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**
- Create your profile
  - Express Entry
  - Job Bank
  - registration
  - and self-promotion

**STEP 2**
- Express Entry Pool
- ITA Invitation to Apply
- Apply for permanent residence online
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

*unless they already have a valid job offer or P/T nomination
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
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.
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.
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
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 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 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
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.
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
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