

# EXPRESS ENTRY ENTRÉE EXPRESS



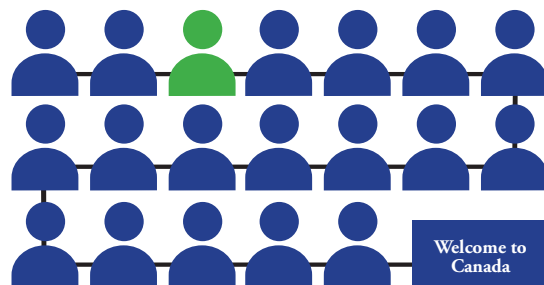
## WHAT EMPLOYERS NEED TO KNOW

### *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.

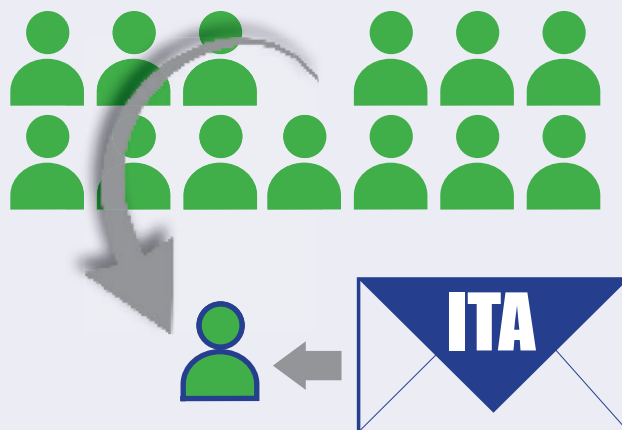
### Moving from...

- First applicant in, first to be processed
- Recruitment of global talent at employer time and expense
- Difficult to navigate systems with multiple players
- 12–14 months to process permanent residence applications



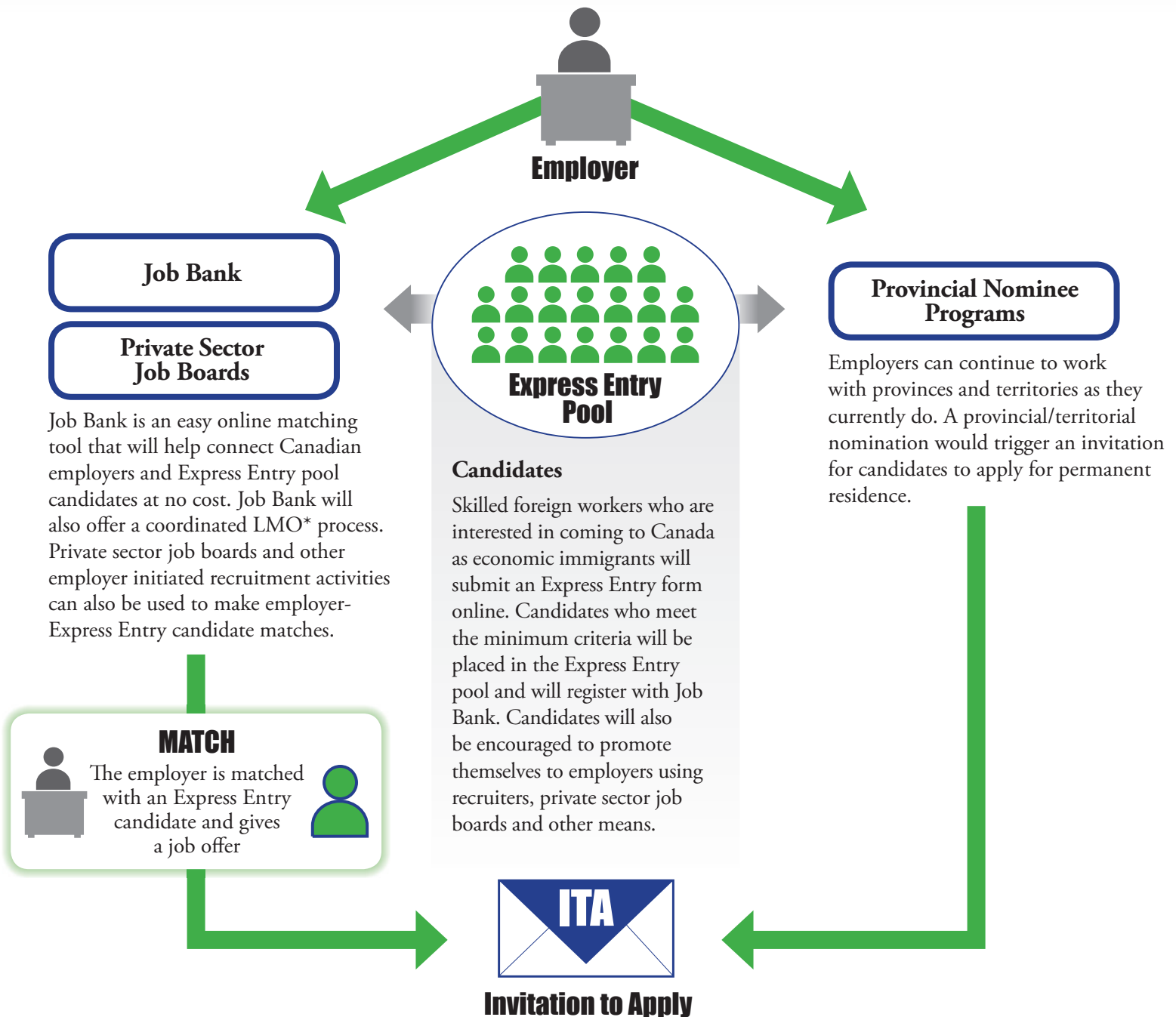
### Moving toward...

- Canadian employers will have a direct role in recruiting economic immigrants
- Automatic and guaranteed Invitation to Apply (ITA) for permanent residence for candidates with a valid job offer or provincial/territorial nomination
- Employers will have the flexibility and choice to use current recruiting and hiring practices
- Access to better candidates that fit current labour market needs
- Improved Job Bank with coordinated Labour Market Opinion (LMO) process
- Job Bank will connect Canadian employers and Express Entry pool candidates at no cost
- No LMO fee for permanent residence applications
- Six months or less to process permanent residence applications



# 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 will have the flexibility and choice to use current recruiting and hiring practices. They will also have access to candidates through: Job Bank, private sector job boards and Provincial Nominee Programs (PNPs) where applicable.



Job Bank is an easy online matching tool that will help connect Canadian employers and Express Entry pool candidates at no cost. Job Bank will also offer a coordinated LMO\* process. Private sector job boards and other employer initiated recruitment activities can also be used to make employer-Express Entry candidate matches.

## Candidates

Skilled foreign workers who are interested in coming to Canada as economic immigrants will submit an Express Entry form online. Candidates who meet the minimum criteria will be placed in the Express Entry pool and will register with Job Bank. Candidates will also be encouraged to promote themselves to employers using recruiters, private sector job boards and other means.

Employers can continue to work with provinces and territories as they currently do. A provincial/territorial nomination would trigger an invitation for candidates to apply for permanent residence.

Candidates with a valid job offer or PNP nomination will be quickly offered an ITA. They will need to apply for permanent residence under the Federal Skilled Worker Program, Federal Skilled Trades Program, Canadian Experience Class or Provincial Nominee Programs.

Citizenship and Immigration Canada (CIC) will also select Express Entry candidates with characteristics linked to success in the Canadian job market.

CIC will process the majority of permanent residence applications received through Express Entry in six months or less.

### \*Labour Market Opinion (LMO)

If required, employers may need to get an LMO from Employment and Social Development Canada.

*There is no fee for permanent residence LMOs.*