August 11, 2022

**LMIA Recruitment Summary**

1. **Media selection and advertisement duration**

To precisely cover our target candidates, we seriously considered the media to post the job. Meanwhile, we also considered the geographical scope of these media.

{%- if high\_wage -%}

We want to recruit any possible candidates nationwide, and we believe people with high skills would like to migrate for a good job. Therefore, all the media are in the coverage of national wide.

{%- else -%}

Having considered local and underrepresented groups, we also posted job advertisements on specific websites targeting these groups.

{% endif %}

The Media and advertisement duration are summarized as the following:

|  |  |  |  |
| --- | --- | --- | --- |
| **Post date** | **Expiry date** | **Media** | **Days** |
| {%tr for a in adv\_summary%} | | | |
| {{a[‘start\_date’] }} | {{ a[‘end\_date’] }} | {{ a[‘media’] }} | {{ a[‘days’] }} |
| {%tr endfor %} | | | |

1. **Additional referral request**

In addition to posting job advertisement, we also spread the recruitment information among our friends, requesting to recommend us qualified candidates.

1. **Screening and interviewing**

Aside from receiving resumes from emails, we proactively use Job Bank’s matching function to invite potential candidates. In specific, we invited all the job seekers who scored {{4 if high\_wage else 2}} and more to apply.

In total, we have received {{rs.resume\_num }} resumes consisting of {{ rs.canadian\_num }}confirmed Canadians, {{ rs.unknown\_num }} unknown status, and {{ rs.foreigner\_num }} foreigners(who claimed their nationality, work permit, or study permit holder or visitors) during the first screening. We assume that all candidates with unknown status are also Canadians, therefore of them are {{ rs.total\_canadian }} Canadians, among which there are {{ rs.total\_interviewed\_canadians}} were reached out for interview.

Please refer to the sections below about the reasons why there were no Canadians hired for this position.

1. **Canadian candidates list and reasons of why Canadians are not hired**

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Status** | **Interviewed** | **Record** |
| {%tr for c in rs.canadian\_records %} | | | | |
| {%tr if c[‘interviewed’] %} | | | | |
| {{c[‘no’]}} | {{c[‘canadian\_status’]}} | {{“Yes” if c.interviewed else “No” }} | {{c[‘record’]}} |
| {%tr else %} | | | | |
| **{**{c[‘no’]}} | {{c[‘canadian\_status’]}} | {{“Yes” if c.interviewed else “No” }} | {{c[‘record’]}} |
| {%tr endif %} | | | | |
| {%tr endfor %} | | | | |

Should you have any further queries, please feel free to contact me.

Signature:

Name: {{primary\_contact[‘first\_name’]}} {{primary\_contact[‘last\_name’]}}

Title: {{primary\_contact[‘position’]}}

Tel: {{primary\_contact[‘phone’]}}

Email: {{primary\_contact[‘email’]}}