide is provided free of charge by
the Government of New Brunswick and is not to be sold.**

List of updates made to this guide

2020-03-13:

1. Page 26: The following note has been added:

Please Note: Employers must be actively engaged in the NB business, and therefore directly connected to the employment of the candidate. Consequently, recruitment-type, temporary placement-type, or broker-type agencies (i.e. where candidates are nominated with the support of one employer and then contracted out to other businesses) are not permitted.

2020-02-12:

1. Page 11:

Age factors have been corrected: “You must be between **19-55** years of age [The guide previously stated that you “**must be between 20-50 years of age.**”]. Your age is assessed as of the day that a complete application is submitted to PETL in response to an Invitation to Apply (ITA). Age is not considered as of the date you register with NBNP.” Corresponding tables have also been adjusted.

2. Pages 10 and 15:

Requirements surrounding the **Settlement Plan** have been further clarified. The **Settlement Plan** is required from all applicants and is separate from the Exploratory Visit Report. Corresponding tables have also been adjusted.

3. Minor edits for clarity and precision have been made throughout the guide.

Contact information

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Business hours

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Closed Saturday and Sunday
Closed on statutory holidays

In the event of a discrepancy between the New Brunswick Provincial Nominee Program (NBPNP) website and the NBPNP program guides, the information in the application program guides shall be considered correct. Please check our website regularly to ensure you are using the most up-to-date version of the application program guides.

Do I need a representative to help me apply?

No. The Government of Canada and the Government of New Brunswick treat everyone equally, whether they use a representative or not.

All the forms and information that you need to apply to immigrate to Canada are available for **free**. If you follow the instructions in the application guide, you can complete the application form and submit it on your own.

If you decide to use an immigration representative, **be careful whom you ask for advice**.

If you're hiring a paid representative:

- find out if they're authorized
 - This means they have a license to practice and give advice
 - If you choose a paid representative who's not authorized, we may return your application or refuse it
 - If you give a representative money **or compensate them in any other way** in exchange for their services, they're considered paid and must be authorized

Tips to protect yourself from fraud

- Be careful of anything that sounds too good to be true
 - Using a representative will not draw special attention to your application or guarantee that we'll approve it
- Beware of representatives who encourage you to give false information in your application
 - It's against the law, and you could be denied entry into Canada or deported after you arrive
- Don't leave original documents or photos with your representative
- Don't sign blank application forms
- Don't sign forms or documents unless you can read them
 - If you don't understand them, ask someone to translate
- Make sure to get copies of any documents your representative makes for you
- Any time you pay your representative, get a signed receipt
- Make sure your representative updates you on your application often
- Protect your money and remember:
 - we'll **never** call you and ask you to deposit money into a personal bank account
 - we'll **never** ask you to transfer money through a private money transfer company
 - **processing fees** are in Canadian dollars and they're the same around the world

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Part 1: Introduction

The New Brunswick Provincial Nominee Program (NBNP), administered by the Department of Post-Secondary Education, Training and Labour (PETL), is an immigration program that allows the Government of New Brunswick to nominate individuals with the greatest ability to become economically established in New Brunswick. This immigration stream is part of an economic immigration program and is not intended for family reunification, protected persons or for humanitarian and compassionate reasons.

The New Brunswick Strategic Initiative Stream is for French-speaking workers with the skills, education and work experience to contribute to New Brunswick's economy, and who are ready to live and work in New Brunswick permanently. This guide provides complete and comprehensive information about program requirements and eligibility. Please read this guide carefully before you apply.

When applying to any of New Brunswick's immigration streams, you must be PR Ready. In the New Brunswick Strategic Initiative Stream, it means that you meet all minimum eligibility requirements and selection factors and have all the required documents on hand to prepare and submit a complete and correct application to the Government of New Brunswick and to the Government of Canada. Being PR Ready means more efficient processing, fewer delays and a better experience navigating the New Brunswick and Canadian immigration programs. In most cases, this means your application will be processed faster. For details refer to the **Are you PR ready?** document available at www.welcomenb.ca.

NBNP applications require two stages of approval before PR status may be obtained.

Stage 1: Application to the NBNP for a nomination certificate

If you meet all eligibility criteria and selection factors, you can apply to the NBNP by submitting an online application. The processing time varies depending on the time required for the verification of documents included in your application and on the volume of applications received. In some cases, you may be asked to attend an interview.

Stage 2: Application to Immigration, Refugees and Citizenship Canada for a PR visa

If you are nominated by PETL, you may then apply to the Government of Canada for a PR visa, through Immigration, Refugees and Citizenship Canada (IRCC). In this case, you will be processed through IRCC's electronic management system. You, your spouse and dependents must meet statutory requirements for medical, security and criminal admissibility. IRCC has the final authority to issue a PR visa. There is no guarantee that IRCC will approve your PR application even if you are nominated by PETL.

Important Information

Provincial immigration pathways are dependent upon federal immigration allocations, application volumes and labour market needs. For this reason:

- PETL will determine the availability of immigration streams and categories depending on the volume of applications;
- PETL reserves the right to close or pause application intake without prior notice for any stream, at any time;
- PETL is not obligated to process any expression of interest or application submitted to one of its streams or categories;
- PETL may decline to consider applications, irrespective of when an application was submitted;
- PETL will assess applications according to the most current criteria, regardless of the date of submission of an application;
- PETL will process applications at its discretion and, in a manner that best supports the goals of the NBNP. This can be based on application volumes, quality of individual applications, labour market information, economic forecasting and/or any other factors as determined by PETL;
- PETL will grant priority processing to applicants who have the greatest ability to become established economically in New Brunswick – as determined by PETL – and will not process applications on a first come, first served basis;
- The decision to process (or assess) any application and the outcome is at the sole discretion of PETL; and
- The decision to issue a nomination certificate is at the sole discretion of PETL.

By submitting an application to IRCC, employers and applicants agree and acknowledge that:

- Receipt of a nomination certificate from PETL does not guarantee that a PR visa will be issued by IRCC;
- IRCC has the sole authority to decide if persons will receive a PR visa. PETL is not responsible for any processes or decisions of IRCC; and
- IRCC will assess the application based on Canadian immigration law and make the final decision for granting a PR visa.

Misrepresentation

If it is found that you, or any person included in or associated with your application, has directly or indirectly misrepresented or intentionally withheld, or failed to submit, material fact(s) or information that induced or could have induced errors in the administration of the program whereas you could have been issued a nomination certificate without having provided truthful and complete information to enable PETL to properly assess the application, your application will be refused due to misrepresentation, regardless of your ability to meet any, or all of the eligibility requirements.

Applicants who are refused for misrepresentation are prohibited from applying to New Brunswick for five years from the date of decision.

Furthermore, the Government of New Brunswick is obligated to cooperate with the Government of Canada to ensure the integrity of the program. This includes sharing information including personal information and intelligence related to program abuses, as per the details set out in the *Canada-New Brunswick Memorandum of Understanding on Information Sharing*. As such New Brunswick will report to Canada without delay any instances of suspected or confirmed fraud involving, but not limited to, applicants, employers, third-party immigration representatives and educational institutions, subject to Section 10 of the agreement, and in accordance with the policies and procedures outlined in the *Canada-New Brunswick Memorandum of Understanding on Information Sharing*.

Legal status

If you are residing in Canada during the application process, you must maintain legal immigration status. Legal status means that you are authorized to enter and remain in Canada as a temporary resident for a specific period, either as a visitor, worker or student.

Implied status

You may register and/or apply to the NBNP if you are a temporary resident with implied status in Canada. You obtain implied status if you are a temporary resident who submitted an application to IRCC to renew/extend your period of authorized stay (i.e. renewal of study or work permit) before its expiry date. You can remain in Canada and continue to work under the same conditions as your existing permit until a decision is made on your pending IRCC application.

New Brunswick *Employment Standards Act*

Foreign workers have the same rights and obligations under the *Employment Standards Act* as all employees in New Brunswick. Employers cannot:

- require foreign workers to use and pay an immigration consultant;
- recover ineligible recruitment and transportation costs from the foreign worker;
- misrepresent employment opportunities;
- supply false information about employer and employee rights and responsibilities;
- prevent workers from vacating employer-provided accommodations for private accommodations;
- reduce wages or changing any other terms or conditions of employment undertaken in the recruitment of a foreign worker;
- threaten deportation; and
- take possession of a foreign worker's identity documents (e.g., passport) and work permit.

Part 2: Eligibility requirements

There are requirements for each stage of the New Brunswick Strategic Initiative Stream process including registration, application and nomination. If you meet the three (3) eligibility requirements [**the intention to reside in New Brunswick; sufficient settlement funds; and an eligible connection to the Province**], we will then assess your application based on the following six selection factors: **age, education, French language skills, work experience, connection to New Brunswick, and adaptability** (likelihood to settling and integrating successfully in the Province). These factors are part of a 100-point grid used to assess eligibility for the New Brunswick Strategic Initiative Stream. The current pass mark is 65 points. Eligibility requirements must be met at the time of registration, application and nomination. Meeting eligibility requirements does not guarantee that you will be nominated.

1. You intend to reside in New Brunswick

It is your responsibility to prove a genuine intention to reside in New Brunswick as described in Section 87(2) (b) of the *Immigration Refugee Protection Act*, S C 2001, c 27, Regulations which state that “a foreign national is a member of the nominee class if they intend to reside in the province that nominated them”. To establish intent, you must submit a Settlement Plan to demonstrate your connection(s) to and knowledge of New Brunswick. Such a plan may include, but is not limited to:

- a description of any actions you have taken to permanently settle in New Brunswick;
- current employment in New Brunswick;
- employment search details;
- the length of any previous and/or current period of residence in New Brunswick;
- community involvement;
- ability to support yourself in New Brunswick;
- your connections to New Brunswick through work, study or family;
- professional networks and affiliations;
- residency including household lease agreements and/or property ownership;
- family ties and other social relationships and connections;
- details of prior visits to Canada; and
- your connection to other jurisdictions in Canada

2. You have an eligible connection to New Brunswick

To be considered under the New Brunswick Strategic Initiative Stream, you must have **one (1)** of the following three eligible connections (**A**, **B**, or **C**):

- A.** an exploratory visit; or
- B.** a genuine job or genuine job offer with a New Brunswick employer; or
- C.** a letter of interest from the Province of New Brunswick

A. You have conducted an Exploratory Visit to New Brunswick

It is important for anyone intending to live and work in New Brunswick to visit the province to explore employment opportunities and other important information. Should you be planning to conduct an Exploratory Visit, you are required to inform us of your arrival and departure dates, as well as a pdf or jpg copy of the photo page of your passport, **at least 30 days before your arrival** at: initiativestrategique@gnb.ca

Failure to notify the Province of New Brunswick of your Exploratory Visit will result in the refusal of your application.

If you are planning to live and work in New Brunswick you may find it helpful to visit the Province to explore employment opportunities and, with regard to your application, to gain eligibility and earn points for adaptability.

You must have conducted the visit within 12 months prior to submitting an Expression of Interest (EOI) for the Strategic Initiative stream. The exploratory visit must be for a minimum of five full business days, although longer trips are recommended. Travel days, and statutory holidays and weekends shall not be included as part of the minimum five full business day requirement.

The purpose of the exploratory visit is for you to conduct extensive research related to employment and living opportunities in New Brunswick. Suggestions for business meetings include, but are not limited to:

- New Brunswick employers;
- regulatory bodies, if you are in a regulated occupation;
- regional economic development offices/chamber of commerce officials/municipal newcomer coordinators;
- residential real estate agents; and/or
- New Brunswick settlement agencies; and
- schools and child care facilities.

If you participate in an exploratory visit, you must submit an Exploratory Visit Report with your application. The report must include the following details:

- Your length of stay in New Brunswick, including time spent in other Canadian jurisdictions
- copies of all airline tickets, boarding passes and hotel receipts during your stay in Canada Be sure to remove any credit card information prior to submission; and
- a record of meetings held in New Brunswick. Include the name, contact information and business card for individuals participating in the meetings, date, time and location, how the meeting relates to your establishment and/or settlement in New Brunswick.

Points for adaptability are given based on your ability to demonstrate that you, and you family members (if applicable) can economically establish in New Brunswick.

Persons who are not Canadian citizens or Permanent Residents may require a temporary resident visa (TRV) to enter Canada. If you do not require a visa to enter Canada, you may require an Electronic Travel Authorization (eTA). You must ensure that you have the travel documents required for travel to New Brunswick. PETL does not provide letters of support for TRVs and eTAs, or otherwise intervene on your behalf in the event you are denied admission to Canada as a temporary resident (either as a visitor, student or worker).

PETL will not incur any costs related to an exploratory visit.

An exploratory visit does not guarantee an eventual nomination

B. You are living in New Brunswick and have continuous, paid full-time employment or you have an offer of continuous, paid, full-time employment with a New Brunswick company in the same occupation as your eligible work experience

➤ **The employment or offer of employment must be genuine**

A New Brunswick employer has offered, and you have accepted, permanent, full time, year-round (non-seasonal) employment in an occupation classified at NOC Skill-level of O, A, B, C, or D. Permanent means the job has no pre-determined end date; it is a long-term job offer. Full-time means that you are expected to work a minimum of 30 hours per week, or 1,560 hours per year.

PETL uses the NOC to classify jobs according to duties, skills, aptitudes and work settings for occupations in the Canadian labour market. The NOC helps determine whether a job meets the skill levels established for skilled, semi-skilled and low-skilled worker occupations, and whether the candidate's qualifications and experience match the requirements of the job. PETL differentiates between skilled workers, semi-skilled and low-skilled workers. High-skilled workers are defined as individuals with an occupation within NOC O, A, B. Semi-skilled workers have occupations that fall under NOC C. Low-skilled workers have occupations that fall under NOC D.

PETL reserves the right to consider only certain types of jobs and occupations for nomination. Decisions are based on the economic situation of the New Brunswick labour market, current inventory, yearly nomination allocations distributed by IRCC, and any other factors determined by PETL.

➤ **The wage must be competitive**

The wage you have been offered must be competitive with New Brunswick wage rates for the occupation. The wage stated on your offer of employment must:

- meet or exceed the median wage level for the occupation in the region of New Brunswick where you will be working. For examples of market wage rates by occupation, visit www.jobbank.gc.ca;
- be comparable to the rate paid to workers with a similar level of experience and training for equivalent jobs in New Brunswick; and
- be consistent with the wage compensation structure of your employer.

PETL will not consider bonuses, commissions, profit-sharing distributions, tips/gratuities, overtime wages, housing allowances, room and board, or other similar payments to be part of your wage. If you were originally hired on a positive Labour Market Impact Assessment (LMIA), the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the LMIA.

A Note About Regulated occupations in New Brunswick

There are a variety of regulated occupations in New Brunswick. If your intended job offer is in a regulated occupation, you are required to be certified or licensed by the regulatory authority for that occupation.

A regulatory authority is an organization, usually provincial, responsible for ensuring members of the occupation follow the rules outlined by legislation. This includes making sure that workers meet all necessary requirements and follow occupational standards. In general, standards are set to protect the public's health and safety, or the environment.

One of the first steps in becoming certified or licensed in New Brunswick is to obtain an equivalency for the foreign qualifications you have earned outside of Canada. Your academic credentials and work experience will be evaluated to determine how your credentials and experience compare to Canadian-trained professionals. For more information visit:

<https://www.welcomenb.ca/content/wel-bien/en/working/content/CredentialsRecognized.html>

C. You have received a letter of interest from the Province of New Brunswick, inviting you to apply through the Strategic Initiative Stream

3. You have enough money to support yourself and your family (even if they are not coming with you to Canada).

You are exempt from the required Settlement Funds if you are already an established resident of New Brunswick and you have a genuine job or genuine job offer with a New Brunswick Employer that is supported by an LMIA or certain LMIA exemptions.

The amount of money you need to support your family depends on the size of your family. To calculate the size of your family you must include: yourself, your spouse or partner, your dependent children and your spouse's dependent children. Include your spouse or dependent children even if they are permanent residents or Canadian citizens and/or not coming with you to Canada. These amounts are updated every year. Be sure to check the current amount at: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/documents/proof-funds.html>.

Funds must be readily available to you. For example, you can't use equity on real property as proof of settlement funds.

You also can't borrow this money from another person. You must be able to use this money to pay the costs of living for your family (even if they aren't coming with you).

If your spouse is coming with you, you can count money you have together in a joint account. You may be able to count money in an account under their name only, but you must prove you have access to the money.

The funds must be available both when you apply and when (if) Canada issues you a permanent resident visa. You must prove to an immigration officer that you can legally access the money to use here when you arrive.

Your application will also be evaluated, in part, on a **settlement plan**, prepared by you, that clearly illustrates:

- your knowledge of the provincial labour market;
- your ability to identify employment opportunities associated with your occupation;
- your understanding of the how to get a job in New Brunswick;
- your awareness of the pathways to licensure for regulated occupations (if applicable); and
- ability to identify a community or region to live and work in and provide reasons how the area will help you to become economically established.

The **Settlement Plan** is required of **ALL** applicants and is different from the **Exploratory Visit Report**, although the two documents may share some elements.

Part 3: Selection factors

If all eligibility requirements have been met, you will be assessed according to the following selection factors: age, language, education, previous work experience, arranged offer of employment and adaptability. These selection factors are categorized using a points system. You must score a minimum of **65 of 100 points** to be successful.

1. Age

You must be between 19-55 years of age. Your age is assessed as of the day that a complete application is submitted to PETL in response to an Invitation to Apply (ITA). Age is not considered as of the date you register with NBNP. Calculate your score:

Age	Points	Max points
19-24	4	12
25-44	12	
45-50	4	
51-55	0	

2. Official language

You can earn up to 28 points for your French language skills. To meet the language requirement, you must submit valid test results from a designated testing organization to show you have obtained a minimum score equal to or greater than a Niveaux de compétence linguistique canadiens (NCLC) 5 for French in all four language abilities: reading, writing, listening and speaking. Calculate your score:

French language skill	Reading	Writing	Listening	Speaking	Max points
CLB 7+	7	7	7	7	28
CLB 6	6	6	6	6	
CLB 5	5	5	5	5	

Valid language test results must be from one of the following designated language-testing organizations:

- Test d'évaluation de français pour le Canada (TEF Canada); or
- Test de connaissance du français pour le Canada (TCF Canada).

Your test results will be considered valid for the two years from the date of issuance. Test results must be less than two years old when you submit your application to IRCC for PR, should you receive a nomination certificate. The following table shows the minimum scores required in each of the language proficiency tests to meet CLB5.

Language proficiency test	Reading	Writing	Listening	Speaking
TEF Canada *	350 (151)	350 (226)	350 (181)	350 (226)
TCF Canada	375	6	369	6

* scores in parentheses are for tests taken before October 1st 2019.

For more information visit: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/standard-requirements/language-requirements/test-equivalency-charts.html>.

3. Education

You must, at a minimum, have a Canadian secondary (high school) diploma or a foreign high school diploma equal to a Canadian credential.

Calculate your score:

Education – Canadian, or equivalent	Points	Maximum
Doctoral level university degree (Ph.D.); Master's degree OR professional degree needed to practice in a licensed profession. (For “professional degree,” the degree program must have been in: medicine, veterinary medicine, dentistry, optometry, law, chiropractic medicine, or pharmacy.)	25	25
Two or more certificates, degrees, diplomas or certificates from a university, college, trade or technical school, or other accredited institute. One must be for a program of at least three years.	22	
Bachelor's degree, or a three, or more year program at a university, college, trade or technical school, or other accredited institute	21	
Two-year degree, diploma or certificate from a university, college, trade or technical school, or other accredited institute	19	
One-year degree, diploma or certificate from a university, college, trade or technical school, or other accredited institute	17	
Secondary diploma (high school graduation) from a high school (after junior/middle school and before college, university or other formal training)	15	

If you were educated outside of Canada, you will need an Educational Credential Assessment (ECA) report from a recognized organization to show that your credential is valid and equal to a Canadian credential. If you already have an ECA report, it must be less than five years old when IRCC receives your PR application, should you receive a nomination certificate. You don't need an assessment for a Canadian degree, diploma or certificate.

To obtain an ECA Report, you must be assessed by an organization or a professional body designated by IRCC. They will give you a report that tells you what your education is equal to in Canada. Once you choose a designated organization or a professional body, they will tell you how to submit your documents to get your assessment. Designated organizations include:

- Comparative Education Service (CES)
- International Credential Assessment Service of Canada (ICAS)
- World Education Services (WES)
- International Qualifications Assessment Service (IQAS)
- International Credential Evaluation Service (ICES)
- Medical Council of Canada (professional body for doctors)
- Pharmacy Examining Board of Canada (professional body for pharmacists)

Processing times and costs may vary by organization or professional body. For more information about ECAs visit: www.cic.gc.ca/english/helpcentre/answer.asp?qnum=681&top=29

Note: You must indicate to the organization that you are requesting the ECA for purposes of applying to the NBNP and request that a copy of your report be sent to PETL. Where possible please ensure the ECA is sent electronically to immigration@gnb.ca.

The *Apprenticeship and Occupational Certification Branch* (PETL) will assess certificates or licenses that are granted by a regulatory authority if they are in a trade or occupation that is similar in scope to any of the [designated occupations](#) in New Brunswick. For more information visit: https://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/Skills/content/ApprenticeshipAndTrades/CredentialRecognition.html

4. Work experience

You may be awarded up to a maximum of 15 points if you have at least two years of full-time paid work the five years before submitting your application. Your work experience shall be in the same type of job (have the same NOC) as the job you want to use for your immigration application.

You must show that while working in your primary occupation you performed the duties set out in the lead statement of the occupational description in the NOC. This includes all the essential duties and most of the main duties listed.

Your work experience shall:

- be based on full-time work, which means at least 1,560 hours of work over a period of one year. [This is how many hours you would have worked in a year if you were working 30 hours per week.];
- be with one or more employers;
- be in a NOC related to your job offer from a New Brunswick employer;
- be paid. [Employment that is part of unpaid internships, volunteer experiences and programs of study (such as a co-op) do not qualify towards your work experience];
- be obtained within Canada and/or abroad;
- if based on self-employment, be validated with official documents through independent third parties; and
- not be based on self-employment in the retail, food and accommodation sectors.

Note: Work experience is not required for international graduates, with a minimum two-year postsecondary diploma or certificate from a New Brunswick university, college, trade or technical school, or other accredited New Brunswick institute.

Calculate your score:

Years of experience	Points	Maximum Points
6+	15	15
4-5 years	12	
2-3 years	10	

5. Adaptability

You and your spouse or common-law partner, who will immigrate with you to Canada, can earn a maximum of 20 points for adaptability by combining any of the elements below. These elements assess how well you and your spouse are likely to settle in New Brunswick. Later in this guide, you will find a list of documents that you must submit to PETL to receive points for adaptability.

Principal Applicant		Points	Maximum
Exploratory Visit to New Brunswick	You will be scored on factors related to your ability to become economically established in New Brunswick. For more information refer to <i>Part 2 Eligibility Requirements</i> .	15	20
Previous Employment	You have at least one year of full-time work, paid in New Brunswick with a valid work permit, or while authorized to work in Canada	15	
Employment or Genuine Offer of Employment	You currently have full-time, paid employment, or you have a genuine offer of full-time, paid employment, from a New Brunswick company in the same occupation as your eligible work experience	15	
Provincial Selection	You have received a letter of interest from the Province of New Brunswick inviting you to submit a full application through the Strategic Initiative stream.	15	

<p style="text-align: center;">Family</p>	<p>You, or your spouse/common-law partner, have a relative who is 18 years or older and who has been living in New Brunswick as a Canadian citizen or permanent resident for at least 12 months prior to you submitting your application to PETL.</p> <p>This relative must be:</p> <ul style="list-style-type: none"> • The child of you or your partner • the child of a child (grandchild) • a parent • the child of a parent (brother or sister) • the child of the child of a parent (niece or nephew) • the parent of a parent (grandparent) • the child of the parent of a parent (aunt or uncle) 	<p>5</p>
<p style="text-align: center;">Education</p>	<p>You have successfully completed and you hold a diploma or certificate from a minimum one-year postsecondary program from an accredited institution in New Brunswick</p>	<p>5</p>
<p style="text-align: center;">Spouse or Common-Law Partner</p>	<p>Your spouse or partner has a language level in either English or French at CLB 5 level or higher in all 4 language abilities (speaking, listening, reading and writing).</p> <p>To earn these points, you must submit your spouse or common-law partner's language test results from an approved agency when you apply. The language tests are valid for two years after the date of the test result. They must be valid on the day you apply to IRCC for permanent residence.</p>	<p>5</p>
	<p>Your spouse or partner has at least one year of full-time, paid work in New Brunswick with a valid work permit, or while authorized to work in Canada.</p>	<p>5</p>

6. Settlement Plan

Each application must include a Settlement Plan as a requirement of eligibility. From this document, we evaluate your potential for economic and social integration. Your plan must reflect the seriousness of your willingness to establish and settle in New Brunswick.

The **Settlement Plan** is required of **ALL** applicants, and it is different from the **Exploratory Visit Report**, although the two documents may share some elements.

Please refer to the form: **PCNB-002** : https://www.bienvenueb.ca/content/dam/wel-bien/pdf/PCNB-IS-002_plan_detablissement.pdf

Note: NBPNP Strategic Initiative stream officers evaluate applications based on predetermined eligibility criteria and selection factors. You must satisfy eligibility criteria. Please note, however, that simply satisfying these criteria in no way guarantees that you will be nominated. Priority is given to applicants who have the greatest potential of social and economic integration in New Brunswick.

Part 4: Application process

The following section outlines the steps required to obtain permanent residence to Canada.



Step #1 Connection to NB

You must have an eligible connection to New Brunswick, whether having completed an exploratory visit to New Brunswick; working or having a job offer in New Brunswick; or having received an NOI from the Province. Refer to *Eligibility Requirements* for specific details.

Step #2 PR Readiness

When applying to any of New Brunswick's immigration streams, you must be PR Ready. In the New Brunswick Strategic Initiative Stream, it means that you meet all minimum eligibility requirements and selection factors and have all the required documents on hand to prepare and submit a complete and correct application to the Government of New Brunswick and to the Government of Canada. Being PR Ready means more efficient processing, fewer delays and a better experience navigating the New Brunswick and Canadian immigration programs. In most cases, this means your application will be processed faster. For details refer to the **Are you PR ready?** document available at www.welcomenb.ca.

Step #3 Online registration in INB

You must create a candidate profile via INB, the Province of New Brunswick's online immigration application platform. Following this, you must then submit an electronic Expression of Interest (EOI), which will guide you toward the correct application stream.

Keep your INB candidate profile up-to-date

You are responsible for updating your INB candidate profile and ensuring that all required information is accurate, current and up-to-date throughout all stages of the immigration process. You must notify PETL of any changes in your life circumstances throughout the application process, including but not limited to: family composition, marital status, country of residence, employment, contact information, decrease in salary, change in immigration status, etc. Failure to notify PETL of any changes may result in the refusal of your application.

Step #4 Invitation to Apply

If you meet all eligibility criteria (see Part 2 of this guide), you will receive an invitation to apply through the Strategic Initiative stream of the NBPNP. You have up to 45 calendar days from the date of the ITA to submit a complete application via the New Brunswick online system. If you fail to submit a complete application by the deadline, your ITA will be automatically removed and you will have to start the process again.

If you receive an ITA, and you submit your application, your application may be refused if you do not meet eligibility requirements and/or selection factors as outlined in this guide.

Step #5 Submission of provincial application to PETL

Once you have submitted your complete online application and paid the processing fee, PETL will conduct a full review of your application. It will be assessed according to eligibility requirements and selection factors outlined in this guide.

The stream under which you apply cannot be changed once you submit your application. If you do not meet the requirements of the category under which you registered, your application will be refused. Afterward, you may apply under another stream providing you meet the eligibility requirements.

You can check the most up-to-date information regarding the status of your application at any time by logging in to view My Dashboard.

Additional information for submitting your application

PETL may request additional evidence and information as reasonably required to verify and process your application. Failure to provide such information in a timely manner may result in the refusal of your application. Failure to provide the information within the timeline indicated by PETL may result in the refusal of your application.

Interview

PETL may require you to participate in an interview as reasonably required to verify information related to your application, or any other reason to be disclosed at the time of the request. The interview shall be held in French. Interpreters are not permitted during the interview. The format, location and time of the interview shall be determined by PETL. Failure to attend your scheduled interview may result in the refusal of your application.

Age of dependent children

The age(s) of your dependent children, if any, are locked in, for federal immigration requirements, at the time you submit a complete application to PETL. The date you create your online profile or receive an ITA is not considered the lock-in-date.

Non-accompanying family members

Non-accompanying family members are family members who are dependent on the principal applicant but **who are not** immigrating to Canada. They can include a spouse or common-law partner, dependent children, and the children of a dependent child.

These people **must be declared** on your provincial application for nomination or endorsement, on your application for permanent residence, and on any other application for a Canadian visa of any kind. They should have a medical exam so they can remain eligible for sponsorship at a later date.

Failure to declare non-accompanying family members can be considered misrepresentation, is reportable to IRCC, and could negatively affect your own application and any future possibility of sponsoring these family members.

Disclose previous immigration applications

You must disclose any immigration applications you made to another provincial or federal immigration program and provide copies of all relevant correspondence, regardless of the outcome. Failure to provide such information will result in your refusal.

Withdrawing your application

You may voluntarily withdraw your application at any time without penalty other than in the case of suspected or actual misrepresentation. Processing fees will not be returned.

Step #6 Provincial application decision from PETL

PETL will advise you and your representative, if applicable, of the final decision in writing and upload that decision to your online profile's dashboard.

Application approval

The decision to issue a nomination certificate shall be at the sole discretion PETL. If you are nominated you can apply directly to IRCC for PR. Remember, you must maintain the conditions of your nomination while you are awaiting a decision on your PR application.

The nomination certificate shall be valid for nine months from the date of issuance and is considered valid if you submit a complete application for PR before the expiry date on the nomination certificate.

Application refusal

If it is found that you do not meet the eligibility requirements, your application will be refused. If your application is refused by PETL, you will receive a letter of refusal. There is no appeal process for refused applications. Processing fees will not be returned. You may choose to submit a new application once you meet program requirements.

Extending a nomination certificate

PETL will only issue a nomination extension if you are able to demonstrate that you submitted your application for permanent residence to IRCC before the nomination expiry date listed on the Confirmation of Nomination and it was later returned by IRCC. Other extenuating circumstances may be considered on a case-by-case basis. A maximum of one amendment shall be issued by PETL; and if granted, the amended certificate is valid for three months from the date of issuance.

Withdrawing your nomination certificate

You may voluntarily withdraw your nomination at any time without penalty other than in the case of suspected or actual misrepresentation. Processing fees will not be returned.

Withdrawing a nomination certificate (by PETL)

PETL may withdraw your nomination at any time during the immigration process, if:

- you fail to comply with the terms and conditions under which you have been nominated.
- you fail to inform PETL of material changes in your circumstances.
- you fail to submit a written request to amend a Certificate of Nomination prior to the expiry date on the current certificate.
- you provide PETL with false or misleading information relating to a relevant matter that causes or could cause PETL to make an error in the processing of the application, or the decision to issue a Nomination Certificate.
- it is proven that you lack the genuine intention to live in New Brunswick, or
- PETL determines you are ineligible for any other reason.

Work permit support letters

At the time of nomination, PETL may include a work permit support letter in your nomination package if you have an offer of employment, and you do not have a valid work permit or your current work permit will expire within 180 days (approximately six months). This letter permits you to apply for a work permit from the federal government without the need for an LMIA. Support letters are issued at the sole discretion of PETL and are restricted to the employer that supported your nomination.

Most foreign nationals need a valid work permit to work in Canada. IRCC and the Canada Border Services Agency (CBSA) are responsible for issuing work permits. If you require a work permit, you must apply to IRCC for your own work permit. PETL cannot apply for a work permit on your behalf.

In most cases, to hire a temporary worker without an LMIA, employers must pay the employer compliance fee of \$230 and submit an offer of employment form through the IRCC Employer Portal before you apply for a new work permit.

Step #7 Submission of federal application to IRCC

If you are granted a nomination by PETL, you are required to submit your application for a PR visa directly to IRCC prior to the expiry date indicated on your Certificate of Nomination. IRCC will assess the application based on Canadian immigration law and make the final decision for granting a PR visa. PETL is not responsible for any decision made by IRCC to grant or deny permanent status. You must contact IRCC directly for updates on the status of your application.

Step #8 Federal application decision from IRCC

If IRCC approves your PR application, you will be issued a PR visa which will enable you to become a PR of Canada. If you receive a PR visa from Canada, you must report your landing to PETL within **30 days** of landing in Canada.

Part 5: Document checklist

You are required to submit a complete electronic application within 45 calendar days of being issued an ITA. The application and all supporting documents must be submitted electronically through your online account.

All documents must be provided as PDF files. You will have to scan paper documents into PDF files and convert electronic documents into PDF files. Scanned documents:

- must not exceed an upload size of 2 GB;
- must be clear enough to read;
- with images, should be scanned in color; and
- with text-only, may be scanned at a grayscale setting to reduce the file size; and must not be enhanced or edited.

If you are unable to provide any of the requested documentation, please include with your application a written explanation with full details as to why that documentation is unavailable and any other documentation that would support your claim. Failure to provide supporting documents in certain circumstances may result in the refusal of your application.

Sign all forms as applicable. Please note that by signing these documents, you are certifying that all information provided therein, whether prepared by you or not, is complete and true in all respects. If you or someone acting on your behalf directly or indirectly submits false documents or misrepresents facts relating to your application for a PR visa, your application will be refused.

All documents must be in either French or English. If a supporting document is in a language other than English or French, you must upload a copy of the original document as well as a version translated by a certified translator. Translators must be certified by a regulatory body and cannot be a family relative, or work for a paid consultant who is preparing your application. You must also supply proof from the translator describing their translation ability or certification.

Identity and civil status documents (mandatory, as applicable)	
Document	Description
Birth certificate(s)	A birth certificate or equivalent document from the birth country, or letter of explanation where no birth certificate is available in the country, for you and your spouse or common-law partner.
Marriage, divorce/death certificate(s)	Include certificates for each marriage, divorce or death of a spouse, for you and your spouse or common-law partner.
Common-law union	If you have a common law partner, complete and include an original IRCC Statutory Declaration of Common-Law Union Form (IMM 5409) and include evidence that you have cohabited with your partner for a period of at least 12 continuous months. Provide the following documents listing both your names: copies of joint bank accounts, copies of leases, and utility bills, etc.
Passport(s)	Page showing your biographical data for you, your spouse or common-law partner and accompanying dependent children.
Travel documents	Visas and permits providing proof of legal status in your country of residence, if other than your country of citizenship (e.g. work permit)
Children's information	<ul style="list-style-type: none"> • Birth certificates (which names their parents); • If applicable, adoption papers issued by recognized national authorities showing the legal, approved adoption of adopted, dependent children; • Proof of custody for children under the age of 18 and proof that the children may be removed from the jurisdiction of the court; • Proof of current or future studies in Canada, including a confirmation letter from the educational institution(s) and study permit or other authorization. • If the other parent of your children is not accompanying you to Canada, you must submit a IRCC Statutory Declaration from Non-Accompanying Parent/Guardian for Minors
Color digital photo(s)	Digital passport-type photos of yourself and each family member included in your application. Photos must comply with Canadian passport photo specifications.

Eligibility documents (mandatory, as applicable)	
Document	Description
Language	Valid language test results from a designated testing agency
Education earned in Canada	Completed Canadian secondary or post-secondary educational credential documents, including: certificates, diplomas or degrees, and transcripts for successfully completed secondary or post-secondary studies
Education earned outside Canada	Educational Credential Assessment from a recognized organization to show that your credential is valid and equal to a Canadian credential
Previous work experience	<p>You shall provide an official reference letter(s) from each employer, based on your cumulative and full-time-related work experience obtained within the five years prior to submitting a complete application to PETL. Letter(s) shall be printed on company letterhead, and include:</p> <ul style="list-style-type: none"> • your name; • the company's contact information (i.e. address, telephone number, email); • the name, title and signature of the immediate supervisor or personnel officer at the company; and • all positions held while employed at the company including: job title, duties and responsibilities, job status (if current job), dates worked for the company, number of work hours per week and annual salary plus benefits. • If your work experience is in Canada, proof may include copies of T4 tax information slips that reflect the work experience timeframe (e.g., work experience from 2015-2018 requires only documents from those calendar years). Be sure to remove the Social Insurance Number. • If your work experience is based on self-employment, you must provide official documents from independent third parties.
Adaptability	<p>If you are claiming points for adaptability you must provide the following (if applicable):</p> <ul style="list-style-type: none"> • Work experience: an official reference letter(s) from each New Brunswick employer, based on your cumulative full-time, related work experience obtained within the five years prior to submitting a complete application to PETL, along, pay stubs and/or other proof of remuneration, as well as current and expired work permits. • Language levels: valid test results from a designated testing organization showing that your spouse/common-law partner has obtained a minimum score equal to or greater than a Niveaux de compétence linguistique canadiens (NCLC) 5 for French in all four language abilities: reading, writing, listening and speaking. • Family: provide certificated copies of birth certificates and/or notarized kinship certificate of the relative in Canada, Record of Landing (IMM 1000), Confirmation of Permanent Residence or Permanent Resident card, proof of citizenship such as a photocopy of pages of a Canadian passport or Canadian citizenship card, and copies of employment letters, driver's license, ownership of property, lease, etc. • Exploratory Visit: provide a detailed trip report
Settlement Plan (PCNB-002)	<p>Each application must include a Settlement Plan as a requirement of eligibility. From this document, we evaluate your potential for economic and social integration. Your plan must reflect the seriousness of your willingness to establish and settle in New Brunswick. Please refer to the form PCNB-002: https://www.bienvenue.nb.ca/content/dam/wel-bien/pdf/PCNB-IS-002_plan_detablissement.pdf</p>

Employment documents from your current New Brunswick employer (mandatory, as applicable)	
Document	Description
Skilled Worker Employer Support Form (NBPNP-004)	Completed, dated and signed by you and your New Brunswick employer
Proof of Funds	<p>For proof, you must get official letters from any banks or financial institutions where you're keeping money. Letter(s) must:</p> <ul style="list-style-type: none"> • be printed on the financial institution's letterhead; • include their contact information (address, telephone number and email address); • include your name; list outstanding debts such as credit card debts and loans; • include, for each current bank and investment account, the account numbers, date each account was opened, current balance of each account and the average balance for the past six months.
Reference Letter	<p>An official reference or experience letter printed on company letterhead, that includes:</p> <ul style="list-style-type: none"> • your name; • the company's contact information (i.e. address, telephone number, email); • the name, title and signature of the immediate supervisor or personnel officer at the company; and • all positions held while employed at the company including: job title, duties and responsibilities; job status (if current job), dates worked for the company, number of work hours per week and annual salary plus benefits.
Work contracts	Completed, dated and signed by you and your New Brunswick employer
Work permit(s)	If working in New Brunswick, you shall provide copies of current and expired work permits.
Job advertisements	You shall submit evidence of advertising in the six months prior to the date of the job offer. (You should request this from your employer).
T4 Tax information	If you are working or have worked in New Brunswick, provide copies of T4 tax information slips. Be sure to remove the Social Insurance Number.

Other documents	
Document	Description
Consent and Declaration (NB-005)	Completed, dated and signed by you and your spouse or common-law partner. This form is mandatory.
Use of Representative (NB-007)	Completed, dated and signed by you and your spouse or common-law partner.
Affidavit of Translation	Any document that is not in English or French must be accompanied by the English or French translation; and an affidavit from the person who completed the translation, if required. An affidavit is a document on which the translator has sworn, in the presence of a commissioner authorized to administer oaths in the place where the affidavit is sworn, that the contents of the translation are a true translation and representation of the contents of the original document. Translators who are certified members in good standing of one of the provincial or territorial organizations of translators and interpreters of Canada do not need to supply an affidavit.

Part 6: Processing fees

PETL charges fees to partially recover the cost of providing some services to the public. The fees are based on the concept that persons specifically requesting a service should pay for that service. Fee levels are set to recover as much of the costs of each service as reasonable without imposing undue hardship or affecting access to services.

Processing fees must be paid prior to submitting your online application. Your spouse or common-law partner and dependent children are included in the processing fee. Processing fees are **non-refundable**.

The Canadian \$250 processing fee is payable by Visa, MasterCard, Discover, Amex, INTERAC Online or Visa/Debit.

Note: You and your family members must also pay for medical examinations, police clearances, fees associated with language testing and obtaining documents. Other fees may apply including, but not limited to, language testing, educational credential assessments, net worth verification and document translation. These fees are not payable to PETL.

Part 7: Information for your employer (as applicable)

Employers must meet specific requirements to support an application through the NBNP.

Employer shall be in good standing in New Brunswick.

To be considered in good standing an employer shall:

- have been in continuous, active operation in New Brunswick for at least two years;
- be operating a genuine business;
- be financially sound;
- be in good standing with any provincial and or federal legislation governing employment standards and occupational health and safety legislation; and
- not be in violation of the *Immigration and Refugees Protection Act* (IRPA) or *Immigration and Refugees Protection Regulations* (IRPR)

Please Note: Employers must be actively engaged in the NB business, and therefore directly connected to the employment of the candidate. Consequently, recruitment-type, temporary placement-type, or broker-type agencies (i.e. where candidates are nominated with the support of one employer and then contracted out to other businesses) are not permitted.

Employer is required to demonstrate labour shortages. Hiring a foreign national must not adversely affect employment for Canadian citizens or PRs living in New Brunswick. Generally, PETL will only support applications in occupations where labour market information shows that employers cannot find individuals in New Brunswick with the necessary skills to do the job and where there is indication of a skills shortage. It is the responsibility of the employer to demonstrate that there is a genuine labour market need for the position. PETL, however, will consider local labour market conditions. Employers may be required to demonstrate genuine labour market needs through recruitment efforts and advertising.

Genuine recruitment efforts are assessed against, but not limited to the following:

- Recruitment methods and duration that favor Canadian citizens or PRs;
- Recruitment efforts are consistent with industry standards and practices;
- Information listed in recruitment advertisements are reasonable and sufficient to allow Canadian citizens or PRs to qualify for the position;
- Candidates are not required to have a foreign network or foreign work experience; and
- Advertisements are not created for a particular candidate or group of people.

Minimum requirements for advertising include:

- Posting in three different locations, one being national in scope and considered to be an effective method of recruiting for the position. Acceptable recruitment advertisement locations include: Job Bank, recognized job posting websites, professional association websites, national newspapers, and professional journals and newsletters; and
- Advertising for at least four weeks, in the six months prior to the date of the job offer to the applicant.

Advertisements must include the company operating name, contact information, location of work, job title and duties, language, education and/or qualifications, skill requirements and work experience.

The employer shall establish a relationship with the candidate. Employers are required to establish an employer/employee relationship. PETL will not consider applications from individuals who have not been vetted through the employer, by an executive recruitment team created by the employer, or by a specialized human

resources recruitment agency. You may be asked to explain the hiring process.

Work Permits

When a work permit or work permit renewal is required, the employer must pay a federal compliance fee of \$230 and submit an offer of employment form through the IRCC Employer Portal before the applicant can submit an application for their work permit. For more information refer to:

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/employer-portal.html>

Employers shall not engage in certain businesses.

The following business activities are ineligible under the NBNP:

- Business that is maintained without expectation of being a primary source of income;
- Home-based and/or businesses operating from a residential property;
- Landlord property and rental management;
- Property investment;
- Professional practices and services where the employer fails to provide proof of licensing and/or accreditation in New Brunswick;
- Secured loans where items of personal property are used as collateral (i.e. pawnbrokers);
- Short-term borrowing including, but not limited to, payday loans, cheque cashing, money changing and cash machines;
- Adult services including but not limited to the production, distribution and/or sale of pornographic or sexually explicit products and/or services, and/or the provision of sexually-oriented services; and
- Any other type of business activity that by association would tend to bring the NBNP or the Government of New Brunswick into disrepute.

Misrepresentation

No employer and no person who recruits foreign workers for employment on behalf of an employer shall misrepresent employment opportunities, including misrepresentations with respect to the position to be filled by a foreign worker, the duties of the position, the length of employment, the rate of wages, benefits and other terms and conditions of employment. They shall not supply or cause to be supplied false or misleading information to a foreign worker about employment and employee rights and responsibilities. If it is determined that an employer, or any person who recruits foreign workers on behalf of an employer, has misrepresented employment opportunities or supplied false or misleading information to a foreign worker, they shall be excluded from the NBNP.

Part 8: Using a representative

You are not required to hire a representative. Using one will not draw special attention to your application and doesn't mean we will approve an ITA or the issuance of a nomination certificate. You can get all the forms and instructions you need to apply for nomination for free on our website. If you follow the instructions, you should be able to fill out the forms and submit them yourself. You may choose to use a representative to provide immigration advice or help. If so, you must disclose that you have received assistance in preparing an application whether or not the person is compensated or receives a benefit as a result of such assistance. Failure to declare such assistance will result in the refusal of your application.

Immigration representatives:

- explain and give advice on your immigration or citizenship options;
- help you choose the best immigration program for you;
- fill out and submit your application;
- communicate with PETL on your behalf; and
- advertise that they can give immigration or citizenship advice.

Representatives could be:

- immigration consultants;
- lawyers;
- friends;
- family members; or
- other third parties.

Types of representatives

There are two types of representatives, paid (must be authorized) and unpaid. Representatives must meet the requirements for authorized representatives stated below.

1. Authorized paid representatives

Only some people can charge a fee or receive any other type of payment. These people are called "authorized representatives." They are:

- lawyers and paralegals, who are members in good standing of a Canadian provincial or territorial law society;
- notaries who are members in good standing of the Chambre des notaires du Québec; and
- citizenship or immigration consultants who are members in good standing of the Immigration Consultants of Canada Regulatory Council.

Remember: if you pay a representative or compensate them in any way in exchange for their services, PETL considers that as paid and they must be authorized. PETL will not deal with representatives who charge a fee but are not authorized. If you use an unauthorized representative, in Canada or abroad, PETL may return your application or refuse it.

2. Unpaid representatives or third parties

You may use the services of unpaid representatives, such as family members, friends and other third parties who do not charge a fee. They may provide the same services as paid representatives, but they do it for free.

PETL only considers uncompensated representatives or third parties as unpaid if they do not charge fees or receive any other compensation or benefit for providing immigration advice or related services. If your uncompensated representative or third party is found by PETL to have charged fees for, or

otherwise benefited from acting as your representative, PETL will revoke such person's eligibility to serve as your representative and will refuse your application.

Declaration and consent

To protect your privacy, you need to give us your written consent before we'll share any of your personal information with anyone or give anyone access to your application information. If you wish to use the services of a paid or unpaid representative, you must complete the *Use of a Representative Form (NB-007)* and include it with your application. It confirms that you have authorized the individual named on the form to represent you and act on your behalf with PETL. This may include representation throughout the application and assessment processes, and communication with PETL as required, including disclosure of personal and/or confidential information to your representative.

Correspondence from PETL will be sent to you and your representative. Therefore, it is required that you include your personal contact information on the application. At its discretion, PETL may contact you directly to request additional evidence or information to verify information in your application to determine if you meet or continue to meet all program requirements.

Changing or cancelling representatives

You may only have one representative named in your application at any given time. If you change or cancel your paid or unpaid representative, you must provide notification to PETL by submitting a revised *Use of Representative Form (NB-007)*. Submitting a revised form will automatically cancel any previously appointed representative. Failure to declare a change in representative will result in the refusal of your application. You are responsible for ensuring your application is updated to reflect any change in representative.

Beware of fraud

You are responsible for all the information in your application even if a representative completes it for you. It is against the law to give false or misleading information in your application. If the information on your application is false or misleading, your application will be refused.

Part 9: When not to apply

You are not eligible to apply if you:

- already have an active application registered with PETL;
- own property and/or a business in another province or territory in Canada;
- have an immigration application in process in another province or territory in Canada;
- have been refused for misrepresentation through any immigration program;
- are living in Canada illegally;
- have been refused admission to, or ordered to leave Canada or any other country or territory;
- are working in Canada without authorization;
- are living in Canada and are out of legal status and have not applied for restoration of status within 90 days of having lost your status;
- are an unresolved or failed refugee or humanitarian and compassionate claimant living in Canada;
- have not been lawfully admitted to your current country of residence;
- are not lawfully residing in your current country of residence;
- are engaged in full-time post-secondary education in Canada;
- have been offered a seasonal, part-time or casual job in New Brunswick;
- are in a sales position that is based solely on commission for compensation;
- are an individual whose job will not be based in New Brunswick;
- are registered in the federal Live-in Caregiver Program;
- base your application on a job offer where you are self-employed in New Brunswick;
- are an international graduate applying with an occupation that falls under NOC D;
- accept an offer of employment that will adversely affect the settlement of a labour dispute, or the employment of anyone involved in any such dispute, or adversely impact training or employment opportunities for Canadian citizen or PR living in New Brunswick;
- base your application on a job offer where you are a majority shareholder in a New Brunswick business