



# Nova Scotia Work Sponsorship Program: An Overview

Welcome to this comprehensive guide on Nova Scotia's work sponsorship opportunities. This presentation will walk you through the requirements, application process, and key information you need to successfully navigate your pathway to Canadian permanent residency through Nova Scotia.

# Why Nova Scotia?

Nova Scotia offers an exceptional quality of life and growing employment opportunities for qualified international workers. The province faces unique demographic challenges that create favorable conditions for immigration:

- Population of 1,080,418 as of April 2025 (+8,920 YoY)
- Demand for skilled workers rising due to negative natural change
- 18,825 interprovincial migrants in last year



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The province's growing economy and stunning natural landscapes make it an attractive destination for those seeking both career advancement and quality of life.

# What is the Nova Scotia Nominee Program (NSNP)?



## Provincial Immigration Pathway

The NSNP is Nova Scotia's dedicated provincial immigration program designed to streamline the permanent residency process for qualified foreign workers.



## Employer-Driven Streams

Multiple streams tailored to different skill levels and economic needs, with a focus on employer nomination and sponsorship.



## Skills Shortage Focus

Strategically designed to address critical labor shortages in key Nova Scotia industries and support provincial economic growth.

# Employer Requirements: Who Can Sponsor?



## Established Business Presence

Must be actively operating in Nova Scotia for at least 2 years with proper business registration and documentation.



## Genuine Job Offer

Permanent, full-time position (minimum 30 hours/week) with competitive salary that meets or exceeds provincial standards.



## Local Recruitment Efforts

Documentation proving unsuccessful attempts to hire Canadian citizens or permanent residents for the position.



# Employer Obligations

## Regulatory Compliance

Maintain good standing with provincial authorities, including tax obligations, workplace safety standards, and labor regulations.

## Ethical Recruitment

No recruitment cost deductions from wages or any practices that violate provincial or federal employment standards.

## Legal Adherence

No violations of labor or immigration laws within the past two years that would disqualify the employer from participation.

## Proper Registration

Current and valid employer registration certified with all appropriate provincial authorities and immigration departments.

# Candidate Eligibility: Skilled Worker Stream



- Legal status in Canada (if applying from inside)
- Education & credentials relevant to the job
- Language proficiency (English or French)
- Age typically 21-55 years
- Intention to live in Nova Scotia permanently

# Qualifications Needed



## Work Experience

Minimum of 1 year relevant full-time work experience in the past 5 years, directly related to the position being offered.



## Job Competency

Demonstrated ability to perform all duties required by the occupation, as verified through reference checks and skills assessment.



## Professional Licensing

Valid license or certification for regulated occupations, or ability and willingness to obtain such credentials prior to arrival.



## Background Verification

Clean criminal record check, medical examination, and other security verifications required by federal immigration authorities.

# The Job Offer: Core Requirements

## Full-Time Hours

Minimum 30 hours per week of guaranteed employment

## Permanent Position

No defined end date or temporary contract terms

## Competitive Wages

Meets or exceeds Nova Scotia's prevailing wage rates for the occupation

## Labor Compliance

No conflict with existing collective agreements or labor disputes



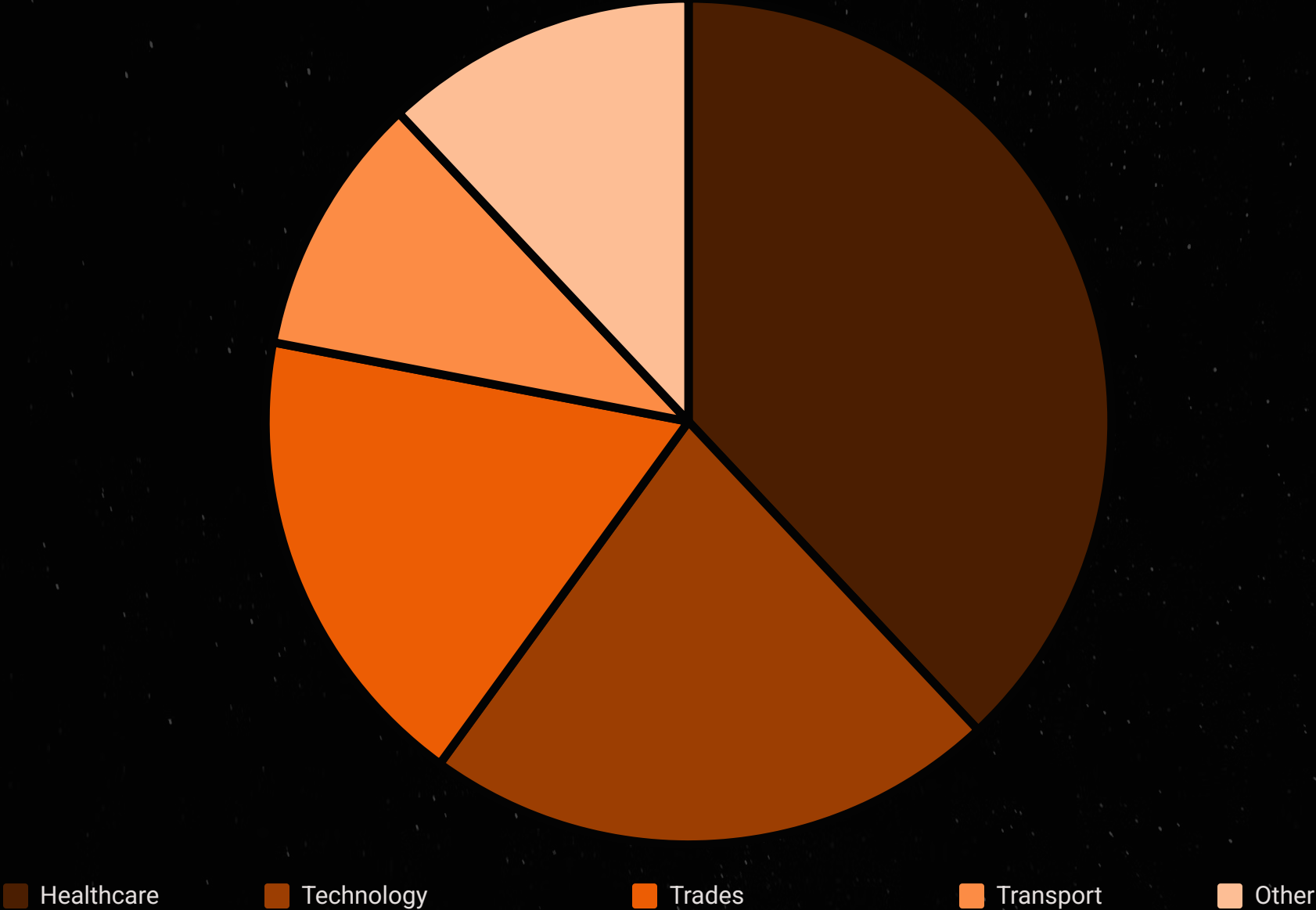
# In-Demand Occupations in Nova Scotia

Nova Scotia's labor market shows consistent demand in several key sectors. The following occupations have demonstrated persistent shortages and represent prime opportunities for international workers:

- Registered nurses & healthcare professionals (RNs, LPNs, specialists)
- Computer programmers & IT specialists (developers, security experts)
- Construction trades (electricians, carpenters, plumbers)
- Truck drivers & logistics professionals
- Food services & hospitality supervisors and managers



# Top In-Demand Sectors in Nova Scotia



The distribution of NSNP nominations reflects Nova Scotia's critical workforce needs, with healthcare representing the largest share at 38%, followed by technology at 22%. Construction trades, transportation, and other sectors complete the remaining allocations.



# Occupation Codes: National Occupational Classification (NOC)



## NOC Category O

Management occupations across all industry sectors. Examples: restaurant managers, construction managers, healthcare administrators.



## NOC Category A

Professional occupations requiring university degrees. Examples: engineers, physicians, teachers, accountants.



## NOC Category B

Technical occupations requiring college diplomas or apprenticeship training. Examples: chefs, electricians, plumbers.



## NOC Categories C & D

Intermediate and entry-level positions, considered only if demonstrable local shortages exist. Examples: truck drivers, food service workers.

# The NSNP Point System

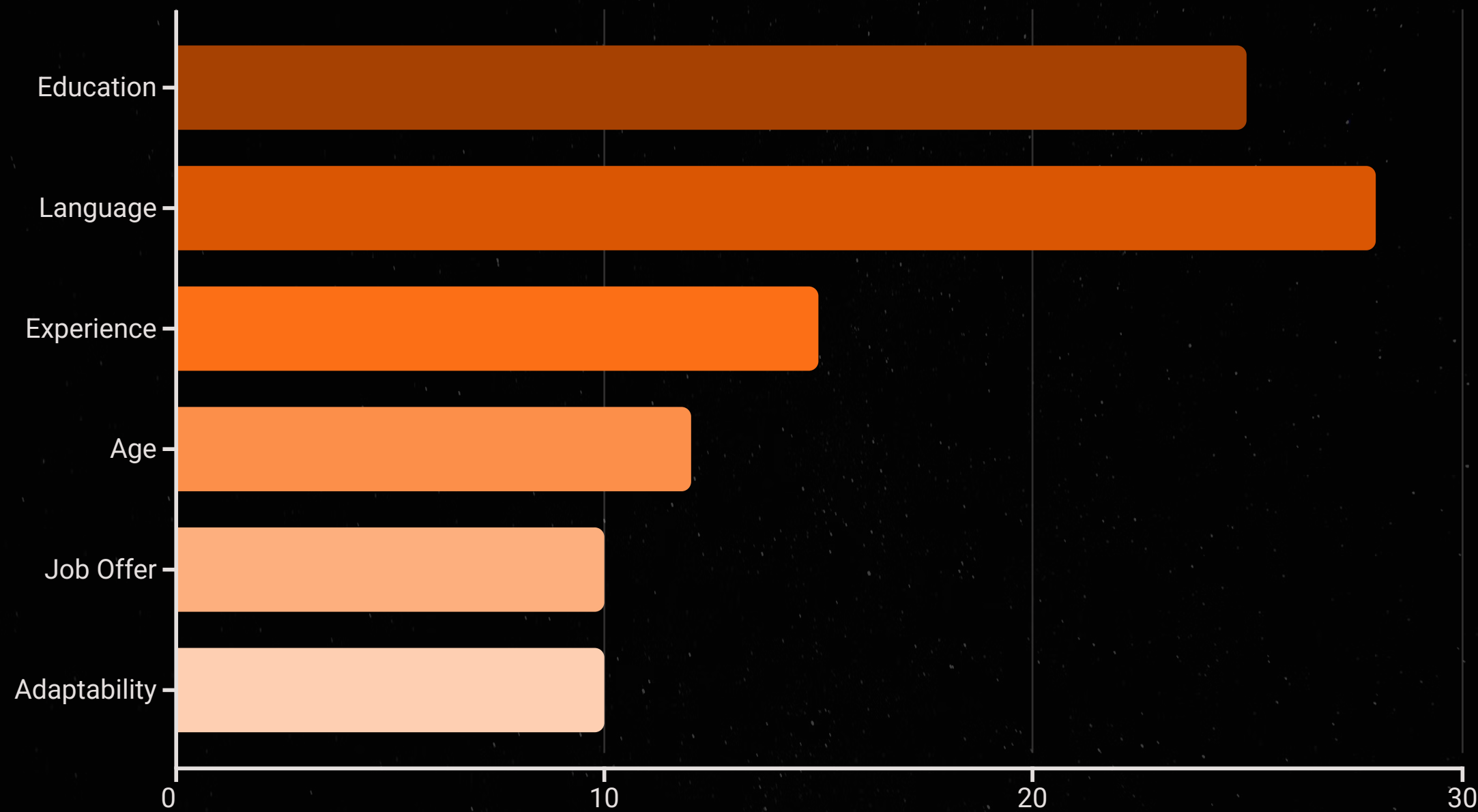


The Nova Scotia Nominee Program uses a comprehensive point-based assessment system to evaluate candidates. Points are awarded across several categories:

- Education credentials and level
- Age (with preference for candidates in prime working years)
- Work experience quality and relevance
- Language proficiency in English and/or French
- Job offer details and labor market needs
- Adaptability factors (prior connections to province)

The minimum qualifying score varies by stream but typically ranges from 67-80 points, depending on current provincial priorities.

# Point System Breakdown



Language proficiency carries the highest point value at 28 points maximum, followed by education at 25 points. This reflects Nova Scotia's emphasis on candidates who can integrate quickly into the workforce and society.

# Step 1: Secure a Job Offer



## Finding Eligible Employment

The foundation of a successful NSNP application is securing a qualifying job offer from an approved Nova Scotia employer. This requires:

- Researching employers in your field who are active in Nova Scotia
- Directly applying to positions in demand sectors
- Ensuring the employer has completed mandatory local recruitment efforts
- Obtaining a formal job offer letter that meets NSNP requirements
- Confirming the employer's willingness to support your nomination

# Step 2: Gather Required Documents



## Education Documentation

- Diplomas and degrees
- Educational Credential Assessment (ECA)
- Transcripts and course descriptions
- Professional certifications



## Language Proficiency

- IELTS or CELPIP for English
- TEF or TCF for French
- Results no older than 2 years
- Minimum CLB 5-7 depending on stream



## Employment Package

- Formal job offer letter
- Detailed employment contract
- Employer LMIA (if applicable)
- Position description



## Work Experience

- Reference letters from previous employers
- Pay stubs or tax documents
- Resume/CV detailing relevant experience
- Proof of relevant skills and training

Gather all documents in their original language with certified translations for any non-English or non-French documents.

# Step 3: Application Submission

## Create Online Account

1

Register on Nova Scotia's immigration portal and complete the preliminary eligibility assessment to confirm your qualification for the program.

2

## Complete Application Forms

Fill out all required provincial forms accurately, including personal information, employment history, and details about your Nova Scotia job offer.

## Upload Supporting Documents

3

Submit all required documentation through the portal, ensuring everything is properly scanned and formatted according to guidelines.

4

## Pay Application Fees

Submit the non-refundable application processing fee (CAD \$300-\$1,500 depending on stream) through the secure payment system.

## Application Review

5

Wait for provincial officials to review your application. Current processing times range from 3-6 months depending on volume and complexity.

# Step 4: Federal Immigration Process

## After Provincial Nomination

Receiving a Nova Scotia nomination is a significant achievement, but it's only part of the journey. The federal process includes:

1. Receiving your Provincial Nomination Certificate
2. Creating an online account with Immigration, Refugees and Citizenship Canada (IRCC)
3. Submitting your permanent residency application with supporting documents
4. Completing medical examinations with approved physicians
5. Providing biometric data (fingerprints and photo)
6. Waiting for federal processing (typically 6-12 months)
7. Receiving Confirmation of Permanent Residence (COPR)



Current federal processing times average 6-12 months after provincial nomination, though this can vary based on application volume and individual circumstances.

# Job Openings: How to Find & Apply



## Government Portals

Nova Scotia's official jobs website lists positions specifically open to immigration candidates. Employers posting here are typically familiar with the nomination process.



## Job Boards

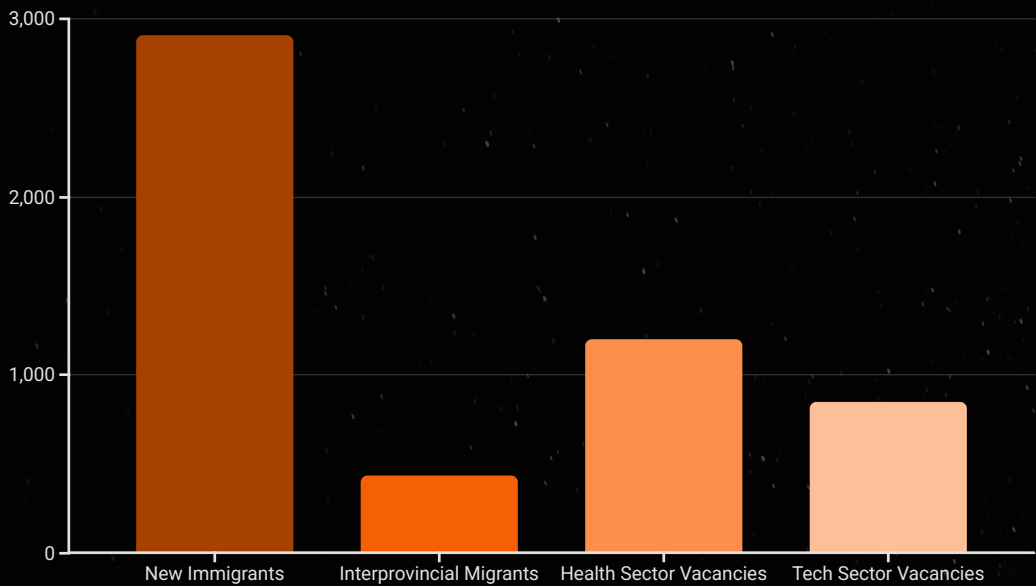
Indeed, Workopolis, and Job Bank Canada feature thousands of Nova Scotia positions, with advanced filters to find NSNP-eligible roles.



## Sector-Specific Opportunities

Currently 1,200+ healthcare vacancies and 850+ technology positions are available across the province (July 2025 data).

# Key Statistics & Trends



Nova Scotia's demographic trends create a favorable environment for qualified immigrants:

- 2,905 new immigrants arrived in Q1 2025 alone
- Both interprovincial and international migration are driving population growth
- Net gain of 431 interprovincial migrants in Q1 2025
- Projected 20% labor shortage in health and trades sectors by 2027

These statistics highlight Nova Scotia's increasing reliance on immigration to maintain economic growth and address critical workforce shortages.

# Summary & Next Steps



## Research

Explore Nova Scotia's industries and identify opportunities that match your skills and experience.



## Job Search

Find employers actively hiring in your field who are willing to support your immigration process.



## Documentation

Prepare all required documents, credentials, and proof of qualifications according to NSNP guidelines.



## Application

Submit a complete and accurate application through Nova Scotia's immigration portal, with employer support.



## Settlement

Plan your transition to Nova Scotia, including housing, healthcare, and community integration resources.

The Nova Scotia Nominee Program offers a structured pathway to Canadian permanent residency for qualified candidates with in-demand skills. Through its employer-driven approach and transparent point system, the program successfully matches international talent with provincial workforce needs.