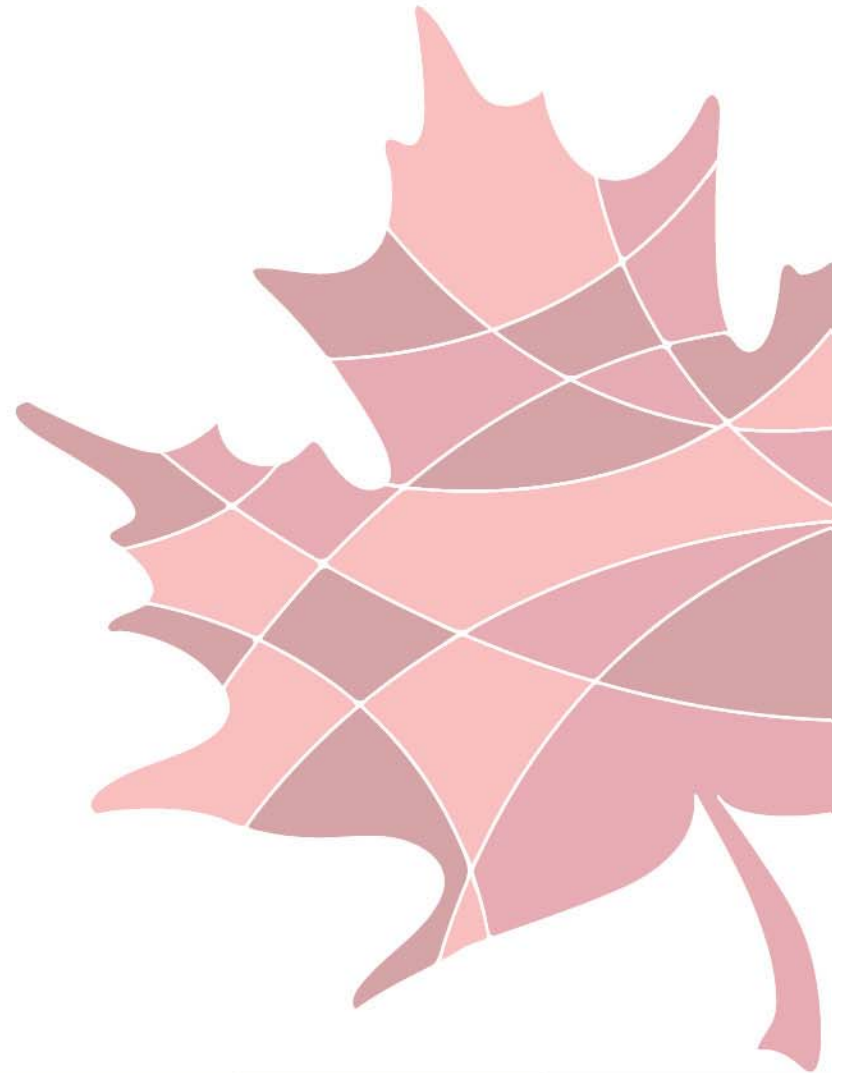


Immigration Pathways for Skilled Workers

James Seyler
Employer Liaison Network
April 2018



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

Support from IRCC officers in Canada

- **Employer Liaison Network (ELN)**

- 6 officers: Halifax, Ottawa, Toronto, Winnipeg, Calgary, Vancouver
- Provide Canadian employers and potential clients with useful and up-to-date information
- Facilitate linkages between Canadian employers and skilled labour overseas
- Coordinate immigration promotion and recruitment activities overseas with the labour needs of employers in Canada.

EEengagement@cic.gc.ca

Temporary Foreign Worker Program

- **Labour Market Impact Assessment (LMIA)**
 - Demonstrate efforts to recruit or train Canadians
 - Offer salaries and working conditions that meet local standards
 - Processing fee 1 000 \$ CAD if temporary position;
no fee if permanent position
- Service Canada / Employment and Social Development Canada

International Mobility Program

- **Labour Market Impact Assessment (LMIA) *exempt***
 - Reciprocal or competitive advantages for Canadians
- Several streams, including:
 - Spouses of international students and of highly qualified foreign workers
 - Intra-company transfers
 - Post-doctoral research fellows
 - Provincial nominees
 - Mobilité francophone
 - International Experience Canada (IEC) participants

International Mobility Program

LMIA exempt

- **Mobilité francophone**

- LMIA exemption code C16 for:
 - French-speaking candidates
 - Managerial, professional, technical or skilled trades positions (level 0, A or B of the National Occupational Classification)
 - Provinces or territories other than Québec
 - Offer of employment does not have to require French language ability
 - Age and nationality not criteria
 - Job offer and compliance fee of 230\$ via Employer Portal

www.canada.ca/francoimmigration

International Mobility Program

LMIA exempt

- **International Experience Canada – IEC**



- Youth mobility
- Agreements with 33 countries including:
 - France (ages 18 to 35); 16 800 spots in 2017
 - Belgium (ages 18 to 30); 900 spots in 2017
 - Switzerland (ages 18 to 35); 295 spots in 2017
- 12 recognized organizations
- 3 categories, depending on the country:
 - Working Holiday: Open work permit, up to 24 months
 - Young Professionals: with qualified job offer, up to 24 months
 - International Co-op Internship: with internship offer, up to 12 months

www.canada.ca/iec-eic

Work Options for International Students

- **Full-time international students holding a permit have several opportunities to work**
 - **On- and Off-campus work without a permit**
 - **Co-op and internships**
 - **Post-graduate Work Permit**
 - **Access to other work permit streams (e.g. TFWP and Mobilité francophone)**
- **Students must understand and respect conditions of these opportunities**
 - **20 hour/week limit for off-campus work during studies**
 - **Failure to abide by conditions can result in ineligibility for additional work or study permits**

Permanent Residence : Express Entry

- **Express Entry is the first step to immigrate to Canada permanently through:**
 - the Federal Skilled Worker Program (FSWP)
 - the Federal Skilled Trades Program (FSTP)
 - the Canadian Experience Class (CEC)
 - a portion of the Provincial Nominee Program (PNP)

www.canada.ca/expressentry



Express Entry Essentials

- Online system
- Fast processing – within 6 months in most cases
- Matching through Job Bank: www.jobbank.gc.ca
- Top scoring candidates in the pool invited in each round
- Job offers are an asset, including Mobilité francophone stream
- Since June 6, 2017
 - Additional points for strong French language skills, and more additional points if English language skills also
 - Additional points for siblings in Canada



Express Entry

Two-step application process

STEP 1

Create your profile

EXPRESS ENTRY
ENTRÉE EXPRESS



Job Bank
registration
and
self-promotion



Express Entry
Pool



STEP 2



Invitation
to Apply

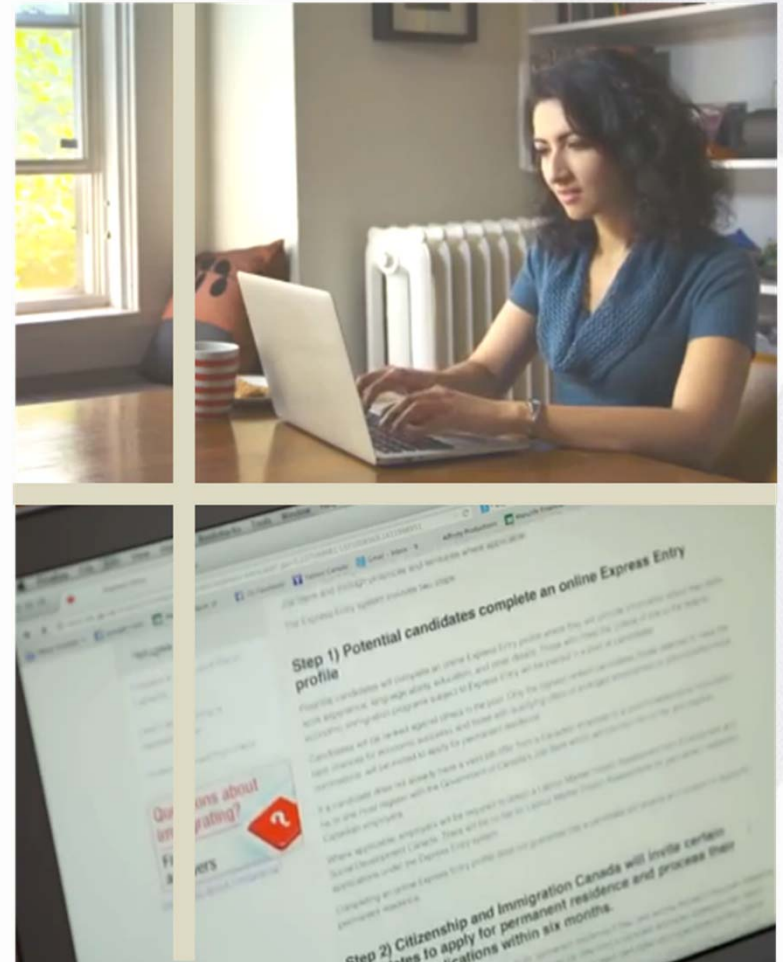


Apply for
permanent
residence online



Submit an Express Entry Profile

- **Completing a profile is free**
 - You do not need a representative
- **Be prepared**
 - Language test results (\$)
 - Educational credential assessment (\$) (except Canadian education)
 - Work experience
- **Meet the minimum**
 - You must meet the minimum requirements of at least one of the federal programs



National Occupational Classification (NOC)

- A **NOC code** is a 4 digit code that is used to identify work performed in an occupational area; has attached description
- The NOC organizes occupations by skill level

High-Skilled

NOC 0 (zero)	Management jobs
NOC A	Professional jobs (university degree)
NOC B	Technical jobs and skilled trades (college, apprenticeship)
NOC C	Intermediate skill jobs (High school + training, experience)
NOC D	Lower formal skill jobs (No formal education requirement, on-the-job training)

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
 - <http://www.cic.gc.ca/english/resources/tools/language/charts.asp>

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**
 - <http://www.cic.gc.ca/english/helpcentre/answer.asp?q=681&t=29>
- **Many international students who completed studies in Canada will not need an ECA**

Minimum Requirements

- **Federal Skilled Worker**

- 1+ years of paid full-time high-skilled work experience in the last 10 years
- Minimum education – equivalent of secondary diploma in Canada
- Strong official language ability (CLB 7+ in all abilities)
- Score at least 67/100 on the Skilled Worker selection factors
- Funds: about \$12 500 + \$4000 per additional family member (not required if you have a qualifying job offer)

- **Canadian Experience Class**

- 1+ years of paid full-time high-skilled work experience in Canada in the last 3 years (co-op, internships, volunteer, and work while studying full-time do not count)
- Official language ability (CLB 7+ or 5+ for NOC B work experience)

Minimum Requirements (cont'd)

- **Federal Skilled Trades**

- **2+ years of paid full-time work experience in an eligible trade in the last 5 years**
 - **Eligible trades include skilled construction, industrial, manufacturing, natural resources, maintenance occupations**
 - **Chefs, cooks, butchers and bakers also included**
- **Official language ability (CLB 5+ in speaking/listening, 4+ in reading/writing)**
- **Meet the NOC training/education requirements to practice your trade**
- **Have a qualifying job offer in your trade from a Canadian employer OR be certified to practice your trade by a province or territory**
- **Funds: about \$12 500 + \$4000 per additional family member**

Comprehensive Ranking System (CRS)

Core/human capital factors	Single 500	Spouse 460
Age	110	100
Education	150	140
Official Language – First	136	128
Official Language – Second	24	22
Canadian work experience	80	70

Spouse factors	40
Education	10
Official Language- First	20
Canadian work experience	10

Skill transferability	100 points (max)
Education (w/OL or Cdn exp)	50
Foreign work exp (w/OL or Cdn exp)	50
Certificate of qualification (w/OL)	50

Additional points	600 points (max)
Provincial/Territorial Nomination	600
Valid job offer	50 (NOC 0,A,B) or 200 (NOC 00)
Post-secondary study in Canada	30 (≥ 3 years, graduate, or professional)
	15 (< 3 years)
Francophone (NCLC 7+)	15
Bilingual francophone (NCLC 7+/CLB 5+)	30
Sibling in Canada (citizen or PR)	15

CRS Calculator for self-assessment

<http://www.cic.gc.ca/english/immigrate/skilled/crs-tool.asp>

Job Offers in Express Entry

- **Qualifying job offer**

- 1+ year duration
- Full-time
- Not seasonal
- Skilled (NOC 0, A or B)
- Supported by Labour Market Impact Assessment (LMIA)
 - Employer must apply for LMIA to show that no Canadian worker is available and that they are offering a fair wage
 - Employers seeking an LMIA to support a permanent residence application are exempt from the \$1,000 LMIA fee

or

- Supported by a work permit without LMIA, if the employer's name is printed on the WP

Invitation to Apply (ITA)

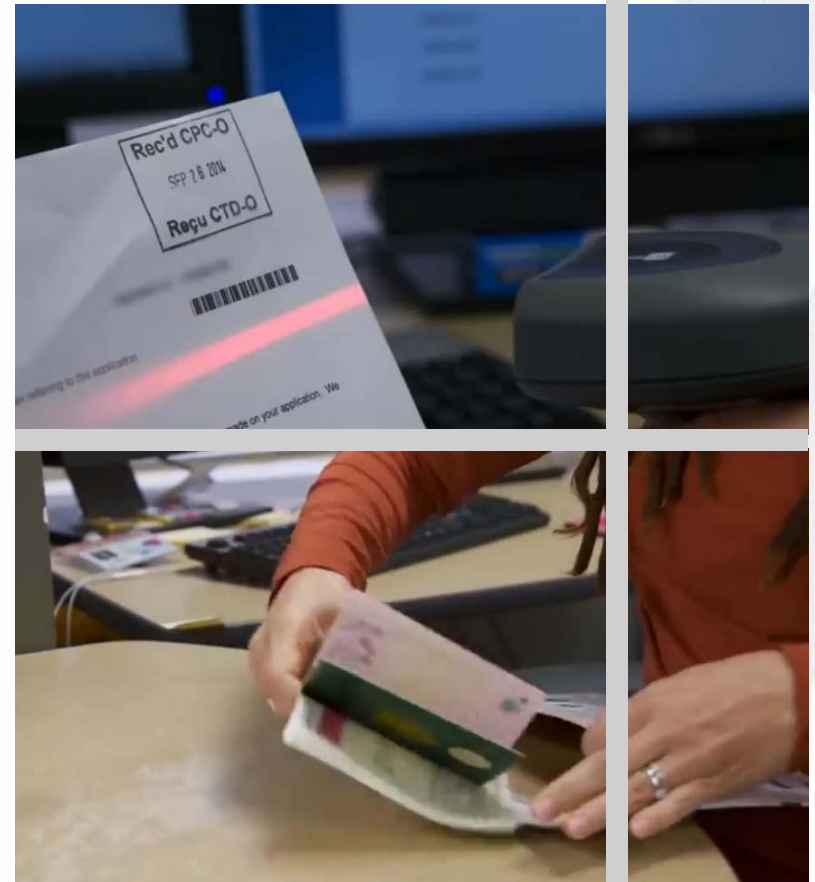


- ITAs are issued to the highest scoring candidates in the pool in each round
- Invitation rounds take place regularly

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 the application is complete, IRCC will verify all eligibility and admissibility criteria
- IRCC commits to process complete applications in six months or less, 80% of the time



Provincial Nominees

- **Provinces and territories (except Nunavut) have their own immigration programs to nominate people for permanent residence**
 - **Based on economic, skills, labour, and demographic needs of each province or territory**
 - **Applicants may apply first to the province or territory for a nomination**
 - **If successful, they must then apply to IRCC for permanent residence**
 - **Some categories also pass through Express Entry (600 bonus points)**
 - **Check the web site of the province or territory that interests you for more information on how to apply**

Québec

- **Québec manages its own immigration programs under a unique agreement with the federal government**
- **If you wish to immigrate to Québec, you must apply first through Québec's Ministère de l'immigration, diversité et l'inclusion (MIDI)**
 - **Express Entry is not applicable for immigration to Québec**

Notes to Remember

- **Keep their profile 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, nor that PR is guaranteed.**
 - 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
- **Stay in status!**
 - Remember that study permits and work permits have expiry dates
 - Apply to extend permits well before they expire (4 months is a good guideline) to ensure that they are authorized to stay in Canada

Recruitment Support

- **Destination Canada mobility fair in France, Belgium and by webcast**
 - Paris: November 13 to 15, 2018
 - Brussels: November 17, 2018
 - Provinces/territories, francophone organisations, employers and recruiters
 - Presentations, workshops and booths
 - Pre-selected candidates



www.destination-canada-job-fair.ca

Destination Canada

- **Advantages for employers and recruiters:**
 - No fee to participate
 - Qualified candidates in various sectors
 - Post positions in advance
 - Post positions even if unable to attend



www.destination-canada-job-fair.ca

For more information

www.cic.gc.ca



English: [CitCanada](#)
French: [CitImmCanFR](#)



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