

## Workforce & Immigration Symposium Notes

### GLOSSARY & PATHWAYS

**PGWP:** post graduate work permit (it's an open work permit)

**LMIA:** Labour Market Impact Assessment. It's required as a first step for the 'default' work permit and with an approved LMIA, one may apply for a (closed) work permit.

**IRCC:** The Immigration Department.

**PR:** Permanent Resident

**IRPA :** Immigration and Refugee Protection Act

**OINP :** Ontario Immigrant Nominee Program (the provincial PR program).

**EE:** Express Entry. Express Entry selects based on official language proficiency, education, and work experience. The idea is to assist with positive economic outcomes, including higher employment rates and earnings.

**NOC:** National Occupational Classification (each job in Canada has a NOC code and description).

There are three pathways to Express Entry: The CEC (Canadian Experience Class), the FSW (Federal Skilled Worker Program) and the FST (Federal Skilled Trades Program). One has to first meet the criteria for the CEC, FSW or FST then one goes to the next step which is EE.

PGWP: post graduate work permit (it's an open work permit). **The person must have a valid study permit and needs to apply within 90 days of first being able to receive the final transcript and letter confirming graduation. It's an online application and there are forms and language requirements as well as government fees.**

LMIA: Labour Market Impact Assessment. It's required as a first step for the 'default' work permit and with an approved LMIA, one may apply for a (closed) work permit. **This involves advertising for 30 days on 3 different sources, including the Job Bank. Then an application is submitted by the employer (or representative) and \$1,000 is paid.**

OINP : Ontario Immigrant Nominee Program (the provincial PR program). **This is being revamped and a new program will come out soon. It's a permanent residence application supported by the province of Ontario. There are streams for foreign workers, students, entrepreneurs and people with outstanding ability being contemplated.**

EE: Express Entry. Express Entry selects based on official language proficiency, education, and work experience. The idea is to assist with positive economic outcomes, including higher employment rates and earnings. **I participated in a roundtable at the invitation of the government recently and they are revamping the system but it will likely still have category-based draws. It's essentially an intake. Here is a good summary:**

**Express Entry is an online system used to manage applications for three Federal High Skilled immigration programs (i.e., the Canadian Experience Class, the Federal Skilled Worker Program and the Federal Skilled Trades Program) and a portion of the Provincial Nominee Program.**

**Occupations eligible for these programs require a high level of training, education, experience and responsibilities (TEER categories 0, 1, 2 and 3).**

**Express Entry is designed to select individuals based on factors (such as official language proficiency, education, and work experience) known to predict positive economic outcomes, including higher employment rates and earnings.**

**Candidates who meet the requirements of one (or more) of the three programs are entered into a pool and are ranked using the Comprehensive Ranking System. Only top-ranking candidates are invited to apply for permanent residence during invitation rounds, which are held regularly and documented online.**

**Invitations can be sent to top-ranking candidates in one of three types of rounds:**

- **General: All candidates in the pool are considered.**
- **Program-specific: Only candidates eligible to a specific program (e.g. CEC) are considered,**
- **Category-based: Introduced in 2023, a category-based rounds allow IRCC to issue invitations to apply to candidates who have skills or experience linked to a specific economic goal.**

**Candidates eligible for any round type are ranked using the Comprehensive Ranking System, and those who rank highest are invited to apply during these rounds.**

**A candidate may be eligible for selection via one or more invitation round types.**

**The number of candidates invited to apply for permanent residence through Express Entry in a given calendar year is based on planned permanent resident admissions under Canada's Immigration Levels Plan. Within this plan, admissions via the Express Entry Federal High Skilled programs make up approximately 30% of all admissions, and 45% of economic immigration admissions.**