

AINP Employer-Driven Stream Semi-Skilled Worker Category Hotel and Lodging criteria - prior to April 1, 2011

These industry-specific criteria will be used to assess all applications postmarked before April 1, 2011. Applications postmarked on or after April 1, 2011 will be assessed using the new industry-specific criteria posted on the AINP website. These new industry-specific criteria were developed in collaboration with the Alberta Hotel and Lodging Association (AHLA). Under the new industry-specific criteria, emerit Professional Certification is NOT required and will not be accepted.

Industry-specific criteria prior to April 1, 2011 - Hotel and Lodging (includes but is not limited to):

Alberta Employer criteria

As an Alberta Employer in the hotel and lodging industry, you must also:

- Be a member in good standing with the Alberta Hotel and Lodging Association (AHLA) www.ahla.ca and adopt the association's prescribed practices with respect to hiring and employing temporary foreign workers.
- Be aware that you are eligible for a maximum number of allocations per calendar year for **Food and Beverage Servers and Room Attendants** based on the total number of rooms at a property. Allocations can be for Food and Beverage Servers and Room Attendants or a combination of both.

Number of rooms	Maximum number of allocations/per property/per calendar year
1-50	2
51-100	4
101-150	6
151-200	8
201-250	10
251-350	12
351-400	14
401-450	16
451 or more	18

- Be aware that you are only eligible for one allocation per property, per calendar year for the occupation of **Front Desk Agent/Clerk**.
- Have satisfactory recruitment strategies and conditions, employment policies and practices, retention and settlement in order to qualify for allocations.
- Show the Candidate is competent in listening, speaking, reading and writing English prior to nomination. You are responsible for testing and establishing a benchmark of English language capability of the Candidate upon arrival and once again prior to nomination to demonstrate progress.
 - The Employer shall be responsible for paying the cost of these two assessments (the cost of additional assessments above this limit shall be the responsibility of the Candidate).

- Employers are responsible to ensure that initial and subsequent testing is performed through the same assessment service or provide an identical method of assessment.
- **If the Candidate originated from an English speaking country** or has completed secondary or post-secondary studies in English, you are not required to provide proof of Candidate competency in the English language.
- **Should the Candidate not be competent in English**, you must provide the Candidate with an in-house English as a Second Language (ESL) program or cover the cost of the ESL training for the Candidate.
 - » The in-house ESL program shall only be taught by certified ESL teachers.
 - » An Employer will schedule the Candidate's work in order to meet the requirements of a minimum of six hours per week of ESL training.
 - » Participation shall be on employee time, however, the Employer shall supply and pay for teachers, materials and classrooms.
 - » Participation in the ESL program shall begin within sixty days of the arrival of the PN Candidate and continue for the duration of the work permit
 - » To be eligible for nomination the Candidate must submit proof of 85 per cent attendance rate in the ESL training and must demonstrate a progress in learning.

Candidate criteria

As a Candidate in the hotel and lodging industry, you must also:

- Receive the emerit Professional Certification for the occupation of Food and Beverage Server, Room Attendant, or Front Desk Agent/Clerk.
 - You may be exempt from completing the emerit Professional Certification for **Front Desk Agent/Clerk** if you have:
 - » Completed one of the following levels of education in Alberta: diploma, degree or graduate level program from a publicly funded community college, trade/technical school or university, or at a private institution authorized by provincial statute to confer degrees.
 - » Completed one of the following levels of education in Canada (outside the Province of Alberta): diploma, degree, or graduate level program from a publicly funded community college, trade/technical school or university.
- Be employed in Alberta for a minimum of six months before applying to the AINP.