

## ESP-RPL 2024\_V02

### Non-Revocable Service Agreement QA Format

This Service Agreement for Employer Sponsorship Program and Recognition of Prior Learning (ESP-RPL) is made effective from \_\_\_\_\_, 2024 between MK Skills Specialist Ltd ("MK SS"), Toronto and Singapore, and the individual with the details below:

**Full Name:** \_\_\_\_\_

**Email ID and Phone:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Occupation applying for:** \_\_\_\_\_

The individual with the above details will be called the "Client."

1. **I am enrolling in the ESP-RPL**, which means Employer Sponsorship Program and Recognition of Prior Learning:

Yes, I confirm that I fully understand and agree to enroll in this program

2. **The main points of the ESP program** are below: (Some Excluding Filipinos)

- a) Employers will cover the full legal recruitment fees, including the LMIA government fee, to hire foreign workers.
- b) Employers will provide job offers, benefits, and 3-6 employer Sponsorships or LMIAs, including support for PR applications until candidates receive permanent resident status.
- c) Employers are not obligated to pay visa fees; however, they are most likely to support the second work permit fee, extension, and promotion visas. If not, this is payable by candidates.
- d) Usually, the candidates cover the expenses for the first visa, family visas, and PR visas, but we can try to negotiate with the employers.
- e) They cover the round-trip flight costs for low-wage employees ONLY.

Yes, I confirm that I fully understand and agree to pay the fees that are invoiced to me

3. **The main points of the RPL Program** have three focuses that can help in the approval of your Work Permit (WP) and Permanent Residency (PR) visas

- a) Converting Skilled Trade Experience to a Skilled Trade Certificate (license) such as a Red Seal exam or Certification Qualification.
- b) Converting English knowledge to an international English score, from a test like IELTS, PTE, or CELPIP, the minimum score accepted is a CLB 5.
- c) Evaluating Educational Qualifications to Canadian Educational Equivalency.

Yes, I confirm that I am fully committed to this program and will not give up at any point

4. **To obtain a Canadian Work Permit**, there is no specific score requirement for **English proficiency**, however, there is still a requirement to show that you have sufficient language skills to perform the job being offered. If you didn't complete a test, you can provide a letter from our English teacher to demonstrate your English level (AQS), or any other tests or programs that you have done. However, it's recommended to have a targeted CLB score of 5 if possible. If you are unable to score a CLB 5, we can discuss other ways we can proceed.

Yes, I confirm that I am fully committed to taking an English exam and will not give up at any point.

5. **The English score for Trade Occupations** is a minimum score of \_\_\_\_\_ is needed when applying for PR in Canada. English is a mandatory requirement for applying for PR.

- a) CLB 5 for all programs
- b) CLB 4 pertains to Reading and Writing, while CLB 5 corresponds to Speaking and Listening for Federal Skilled Trade Program (FSTP) and Canadian Experience Class (CEC).
- ~~c) CLB 5 for some provinces~~

d) CLB 4 for most of the provinces

Yes, I confirm that I am fully committed to taking the exam and will not give up at any point

**6. Eligibility for the Program:** Applicants must possess \_\_\_\_ technical education and qualifications.

- a) Teer 2 or Teer 3 occupations (Skilled Trade) require academic qualifications such as diplomas, degrees, and trade-related certifications OR Secondary school / vocational courses with skilled trade certification related to the trade and five (5) years of work experience.
- b) You should have a minimum of two (2) years of hands-on trade experience over the past five years, such as a welder, machinist, carpenter, etc.
- c) Teer 4 or Teer 5 occupations (Semi-Skilled) must have Secondary school or vocational courses and three (3) years of work experience.
- d) You should have a minimum of two (2) years of hands-on trade experience over the past five years, such as a construction worker or machine operator, etc.

Yes, I confirm that I am fully committed, agree with the points above and will provide proof of my qualifications

**7. Is accommodation payable** and found by the employers or MK in Canada?

- a) Employers are not legally obligated to pay for accommodation. Only for low wage occupations, employers are obligated to help find (not pay for) accommodation. This is not applicable for skilled or high-wage workers.
- b) However, we recommend employers assist candidates in finding accommodation for them.
- c) MK will support you to find private accommodation with help from agencies, friends or relatives.
- d) MK is not responsible for finding accommodation (since Canada is a big country). However, we can give you advice for free, or if you engage our post-landing services, (these cost you approx. \$500-1000) we will find you support from 3<sup>rd</sup> party agencies so it is hassle-free and will help you further. -
- e) It is your responsibility to be prepared and try and find a place to stay.

I agree with all of the above and will be finding suitable accommodation myself or will be seeking MK's postlanding services to help me.

**8. The Package Services in our program:**

- a) Permanent Resident Application (PR) all programs (FSTP, PNP, CEC AND RINP)
- b) Unlimited English Training (PTE, IELTS, and CELPIP) with Native English and Asian trainers for two years.
- c) Educational Assessment Application (ECA)
- d) Skilled Trade Assessment, Materials are included and optional training (It will cost \$500-1000)
- e) Work Permit and PR Visa document preparation
- f) Post Landing Services are optional, including finding accommodation. (This will cost \$500-1000).
- g) All Work Permits (First, extension and promote WP)

I will agree to complete and use all the services with the support of MK

**9. Process Duration:**

If the employer already has an active LMIA, the average application processing time is 3 - 6 months (depending on the country of application). If the employer has to obtain the LMIA, then the average processing time is 6-12 months. Please note that all processing times are government-dependent and can change anytime.

I understand and agree to the duration, and I won't resign from my present job until it is fully completed, and the employer agrees to my landing in Canada

10. **Our No -Refund Policy:** All fees are non-refundable, including investments for preparation such as English training, Skills assessment, educational assessment, documentation, etc. and any other service fees paid to MK or third-party services.

This preparation and investment before a job offer is your decision, and we will prioritize getting you a job. However, most jobs are based on your **Applicant Quality Score (AQS)**

Yes, I understand and agree, and I won't ask for a refund.

11. **Benefits of our Program**

- a) Candidates who are skilled workers under a work permit could earn around \$5,000 monthly and 1.5 times over-time. Please check our website for more information.
- b) If you have obtained a skilled Trade license (Red Seal), you can expect a salary increase of around \$500-1000.
- c) Your partner may contribute to earning an income.
- d) Education is free for all children, and they receive bonuses as well as Canadian Citizenship for babies born in Canada.
- e) We aim to support candidates in obtaining PR status within 24 months of landing in Canada and a salary increase of \$2000 - \$5000 per month.
- f) Medical care is free for the whole family.
- g) Overtime in Canada: 1.5 times the regular wage for hours worked beyond 40 or 44 hours per week, depending on the province.

I understand the benefits, and I will achieve all those listed with the help of MK.

12. **Our Program Services Fees:**

- a) Two (2) months' salary for Filipinos, Mexicans, Africans, and Americans, a \$2000 legal fee for applying for a Work Permit (WP) stage before flying and another \$2000 for applying for a Permanent Resident Visa (After invitation and once landed).
- b) Three months (3) salary for other nationalities, a \$2000 legal fee for applying for a Work Permit (WP) before flying to Canada and another \$2000 for applying for a Permanent Resident Visa (After invitation and once landed)
- c) Our charges do not include govt fees and any 3<sup>rd</sup> party fees.
- d) After being hired, you should inquire whether any discounts will be applied by the employer before signing the job offer.
- e) Europeans or Native English nationalities are not included in this program
- f) 100% of the recruitment and related fees are payable by employers.

All of the above is clear, and I agree to pay the fees on time.

13. **Contacting the employer directly:** If you contact the employer directly **before or after** signing a job offer, you will be fined \$20,000, according to the agreement signed. If you discuss our fees or contractual information with the employer, this would be considered a breach of our contract. If you believe you are paying more than the market value for our services, then you have the right to stop and not sign our contract before initiating any services.

I WILL NOT contact the employer directly at any time, discuss or explain the fees I am paying, or damage the employer, and I understand that if I do this, then our signed agreement would be considered breached. I will not do this\*

14. **Financial Commitment and Collateral Documents:** I will submit the necessary collateral (documents/deeds) on time for the entire financial commitment to complete the program until obtaining PR status. Submitting your passport is something you need to fully consider and is an option you can choose, but, MK does not recommend submitting your passport. Instead, we recommend submitting major educational documents and property documents.

I agree to do this and will provide all the necessary documents on time, and I know I can submit my passport as additional proof of commitment.

15. The employer may ask you to sign a 2 – 3 year **working contract** (as per the law in Canada).

I agree and will sign the agreement accordingly when needed.

16. What are the consequences of submitting **fraudulent or non-variable documents**?
- The applicant could be banned for five (5) years, and the application could be refused.
  - Visa applications for other countries may be influenced.
  - Fees paid are non-refundable.
  - A legal case will be filed to claim damages, which cost \$25-50K or more.

I agree to submit real, truthful documents, and I understand that I will be fined and have to pay legal fees if I submit fraudulent or non-variable documents

17. These are **the ways to strengthen the application** and increase their Applicant Quality Score (AQS) to get an Employer Job offer faster. Do you agree to try and increase your own AQS?
- Submitting actual (REAL) documents on time.
  - Getting more experience, educational and skilled trade-related proof of documents.
  - Willingness to pass the skills assessment, educational assessment, our engineers' interviews, exams, and prepare for Skilled Trade certification exams (Red Seal).
  - Willing to keep studying English, gaining a score from IELTS, PTE or CELPIP. OR our Native English trainer will provide a score and test your score every two months.
  - Willing to give proof of work by submitting photos and videos.
  - Willing to pay or provide more commitment to pay our fees.

Yes, I agree and am committed to increasing my AQS

18. In this program, **the individual must commit to** \_\_\_\_\_.
- Studying English, attending training and passing the exam with us and taking the relevant authorities' exams.
  - Studying Skilled Trade materials, attending training if needed and passing the exam with us and the authorities' exams
  - Applying for a skills assessment and educational assessment as soon as possible
  - Submitting accurate documents on time and collaterals
  - Paying all fees before their due dates
  - Improving their Applicant Quality Score (AQS) conducted by MK

Yes, I agree to these terms and would like to increase my AQS

19. **Requirements for experience and employment letters:**

- The letter should be signed by the HR department or the head of the company.
- Manager or supervisor letters can also be provided if they are authorized to do so.
- The letter should be written on official letterhead and preferably signed by hand.

I agree to abide by all the conditions above

20. **Employers are seeking licensed (journeyman)** skilled Trade workers. We need people with educational qualifications, skilled trade certifications, or a skilled trade license who can pass the exam once they land (this should be done within 6 months of landing in Canada, maximum).

Yes, I will do my best to pass the Red Seal exam once I have landed in Canada if I want to apply for a Journeyman occupation or licensed trade job or else I am aware of the risks of not doing this.

21. These are the **benefits of getting a skilled trade certification (Red Seal)** or certificate of qualification in Canada:

- a) Higher paying salary (around \$500 -1000 increase).
- b) We can help you apply for any visa type, including work permits, and officers are confident that they can approve your application, at least with a skills assessment, even if you haven't passed the exam yet.
- c) Getting a higher score on your PR visa application
- d) Higher chances of invitation to apply for PR from PNPs or Regions
- e) You can apply to other provinces even if they are not the same as your current employment

Yes, I agree and am willing to pass the red seal exam as soon as possible with MK's support

22. The approximate salary per hour/month under the Work Permit stage is usually \_\_\_\_\_ without OT of 1.5 times.

- a) \$16 - \$20 per hour / \$2800-3500 for Semi-Skilled or Skilled F&B workers
- b) \$20 - 25 per hour / \$3500-4300 for Semi-Skilled or Low wage Workers such as: construction workers, nursing aids etc.
- c) \$25 - 32 per hour / \$4300-5500 for Skilled Trade or High wage Workers such as machinists, welders, carpenters etc.
- d) \$30 - 40 Per hour / \$5200-7000 for a Licensed Skilled Trade worker

All the answers are correct, and I understand and agree with this information.

23. You should be employed when applying for your Work Permit to Canada; unemployment is a risk, and the chances of refusal are higher.

I agree with this, and I will work until I get the proper approval to resign after receiving the landing agreement from the employer

24. Do you **understand that a fee of C\$25,000 and legal expenses will be served to you if you cause damages to our company** by producing/submitted fake or non-verifiable documents?

I understand and will submit authentic documents on time, and I understand that I will have to pay a fee and legal expenses if I submit/produce fake or non-verifiable documents

25. Take note that **improving your English score**, having employer support, and being appropriately certified could improve your applications, make them more likely to be approved, and increase the possibility of you being invited to apply for PR.

I agree and understand; I will do my best to improve my application with MK's support

26. If you need to **show more funds/proof of finances**, you can use sponsorship letters from relatives or friends to support your application.

I understand and will utilize these if necessary

27. Do you **need to submit at least 1 document** to prove your occupation title? (if you cannot provide an experience/employment letter with the proper title).

Yes, I understand and will provide all necessary documents on time

28. Take note that a new **LMIA and visa extension should be applied for nine(9) months in advance**. It is your responsibility to contact us to initiate this on time.

Yes, I understand and will remember to do this

29. If you are eligible and choose to bring your spouse and child/children with you, a visa for a child costs \$250, and a spouse visa is \$1000 (this is a subsidized fee)

Yes, I will pay if this is relevant to my situation

30. It is necessary for the candidate with a specific trade to inquire about the tools needed for the job during a job interview. Some applicants in the automotive and metalworking industries may face significant expenses (\$10 - 20K) if they're required to provide their tools. Heavy Truck drivers are needed (\$2-10K) for a driving license.

Yes, I understand that this is my responsibility and will check this before and do what is necessary

31. If any overdue invoices are to **pay a 2.5% Interest rate per month or must pay a loan company's Interest rate.**

Yes, I will pay if there is any overdue interest rate of 2.5% per month or an agreed-on loan company interest rate.

**"The Filipinos Special Program may not apply to some of the terms mentioned above. See the Service Agreement Signed"**

**Client's Name (as per Passport) :**

**Signature and Date**

**Authorized Person Annadurai, CEO :**

**Signature and Date:**

**ESP-RPL 2024\_Sep 10\_V02**