

IRCC VIRTUAL LEARNING SERIES FOR EMPLOYERS

Learn about Canada's economic
immigration programs



Permanent Resident Pathways:
Express Entry, Atlantic Immigration Program and
Rural and Northern Immigration Pilot

Winter 2023



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

IRCC's Outreach Officer Network

Outreach Officers across Canada:

- promote economic immigration programs and initiatives; and
- help employers learn how the immigration system can support their hiring needs.



Contact the Outreach Officer in your area by emailing:




promotion@cic.gc.ca

National Occupational Classification (NOC)

Canada's national system for describing occupations. Job titles are identified and grouped primarily in terms of the work usually performed, as determined by the tasks, duties, employment requirements and responsibilities associated with each occupation.

TEER categories



0	<ul style="list-style-type: none">• Management responsibilities
1	<ul style="list-style-type: none">• University degree (bachelor's, master's or doctorate)
2	<ul style="list-style-type: none">• Supervisory responsibilities• College diploma (two or more years)• Apprenticeship training (two or more years)
3	<ul style="list-style-type: none">• College diploma (less than two years)• Apprenticeship training (less than two years)• More than six months of on-the-job training
4	<ul style="list-style-type: none">• Completion of high school diploma• Several weeks of on-the-job training
5	<ul style="list-style-type: none">• Short work demonstration and no formal educational requirements

[Find your NOC online tool](#)

Temporary resident versus permanent resident

Temporary Residents:

- Have conditions on their stay in Canada (length of stay, activities, employment, etc.)
- Typically hold work permits, study permits or visitor visa's

Permanent Residents:

- Get most social benefits that Canadian citizens receive, including health care coverage,
- Can live, work or study anywhere in Canada,
- May apply for [Canadian citizenship](#),
- Are protection under Canadian law and the Canadian Charter of Rights and Freedoms,
- Have the ability to accept permanent job offers.

Immigration Programs under Express Entry



Federal Skilled Worker Program (FSW)



Federal Skilled Trades Program (FST)



Canadian Experience Class (CEC)



A portion of the Provincial Nominee Program (PNP)



Only skilled work experience (TEER 0, 1, 2, & 3) qualifies for Express Entry

Express Entry



Step 1: Candidate creates an Express Entry profile



Step 2: If eligible for at least one program, the candidate enters into the Express Entry Pool



Step 3: Candidate receives an Invitation to Apply for permanent residence



Step 4: Candidate applies for permanent residence online

- Your candidate can use this [online tool](#) to find out if they may be eligible to apply.
- Candidates are given a score out of 1200 points

Express Entry

As of November 2022, candidates in the following occupations are now eligible for Express Entry:

- payroll administrators
- dental assistants and dental laboratory assistants
- nurse aides, orderlies and patient service associates
- pharmacy technical assistants and pharmacy assistants
- elementary and secondary school teacher assistants
- sheriffs and bailiffs
- correctional service officers
- by-law enforcement and other regulatory officers
- estheticians, electrologists and related occupations
- residential and commercial installers and servicers
- pest controllers and fumigators
- other repairers and servicers
- transport truck drivers
- bus drivers, subway operators and other transit operators
- heavy equipment operators
- aircraft assemblers and aircraft assembly inspectors

Hiring a Skilled Worker or Tradesperson through Express Entry

Benefits for Employers

- Fill skills gaps and labour shortages
- Bring in unique and specialized talent
- Be matched with candidates through [Job Bank](#)
- Apply for a free Labour Market Impact Assessment (LMIA)
- Priority processing



Making a valid job offer to support an Express Entry candidate



Full-time and non-seasonal



At least 1 year



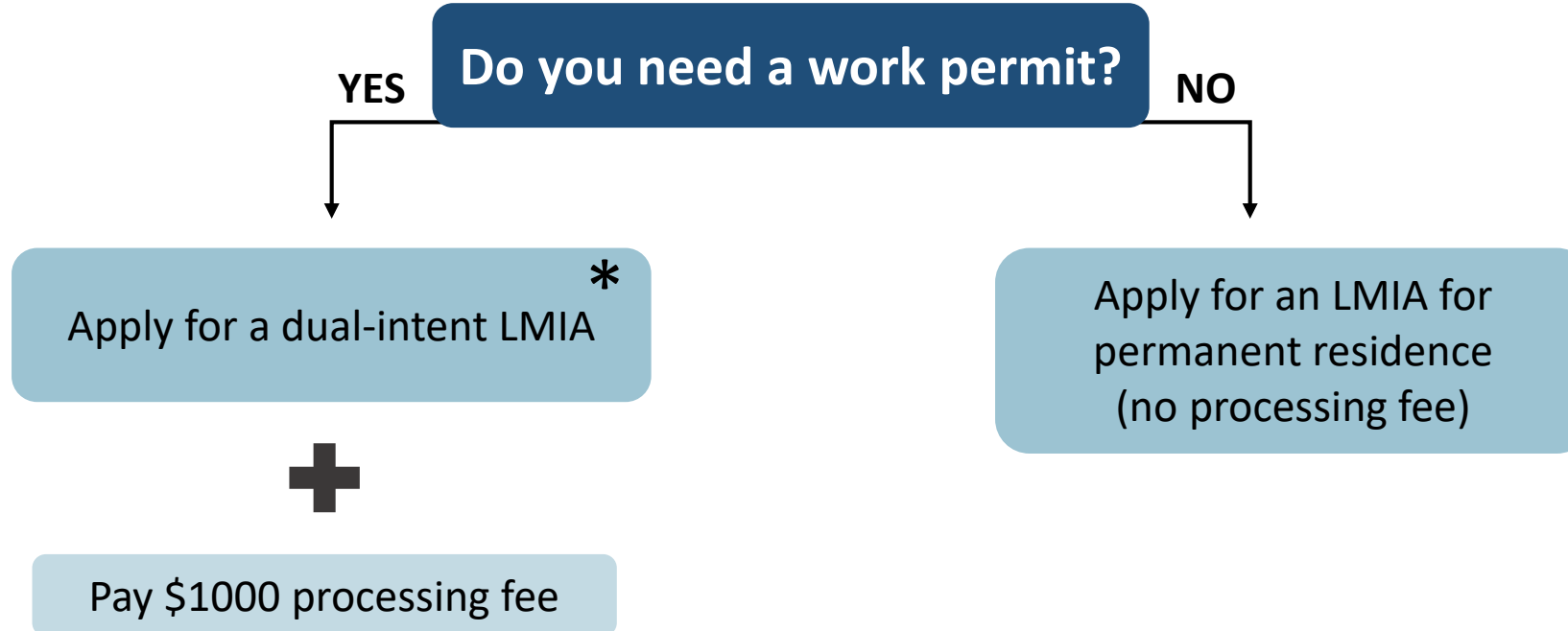
In a skilled job (TEER 0, 1, 2 or 3)



In writing with these details:

- ✓ *Pay and deductions*
- ✓ *Job duties*
- ✓ *Conditions of employment (e.g. hours of work)*

Apply for an LMIA to support an Express Entry candidate



* An LMIA is not required if:

1. the candidate has a valid LMIA-based work permit or
2. if your employment is LMIA-exempt

Additional Points:



Official Languages

- If your candidate speaks French, they can receive **25 additional points**
- If they can speak both French + English they can receive **50 additional points**

Provincial/Territorial Nominations:

If the candidate receives a nomination from a province or territory, they can receive 600 additional points.

- Candidates can refer to their province/territories website for nomination details

Job Offer:

If the candidate receives a valid job offer they can receive:

- 200 additional points if it is an executive position (TEER 0 – Major Group 00)
- 50 additional points for positions at TEER 1, 2 or 3

See how points are determined [here](#).

Atlantic Immigration Program



Step 1: Provinces designate employers



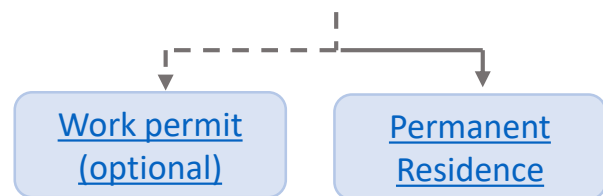
Step 2: Employers identify candidates



Step 3: Provinces issue endorsements



Step 4: Candidates submit immigration applications



Atlantic Provinces

- To be designated, your organization must:
 - ✓ be in good standing
 - ✓ have been operating in the Atlantic region for at least 2 years
 - ✓ complete two trainings

The designation and endorsement application process are completed through the provinces:



[PEI website](#)



[NS website](#)



[NB website](#)



[NL website](#)

Atlantic Immigration Program: Job Offers

For TEER 0, 1, 2 and 3 occupations: Job offers must for at least one year

For TEER 4 occupations: Job offers must be permanent

Atlantic Graduates do not need work experience



Federal Support for Designated Employers

IRCC's Dedicated Service Channel (DSC) provides support to designated employers once they have their first endorsed candidate.

Account Managers



- Provide direct support with navigating the immigration process.
- Free service.
- Information on how to access provided at designation.

Atlantic Outreach Officers



- Offer frequent information sessions.
- Provide information on the application process prior to first endorsement.

Rural and Northern Immigration Pilot Program



Step 1: Community and/or employer approaches prospective candidate or vice versa



Step 2: Candidate submits application for recommendation



Step 3: Community selects *best fit* candidates for recommendation



Step 4: Candidates submit immigration applications

[Work permit \(optional\)](#)

[Permanent Residence](#)

Participating communities



- North Bay, ON
- Sudbury, ON
- Timmins, ON
- Sault Ste. Marie, ON
- Thunder Bay, ON
- Brandon, MB
- Altona/Rhineland, MB
- Moose Jaw, SK
- Claresholm, AB
- Vernon, BC
- West Kootenay (Trail, Castlegar, Rossland, Nelson), BC

Rural and Northern Immigration Pilot Program

Job offer can be in any TEER but it must:

- be **genuine** from an employer that carries on business in the **community**
- be **full-time, non-seasonal** and **permanent** (no end date)

Candidates must demonstrate intent to reside. This may include:

- knowledge of the community
- actions taken to put plans into place to establish in the community
- linkages to the community etc.

Candidates can only submit application once they receive community recommendation



Temporary Work Permit (optional) for AIP + RNIP applicants

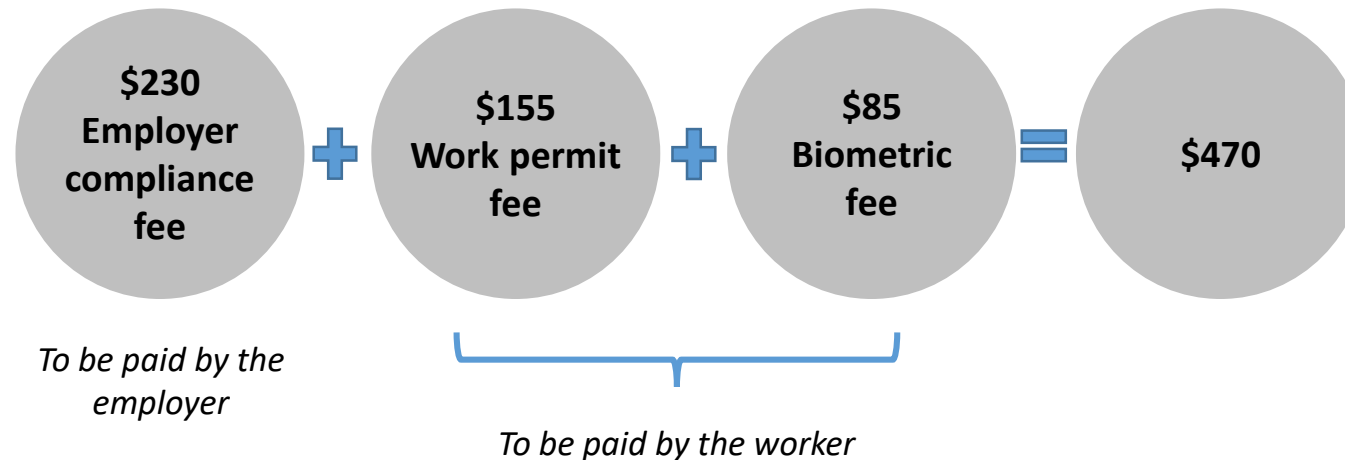
Once a candidate has received a community recommendation and submitted a complete application for permanent residence to IRCC, they are eligible to apply for the **AIP or RNIP-specific work permit** (optional).

Step 1 – Employer:
Determine LMIA
exemption

Step 2 - Employer:
Create Offer of
Employment in
Employer Portal (IRCC)

Step 3 - Worker:
Apply online to IRCC for
work permit

Cost:



Open Work Permit for Spouse or Common-Law Partners



- The candidate's spouse or common-law partner may be eligible for an open work permit.
- This means they can work for any employer*
- Validity will match your candidate's work permit (max 1 year).

*Spouses/common-law partners of RNIP applicants can only work in the recommending community

Candidates Submits Permanent Resident Application

- The candidate is responsible for gathering their documents.
- Document checklists will help ensure all the forms, documents and fees are included with the application.

- Work experience
- Language
- Education
- Proof of funds
- Police certificates
- Other documents



- Confirm they are admissible



**Gather documents early
to ensure minimal delays.**

- Applicant will be notified if additional documents are needed and/or when a decision is made.

Settlement Services

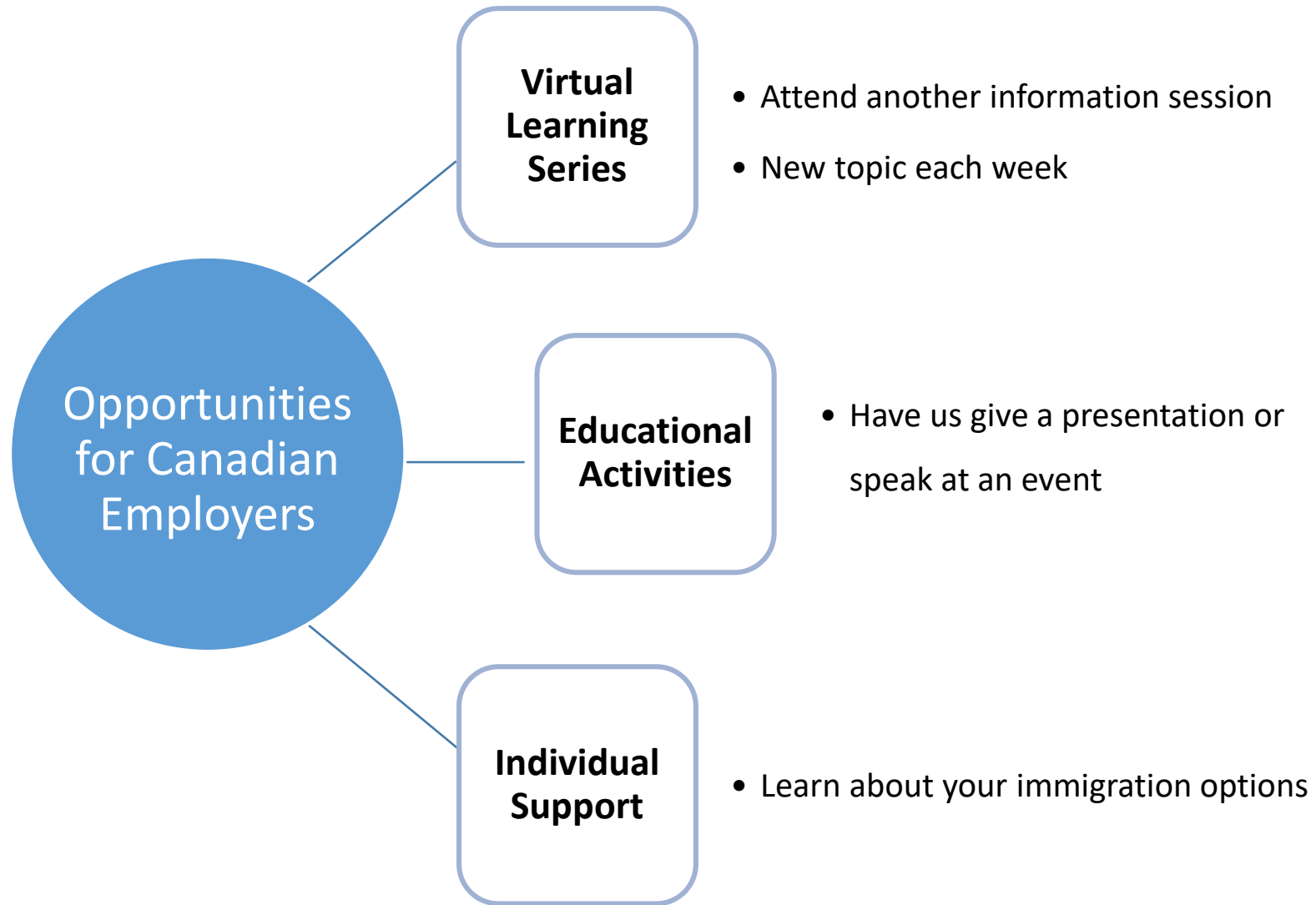
- English & French training
- Orientation to health system and individuals' rights in Canada
- Connect with local community
- Conduct needs assessment
- Employment-related services
- Help in gaining access to francophone, childcare, transport and translation services

Settlement provider organizations can support:

Permanent residents

Ukrainian's & their family members

AIP and RNIP applicants



Need More Information?



Promotion@cic.gc.ca



[Immigrate through Express Entry -
Canada.ca](https://www.canada.ca/immigrate-through-express-entry)



[Atlantic Immigration Program Website](https://www.atlanticimmigration.gc.ca)



[Rural and Northern Immigration Pilot:
about the pilot - Canada.ca](https://www.canada.ca/rural-northern-immigration-pilot)

Thank You!

Hariana Brooks

IRCC Outreach Officer
Halifax, NS

Cindy-Lynn Frenette

IRCC Outreach Officer
Fredericton, NB



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada 