



Citizenship and
Immigration Canada

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Express Entry



Canada



Background

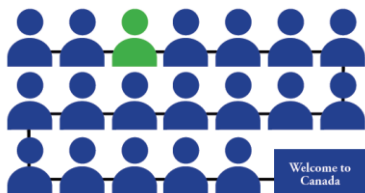


EXPRESS ENTRY

- Express Entry is now 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); and
 - A portion of the Provincial Nominee Program (PNP)
- Express Entry is not a new program. Criteria for existing programs continue to apply



Express Entry changes how Canada selects skilled immigrants



Moving from ...

- First applicant in, first to be processed
- Could not prioritize high quality candidates
- Lengthy processing times
- Limited ways to control application intake resulting in growth of backlogs
- Inadequate alignment between economic policy objectives and program intake
- Paper based application

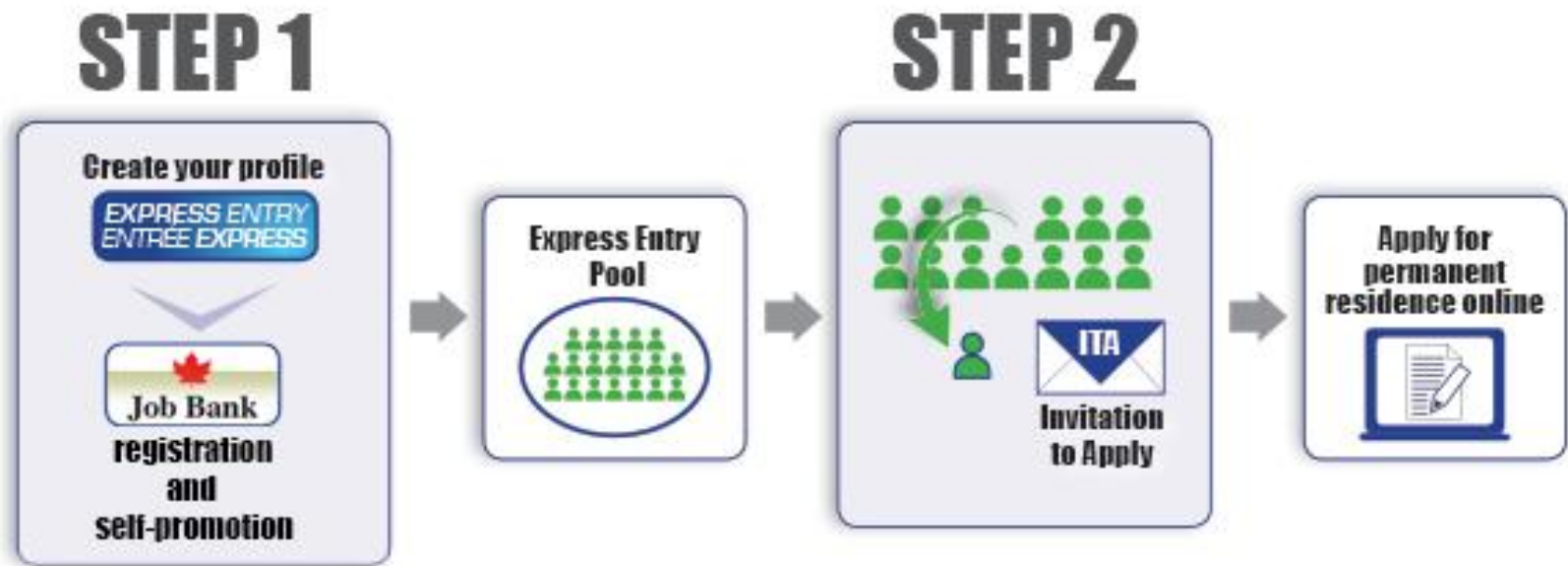
...to Express Entry

- CIC selects candidates that are most likely to succeed in Canada
- Processing times of six months or less*
- Job Bank connects Canadian employers with Express Entry candidates if they can't find Canadians or permanent residents to do the job
- Express Entry candidates with a valid job offer or provincial/territorial (P/T) nomination are quickly *invited to apply*
- Fully electronic application process

*In 80% of cases from receipt of complete application for permanent residence to **final decision**.



Two-Step Application Process for Candidates





Step 1: Express Entry Profile

- Potential candidates submit an online Express Entry profile
- Candidates who meet the criteria of one of the federal economic immigration programs included in Express Entry are accepted into the Express Entry pool
- Candidates are awarded points according to a skill-based Comprehensive Ranking System (CRS) that considers:
 - Language proficiency (language testing required)
 - Education (education credential assessment may be required)
 - Canadian work experience
 - Other factors that lead to success in Canada (e.g. provincial/territorial trade certificate)
- Candidates are required to Register with Job Bank* and are encouraged to: signal their presence in the Express Entry pool to recruiters and on private sector job boards, participate in job fairs, contact Canadian employers directly, etc





Express Entry Pool

- All candidates in the Express Entry pool are assigned a score according to their skills, education and experience
- Candidate profiles can remain in the pool for up to 1 year
 - At the one year mark, candidates will be asked if they would like to resubmit their profiles
 - Candidates must update their profiles any time their circumstances change, as this may change their score
- Candidates in the pool are ranked against others in the pool according to their Comprehensive Ranking System score
- On a regular basis, CIC invites the highest-ranking candidates in the pool to submit a permanent resident application





Comprehensive Ranking System (CRS)

- The CRS:
 - Uses a transparent, public and objective methodology to determine whether an Express Entry candidate is issued an Invitation to Apply
 - Is a scoring mechanism tied to best predictors of economic success
 - Identifies candidates most likely to achieve high employment earnings based on their profile (age, education, language skills, Canadian work experience) and/or a job offer or provincial/territorial nomination
 - Uses a points scale for each factor weighted to best reflect evidence on earnings outcomes
- The highest scoring Express Entry candidates are invited to apply regardless of when they entered the Express Entry pool, instead of being processed on a first-come, first-served basis





CRS – Structure – Four Components

1. A core set of human capital factors that drive economic outcomes:
 - Age
 - Level of Education
 - Official Language Proficiency
 - Canadian Work Experience
2. Spouse or Common-Law Partner factors
3. A set of skills transferability or interaction factors that amplify the core set E.g. Canadian + foreign work experience
4. Additional points for those with a P/T nomination and/or valid job offer.

Spouse or Common-Law Partner	
NO	YES

↓

1. Education and experience factors	
500	460

↓

2. Spouse or common-law partner factors	
N/A	40

↓

SUBTOTAL	
500	500

↓

3. Transferability factors	
100	100

↓

4. Additional points (job offer or PT nomination)	
600	600

↓

GRAND TOTAL	
1200	1200





CRS – Additional Points (600)

Provincial Nominee Program (PNP)

- Provincial and territorial (P/T) nominee programs continue to exist and may be used to nominate candidates under existing criteria
- Under Express Entry, P/Ts have space for ‘enhanced’ Express Entry nominations
 - P/Ts can search the Express Entry pool for candidates they may wish to nominate
 - 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)
 - Candidates with a PNP nomination will provide this information in their Express Entry profile
- Additional information on P/T nomination programs may be found on P/T websites





CRS – Additional Points (600)

Valid Job Offers

- Employers unable to fill job vacancies with Canadians or permanent residents may offer a qualifying job to a foreign national
 - “Qualifying” means a permanent job under the FSWP or CEC or a minimum one-year job under the FSTP
- Employers can find qualified candidates through regular recruitment efforts, or through the Government of Canada’s Job Bank
- To benefit from the 600 additional points, the job offer must be supported by a Labour Market Impact Assessment (LMIA)
 - LMIA’s to support permanent residence only have **no cost** and the processing service standard is 10 business days*
 - Employers may also consider a ‘dual intent’ LMIA (\$1000 fee) if they need to fill a vacancy quickly and intend to retain the worker permanently (10 business days*)
 - Labour Market Opinions (LMOs) or LMIA’s issued for a temporary foreign worker may be used in Express Entry to hire the candidate permanently (as long as the work permit is valid)
- Candidates with a positive LMO/LMIA will provide this information in their Express Entry profile

*for 80% of complete applications

Step 2: Invitation to Apply (ITA)



- In each round, ITAs are issued to the **highest scoring candidates** in the pool
- Candidates have 60 days to submit their complete electronic application for permanent residence once invited
- At application, CIC verifies candidate eligibility and admissibility criteria
- Express Entry candidates benefit from processing times of six months or less*
- Candidates with a job offer** or a provincial/territorial nomination are given additional points and are invited to apply quickly

*80% of cases from receipt of complete application for permanent residence to final decision.

**A valid job offer for Express Entry must be supported by an LMIA





Invitation to Apply Mechanics

- Candidates are invited to apply based on their rank in the pool
 - Candidates are **ranked top down** from highest CRS score to lowest
 - CIC determines the **number** of candidates to be invited for the particular round
 - Invitation rounds can be for a specific immigration program (top ranked in that program) or simply the top ranked candidates in the pool overall





Invitation to Apply Timing

- Rounds occur at a frequency and in numbers that align with the annual Immigration Levels Plan and processing capacity
- For each round CIC publishes:
 - the date and time of the round,
 - the number of candidates that receive an ITA,
 - the score of the lowest ranked candidate invited in that particular round, and
 - if it applies, which specific immigration program(s) are included in the round
- Rounds for Invitations to Apply are taking place regularly over the course of a calendar year between 15 to 25 rounds expected in 2015





Recap: Express Entry Highlights

- ✓ User friendly, end-to-end electronic system
- ✓ No occupation lists or caps
- ✓ Faster processing of permanent residence applications
- ✓ Job offers and provincial nominations are an asset, but not a requirement
- ✓ Candidates may be eligible for more than one program
- ✓ Express Entry profile creation is free and the profile can remain active for up to 1 year
- ✓ Candidates now have multiple opportunities to be invited to apply throughout the year

