Express Entry is the first step to immigrate permanently to Canada as a skilled worker under:

- Federal Skilled Worker program (FSW)
- Federal Skilled Trades program (FST)
- Canadian Experience Class (CEC)
- A portion of the Provincial Nominee Program (PNP)

*does not apply to immigration to Quebec*
BEFORE...
First in → first out
Large inventories, slow processing

NOW...
2-step system, in which the best candidates are selected from a pool
Now...

- Candidates most likely to succeed in Canada are invited to apply
- Candidates with a valid provincial/territorial nomination are quickly invited to apply
- Candidates connect with employers through Job Bank’s Job Match Service
- Electronic application process
- Processing within six months in most cases
Step 1: submit a profile

- Profile: your skills, work experience, language ability, education and other details
- Must meet criteria for at least one of the federal economic immigration programs
- Keep your profile up to date at all times (language, education, family composition, etc.)
- Profile information must be true (penalties for misrepresentation)
- Profiles stay in the pool for up to 1 year

24 November 2016
Job Match

- If you do not already have a valid job offer or Provincial nomination, you must register with **Job Match** within 30 days of creating an Express Entry profile.

- Use your Express Entry profile number and Job Seeker validation code when opening a Job Match account.

- Job Match helps connect you with job opportunities in Canada.

- *Also* promote yourself to employers, recruiters, private sector job boards, etc.
Express Entry Pool

Candidates awarded points by the Comprehensive Ranking System (CRS).

All candidates are ranked according to their CRS score

An Express Entry profile can remain active for up to one year
  - Eligible in each round to be invited to apply

Don’t get invited to apply for permanent residence after 1 year?
  - Complete and submit a new profile
Comprehensive Ranking System (CRS)

- Core human capital factors
  - Age
  - Education
  - Language
  - Canadian work experience
- Spouse / common-law partner
- Skill transferability
- Additional points
## Comprehensive Ranking System (CRS)

<table>
<thead>
<tr>
<th>Core human capital factors</th>
<th>Single 500</th>
<th>Spouse 460</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>110</td>
<td>100</td>
</tr>
<tr>
<td>Education</td>
<td>150</td>
<td>140</td>
</tr>
<tr>
<td>1&lt;sup&gt;st&lt;/sup&gt; Official Language</td>
<td>136</td>
<td>128</td>
</tr>
<tr>
<td>2&lt;sup&gt;nd&lt;/sup&gt; Official Language</td>
<td>24</td>
<td>22</td>
</tr>
<tr>
<td>Cdn work experience</td>
<td>80</td>
<td>70</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Spouse factors</th>
<th>40</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>10</td>
</tr>
<tr>
<td>1&lt;sup&gt;st&lt;/sup&gt; Official Language</td>
<td>20</td>
</tr>
<tr>
<td>Continuous Cdn work experience</td>
<td>10</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Skill transferability</th>
<th>100 points max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education (with OL or CDN exp)</td>
<td>50</td>
</tr>
<tr>
<td>Foreign work exp (with OL or CDN exp)</td>
<td>50</td>
</tr>
<tr>
<td>Qualification cert (with OL)</td>
<td>50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Additional points</th>
<th>600 points max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provincial Nomination</td>
<td>600</td>
</tr>
<tr>
<td>Valid job offer</td>
<td>200 (max)</td>
</tr>
<tr>
<td>Canadian Education</td>
<td>30 (max)</td>
</tr>
</tbody>
</table>

**Total: 1200 points max**
Canadian Education

- **15** points for one or two-year post-secondary diploma or certificate.
- **30** points for a degree, diploma or certificate of three years or longer, or a Master’s, professional or doctoral degree of at least one year.

Points earned for Canadian study must be for studies done while physically in Canada
- At least eight months of physical presence in Canada, enrolled full-time
- Canadian institution at which you studied must be located in Canada
National Occupation Classification (NOCs)

- NOC codes describe and classify work according to occupational area and skill level
- Work experience for immigration programs managed by Express Entry fall under NOC skill levels 0, A and B

<table>
<thead>
<tr>
<th>NOC 0</th>
<th>Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOC A</td>
<td>Professional</td>
</tr>
<tr>
<td>NOC B</td>
<td>Technical and skilled trades</td>
</tr>
</tbody>
</table>
Labour Market Impact Assessment (LMIA)

- Employers who can’t find a Canadian or permanent resident for a skilled position may offer it to a foreign national
- **No fee** for employer who applies for an LMIA related to permanent residence
What is a valid job offer?

- Must be for a **skilled** job, for minimum one year
- **200** points: NOC 00
- **50** points: NOC 0 / A / B
- Job offer must be supported by a valid Labour Market Impact Assessment (LMIA), unless exempted.

No LMIA required when: already in Canada on valid, employer-specific LMIA exempt work permit, have already worked at least 1 year for this employer, and the same employer is making job offer.

24 November 2016
Provincial Nominee Program (PNP)

- Participating provinces and territories can nominate foreign nationals
- Check specific provincial website for requirements and streams
- A candidate nominated via an Express Entry PNP stream must meet the minimum entry criteria for Express Entry (including meeting criteria for one of the three federal economic programs)
Step 2: invitation to apply (ITA)

The highest scoring candidates in the pool are invited to apply.

Invitation Rounds

Approximately every two weeks

Size of round based on annual immigration levels and capacity to process applications

Results of each round are published:

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

Date and time
number of invitations issued
minimum CRS score
After receiving an invitation to apply...

• **90 days** to submit complete application for permanent residence (*used to be 60 days*)

• IRCC will determine if your application is complete

• If application is complete, IRCC will verify all eligibility and admissibility criteria

• Most complete applications processed within six months
Highlights

- Creating an Express Entry profile is free
- You may be eligible for more than one program
- You could be invited to apply in every round
- Job offers and provincial nominations are an asset, but not a requirement

Keep in mind...

- You must obtain language test results and ECAs before completing an Express Entry profile. These are done by third parties who charge fees.
- Completing a profile does not guarantee that you will get an invitation to apply
- Submitting an application for permanent residence does not guarantee that you will be granted permanent residence
- Penalties for misrepresentation
Express Entry Updates - 19 November 2016

- New - points for Canadian education
- Changes to job offer points and requirements
- Time to submit an immigration application is now 90 days

Already in the Express Entry Pool?

If you are in the pool but don’t think the updates affect you, there is nothing you need to do.

If you think you will be affected, log in to your Express Entry profile after 19 November 2016 and update your profile by answering the questions we have added to the system. The system will then update your CRS score.
WHAT’S AHEAD: possible future changes

IRCC is examining other areas of the Express Entry system to determine future improvements, such as:

– Candidates with siblings in Canada
– French-speaking candidates
– Labour Market Impact Assessment
– Other client service improvements

24 November 2016
For more information...

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

EEengagement@cic.gc.ca

English: CitCanada
French: CitImmCanFR

English: @CitImmCanada
French: @CitImmCanFR

CitImmCanada

24 November 2016
International students have the education, skills and experience that Canada is looking for.

After you graduate you might be able to make Canada your permanent home through Express Entry.
International students...

...tend to have higher human capital than other Express Entry candidates (education, language scores, age, and Canadian work experience)

...can gain work experience after graduation through a Post Graduation Work Permit

22% of Express Entry candidates who received an invitation to apply in 2015 had been students in Canada
Immigrating permanently to Canada is a multi-step process...

Apply for a study permit
Complete your studies in an eligible program
Apply for a post-graduate work permit
Gain at least one year Canadian work experience at the NOC 0, A, or B level
Pass an approved language test
International Students & Work

- If you are eligible to work off-campus, you can continue to do so until you receive a written notification of completion of studies.
- After receiving notification of completion of studies, you can continue to work in Canada if you have applied for a work permit (e.g. Post Graduate Work Permit).
- If your work permit application is refused, you must stop working.
- If you have completed your studies but have not applied for a work permit (e.g. Post Graduate Work Permit Program or Temporary Foreign Worker Permit), you are not authorized to work in Canada.

24 November 2016
Post Graduate Work Permit

• You may be eligible to apply for a Post Graduate Work Permit if you are completing a study program in Canada of at least 8 months (full time) and your study permit is valid.

• Apply within 90 days of receiving written notification of completion of studies.

• PGWP is an open work permit and may be valid for up to 3 years (depends on the length of the study program you completed).

24 November 2016
Transition from off-campus work to PWGP

R186(w): Students who have completed their program of study may work while they are waiting for a decision on their PGWP application, as long as they were a full-time student enrolled at a in a post-secondary academic, vocational or professional training program at a DLI, their study permit is still valid, and they did not exceed the allowable hours of work.

24 November 2016
What work experience can be counted for CRS points and for Canadian Experience Class?

What doesn’t count:

• Any employment in Canada during full-time study (e.g. while on a co-op work permit or off-campus work, while a full-time student)

• Self-employment, even if skilled

What counts:

• Full-time (or part-time equivalent) work experience in Canada at NOC O/A/B level in the past 3 years

• Work experience gained while legally authorized to work in Canada, e.g. on a Post Graduate or other work permit

24 November 2016
Express Entry - Minimum Entry Criteria

Federal Skilled Worker Program
- At least 1 year continuous full-time skilled work experience
- Canadian Language Benchmark 7, supported by a language test
- Education level of high-school or above, supported by an Education Credential Assessment
- At least 67 points in the Federal Skilled Worker points grid based on skills, education, work experience, age, job offer and adaptability

Canadian Experience Class
- At least 12 months skilled work experience in Canada, obtained with the proper authorization
- Canadian Language Benchmark 7 for managerial or high-skilled occupations; 5 for skilled occupations, supported by a language test
- Education level of high-school or above, supported by an Education Credential Assessment

Federal Skilled Trades Program
- At least 2 years full-time work experience in a skilled trade
- Canadian Language Benchmark 5 for speaking and listening and 4 for reading and writing, supported by a language test
- Meet the job requirements of that trade as described by the National Occupation Classification
- Have a full-time employment offer or a certificate of qualification in your trade from a Canadian province or territory

Candidates without a job offer backed by a Labour Market Impact Assessment or a provincial nomination must also submit a Job Bank profile.

24 November 2016
Kamaljit – Former International Student

- Kamaljit studied in Canada and received her Masters degree. She then found skilled work in Canada under a post-graduate work permit for two years and is still working there.

<table>
<thead>
<tr>
<th></th>
<th>Human Capital (no spouse)</th>
<th>Pre Reform</th>
<th>Post Nov 19 Reforms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>24 years old</td>
<td>110</td>
<td>110</td>
</tr>
<tr>
<td>Education</td>
<td>Master of Arts Degree</td>
<td>135</td>
<td>135</td>
</tr>
<tr>
<td>Language</td>
<td>High (CLB 8-9)</td>
<td>116</td>
<td>116</td>
</tr>
<tr>
<td>Canadian Experience</td>
<td>One year</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Canadian Study Experience</td>
<td>2 year M.A.</td>
<td>0 (criteria did not exist)</td>
<td>30</td>
</tr>
<tr>
<td>Job offer or Provincial nomination</td>
<td>No</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total*</td>
<td></td>
<td>451</td>
<td>481</td>
</tr>
</tbody>
</table>

* Not shown in the table: Kamaljit also gets 50 points for her combinations of language and education and Canadian work experience and education.
Mario - Tenure-track professor who is working in Canada under a temporary LMIA exemption

- Prior to the reform, Mario found it difficult to attain job offer points in Express Entry even with his full-time tenure track position. He did not need an LMIA to work temporarily but one was needed for Express Entry.
- His employer may not have been able or willing to secure an LMIA for his position.
- Even with an LMIA, the contract end date made it unlikely to qualify as a valid job offer.

Table:

<table>
<thead>
<tr>
<th>Human Capital</th>
<th>Pre Reform</th>
<th>Post Nov 19 Reforms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>34</td>
<td>75</td>
</tr>
<tr>
<td>Education</td>
<td>PhD</td>
<td>140</td>
</tr>
<tr>
<td>Language</td>
<td>Mod-high (CLB 7-8)</td>
<td>82</td>
</tr>
<tr>
<td>Canadian Experience</td>
<td>Yes 2 years</td>
<td>46</td>
</tr>
<tr>
<td>Canadian Study Experience</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>Spouse</td>
<td>Yes</td>
<td>0</td>
</tr>
<tr>
<td>Job offer or Provincial</td>
<td>Yes – LMIA exempt (Significant Benefit to Canada)</td>
<td>0</td>
</tr>
<tr>
<td>nomination</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total* 393 443

* Not shown in the table: Mario also gets 50 points for his combinations of language and education and Canadian work experience and education.

24 November 2016