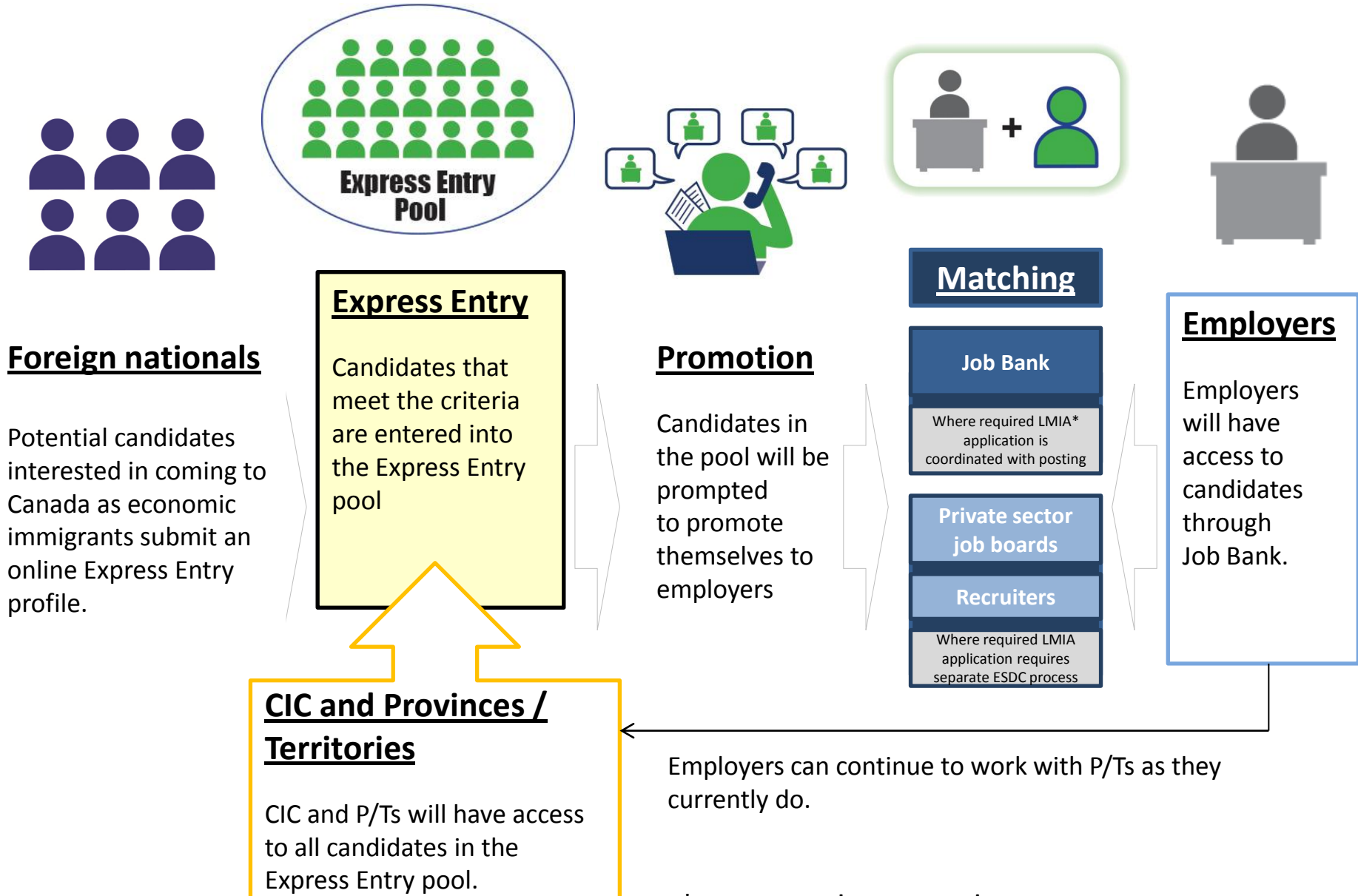




The New Two-Step Application Process



HOW EXPRESS ENTRY WILL WORK



Foreign nationals

Potential candidates interested in coming to Canada as economic immigrants submit an online Express Entry profile.



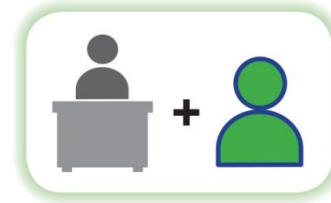
Express Entry

Candidates that meet the criteria are entered into the Express Entry pool



Promotion

Candidates in the pool will be prompted to promote themselves to employers



Matching

Job Bank

Where required LMIA* application is coordinated with posting

Private sector job boards

Recruiters

Where required LMIA application requires separate ESDC process



Employers

Employers will have access to candidates through Job Bank.

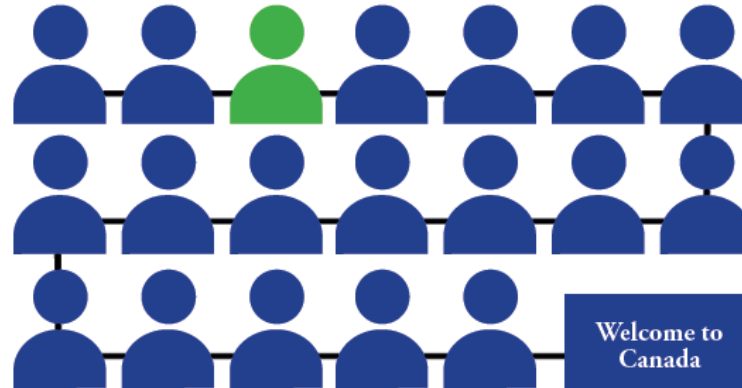
CIC and Provinces / Territories

CIC and P/Ts will have access to all candidates in the Express Entry pool.

Employers can continue to work with P/Ts as they currently do.

*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.



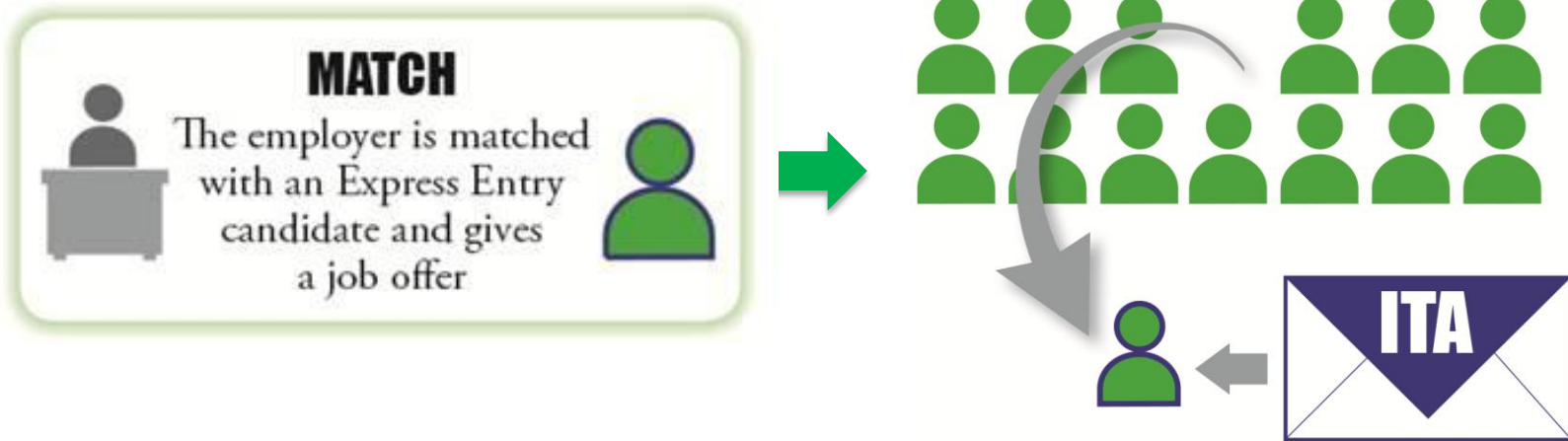
Step 1: Express Entry Profile cont'd

- 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.

