




**CITRN**  
Canadian Immigration  
Technical Resource  
Network



**HAVING DIFFICULTY FINDING  
QUALIFIED  
WORKERS?**

## **PROACTIVE IN CONSTRUCTION AND TRANSPORTATION RECRUITMENT**

**OUR TEAM OF PROFESSIONAL RECRUITERS  
SCOUT MAJOR REGIONS OF THE WORLD TO  
SOURCE HIGHLY QUALIFIED CONSTRUCTION  
AND TRANSPORTATION WORKERS.**

**WE ASSIST WITH ALL COVID PROCEDURES  
REQUIRED TO BRING A FOREIGN WORKER TO  
CANADA, AS MANDATED BY FEDERAL LAW.**

**THE RNIP PROGRAM IS A UNIQUE PERMANENT  
RESIDENCE PATHWAY FOR INTERNATIONAL  
WORKERS, AIMED TOWARD FILLING IMPORTANT  
LABOUR SHORTAGES IN THUNDER BAY AND  
SURROUNDING COMMUNITIES.**

**LICENCED RECRUITMENT  
CONSULTANTS**

**RNIP PROGRAM- THUNDER BAY**

**WE ARE LICENSED IMMIGRATION AND RECRUITMENT CONSULTANTS**



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## TYPE OF WORKERS WE PROVIDE:

- **HEAVY EQUIPMENT OPERATOR**
- **MACHINE OPERATOR**
- **METAL FABRICATORS AND FITTERS**
- **TRADE HELPERS AND LABORERS**
- **CONSTRUCTION AND WAREHOUSE LABORER**
- **HEAVY-DUTY ASSEMBLER**
- **CARPENTERS**
- **METAL FABRICATORS AND FITTERS**
- **TRADE HELPERS**



## LONG TERM FORECAST

**ONE IN FIVE THUNDER BAY DISTRICT RESIDENTS IS ALREADY OVER 65, AND ACCORDING TO THE NORTH SUPERIOR WORKFORCE PLANNING BOARD, THOSE AGING OUT OF JOBS AREN'T BEING REPLACED QUICKLY ENOUGH, DESPITE PROGRAMS DESIGNED TO REPLENISH THE WORKFORCE.**

**CANADA'S CONSTRUCTION INDUSTRY WILL NEED TO FILL MORE THAN 300,000 VACANCIES OVER THE NEXT DECADE, ACCORDING TO NEW RESEARCH, AS WORKERS RETIRE AND DEMAND INCREASES. THE INDUSTRY WILL NEED TO LOOK TO IMMIGRATION MORE THAN EVER BEFORE TO PLUG LABOR GAPS CAUSED BY CANADA'S AGEING POPULATION.**

**TO SUPPORT THE RECRUITMENT AND RETENTION OF SKILLED FOREIGN WORKERS IN NORTHERN ONTARIO, THE FEDERAL GOVERNMENT INTRODUCED THE RNIP PROGRAM IN 2019. THE PROGRAM IS DESIGNED TO SPREAD THE BENEFITS OF ECONOMIC IMMIGRATION TO SMALLER COMMUNITIES BY CREATING A PATH TO PERMANENT RESIDENCE FOR SKILLED FOREIGN WORKERS WHO WANT TO WORK AND LIVE IN THE THUNDER BAY REGION.**

**THE RNIP PROGRAM MAKES THE PROCESS SIMPLER, AND PROVIDES THE EMPLOYER FLEXIBILITY TO HIRE WORKERS FOR VARIOUS TEER LEVELS ACROSS VARIOUS INDUSTRIES.**



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## OUR SERVICES

**WE PROVIDE ALL SERVICES REQUIRED TO RECRUIT AND ONBOARD A FOREIGN WORKER. WE PROVIDE COMPLETE LEGAL IMMIGRATION SERVICES FOR BOTH RNIP AND LMIA WORK PERMIT.**

**ALONG WITH IMMIGRATION, WE PROVIDE PROFESSIONAL RECRUITMENT SERVICES, CONNECTING YOU WITH THE INTERNATIONAL LABOR MARKET.**

**THE RNIP PROVIDES A FRAMEWORK TO INVITE FOREIGN WORKERS AS DIRECT PERMANENTS RESIDENTS IN THE THUNDER BAY REGION, AND BY THE LMIA ROUTE, WORKERS ARE BROUGHT UNDER TEMPORARY WORK VISA AND CAN APPLY FOR THE PERMANENT STATUS LATER.**

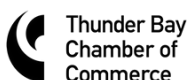
## OUR RECRUITMENT PROCESS

**WE SCOUT THE WORLD FOR PROFESSIONAL EXPERIENCED TALENT THAT WILL COMPLIMENT THE CANADIAN WORK FORCE. WE ARE KNOWN TO BRING CREAM OF THE CROP, CONSTRUCTION AND TRANSPORTATION WORKERS WITH HIGH RELEVANT SKILLS AND STRONG COMMUNICATION SKILLS.**

**WE PROVIDE A SHORTLIST OF HIGHLY QUALIFIED FOREIGN WORKERS RELEVANT TO YOUR NEEDS. WE ARRANGE ZOOM INTERVIEWS WITH POTENTIAL EMPLOYEES, UPON THE CONVENIENCE OF THE HIRING MANAGER. SUBSEQUENTLY WE PROCESS THE WORK VISA AT HIGH COMMISSIONS OVERSEAS.**



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Thunder Bay  
Chamber of  
Commerce



**CICC** **CCIC**  
College of Immigration  
and Citizenship Consultants  
Collège des consultants en  
immigration et en citoyenneté

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