



Information for employers



Background



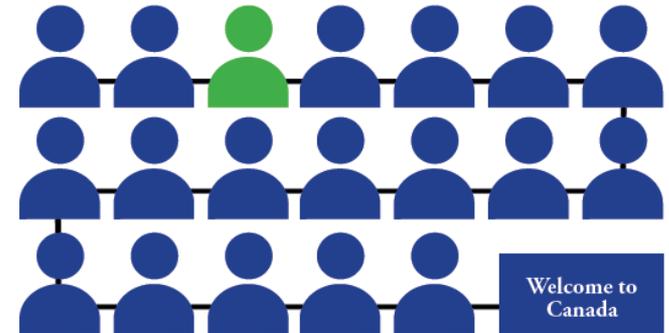
- Express Entry is the first step to immigrate to Canada permanently as a skilled worker under the:
 - Federal Skilled Worker Program (FSWP)
 - Federal Skilled Trades Program (FSTP)
 - Canadian Experience Class (CEC)
 - A portion of the Provincial Nominee Program (PNP)
- Quebec manages its own immigration programs outside of Express Entry

Express Entry highlights – employers

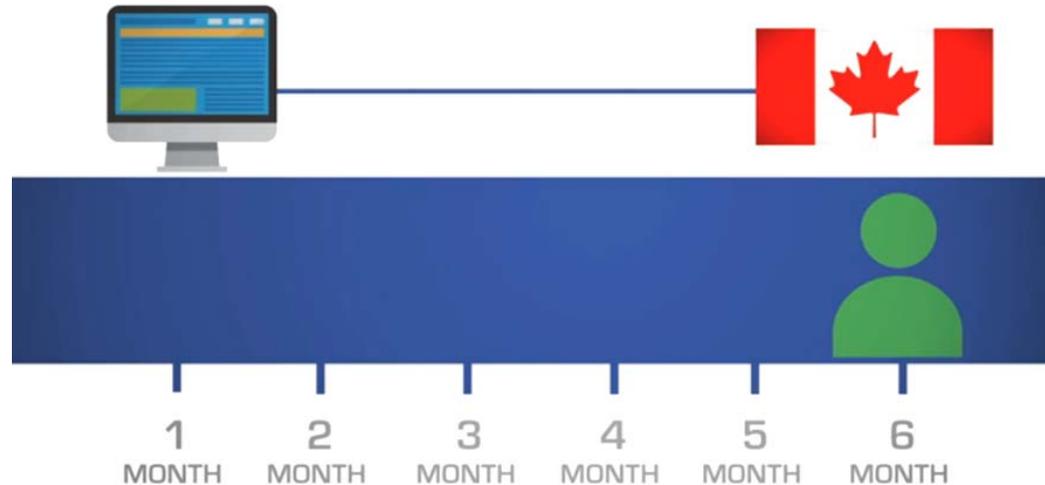
- ✓ User friendly, online system from profile creation to application for permanent residence
- ✓ Creating an Express Entry profile is **free** and a profile is active for up to one year
- ✓ No occupation lists or caps for programs
- ✓ Fast processing of permanent residence applications – within 6 months in most cases
- ✓ Job offers and provincial nominations under an Express Entry stream are an asset, but not a requirement
- ✓ Points are awarded for job offers of eligible candidates here on LMIA exempt work permits.
- ✓ Job offers need to be for at least one year once an applicant receives permanent residence.
- ✓ Candidates may be eligible for more than one program
- ✓ The top scoring candidates in the pool are invited in every round

Before Express Entry

- First applicant in, first to be processed
- Could not prioritize high quality candidates
- Paper based application
- Long processing times
- Growth of application backlogs



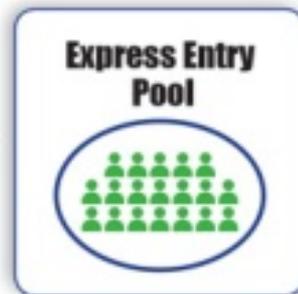
Now with Express Entry



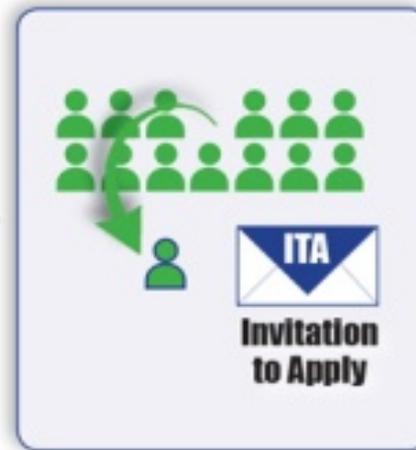
- Top Candidates in the pool, those most likely to succeed in Canada, are invited to apply
- Candidates with a provincial/territorial (P/T) nomination are quickly invited to apply
- Candidates with a valid job offer have more chances of being invited to apply
- Candidates connect with employers through Job Bank's Job Match Service
- Electronic application process
- Processing times of six months or less*

Express Entry process

STEP 1

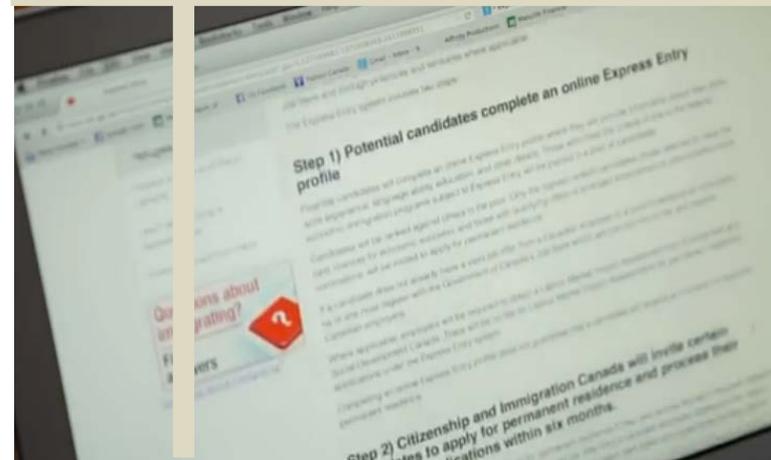
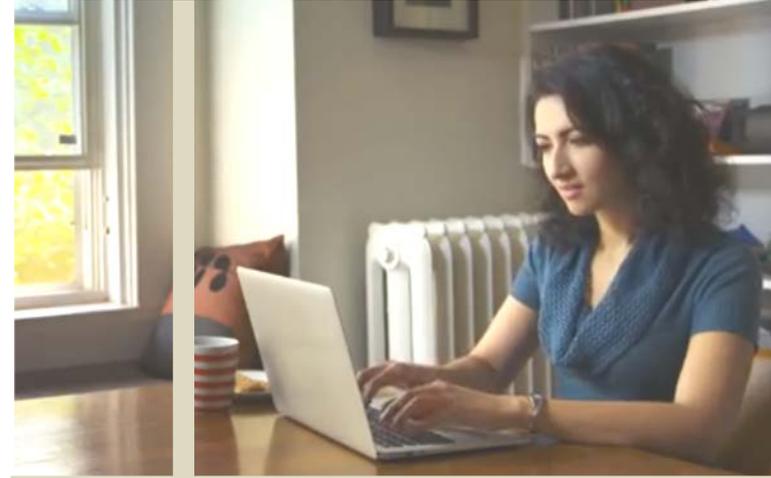


STEP 2



Submit an Express Entry profile

- Completing an Express Entry profile is free and does not require an immigration representative
- Candidates need to be prepared to answer questions about their skills, work experience, language ability, education and other details
- To get into the pool, candidates need to meet the criteria of at least one of the federal economic immigration programs managed by Express Entry

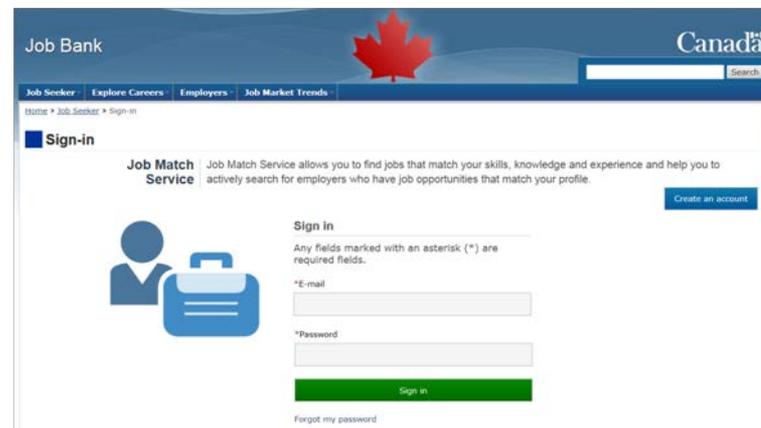


▶▶ Notes to remember ◀◀

- ✓ Candidates need to complete language tests and obtain any necessary Educational Credential Assessments (ECAs) before completing an Express Entry profile
- ✓ Language tests and ECAs are done by third parties which charge fees for services
- ✓ Candidates need to keep their profiles up to date at all times E.g. new job offer, new language test results, education completed, changes in family composition etc.
- ✓ Profiles stay in the pool for up to 1 year
- ✓ Completing a profile does not guarantee that a candidate will get an invitation to apply; completing an application for permanent residence does not guarantee an applicant will get permanent residence. Applicants still need to meet all eligibility and requirements for admissibility
- ✓ Candidates need to be truthful in their profile. Anyone who provides false information could be found inadmissible for misrepresentation and could be barred for five years from applying to come to Canada for any reason



Job Bank registration



- Candidates need to register with [Job Match](#) within 30 days of creating an Express Entry profile if they do not already have a valid job offer or provincial/territorial nomination otherwise their profile will expire.
- Candidates will need to provide their Express Entry profile number and their Job Seeker Validation Code when they open their Job Match Account
- Job Match will help connect candidates with job opportunities in Canada based on their skills, knowledge and experience
- Candidates should also promote themselves to employers, recruiters, private sector job boards, etc.

Express Entry pool

- When a candidate is accepted into the pool, they are given a Comprehensive Ranking System (CRS) score
- Points are awarded based on profile information
- Candidates in the pool are ranked top down based on their CRS score
- Top ranking candidates are invited to apply in every invitation round

▶▶ Notes to remember ◀◀

- Invitation rounds take place regularly
- Candidates may be eligible for more than one program and so could be invited to apply for a different program than they expected
- Candidates are eligible for each invitation round while their profile is active in the pool
- If after 12 months a candidate does not get an invitation to apply (ITA) their profile will expire and they will need to complete and submit a new profile

Comprehensive Ranking System (CRS)

1. Core factors

- Age
- Education
- Official language proficiency
- Canadian work experience

2. Spouse or Common-Law Partner factors (if applicable)

3. Skills transferability factors e.g.,

- Education + strong language skills
- Education + Canadian work experience
- Canadian + foreign work experience
- Foreign work exp. + strong language skills
- Cert. of qualification + strong language skills

4. Additional points available*

- P/T nomination
- Valid job offer
- Education in Canada above high school

	Spouse or Common-Law Partner	
	NO	YES
1. Core factors	500	460
2. Spouse or common-law partner factors	N/A	40
3. Transferability factors	100	100
4. Additional points available*		
P/T Nomination	600	600
Job Offer – NOC 00	200	200
Job Offer – NOC 0, A or B	50	50
Education in Canada – one- or two-year diploma or certificate	15	15
Education in Canada – three-year program, Master’s, doctoral, entry-to-practice professional degree	30	30



*Candidates can only receive a maximum total of 600 additional points.

CRS – additional points

Provincial/Territorial (P/T) nomination (600)

- A total of 600 points are awarded to candidates with a P/T nomination

▶▶ Notes to remember ◀◀

- ✓ Participating provinces and territories can nominate foreign nationals under their Express Entry Provincial Nominee Program (PNP) streams
- ✓ PNP criteria and streams are different across the country; check individual P/T websites to learn more
- ✓ All candidates nominated via an Express Entry PNP stream must meet the minimum entry criteria for Express Entry including meeting the criteria for one of the three federal economic programs



CRS – additional points

Valid job offers (200 or 50)

- A total of 200 points are awarded to candidates with a valid job offer in a NOC 00 occupation
- A total of 50 points are awarded to candidates with a valid job offer in a NOC 0, A or B occupation
- A job offer must be for a minimum of one year once an applicant receives permanent residence.

▶▶ Notes to remember ◀◀

- ✓ Job offers must also be non-seasonal, at the NOC 0, A or B level and supported by a Labour Market Impact Assessment (LMIA) unless one is not needed
- ✓ Candidates who don't have a valid job offer can still get points for Canadian work experience



CRS – Additional Points

Education completed in Canada (15 or 30)

- A total of 15 points are awarded for a one- or two-year diploma or certificate
- A total of 30 points are awarded for a degree, diploma or certificate of three years or longer, or for a Master's, entry-to-practice professional degree*, or doctoral degree of at least one academic year

▶▶ Notes to remember ◀◀

- ✓ To get these points, a candidate must have completed their studies at a designated learning institution in Canada
- ✓ Each educational program completed in Canada needs to be entered separately into the Express Entry profile

*Entry-to-practice professional degree for an occupation listed in the *National Occupational Classification* matrix at Skill level A for which licensing by a provincial regulatory body is required. Eligible occupations: medicine, veterinary medicine, dentistry, optometry, law, chiropractic medicine, or pharmacy.

Labour Market Impact Assessment (LMIA)

- All job offers in Express Entry require an LMIA except those which meet the criteria for an LMIA exemption
- To be exempt from needing an LMIA, candidates must:
 - Hold a work permit issued under a temporary LMIA exemption such as an international agreement, intra-company transferees, significant benefit to Canada (R204(a) or (c), or R205);
 - Have already been working full time (or equivalent) for an employer specified on the work permit for a period of at least one year; and
 - Hold a valid qualifying future job offer of at least one year from the same employer.

▶▶ Notes to remember ◀◀

- ✓ Employers who can't find a Canadian or permanent resident for a position may offer a qualifying job to a foreign national
- ✓ There is no fee for employers to apply for LMIA's related to permanent residence



CRS – Points for two official languages

- Candidates can get more CRS points if they have proficiency in both of Canada's official languages (English and French), and submit the results of an approved language test for both English and French.
- Do you speak French? Visit canada.ca/francoimmigration to learn about Francophone life across Canada



Invitation to apply (ITA)



- ITAs are issued to the **highest scoring candidates** in the pool in each round
- Candidates could be among the top scoring if they:
 - Have a high level of skills, education, language and work experience;
 - Are nominated by a province or territory under an Express Entry stream;
 - Have a valid job offer; or
 - Have studied in Canada.



Timing for invitation rounds

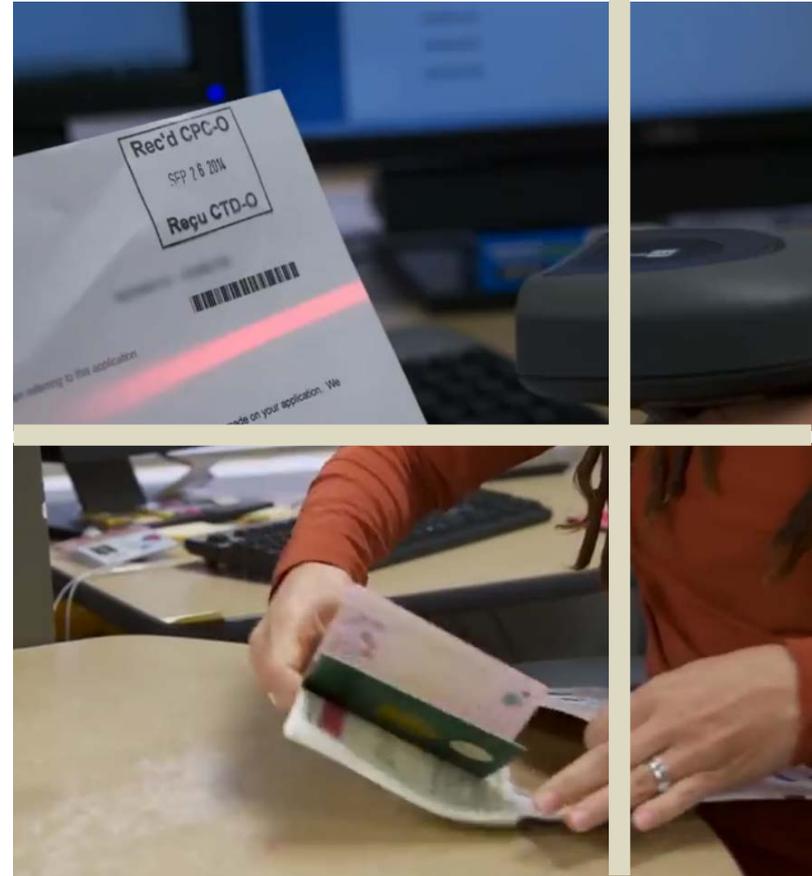
- Invitation rounds take place regularly
- Rounds are based on the Government's annual levels plan for immigration to Canada and IRCC's ability to process applications
- IRCC publishes special instructions for each invitation round including:
 - date and time of the round
 - number of candidates that receive an ITA
 - CRS score of the lowest ranked candidate invited in that particular round
- Results of each round are posted on the Government of Canada website in the days following the round

www.cic.gc.ca/english/express-entry/rounds.asp



After receiving an invitation to apply...

- Candidates have 90 days to complete and submit an application for permanent residence
- IRCC then determines if the application has all required forms, documents and fees
- If your application is complete, IRCC will verify all eligibility and admissibility criteria
- IRCC processes complete applications in six months or less, 80% of the time



For more information



English: Canada.ca/ExpressEntry
French: Canada.ca/EntreeExpress



English: CitCanada
French: CitImmCanFR



English: @CitImmCanada
French: @CitImmCanFR



CitImmCanada

Annex

National Occupation Codes (NOCs)

- A [NOC code](#) is a number or letter that is used to identify and describe the work performed by individuals with similar jobs in an occupational area
- Work experience for immigration programs managed by Express Entry use three of these codes: 0, A or B

NOC 0 (zero)	Management jobs
NOC A	Professional jobs
NOC B	Technical jobs and skilled trades



Canadian Language Benchmarks (CLB)

- The Canadian standard used to describe, measure and recognize English language ability of adult immigrants and prospective immigrants who plan to live and work in Canada, or apply for citizenship
- [Language test equivalency charts](#) are on our website

Educational Credential Assessment (ECA)

- To get points for education completed outside of Canada an Educational Credential Assessment (ECA) must be completed
- A list of [designated organizations that offer ECAs](#) is on the IRCC website
- Many international students who completed studies in Canada will not need an ECA

Canadian Experience Class

Key criteria

- At least 12 months of skilled Canadian work experience (in a NOC 0, A or B job) within the last three years
- Language skills (for NOC 0 and A jobs = CLB 7 in all 4 abilities; for NOC B job = CLB 5 in all 4 abilities)

▶▶ Notes to remember ◀◀

- ✓ The following work experience is excluded from CEC eligibility:
 - work while enrolled in full-time studies in Canada
 - self-employment
 - unauthorized work



Federal Skilled Worker Program

Key criteria:

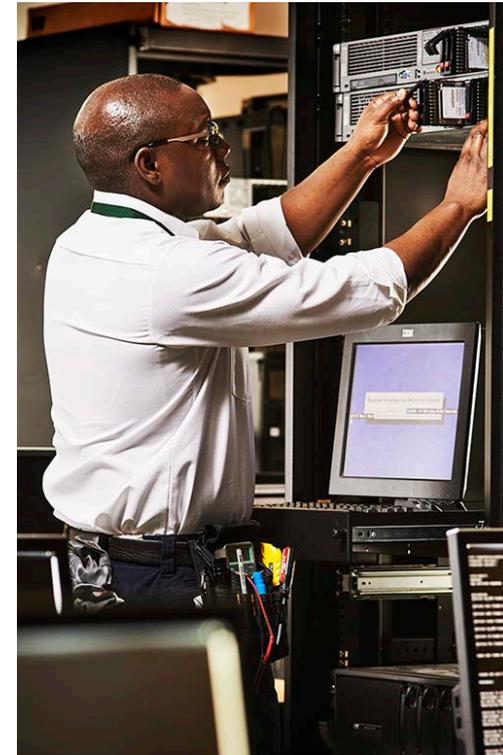
- At least one year of continuous work experience within the last 10 years (in a NOC 0, A or B job), in Canada or in another country
- Language skills (CLB 7 in all 4 abilities)
- Education (Canadian secondary or post-secondary certificate, diploma or degree, or the foreign equivalent)
- And a score of 67 or higher out of 100 on the Federal Skilled Worker points grid (which assesses six selection factors: language skills, education, work experience, age, arranged employment, adaptability)



Federal Skilled Trades Program

Key criteria :

- At least 24 months of work experience in an eligible skilled trade within the last five years
- Meet the job requirements of the skilled trade as set by the NOC (except the requirement related to certification)
- Language skills (CLB 5, speaking and listening; CLB 4, reading and writing)
- Have a valid job offer in the skilled trade for at least one year, or a Canadian certificate of qualification in the skilled trades
- All work experience in this program falls under NOC B



Work Experience – international students

- International students who are eligible to work off-campus can continue to work off-campus until they get a notification of completion of studies from their institution.
- Once international students have received notification that they have completed their studies they can continue to work in Canada **only if** they have applied for a work permit (e.g., Post Graduation Work Permit Program).
- Students must stop working if their work permit application is refused.
- Former international students who have **not** applied for a work permit (e.g., Post Graduation Work Permit Program or under the Temporary Foreign Worker Program), are **not authorized** to work in Canada.



Candidate profile

Former international student

Siobhan – Former international student

- Received her Masters degree in Canada
- Has a post-graduate work permit for two years and is in her second year of work

	Profile information (no spouse)	Before Nov. 19, 2016	After Nov. 19, 2016
Age	24 years old	110	110
Education	Master of Arts Degree	135	135
Language	High (CLB 8-9)	116	116
Canadian Experience	1 year	40	40
Canadian Study Experience	2 year M.A.	0 (criteria did not exist)	30
Job offer or Provincial nomination	No	0	0
Total*		451	481

Candidate profile

Professor (LMIA exempt) with job offer

Mario – Tenure-track professor

- Working in Canada on an LMIA exempt work permit
- Employment contract is for more than one year but is not permanent

	Profile information	Before Nov. 19, 2016	After Nov. 19, 2016
Age	34	75	75
Education	PhD	140	140
Language	Mod-high (CLB 7-8)	82	82
Canadian Experience	2 years	46	46
Canadian Study Experience	No	0	0
Spouse	Yes	0	0
Job offer or Provincial nomination	Yes – LMIA exempt (Significant Benefit to Canada)	0	50
Total*		393	443

Candidate profiles

Retail sales supervisor with job offer

Silvia – Retail sales supervisor

- Currently in Canada as a temporary foreign worker
- Has a job offer supported by an LMIA

	Profile information (no spouse)	Before Nov. 19, 2016	After Nov. 19, 2016
Age	24	110	110
Education	4 year Bachelors degree	0 *Unclaimed points due to lack of ECA	120
Language	Moderate (CLB 6-7)	52	52
Canadian Experience	2 years	53	53
Canadian Study Experience	No	0	0
Job offer or Provincial nomination	Yes – LMIA	600	50
Total*		815	410

Candidate profiles

Senior executive with job offer

Jean-Marc – Senior Executive with a Job Offer

- Working in Canada under an international agreement
- Has completed 18 months of a 5 year contract

	Profile information	Before Nov. 19, 2016	After Nov. 19, 2016
Age	56	0	0
Education	4 year Bachelor	112	112
Language	High (CLB 9)	116	116
Canadian Experience	1 year	35	35
Canadian Study Experience	No	0	0
Spousal points	Bachelor + CLB 7-8	20	20
Job offer or Provincial nomination	Yes – Job offer at NOC 00	0	200 points
Total		371	571