

## Part 1 - What Is Express Entry?

Express Entry is an intake management system that came into effect in January 2015. It applies to the primary economic streams for permanent residents to Canada, including:

- the Federal Skilled Worker Program;
- the Federal Skilled Trade Program;
- and the Canadian Experience Class

It is also an access and intake system for a small percentage of the Provincial Nominee allocations that are granted to each of the individual jurisdictions.

### Express Entry Details:

- It is an intake management system
- It is not a new permanent residents stream
- Ideally, the system will allow to have more flexibility and to process the applications within a 6-month average
- *Note:* the 6-month application timeframe starts *after* the electronic application has been filed, and the initial review confirmed the application as “complete”
- It takes approximately 8-10 weeks to get to the “complete” stage

### The Benefits of the System:

- The idea is to limit the number of applications that Citizenship and Immigration Canada is processing in a given year to mirror with the immigration levels that are set
- System is designed to improve outcomes for economic immigrants
- Greater role of employers (labour market selecting immigrants; need to have the offer of employment to be selected)
- The system opens up the application process for more people to at least be considered to enter the Express Entry pool:
  - No longer any application caps for the Federal Skilled Worker Program
  - No longer any limitations beyond the immigration levels that are set every year within Parliament

### Range of Applications:

- Between 47,000 and 51,000 for the Federal Skilled Programs;
- Between 21,000 and 23,000 for CEC
- Close to 50,000 for Provincial Nominees Program
- Most of this year’s numbers will come from the existing inventory (already in place as of December 31, 2015)
- 2015 is a test year for Express Entry
- As of July 2015, just under 700 applications were processed through to landing for the first half of the year

### **Application Process:**

- Applicants who qualify under one or more of the primary economic streams for permanent residents and who are entered into the Express Entry pool, will be considered for rounds of invitations based on the program that they're eligible for
  - If the candidate qualifies for more than one of the streams, they will be issued a letter of invitation based on the job priority, as listed below:
    - the Federal Skilled Worker Program;
    - the Federal Skilled Trade Program;
    - the Canadian Experience Class
- Not a lot of opportunities to self-select
- *Exception:* if educated outside of Canada and require the points, candidates can get an Education Credential Assessments to qualify for the Federal Skilled Worker Program; if they do not get the credentials done, they will default to the CEC program
- All of the draws (as of July 2015) have been based primarily on the ranking scores, as opposed to the program's specifics

### **Employers' Incentives to Support Immigration Process:**

- Many employers are conscious about the fact that a number of their existing workers may be subject for the 4-year 'cumulative duration' limit on the length of time they may work in Canada – a concern for the semi-skilled applications
- Inter-company transfers are also subject to a maximum period of stay in their specific categories (if there is no other option for other work permits, then transition to the permanent residence is important)
- Employers may be looking to promote lower-skilled workers to higher-level positions
- Employers are more reluctant to keep renewing work permits if there is an options for permanent residence due to the changes around the International Mobility Program and around applying to labour market impact assessments.