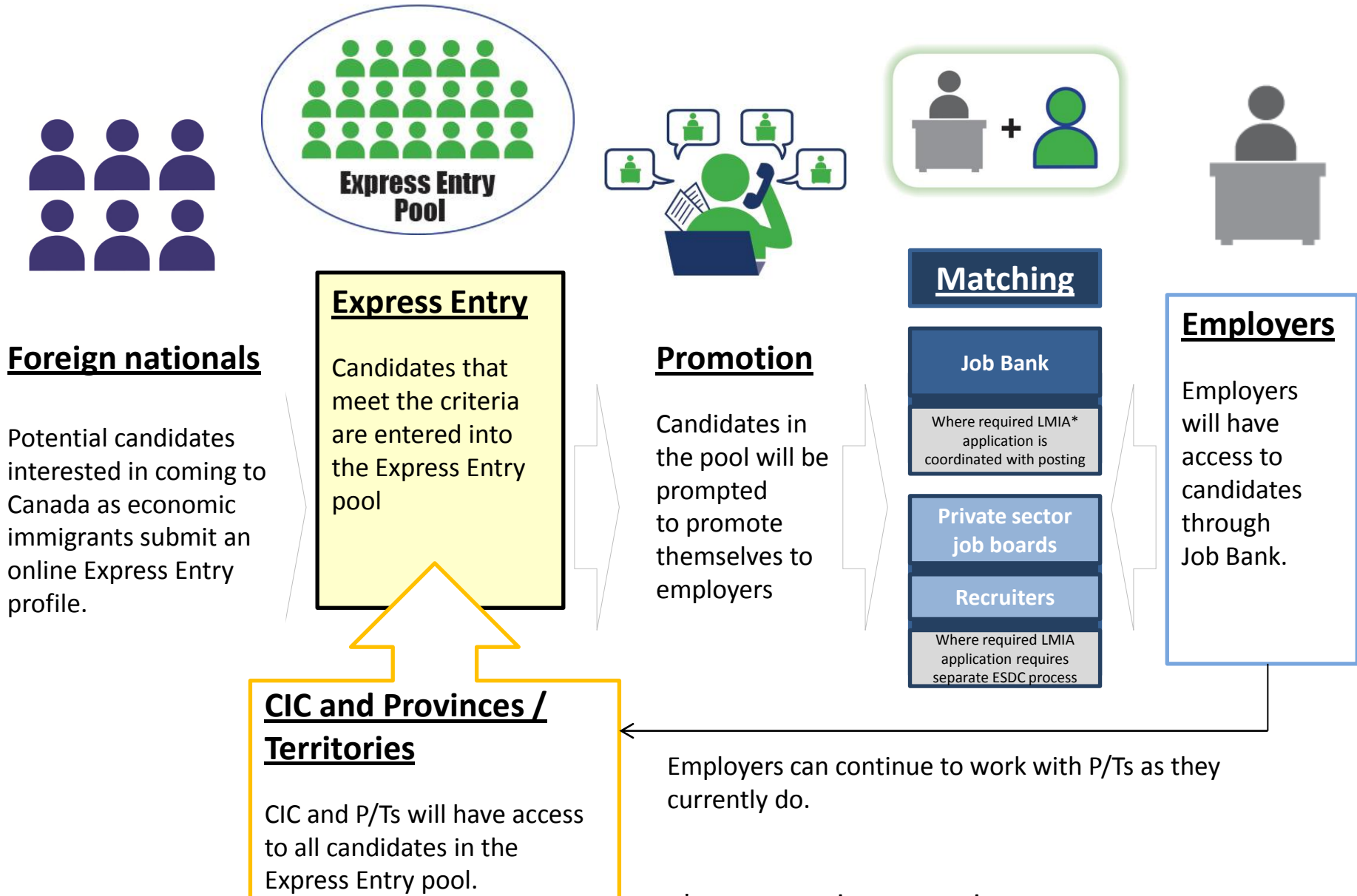




The New Two-Step Application Process

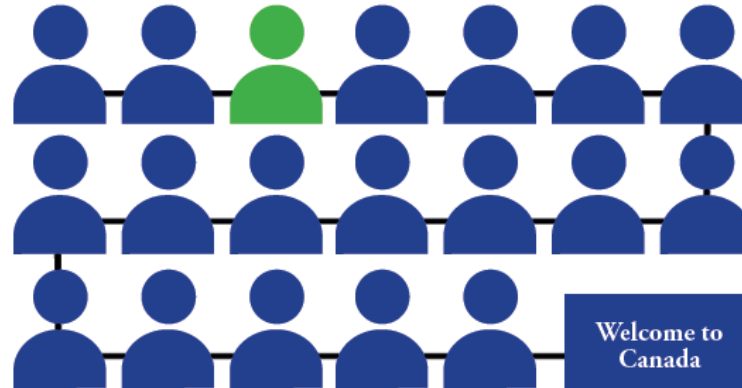


HOW EXPRESS ENTRY WILL WORK



*LMIA – Labour Market Impact Assessment

Moving from the old system...



- Recruitment of global talent at employer time and expense
- Difficult to navigate the immigration system due to multiple players
- First applicant in, first to be processed
- Average of 12-14 months to process an application



... to Express Entry

- Government of Canada, provinces and territories (P/Ts) and Employers will have a direct role in economic immigration
- New and improved Job Bank will connect Canadian employers with a comprehensive pool of candidates if they can't find Canadians or permanent residents to do the job
- Express Entry candidates with a valid job offer or P/T nomination will quickly be invited to apply for permanent residence
- CIC will be able to select candidates that are most likely to succeed in Canada, rather than the first in line
- Express Entry candidates will benefit from processing times of six months or less.*





Step 1: Express Entry Profile

- Potential candidates will submit an online Express Entry profile.
- They will be assessed according to a skills based ranking system that looks at:
 - Language proficiency
 - Education
 - Canadian work experience
 - Other factors that lead to success in Canada
- At this stage, skills will be self-declared based on appropriate test results.



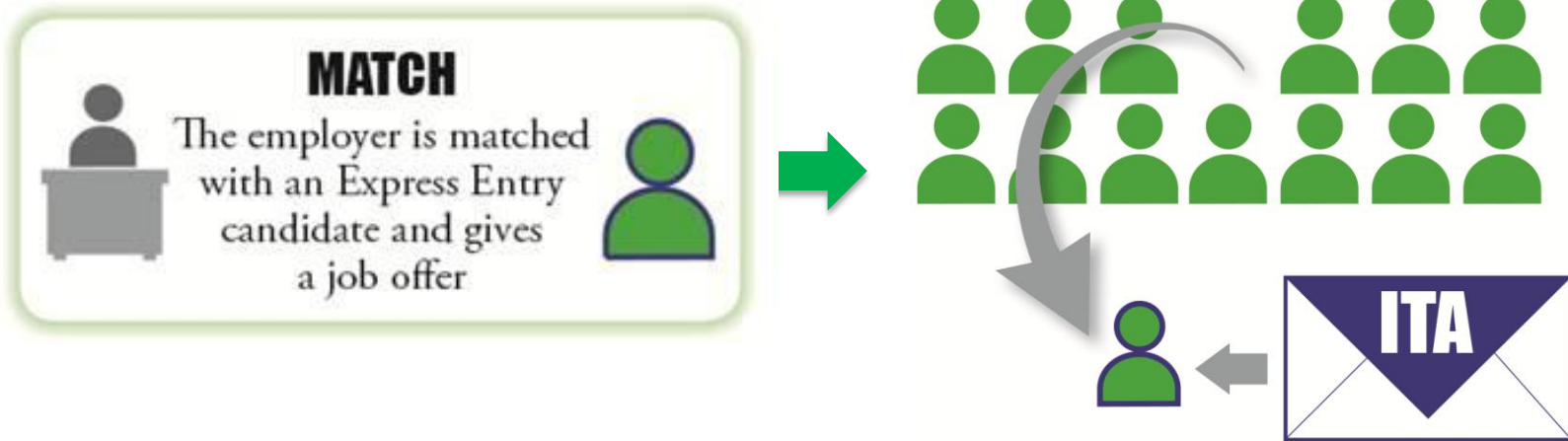
Step 1: Express Entry Profile cont'd

- Candidates who meet the criteria of one of the federal economic immigration programs subject to Express Entry will be placed in the Express Entry pool.



- Candidates will need to promote themselves:
 - Registration with Job Bank will be required
 - They will be encouraged to signal their presence in the Express Entry pool to recruiters, on private sector job boards, etc.

Step 2: Invitation to Apply (ITA)



When an employer offers a job to a candidate:

- They will quickly be offered an ITA for permanent residence (PR);
- Express Entry candidates will benefit from processing times of six months or less.*



Step 2: Invitation to Apply (ITA) cont'd

- Candidates with an ITA will have 60 days to apply for permanent residence through one of four existing economic immigration programs:
 - [Federal Skilled Worker Program](#) (FSWP)
 - [Federal Skilled Trades Program](#) (FSTP)
 - [Canadian Experience Class](#) (CEC)
 - [Provincial Nominee Program](#) (PNP)*
- Applicants will need to meet the criteria set out in the immigration program which applies to them





Provinces and Territories = Key Partners

- Provincial and territorial (P/T) nominations will continue and grow under the new system.
- P/Ts will be able to nominate candidates who meet their unique regional labour market needs.
- When an Express Entry candidate is identified through a PNP, they can be handpicked and quickly invited to apply for permanent residence.
- CIC will process applications in six months or less.*





Summary

- The changes to economic immigration will benefit employers by:
 - Making it easier to find the candidates they need to fill available positions
 - Linking LMIA and Job Bank will simplify employer's LMIA advertising requirements
 - Allowing for greater flexibility
 - Eliminating backlogs and introducing 6-month processing times*





Next Steps:

- The modernized Job Bank will be launched in late 2014 for Canadian citizens and permanent residents.
- The Express Entry system will be launched in January 2015.
 - At that time, the modernized Job Bank will be accessible to Express Entry candidates.
- CIC will continue to engage employers after launch to get feedback on the system and work on continuous improvements.

