



Citizenship and  
Immigration Canada

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Immigration Canada



# Citizenship and Immigration Canada

## Recent Changes to Canada's Economic Immigration Programs

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Canada 



# Today's presentation

**Purpose:** To provide an update on recent changes to Canada's Economic Immigration Policies and Programs

**Outline:**

- ✓ **Overview**
- ✓ **Reforming the Temporary Foreign Worker Program**
- ✓ **The International Student Program**
- ✓ **Focussing on Immigrant Selection and the Provincial Nominee Program**
- ✓ **Introducing a New Online Application Management System Known as *Express Entry***



# Canada's current immigration program

## Temporary Residents:

- In Canada for a limited time:
  - Visitors and business travellers
  - International students
  - Temporary Foreign Workers (TFWs)
- Intake responds to demand
- Qualified students and TFWs can access bridges to permanent residence

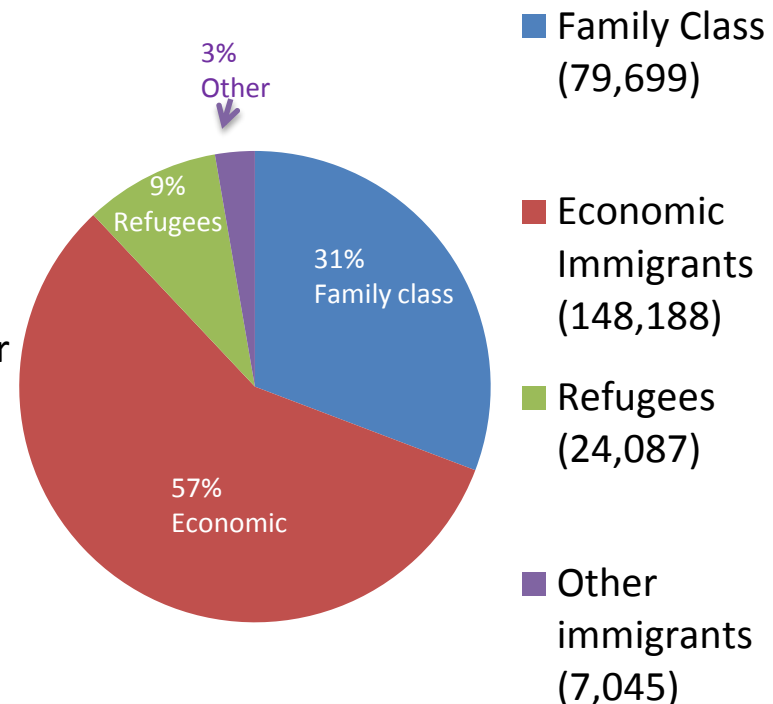
## Permanent Residents:

- Foreign nationals who settle in Canada permanently and can eventually apply for citizenship
- Intake is managed – subject to an annual levels plan tabled in Parliament
- Planning range of 240,000-265,000 admissions per year since 2007

**In 2013: 259,019**

## New permanent residents

### Permanent residents by category



# How temporary foreign workers entered Canada in 2013?

## LMO Exempt

62% of TFWs  
(137,533 entries  
in 2013)

Promotes and facilitates broader Canadian interests. No labour market test.

## LMO Required

38% of TFWs  
(83,740 entries  
in 2013)

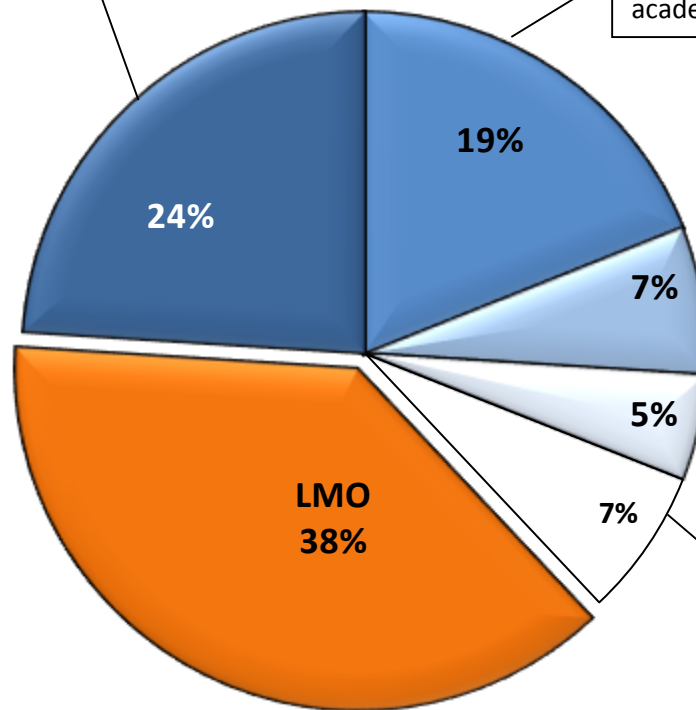
Addresses specific labour shortages. Employers must undergo a labour market test.

### International Experience Canada:

Youth on international exchange, largely through youth mobility agreements

### Other LMO-exempt:

spouses of certain TFWs and international students; reciprocal exchanges (e.g. academics); athletes



### Free Trade professionals:

e.g. NAFTA, bilateral free trade agreements

### Intra-company transferees:

international companies can temporarily transfer qualified employees; entries through FTAs or GATS/general

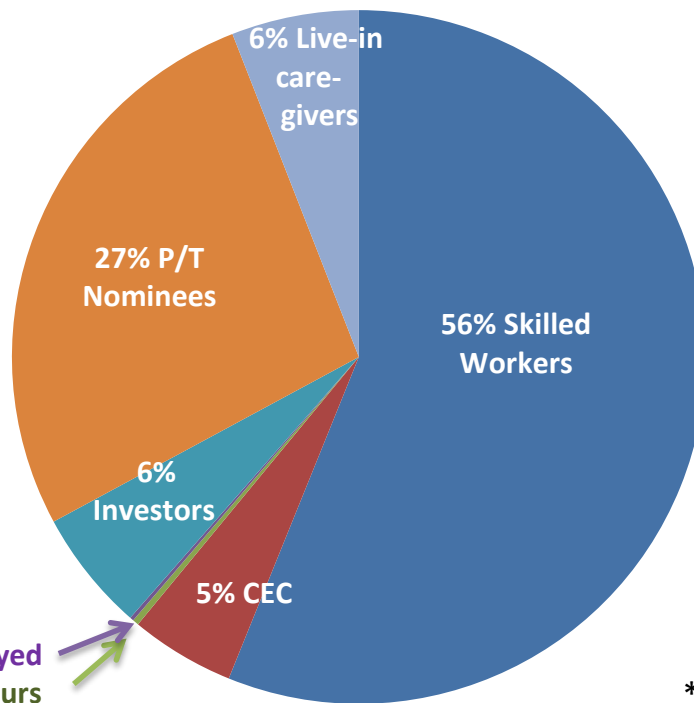
### PT agreements:

bilateral immigration agreements provide for LMO exemptions



# Permanent economic admissions by category 2013

Admissions of principal applicants, their spouses and dependants



■ Skilled Workers\* (83,162 )

■ Canadian Experience Class (CEC) (7,216 )

■ Entrepreneurs (426)

■ Self-employed (264)

■ Investors (8,403)

■ Provincial/Territorial Nominees (39,918 )

■ Live-in caregivers (8,799)

0.18% Self-employed  
0.29% Entrepreneurs

\*includes Federal Skilled Workers, Quebec-selected Skilled Workers and Federal Skilled Trades



## Building a fast and flexible immigration system to meet Canada's economic and labour market needs...

- *Economic Action Plans 2012, 2013, 2014* have made immigration a key priority for the Government of Canada
- The Government's vision for immigration
  - Prime Minister Harper stated that we “will... undertake significant reform of our immigration system [and will] make our economic and labour force needs the central goal of our immigration efforts in the future.” [Davos, 2012]
    - New application management system – “just in time” processing to quickly respond to changing priorities and needs
    - Eliminate application backlogs
    - A greater focus on economic immigration
- Recent policy and program changes to deliver on the Government's immigration agenda
  - Reforms to the Temporary Foreign Worker Program
  - Improvements to the permanent resident programs
  - Planned introduction of the *Express Entry* system





## ...while increasing immigration levels ...

- The Government of Canada is planning to welcome between **260,000-285,000** new permanent residents in 2015
  - An increase of approximately 19,000 planned admissions compared to 2014
- **Higher immigration levels in the 2015 levels plan will:**
  - Respond to the government's strategy of supporting economic growth by addressing labour and skills shortages as well as helping to ensure labour force growth
  - Support transition to new *Express Entry* system, which launched in January 2015
  - Accelerate backlog reduction in key categories –continue aggressive Parent and Grandparent backlog reduction
  - Support reforms to Canada's Caregiver Program including aggressive backlog reduction
  - Make progress on Government's goal of 70 % economic immigration – almost 65 % of overall admissions will be in the Economic Class





## ... and improving the Caregiver Program

- **Improvements announced on October 31, 2014, to address key concerns**
  - the potential vulnerability of caregivers living in the homes of employers
  - the long periods of family separation faced by caregivers
  - the need to improve the long-term outcomes of caregivers in the Canadian labour market
- **Program improvements**
  - **Reducing the backlog** – ramping up processing to admit 30,000 permanent resident caregivers and their family members already in the queue in 2015 – an all-time high
  - **Ending the live-in requirement** – removing the live-in requirement will reduce workplace vulnerability and result in greater opportunities and higher wages for caregivers. If employers and caregivers wish to agree to live-in arrangements, they can continue to do so
  - **Improving the pathways to permanent residence for caregivers** – on November 30, 2014, the government launched two new pathways for caregivers
    - ***Caring for Children Pathway*** – a pathway to permanent residence for caregivers providing child care in a home, but without a mandatory live-in requirement
    - ***Caring for People with High Medical Needs Pathway*** – a pathway to permanent residence for caregivers providing care for the elderly or those with disabilities or chronic disease at higher skill levels in health facilities or in a home







# Reforming the Temporary Foreign Worker Program

- Review of the Temporary Foreign Worker Program (TFWP) launched in 2012 to address concerns
  - Reports of abuse and exploitation of foreign workers
  - Some distortion of wages
  - Companies applying for foreign workers even when Canadians applying for the same jobs
  - Business models based on presumption of hiring foreign workers
- Reforms announced on June 20, 2014
- The objective of the changes has been to ensure that the TFWP operates in Canada's economic interest, is only used as a last and limited resort for jobs for which qualified Canadians clearly are not available
- The reforms have also been designed to facilitate legitimate international labour mobility that is in Canada's economic interests, and to ensure employers are complying with program requirements



# Reforming the Temporary Foreign Worker Program

- The TFWP been reorganized into two distinct streams to increase clarity, transparency, accountability, and accuracy
- *LMO (LMIA)-required* streams have retained the name **Temporary Foreign Worker Program** (led by ESDC)
  - focussed on providing access to temporary labour to sectors and regions experiencing labour shortages
  - responsive to economic and labour market changes
  - employers could hire from any country, subject to a labour market opinion by Employment and Social Development Canada (ESDC)
- *LMO (LMIA)-exempt* streams now form the **International Mobility Program** (led by CIC)
  - support broader Canadian interests (e.g., NAFTA, youth mobility agreements, persons awaiting finalization of permanent residence) and were exempt from any labour market test
- Other key changes include
  - A new compliance and enforcement regime for the IMP, including fees collection
  - A new regulatory charge and collection of employment information from employers of LMIA-exempt employer-specific work permit applicants
  - A new privilege fee on open work permit holders, with certain exemptions ( e.g. refugee claimants)
  - Tightened provisions regarding Intra-Company Transferees
  - A two-year cumulative duration limit for workers in the low wage stream of the TFWP

## By the Numbers

# of TFWs admitted to Canada in 2013: 221,281

Total # of TFWs in Canada in 2013: 386,406

**Employment profile (skill level):**  
All skill levels

**Main provinces of destination:**  
Ontario, British Columbia, Quebec, Alberta

**Principal countries of origin:**  
US, Mexico, France, United Kingdom, Philippines, India

**Onward trajectory:**  
43,685 TFWs transitioned to permanent residence in 2013



# Improving the International Student Program

- Maintaining and enhancing Canada's global position in higher education is a priority of the Government of Canada
- Reforms to Canada's International Student Program announced by Citizenship and Immigration Canada on February 12, 2014
- Key reforms include:
  - Limiting issuance of study permits to international students destined to designated educational institutions, including those that are designated by provincial and territorial ministries of education;
  - Introducing new study permit conditions that will require international students to be enrolled at a designated institution and actively pursuing studies while in Canada on a study permit;
  - Making it easier for international students to work off-campus; and
  - Streamlining access to international student work programs.
- Regulations came into force on June 1, 2014

**Total number of international students present in Canada in 2013:** 293,503

**Principal countries of origin:** China (32%), India (11%), Korea (6%), Saudi Arabia (5%), USA (4%), France (4%)

**Main provinces and institutions of destination:** Ontario (43%), British Columbia (25%), Quebec (14%)

**Levels of study:** University (55%), Other Post-Secondary Education (21%), Kindergarden to 12 (16%)





## Focusing on selection of skilled immigrants...

- Modernization in 2013 of the **Federal Skilled Worker Program (FSWP)** – increased emphasis on official language skills and education credentials
- Improvements to the **Canadian Experience Class (CEC)** in 2013 – faster transition through reduced work experience requirement (from 24 months to 12 in the past 36), standardized eligibility requirements for all applicants, and language thresholds (CLB 7 for NOC 0 and A applicants, and CLB 5 for NOC B applicants)
- Launch of the **Federal Skilled Trades Program (FSTP)** in 2013 to help meet high demand for certain skilled trades and to contribute to the trades’ renewal – selection criteria emphasize practical training and work experience, rather than formal academic education



## ... and using PNP to support regional economic growth

- The **Provincial Nominee Program (PNP)** is the main source of economic immigrants for many provinces and territories (PTs) – it has grown from a “niche” program to 27% of Canada’s economic class admissions
- Joint Citizenship and Immigration Canada (CIC) and PT efforts over the past two years to re-focus the PNP on its economic purpose in order to quickly respond to regional labour market demands. Recent changes include:
  - Elimination of family and community-identified streams
  - Language testing and minimum language standards for lower-skilled (NOC C and D) occupations
  - Redirecting international students to the Canadian Experience Class
  - Applying human capital points grids to several skilled worker streams
- CIC and PTs have also worked to strengthen the management, accountability and integrity of the PNP

### By the Numbers

**Planned range for 2014:**  
44,500-47,000

**PN profile (profession, education, age, work experience, language proficiency):**

In 2013, 65% of nominees were high skilled (NOC 0,A,B), and 27% were semi- and low skilled (NOC C, D). The remaining 8% had no reported skill level (in most cases these would be new labour-market entrants). 81.8% speak English alone (self-report); 74.8% age 25-44,

**Main provinces of destination 2013:** Alberta, Manitoba, Saskatchewan

**Principal countries of origin 2013:**  
Philippines, India, China

**Outcomes of 2011 Evaluation:**  
More than 90% declared employment earnings after one year in Canada; average income ranged between \$35,200 and \$45,100 after 3 years.





# Reforming federal business immigration

- A more globalized economy requires a shift towards innovation, productivity and creating better jobs and stronger businesses that can compete on a global scale
- In *Economic Action Plans 2012* and *2013* the Government committed to exploring ways to reform business immigration programs to ensure business immigrants to make a real contribution in exchange for the security and pathway to citizenship that Canada provides
  - In April 2013 CIC launched the **Start-Up Visa Program**, designed to attract the best and brightest entrepreneurs from around the world who have ideas for new business ventures
  - Following a policy review and public consultations, the Government announced the termination of the **Immigrant Investor Program** and **Entrepreneur Program** because they provided limited economic benefit to Canada
  - The **Immigrant Investor Venture Capital (IIVC)** pilot, launched in January 2015, seeks to attract a small number of immigrant investors who can make a real investment in the Canadian economy
  - The **Self-employed** class remains open to applicants who can demonstrate their ability to create their own employment in athletics, cultural activities, or farm management





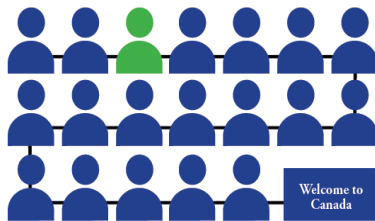
## *Express Entry* – A new active recruitment model

- As of January 2015, skilled foreign workers have access to *Express Entry* – a **new electronic application management system** – which applies to Canada’s key economic immigration programs
  - Federal Skilled Worker Program
  - Federal Skilled Trades Program
  - Canadian Experience Class
  - A portion of the Provincial Nominee Programs
- *Express Entry* is **not** a new immigration program; it is a new way for CIC to manage economic immigration applications online
- *Express Entry* provides **employers** with access to skilled foreign nationals whom they can consider for *a permanent position* when they are unable to fill a position with a Canadian or permanent resident
- For **prospective skilled foreign workers**, *Express Entry* will result in faster processing times



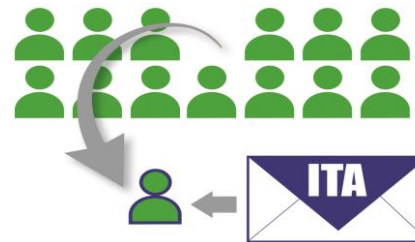
# Express Entry – Changes how Canada selects skilled immigrants

## The old system...



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

## Express Entry



- CIC selects candidates that are most likely to succeed in Canada, rather than the first in line
- *Express Entry* candidates with a valid job offer or P/T nomination are quickly *invited to apply* (ITA) for permanent residence
- In 2015 (exact date TBC), the new Job Bank will connect Canadian employers with a pool of skilled foreign national candidates if they can't find Canadians or permanent residents to do the job
- *Express Entry* candidates benefit from processing times of six months or less\*





## Provinces and Territories = Key Partners

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





# Summary

- Canada's permanent resident economic immigration programs attempt to navigate...
  - The needs of the national, long-term labour market outlook and the demand to fill occupational and regional job shortages
  - A shared jurisdiction over immigration in our federal system
- ...while moving toward...
  - A greater share of economic immigrants in the annual levels plan
  - A deeper grounding in evidence-based labor market success factors such as:
    - Official language ability;
    - Younger age at entry; and
    - Canadian education and labor market experience
  - Increased collaboration with partners and stakeholders – with a focus on better immigrant outcomes and an improved match with labour market demand
- The changes to economic immigration will benefit employers by:
  - Accommodating greater flexibility in recruitment and assessment
  - Making it easier to find the candidates they need to fill available positions
  - Bringing skilled newcomers to Canada faster by eliminating backlogs and introducing 6-month processing times\*

