



Information for Employers

Express Entry Immigration

LIVE HERE. WORK HERE. BELONG HERE.

Newfoundland and Labrador has a diverse labour market, a skilled and educated population, is family-friendly and committed to inclusion. People from over 80 countries make Newfoundland and Labrador their home. The introduction of the Newfoundland and Labrador Provincial Nominee Program Express Entry Skilled Worker Category enables skilled immigrant workers to enter the province faster than ever before. Express Entry offers the opportunity for permanent residency and provides a path to success for skilled immigrants and their families, as well as international students.

Under Express Entry immigration, candidates will be fast-tracked once they receive an offer of employment from a Canadian employer, and have a Provincial Government nomination or are selected by Immigrants, Refugees and Citizenship Canada (IRCC).

Newfoundland and Labrador has 550 Express Entry nominations annually available for skilled immigrants who are accepted into the Federal Government Express Entry Pool and are successful in obtaining employment in the province.

Please visit www.jobbank.gc.ca for information on finding employment in Newfoundland and Labrador.



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www.canada.ca/ExpressEntry

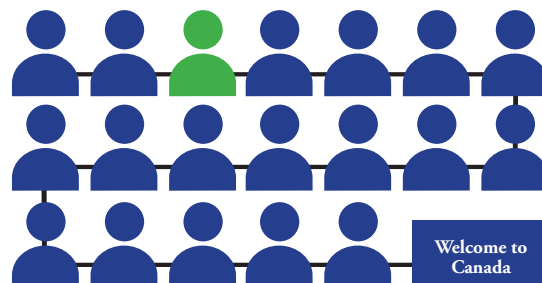
WHAT EMPLOYERS NEED TO KNOW

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 the old system...

- First applicant in, first to be processed
- Recruitment of global talent at employer's time and expense
- Difficult to navigate the immigration system due to multiple players
- 12–14 months to process permanent residence applications



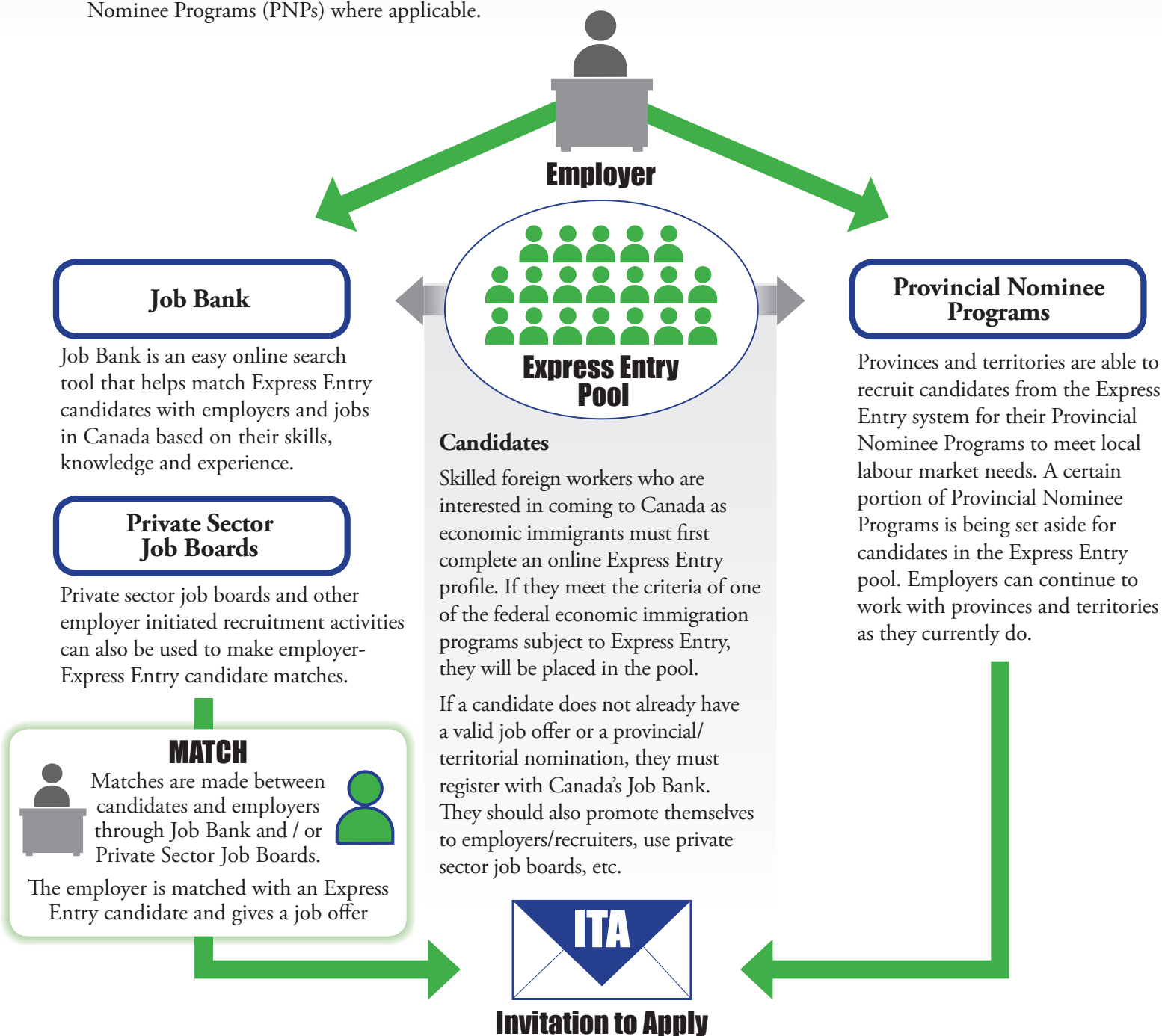
... to Express Entry

- Canadian employers have a direct role in recruiting economic immigrants
- Express Entry candidates with a valid job offer or provincial/territorial nomination will quickly receive an Invitation to Apply (ITA) for permanent residence
- Access to a pool of candidates who fit current labour market needs
- New and improved Job Bank connects Express Entry candidates with eligible employers in Canada
- No LMIA* fee for permanent residence applications
- Six months or less to process permanent residence applications in 80% of cases from receipt of complete application to final decision



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



A candidate can get an Invitation to Apply for permanent residence through either a Match with an employer or a Provincial Nominee Program.

Candidates are assessed against others within the pool, and ranked based on criteria that are known to contribute to a newcomer's economic success once in Canada. Only the highest-ranked candidates, and those with valid job offers or provincial/territorial nominations, will be invited to apply for permanent residence.

Candidates then have 60 days to apply for permanent residence under the Federal Skilled Worker Program, Federal Skilled Trades Program, Canadian Experience Class or a portion of the Provincial Nominee Program.

Immigrants, Refugees and Citizenship Canada (IRCC) will process the majority of complete permanent residence applications received (i.e. those including all the necessary supporting documents) in six months or less.

*Labour Market Impact Assessment (LMIA)

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

There is no fee for permanent residence LMIA's.

Questions and Answers

Express Entry is employer-driven and designed to help provincial employers attract and retain skilled workers and international students to meet their labour market needs.

How can employers access the Provincial Nominee Express Entry Skilled Worker Category to find workers?

Employers can hire Express Entry candidates to meet their labour needs when they are unable to find Canadians or permanent residents to fill job vacancies. Employers have access to candidates through private sector job boards, the Federal Government job bank www.jobbank.gc.ca and the Provincial Nominee Program (PNP).

The Department of Advanced Education and Skills (the department) administers the Provincial Nominee Program in partnership with Immigrants, Refugees and Citizenship Canada (IRCC). This partnership provides the province with access to the Express Entry pool of candidates. Departmental officials can search this pool for individuals with skill sets required by employers who have proven challenges in hiring locally. The department can facilitate the connection of suitable candidates from the pool with employers. Employers can then proceed with standard recruitment processes. Candidates who successfully obtain a job offer are then eligible to submit an application for nomination to the Provincial Nominee Program Express Entry Skilled Worker category.

How do employers demonstrate challenges in hiring locally?

Employers will have to complete a Job Vacancy Assessment application. To support this process, employers must provide evidence to demonstrate their attempts to hire locally, including:

- proof of advertising for a period of at least six weeks;
- proof of business registration with www.jobbank.gc.ca;
- activity reports from job postings (e.g., number of resumes received, number of local candidate interviews); and
- any other information that demonstrates efforts to hire locally.

What responsibilities do employers have to adhere to if they utilize the PNP Express Entry Category to recruit international workers?

Employers must ensure that they provide the successful candidate with a written offer of employment, complete the employer sections of the Express Entry Skilled Worker Category application, and notify the department of any changes to the conditions of the employment offer, which also includes a decision to rescind the offer.

Questions and Answers

Are there any other circumstances which would prevent hiring immigrants through the PNP Express Entry Skilled Worker Category, even if employers have demonstrated that they are having challenges in hiring locally?

Yes. For example, employers that are engaged in a labour dispute at the time they seek to utilize Express Entry may have access deferred until the labour dispute has been resolved. If it is deemed that the hiring of an immigrant will adversely affect the settlement of a labour dispute or the employment of anyone involved in such a dispute, access to Express Entry will not be approved.

Can employers recruit workers with any skill level using the PNP Express Entry Skilled Worker Category?

No. Express Entry candidates must have skilled work experience in a National Occupational Classification from one of three occupational groups - 0, A or B - to be eligible for Express Entry. This system is used by the Government of Canada to classify occupations. For immigration purposes, the main groups are:

1. Skill Type 0 (zero) – management jobs.
2. Skill Level A – professional jobs.
3. Skill Level B – technical jobs and skilled trades.
4. Skill Level C – intermediate jobs, which require high-school and/or job specific training.
5. Skill Level D – labour jobs.

Further information can be found at www.cic.gc.ca/english/immigrate/skilled/noc.asp.



Further information on the PNP Express Entry Skilled Worker Category and the Employer Criteria can be found at www.nlppnp.ca.



Further information from the Federal Government on Express Entry can be found at <http://www.cic.gc.ca/english/immigrate/skilled/index.asp>.



Further information on the Population Growth Strategy can be found at www.homeforgoodnl.ca

**Department of Advanced Education and Skills
Office of Immigration and Multiculturalism
P.O. Box 8700
St. John's, NL
A1B 4J6
Canada
Phone: 1-709-729-6607
Fax: 1-709-729-7381
E-mail: pnf@gov.nl.ca**