



Enhancing Express Entry through category-based selection to better meet Canada's evolving economic needs

Questionnaire

Tell us about yourself

Q1 – Please provide your organization's name:

- Organization's name: _____
- Your name (optional): _____

Q2 – Which of the following best describe(s) your organization? Please select all that apply.

- Academia, research foundation/institution, or think tank
- Business
- Chamber of commerce or board of trade
- Economic development organization
- Educational institution or school board
- Educational credential assessment organization
- Employment services
- Faith-based organization
- First Nations/Inuit/Métis organization
- Francophone or official language minority community organization
- Government – Federal
- Government – Municipal or regional administration
- Government – Provincial or territorial
- Government – Arm's-length agency/Crown corporation
- Healthcare organization or other care service
- Immigration consultant or lawyer
- Industry or sector council
- Labour organization
- 2SLGBTQI+ organization
- Member of a Local Immigration Partnership (LIP) or Réseau en immigration francophone (RIF)
- Multicultural or ethno-cultural association
- Not-for-profit/non-governmental organization
- Settlement or resettlement organization
- Other, please specify: _____
- I do not represent an organization

Q3a – In which province or territory do you mainly operate? Please select all that apply.

- National organization
- British Columbia
- Alberta
- Saskatchewan
- Manitoba
- Ontario
- Quebec



- New Brunswick
- Nova Scotia
- Prince Edward Island
- Newfoundland and Labrador
- Yukon
- Northwest Territories
- Nunavut

Q3b – [IF Q3=QUEBEC] Does your organization have a national mandate, or is your mandate limited to the province of Quebec?

- National mandate
- Quebec mandate [IF SELECTED, END SURVEY: “Thank you for your interest in this survey. Due to the [Canada-Québec Accord](#), IRCC only engages organizations that operate in Quebec with a national mandate, as Quebec is responsible for its own immigrant selection.”]

Selecting candidates based on work experience in a particular occupation or sector

Q4 – Selecting on the basis of work experience in occupations or sectors experiencing chronic shortages could be a way to improve the responsiveness of the economic immigration system.

According to Statistics Canada, the most acute skilled shortages are found in construction (trades), administrative and support services, waste management and remediation services, health care and social assistance, and other services (with the exception of public administration, which is considered a separate industry as per the North American Industry Classification System).

Are these areas of concern to your organization? Are there other occupations or sectors experiencing chronic and long-term needs that you could identify, and for which permanent residence through Express Entry can complement in-Canada solutions (such as better wages and working conditions, skills upgrading and improving productivity)? For each identified occupation or sector, we would also appreciate considerations on numbers, including data. How might solutions incorporate equity considerations?

- [OPEN END]

Transitioning international student graduates to permanent residence

Q5a – We are interested in your feedback on whether selecting international student graduates could help to fill labour market needs quickly. To what extent would increasing the number of international students that transition to permanent residence through Express Entry help respond to current economic needs and priorities?

- Strongly positive impact
- Somewhat positive impact
- No impact
- Somewhat negative impact
- Strongly negative impact
- I don't know

Q5b – Please provide details on why increasing transitions to permanent residence through Express Entry would/would not help respond to existing needs. Are there any gaps that need to be addressed?



Q6 – What are the most important considerations to take into account when defining categories for selection for international students? In your response, you might wish to consider sectors or occupations with the most critical needs, recent work experience in Canada, or recent Canadian credentials from a designated learning institution, whether international students with limited to no Canadian work experience should be considered for eligibility, and any considerations with respect to numbers in this category, for example.

- [OPEN END]

Q7 – Is there any other feedback you would like to provide about selecting international students in Express Entry?

- [OPEN END]

Transitioning temporary foreign workers to permanent residence

Q8a – We are also proposing that selecting temporary foreign workers, with in-Canada experience, could address current chronic labour market needs. To what extent would increasing the number of temporary foreign workers that transition to permanent residence through Express Entry help respond to current economic needs and priorities?

- Strongly positive impact
- Somewhat positive impact
- No impact
- Somewhat negative impact
- Strongly negative impact
- I don't know

Q8b – Recognizing existing provincial/territorial and federal programs that support the transition of temporary foreign workers to permanent residence, please provide details on why increasing transitions through Express Entry would/would not help respond to existing needs. Are there any gaps that need to be addressed?

Q9 – What are the most important considerations to take into account when defining categories for selection for temporary foreign workers? Are there needs in specific areas (in certain skillsets or sectors, such as healthcare or STEM) that could be met by increasing transitions of temporary foreign workers to permanent residence through Express Entry?

In your response, you may wish to comment on chronic and long-term needs that cannot be solved through in-Canada solutions, such as better wages and working conditions, or skills upgrading and improving productivity, including with capital and technological investment. You may also wish to comment on whether to focus on workers who are in Canada versus those with recent experience who may/may not currently reside in the country, as well any implications from a diversity and anti-racism perspective. We would welcome any considerations with respect to numbers.

- [OPEN END]

Q10 – Is there any other feedback you would like to provide about selecting temporary foreign workers in Express Entry?

- [OPEN END]



Selecting Francophone and bilingual candidates

Q11a – We are interested in your views on whether a category designed to select on the basis of French language proficiency could help fill labour shortage demands in Francophone minority communities. To what extent would the further promotion of Francophone immigration through Express Entry help address economic needs or labour shortages?

- Strongly positive impact
- Somewhat positive impact
- No impact
- Somewhat negative impact
- Strongly negative impact
- I don't know

Q11b – Please provide details on why the further promotion of Francophone immigration through Express Entry would/would not help respond to existing needs. Are there any gaps that need to be addressed?

Q12 – What are the most important considerations to take into account when defining categories for selection for Francophone immigration? In your response, you might wish to consider the level of proficiency in French, specific requirements for certain trades or professions, experience in sectors or occupations with the most critical needs, work experience in Canada, or Canadian educational credentials, for example. What are the implications of prioritizing in-Canada versus out-of-Canada French-speaking populations, including for diversity? We would also welcome your input on numbers for this priority, including relative to other selection priorities.

- [OPEN END]

Q13 – Is there any other feedback you would like to provide about selecting Francophone and bilingual candidates in Express Entry?

- [OPEN END]

Other priorities

Q14 – Beyond the proposed priorities, are there any other economic objectives that could be met via category-based selection under Express Entry?

- [OPEN END]

Q15 – Are there any ways to improve equitable access to opportunities for permanent residence through Express Entry?

- [OPEN END]

Learning from the process

Q16 – How has your understanding of category-based selection changed by engaging in this exercise? Please select one of the following options.

- Significantly improved
- Improved
- No change



- Decreased
- Significantly decreased
- I don't know

Q17 – Are there any aspects that remain unclear?

- [OPEN END]

Q18 – The online platform facilitated my participation in this engagement process.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- I don't know

Q19 – What did you like about this engagement process?

- [OPEN END]

Q20 – Was there anything you did not like about this engagement process?

- [OPEN END]

Q21 – Do you have any changes or further recommendations that could support your participation in future years?

- [OPEN END]

Q22a – Do you agree to have your written submission published in whole or in part in subsequent reports?

- Yes
- No

Q22b – [IF Q4=YES] How would you like the material to be attributed in subsequent reports?

- Full attribution – My full name and my organization's name can be published
- Partial attribution by name – Only my full name can be published
- Partial attribution by organization – Only my organization's name can be published
- Anonymized contribution – My comments can be published, but without reference to either my full name or my organization's name