



Refocusing Canada's Economic Immigration Programs

Discussion Panel

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Today's Discussion

- The Minister's Priorities
- Temporary Entry: rethinking labour market and expanding exemption categories
- Technical Analysis of Express Entry: challenges, processing times and notable trends
- The employer's perspective: Planning in uncertain times
- Strategies for employers navigating the Express Entry Process

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Minister McCallum's Immigration Priorities - Impact on Employers

Minister of Immigration, Refugees and Citizenship Mandate Letter

Why is the Mandate Letter important to HR professionals?

1. **Permanent Resident Status:** As part of the Annual Immigration Levels Plan for 2016, bring forward a proposal to double the number of entry applications for parents and grandparents of immigrants to 10,000 a year.
2. **Permanent Resident Status:** Give additional points under the Entry Express system to provide more opportunities for applicants who have Canadian siblings.
3. **Permanent Resident Status and Temporary Entry:** Increase the maximum age for dependents to 22, from 19, to allow more Canadians to bring their children to Canada.
4. **Cross-Border Entry:** Lead efforts to facilitate the temporary entry of low risk travelers, including business visitors, and lift the visa requirement for Mexico.
5. **Citizenship:** Eliminate regulations that remove the credit given to foreign nationals including international students for half of the time that they spend in Canada and regulations that require new citizens to sign a declaration that they intend to reside in Canada.

An Employers' Guide to the Levels Plan

“A decrease in the target for economic immigrants results in fewer people being invited to apply for Permanent Residence.”

Immigration Class	2016 Target	2015 Target
Economic	160,600	181,300
Family	80,000	68,000
Refugee	55,800	24,800
Humanitarian	3,600	5,100
Total	300,000	279,200

Economic Class: Reduced Targets

Category	2016 (Target)	2015 (High)	2014 (Target)
Federal Economic – High Skilled	58,400	74,000	62,300
Federal Economic – Caregivers	22,000	30,000	17,500
Federal Economic – Business	800	1,700	6,000
Provincial Nominee Program	47,800	48,000	46,800
Quebec Skilled Worker	26,200	27,000	26,600
Quebec Business	5,400	5,500	5,300
Ministerial Instruction Economic Programs		500	-
Total	160,600	186,700	164,500

Speaking notes for John McCallum, Minister of Immigration, Refugees and Citizenship at an Event Hosted by the Ontario Chamber of Commerce

Toronto, Ontario
April 4, 2016

- “But the implication of this report is in order of priority across businesses their **first choice** would be temporary foreign workers. Their **second choice** would be base cased provincial nominee, and their **third choice** would be Express Entry.
- Well, that’s precisely the opposite of the order of choice that I would prefer and that means that we at the federal level will work very hard to make Express Entry, the federal stream, more attractive to business, better for Canada, so that more businesses will want to use that stream.
- We’re less keen on the temporary foreign worker stream because we want permanent residents. We want people who become Canadians, not guest workers. Now there’s room for some temporary foreign workers, especially if they have the pathway to permanent residence, but we prefer, by a long shot, permanent residents [...]
- I want to improve Express Entry, so that companies will want to use it and then we will have less, hopefully, continuous demand from provinces for more provincial nominees if we can make the federal stream more efficient and effective for the country.



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- Second, you want to remove the LMIA requirement for Express Entry. We haven't made a formal decision, but I agree. That doesn't mean we're going to do it, but that means we're inclining to do it and we're going to study it and we're going to have a decision in the not-too-distant future, so you pretty well sold me on that for the reasons given in the report, but you have to make sure it's a legitimate job offer, so there has to be some alternative instrument in there — possibly the one that the Ontario government has. So we will be looking at that quite intensely.
- But the second point which I mentioned earlier is international students. **We want to make Canada more welcoming for international students because I cannot think of a group that is likely to become good Canadians than international students** who, by definition, are educated, by definition know something of the country, by definition speak one or other of French and English. And so this is very fertile ground.
- There's competition around the world. We want to up our game. And so probably that means giving them more points in Express Entry. There's some work to do. How many? How do you define them? Should we have a quota of international students instead of more points? We're going to look at those things, but one way or another, we're going to make it more attractive for international students."

<http://news.gc.ca/web/article-en.do?mthd=advSrch&ctr.mnthndVI=4&ctr.dpt1D=6664&nid=1049729&ctr.tp1D=&ctr.kw=toronto+board+of+trade&ctr.yrStrtVI=2004&ctr.dyStrtVI=1&ctr.mnthStrtVI=1&ctr.page=1&ctr.yrndVI=2016&ctr.dyndVI=27>

Temporary Entry

- Rethinking Labour Market Analysis
- Expanding Exemption Categories

Rethinking Labour Market Considerations

A New Focus for Labour Market Impact Assessments – Canada First Policy

- Asking different questions about the labour market
- Innovation
- Competitiveness
- Streamlining Efficiencies

Expanding Exemptions

A New Approach to “Significant Benefit to Canada”

- Expanding C10
- Expanding “Reciprocal Benefit”
- Identifying high economic producing sectors, fast-tracking competitive skills, which enhance Canadian businesses and economy
- Rethinking the medium and long term benefits of foreign students (providing greater access to the labour market, pending completion of permanent resident processing outside of Express Entry)

Technical Analysis of Express Entry - challenges, processing times and notable trends

Express Entry Processing Analysis

- Fewer applicants are receiving Invitations to Apply in each draw.
- Notable decrease of 30% after the Minister's Levels Plan was released (1500-1000)
- Fewer Invitations mean a higher minimum CRS Score
- Practical implications: the bar has been set higher – applicants under 470 will wait longer to receive an Invitation to apply.

Winter 2015: 800+ down to 735 by end of February

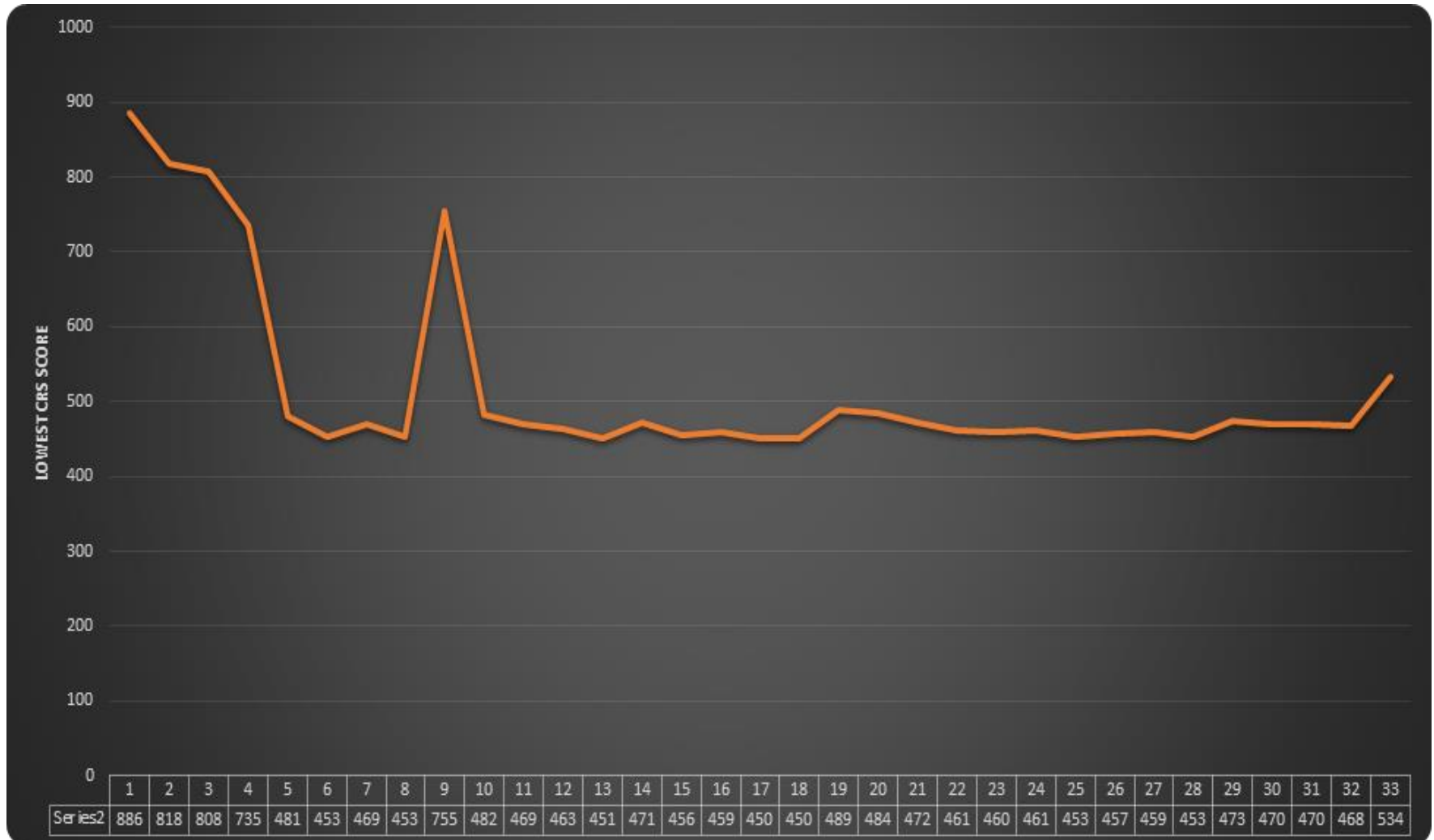
Spring 2015: points began to drop (481, down to 453 and back up to 755 by May)

Summer to Fall 2015: 450+ and back up to 482

Fall 2015: PNPs became more active and scores went up to 460-480 range

Spring 2016: started out in the 450s and most recently hovered in the 460-470 range

Express Entry CRS Score History



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The Employer's Perspective - Planning in uncertain times

Strategic Planning Considerations

1. How does Express Entry impact your employees?
2. What is working well?
3. What are your key concerns about Express Entry?
4. Are there any particular groups within your organization who don't do well under Express Entry?
5. What has the organizational response been to Express Entry? Has it impacted how you consider temporary resident choices (i.e. would you go for an LMIA when you had an IMP option to support PR?)
6. What is your message to Minister McCallum about what needs adjustment in the Express Entry system?

Employer Strategies

- Delayed processing / Higher Ranking Threshold / Predictability
 - Bridging Open Work Permit
- Optimizing Post-Graduate Student solutions – current dilemma
- Benefits of PNP: the short-term answer and the risks – OINP has stopped receiving some new applications



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