

# EXPRESS ENTRY ENTRÉE EXPRESS



[www.canada.ca/ExpressEntry](http://www.canada.ca/ExpressEntry)

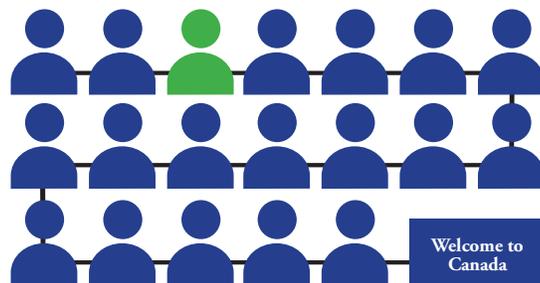
## WHAT EMPLOYERS NEED TO KNOW

### *Helping employers connect with skilled immigrants*

Canada is changing its economic immigration system to provide more recruitment possibilities for employers and more opportunities for prospective skilled immigrants.

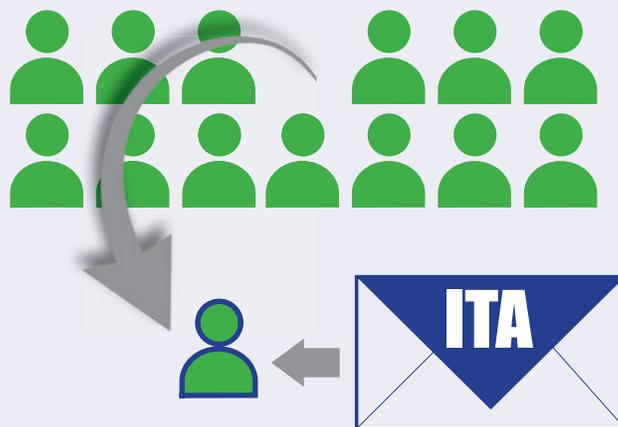
### Moving from the old system...

- First applicant in, first to be processed
- Recruitment of global talent at employer's time and expense
- Difficult to navigate the immigration system due to multiple players
- 12–14 months to process permanent residence applications



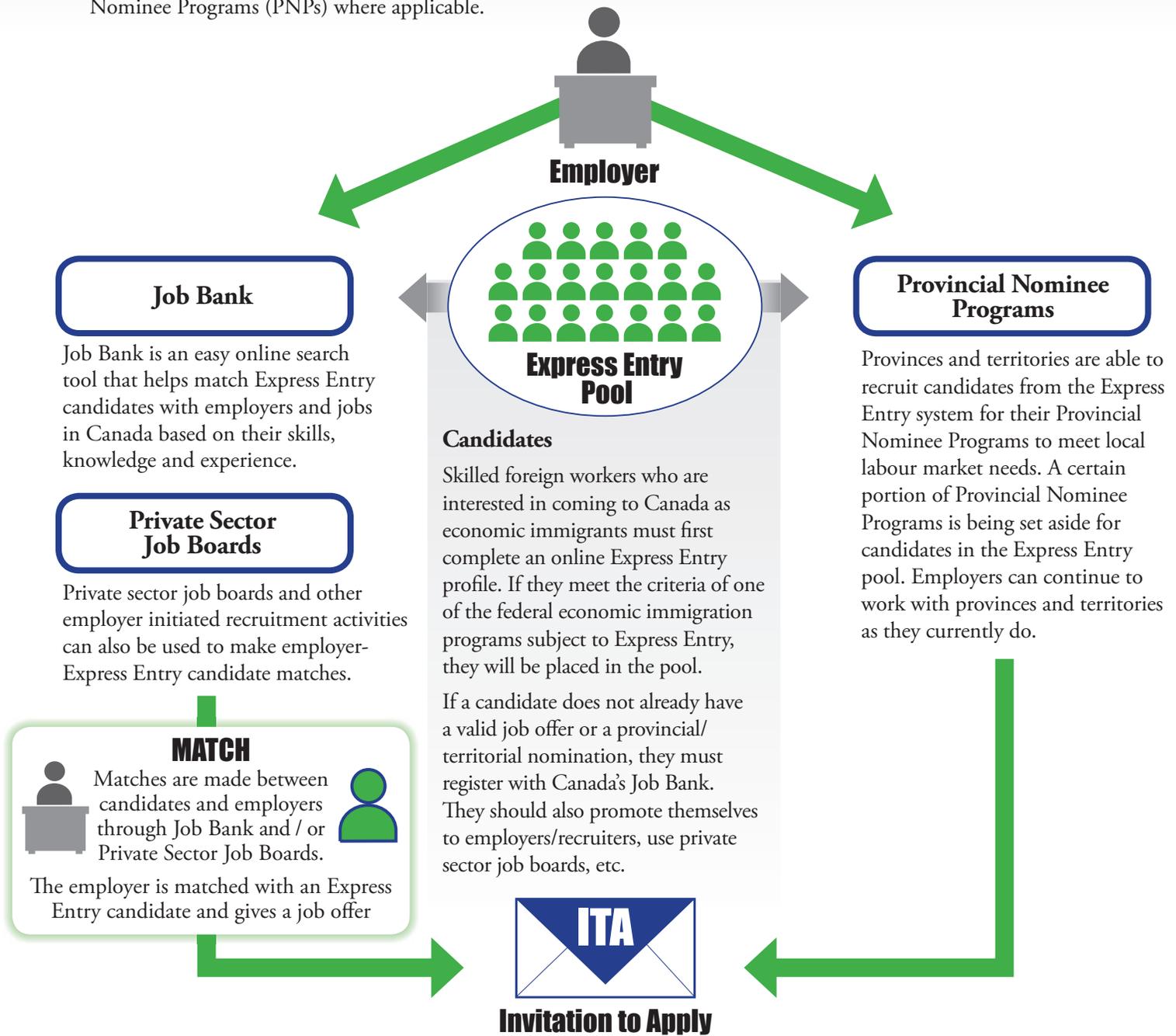
### ... to Express Entry

- Canadian employers have a direct role in recruiting economic immigrants
- Express Entry candidates with a valid job offer or provincial/territorial nomination will quickly receive an Invitation to Apply (ITA) for permanent residence
- Access to a pool of candidates who fit current labour market needs
- New and improved Job Bank connects Express Entry candidates with eligible employers in Canada
- No LMIA\* fee for permanent residence applications
- Six months or less to process permanent residence applications in 80% of cases from receipt of complete application to final decision



# How employers can access Express Entry pool candidates

Employers can hire skilled foreign workers to meet their labour needs when they are unable to find Canadians or permanent residents to fill job vacancies. Employers have the flexibility and choice to use current recruiting and hiring practices. They also have access to candidates through: Canada's Job Bank, private sector job boards and Provincial Nominee Programs (PNPs) where applicable.



A candidate can get an Invitation to Apply for permanent residence through either a Match with an employer or a Provincial Nominee Program.

Candidates are assessed against others within the pool, and ranked based on criteria that are known to contribute to a newcomer's economic success once in Canada. Only the highest-ranked candidates, and those with valid job offers or provincial/territorial nominations, will be invited to apply for permanent residence.

Candidates then have 60 days to apply for permanent residence under the Federal Skilled Worker Program, Federal Skilled Trades Program, Canadian Experience Class or a portion of the Provincial Nominee Program.

Citizenship and Immigration Canada will process the majority of complete permanent residence applications received (i.e. those including all the necessary supporting documents) in six months or less.

## \*Labour Market Impact Assessment (LMIA)

If required, employers may need to get an LMIA from Employment and Social Development Canada.  
*There is no fee for permanent residence LMIA's.*