

Structures of governance and the role of Canada's federal government in immigration and settlement

Research Report

by

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Executive Summary

There have been many changes to the way in which migration to Canada is regulated and managed in the period 2000 - 2020. The purpose of this report is to outline the responsibilities of Canada's federal government over immigration and settlement with a focus on the structures and organization of its various policies and programs. In doing so, we provide an overview of federal legislation that governs immigration and settlement in Canada. We also highlight the ministries and offices responsible for immigration and settlement.

In particular, the report details the pathways to permanent residence to Canada: the economic streams, family class sponsorship, and the humanitarian and compassionate streams. It also provides an account of the growing and diverse temporary migration programs, such as the *Global Talent Stream* and *International Mobility Program*. Lastly, the report gives an overview of the various services provided to newcomers, including pre-arrival and settlement programs.

To map the federal government's role in immigration and settlement, we conducted a scan of the Department of Immigration, Refugees and Citizenship Canada's (IRCC) [webpage](#). After reviewing the webpage, we conducted a search of the online catalogues at the Library of Parliament and Carleton University Library using the keywords "federal government immigration policy." As the research process unfolded more specific keyword searches were undertaken to collect further information about particular immigration programs and legislation.

Some tendencies that characterize current immigration directions are/include:

- Responsibility for immigration and settlement is increasingly decentralized. Provinces have taken on greater roles, but cities and local regional governments are also important players;
- Other private actors have become more prominent in migration governance including corporations, employers, and accreditation bodies;
- There has been a rapid expansion of employer-driven temporary worker programs;
- There is a growth in "two-step immigration" whereby a select number of temporary residents (e.g., international students and skilled workers with temporary work permits) can apply to be considered for permanent residence (thus the "two-step" process), whereas others (specifically temporary workers in low-skill jobs such as seasonal agricultural workers) are not eligible to do so.

This report is part of the SSHRC-funded Partnership *Building Migrant Resilience in Cities-Immigration et résilience en milieu urbain* (BMRC-IRMU). For more information see <https://bmrc-irmu.info.yorku.ca/>

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1. Introduction

In settler societies such as Canada, immigration has played a central role in nation building (Abu-Laban and Gabriel, 2002; Dua and Robertson 1999; Chazan et al. 2011). Over time, Canada's immigration policies have served to attract those deemed “desirable” future citizens, while barring entry to those groups constructed as “less desirable.” Canadian immigration policies and practices have been and continue to be marked by various exclusions. Meanwhile, Canada stands out among comparable developed countries that also rely on immigration for economic and demographic growth for providing an array of settlement programs with the explicit aim to assist newcomers in the complex process of rebuilding their life in a new society.

As part of the SSHRC-funded Partnership *Building Migrant Resilience in Cities-Immigration et résilience en milieu urbain* (BMRC-IRMU), the purpose of this report is to outline the responsibilities of Canada's federal government over immigration and settlement with a focus on the structures and organization of its various policies and programs. It complements similar reports on the structures of governance of the province of Ontario (Praznik and Shields, 2018a), the City of Toronto (Praznik and Shields, 2018b), the City of Ottawa (Veronis et al., 2021), and the City of Gatineau (Mesana et al., 2021) among others (see also Bachellerie et al., 2020).

Immigration in Canada is a concurrent power between the federal government and the provinces meaning it is a formally shared power. The federal government's jurisdiction in immigration and settlement in Canada is outlined in section 95 of the Constitution Act, 1867. But for much of its history, the Canadian federal government has taken a greater role in immigration policy making than provinces. Immigrant settlement has also been a shared federal-provincial responsibility.

Quebec was the first province to facilitate the trend toward increased provincial involvement in immigration by creating its own Ministry of Immigration in 1968. Moreover, Quebec was the first province to sign an agreement with the federal government – the Canada–Québec Accord relating to Immigration and Temporary Admission of Aliens in 1991 (Québec, 1991) – giving the *belle province* more power and control over the selection of its immigrants as well as the provision of settlement programs (see Bachellerie et al., 2020). Since then, other provinces have also increasingly played a greater role in managing immigration to their jurisdiction, among other things through the introduction of Provincial Nomination Programs (Praznik and Shields, 2018a). Following the signing of the Canada-Ontario Immigration Agreement (COIA) in 2005, Ontario has introduced its own Provincial Nomination Program in 2007 (Praznik and Shields, 2018a). All agreements between the federal government and the provinces are based on guidelines outlined in section 87 of the Immigration and Refugee Protection Act.

Beyond the increased provincial involvement in immigration, there have been other changes to federal immigration policy in Canada. Most notably, since the early 2000s there has been an increase in temporary migration and the creation of policy instruments designed to facilitate this trend, such as the Temporary Foreign Worker Program (Walsh, 2014). From 2008 to 2015, Stephen Harper's Conservative government (2006-2015) brought a number of significant key changes to Canada's immigration and refugee policy (Alboim and Cohl, 2012), including placing more power in the hands of the Minister of Citizenship and Immigration and an overhaul to the

system with the introduction of Express Entry – an online system to manage skilled workers' applications for permanent residence.

A symbolic change occurred in November 2015 following the election of Trudeau's Liberal party, when the Department was renamed from Citizenship and Immigration Canada (CIC) to Immigration, Refugees and Citizenship Canada (IRCC). The addition of "refugees" in the Department's name served to reassert Canada's ongoing commitment to supporting humanitarian efforts and contributing to refugee resettlement in a time of global need – in contrast to many other nations and especially to Harper's Conservative government that preceded. It also serves as a reminder of Liberals' 2015 electoral promise to resettle 25,000 Syrian refugees, which was instrumental in their electoral victory (Hamilton et al. 2020).

In sum, over the past two decades there have been widespread changes to the way in which immigration is governed in Canada (see Alboim and Cohl, 2012; Ali 2014). As this report will show some tendencies become immediately evident. First, responsibility for immigration and settlement is increasingly decentralized. Not only have provinces taken on greater roles, but cities and local regional governments have emerged as important players (Leitner and Preston 2011; Paquet 2019). Other private actors have also become more prominent voices in migration governance, including corporations, employers, and accreditation bodies. Second, there has been a rapid expansion of employer driven temporary worker programs in Canada post-2008. These programs continue to grow and temporary workers rival the number of people who enter in the permanent streams (Alboim and Cohl, 2012). However, the former's status often renders them ineligible for settlement services and assistance. Third and relatedly, immigration policies and practices are implicated in the construction of categories that sort people into permanent residents (partial citizens), refugee claimants, international students, and temporary workers (non-citizens) among others. These categories produce different forms of precarious work and legal status that frame settlement in Canada (Goldring and Landolt, 2013). Partially as a result of these last two trends, we now see an increase in "two-step immigration" whereby a select number of temporary residents (e.g., international students and skilled workers with temporary work permits) can apply to be considered for permanent residence (thus the "two steps" process), whereas others (specifically temporary workers in low-skill jobs such as seasonal agricultural workers) are not eligible to do so and thus are excluded from the Canadian nation.

The report will first outline the federal framework of governance by: 1) providing a summary of the federal legislation that governs immigration and settlement in Canada, and 2) describing the ministries and offices that carry out immigration and settlement in Canada. The following section will describe the immigration programs that are under the purview of the federal government. This section¹ is divided into two: 1) pathways to permanent residence and 2) temporary migrant programs. The section on pathways to permanent residence will cover economic pathways to permanent residence, family sponsorship, and the humanitarian and compassionate stream. The section on temporary migrant programs will include a discussion of the Temporary Foreign Worker Program, the Seasonal Agricultural Worker Program, as well as the Global Talent Stream and International Student Program, and will close with the Caregiver program. Lastly, the report

¹ The information provided here was accurate as of January 2019.

will give an overview of the various services provided to newcomers, including pre-arrival and settlement services.

2. Methodology

To map the federal government's role in immigration and settlement, we conducted a scan of the Department of Citizenship and Immigration, Refugees and Citizenship Canada's [webpage](#). We focused on the following components of Canada's federal immigration structure: 1) the federal government's jurisdiction in managing immigration to Canada; 2) federal immigration legislation; 3) ministries and offices involved in immigration management and policy; and 4) pathways to permanent residence as well as 5) temporary migrant programs. After reviewing the Department of Immigration, Refugees and Citizenship webpage, we conducted a search of the online catalogues at the Library of Parliament and Carleton University Library using the keywords "federal government immigration policy." As the research process unfolded more specific keyword searches of the Library of Parliament and Carleton University Library catalogues were undertaken to collect further information about particular immigration programs or legislation. For instance, the keyword search "Live-in Caregiver program" was conducted to find more about the now defunct live-in caregiver program.²

3. Contextual Framework of Governance

3.1. Federal Legislation

The IRCC website identifies five federal pieces of legislation that are related to immigration and settlement in Canada: The Immigration and Refugee Protection Act, The Canadian Multiculturalism Act, the Canadian Passport Order, the Citizenship Act, and the Department of Citizenship and Immigration Act. In addition, there are two other pieces of legislation that relate to immigration in Canada, including the Canada Border Services Agency Act, 2005, and the Protecting Canada's Immigration System Act, 2012.

3.1.1. The Immigration and Refugee Protection Act

The Immigration and Refugee Protection Act is the primary piece of federal legislation related to immigration in Canada (Elgersma, 2015). It was passed in 2001 to replace the Immigration Act of 1979 (Sinha and Young, 2011). The Immigration and Refugee Protection Act outlines both the criteria and process for immigrants and refugees to come to Canada as well as the federal government's role in enforcing immigration and refugee policy. The Immigration and Refugee Protection Act (2001) has been described as framework legislation (Abu-Laban and Gabriel, 2002; Elgersma, 2015) in that it guides the creation of regulations and empowers the Minister of Immigration, Refugees and Citizenship Canada (IRCC; formerly Citizenship and Immigration Canada) to create regulations related to immigration. Indeed, the Act places a lot of power in the

² Examples of other keyword searches include: "Immigration and Refugee Protection Act" and "temporary migration Canada."

hands of the Minister for Citizenship and Immigration to create regulations related to immigration. This means that more policy is created through regulations, as opposed to receiving input from Parliament. Abu-Laban and Gabriel (2002) raised concerns about the reach of regulatory power in the Act when it was first passed in 2001. More recently Alboim and Cohl (2012) have voiced concern over the continued centralization of immigration policy-making under Harper's Conservative government (2006-2015).

In 2008, Harper's government amended the Immigration and Refugee Protection Act to allow the Minister of (then) Citizenship and Immigration to give direct ministerial instructions to immigration officers. Similar concerns have been voiced as a result of these changes to the Act under the Harper Conservative government (Alboim and Cohl, 2012).

Section three of the Act outlines two separate sets of objectives, one for immigration and the other for refugees. The main objectives with respect to immigration are:

“(a) to permit Canada to pursue the maximum social, cultural and economic benefits of immigration; (b) to enrich and strengthen the social and cultural fabric of Canadian society, while respecting the federal, bilingual and multicultural character of Canada; (b.1) to support and assist the development of minority official languages communities in Canada; (c) to support the development of a strong and prosperous Canadian economy, in which the benefits of immigration are shared across all regions of Canada; (d) to see that families are reunited in Canada; (e) to promote the successful integration of permanent residents into Canada, while recognizing that integration involves mutual obligations for new immigrants and Canadian society; (f) to support, by means of consistent standards and prompt processing, the attainment of immigration goals established by the Government of Canada in consultation with the provinces; (g) to facilitate the entry of visitors, students and temporary workers for purposes such as trade, commerce, tourism, international understanding and cultural, educational and scientific activities; (h) to protect public health and safety and to maintain the security of Canadian society; (i) to promote international justice and security by fostering respect for human rights and by denying access to Canadian territory to persons who are criminals or security risks; and (j) to work in cooperation with the provinces to secure better recognition of the foreign credentials of permanent residents and their more rapid integration into society.” [<https://laws.justice.gc.ca/eng/acts/i-2.5/>]

The main objectives with respect to refugee protection are:

“(a) to recognize that the refugee program is in the first instance about saving lives and offering protection to the displaced and persecuted; (b) to fulfil Canada's international legal obligations with respect to refugees and affirm Canada's commitment to international efforts to help those in need of resettlement; (c) to grant, as a fundamental expression of Canada's humanitarian ideals, fair consideration to those who come to Canada claiming persecution; (d) to offer safe haven to persons with a well-founded fear of persecution based on race, religion, nationality, political opinion or membership in a particular social group, as well as those at risk of torture or cruel and unusual treatment or punishment; (e) to establish fair and efficient procedures that will maintain the integrity of the Canadian refugee protection system, while upholding Canada's respect for the human rights and fundamental freedoms of all human beings; (f) to support the self-sufficiency and the social and economic well-being of refugees by facilitating reunification with their family members in Canada; (g) to protect the health and safety of

Canadians and to maintain the security of Canadian society; and (h) to promote international justice and security by denying access to Canadian territory to persons, including refugee claimants, who are security risks or serious criminals”

Specifically, the Act:

- Identifies the Minister of Citizenship and Immigration as responsible for implementing the Act;
- Identifies the Minister of Public Safety and Emergency Preparedness as the authority responsible for removing temporary or permanent residents who are no longer eligible to stay in Canada;
- Identifies three categories of permanent resident: family class, economic class and those who enter under humanitarian grounds (Elgersma, 2012);
- Provides the Governor-in-Council (federal cabinet) with authorization to create regulations related to immigration;
- Provides the Immigration and Refugee Board (IRB) with jurisdiction to assess and decide on cases related to immigration;
- Requires that the Minister of Citizenship and Immigration provide an annual report to Parliament with information on the number of newcomers who immigrate to Canada; and
- Empowers the Minister of Citizenship and Immigration to enter into immigration agreements with the provinces.

Since its inception in 2001, the Immigration and Refugee Protection Act has undergone a number of revisions, especially in the period between 2008 and 2015 (see Appendix A).

Regulations under the Immigration and Refugee Protection Act:

- Immigration and Refugee Protection Regulations (SOR/2002-227)

The Immigration and Refugee Protection Regulations are the primary set of regulations related to the activities of Department of Citizenship and Immigration. They outline items such as the types of documents required by permanent and temporary migrants when they enter Canada, as well as guidelines on how IRCC should create the application forms for permanent and temporary residence in Canada

Regulations related to the Immigration and Refugee Board:

- Adjudication Division Rules (SOR/93-47)
- Immigration Appeal Division Rules (SOR/2002-230)
- Immigration Division Rules (SOR/2002-229)
- Oath or Solemn Affirmation of Office Rules (Immigration and Refugee Board) (SOR/2012-255)
- Refugee Appeal Division Rules (SOR/2012-257)
- Refugee Protection Division Rules (SOR/2012-256)

The above regulations outline the rules governing the Immigration and Refugee Board. The IRB stipulates that boards must be created for the purposes of reviewing immigration and refugee claims. It further indicates the information that must be provided to the Immigration and Refugee Board in order for the members of the board to adjudicate a claim, rules around including an interpreter present during a hearing, rules surrounding the inclusion of witnesses during the hearings and the procedure for when an IRB concludes that an individual is no longer eligible to reside in Canada.

- Federal Courts Immigration and Refugee Protection Rules (SOR/93-22)

This regulation provides guidance to the federal Courts for when they review appeal cases related to immigration. It stipulates the information required by the Court, the procedure for hearing cases.

- Order Designating the Minister of Citizenship and Immigration as the Minister responsible for the administration of that Act

This order designates the Minister of Citizenship and Immigration as responsible for the Immigration and Refugee Protection Act.

- Protection of Passenger Information Regulations (SOR/2005-346)

This regulation outlines the rules for collecting information on passengers who arrive in Canada, as well as rules on maintaining the privacy of the information that is collected.

- Regulations Designating a Body for the Purposes of Paragraph 91(2)(c) of the Immigration and Refugee Protection Act (SOR/2011-142)

This regulation requires immigration consultants to be in good standing with the Canadian Society of Immigration Consultants. It further authorizes the Canadian Society of Immigration Consultants to regulate their membership.

3.1.2. *Canadian Multiculturalism Act, 1985*

The Canadian Multiculturalism Act, 1985 essentially puts Canada's 1979 Multiculturalism Policy into legislation:

- It requires the minister responsible for the Act to promote multiculturalism;
- It requires the minister to support initiatives designed to promote the heritage of ethnocultural groups in Canada; and
- It requires the relevant minister to issue an annual report to Parliament, detailing how the act has been implemented.

Regulations under the Canadian Multiculturalism Act

- Order Designating the Minister of Canadian Heritage as the Minister for the purposes of the Act (SI/2015-104)

This regulation designates the Minister of Canadian Heritage as being responsible for the Canadian Multiculturalism Act.

3.1.3. *Canadian Passport Order*

The Canadian Passport Order authorizes the Minister of Citizenship and Immigration to issue passports and outlines the eligibility rules to gain access to a passport. The Order stipulates that only Canadian citizens can apply for and retain a Canadian passport. It also provides the Minister of Citizenship and Immigration with the authority to stipulate the design of Canadian passports.

3.1.4. *Citizenship Act, 1985*

The Citizenship Act outlines the definition of a Canadian Citizen, which the Act states is a person who was either born in Canada or has become a naturalized citizen through the process established by the Act.

Regulations under the Citizenship Act

- Citizenship Regulations (SOR/93-246)

The Citizenship Regulations outline the procedure for individuals to obtain citizenship and for the revocation of citizenship. The procedure to obtain citizenship changed in October 2017, these changes are outlined below:

- Whereas previously, applicants had to be physically present in Canada for four out of the last six years and for a minimum of 183 days per year, the changes reduced the number of years applicants must be present in Canada for three out of the last five years (with no minimum number of days spent in the country per year).
 - Applicants between the ages of 18 and 54 years old must meet the English or French language requirements and take a citizenship test (previously applicants aged 14 to 64 years of age had to meet the language requirements and take a citizenship test).
 - The time that temporary residents spend in Canada prior to becoming permanent residents can be used as part of the requirement to be physically present in Canada in order to apply for citizenship. However, the time spent in Canada prior to permanent residence is reduced by 50% for the purposes of the citizenship application (e.g., if an international student spent four years in Canada as a temporary resident under a study permit then two years of that time as a temporary resident is counted towards the three out of five years of residence that are required for a citizenship application). Previously, time spent in Canada as temporary resident did not count towards the residency requirements for citizenship.
 - Applicants must have filed income taxes in Canada for three out of the most recent five years. Previously, the requirement was to file income taxes for four out of the last six years.
- Foreign Ownership of Land Regulations (SOR/79-416)

These regulations outline the federal rules surrounding foreign ownership of land in Canada including the procedure that foreign corporations and foreign nationals must enter into in order to purchase and use land in Canada.

3.1.5. Department of Citizenship and Immigration Act, 1994

The Department of Citizenship and Immigration Act outlines the role and responsibilities of the Minister for Citizenship and Immigration and authorizes the creation of the Department of Citizenship and Immigration.

3.1.6. Canada Border Services Agency Act, 2005

The Canada Border Services Agency Act provides warrant to the Canada Border Services Agency (CBSA) to regulate the flow of people and trade at Canada's land crossings and airports. It places responsibility for the CBSA in the hands of the Minister of Public Safety and places authority with the CBSA to remove individuals who are inadmissible to remain in Canada.

3.1.7. Protecting Canada's Immigration System Act, 2012

The Protecting Canada's Immigration System Act was passed part of the 2011-2015 Conservative government's reforms to Canada's immigration system. It amended the Immigration and Refugee Protection Act to give power to the Minister of Citizenship and Immigration to determine the list of countries from which refugee claims could be made. It also authorized the government of Canada to introduce biometric scanning into the immigration process.

3.2. Federal Ministries/Offices

3.2.1. Department of Immigration, Refugees and Citizenship Canada (IRCC)

The Department of Citizenship, Immigration and Refugees Canada (IRCC) is responsible for the administration of immigration and refugee policy in Canada. The Department processes visas, electronic travel authorizations (eTAs) and study permits. Further, the Department sets annual targets for immigration numbers and sets priorities for immigration initiatives). In addition, IRCC is responsible for funding and providing standards and best practices for settlement programs to newcomers based on their immigration category – primarily permanent residents under economic, family, and humanitarian class. Since settlement is a shared federal-provincial responsibility, a number of these programs are funded directly by the federal government, while others are funded through the provinces and territories.

3.2.2. Immigration and Refugee Board

The Immigration and Refugee Board is responsible for processing and assessing refugee claims. Since 2012, it has been comprised of three divisions: Refugee Protection Division, Immigration Division, and the Appeal Division. Individual Immigration and Refugee Boards (IRBs) meet to assess both refugees claim and deportation appeals.

3.2.3. *Canada Border Services Agency*

The Canada Border Services Agency (CBSA) is responsible for controlling flows of people and trade across Canada's border. CBSA agents are present at international land crossings and international airports to process people and products coming into Canada. Along with IRCC, CBSA is responsible for enforcing the Immigration and Refugee Protection Act by reviewing travel documentation (e.g., visas and passports) upon a person's arrival in Canada. The CBSA is also responsible for removing migrants who are not admissible to Canada under the Immigration and Refugee Protection Act.

In addition, the CBSA is responsible for facilitating the expansion of biometric scanning for all newcomers who plan to take up residency in Canada. Biometrics refers to the measurement of physical characteristics, in this case for the purpose of checking the identity of an individual crossing the Canadian border. Since 31 July 2018, the Government of Canada requires that all applicants for temporary and permanent residence provide fingerprints and photos to the Government of Canada. The stated goal of this requirement is to improve security at Canada's borders. The biometrics expansion program follows the introduction of biometric visas in Canada in 2012, through the Balanced Refugee Reform Act. Biometric primary inspection kiosks are present at major airports across the country (Vancouver, Edmonton, Winnipeg, Toronto, Ottawa, Montreal, Quebec City, and Halifax). The cost for this service is \$85 for individual applicants and for families applying at the same time it is \$170.

3.2.4. *Employment and Social Development Canada*

Employment and Social Development Canada works with IRCC to facilitate Labour Market Impact Assessments to demonstrate the need for migrant workers under the Temporary Foreign Worker Program. Employers who hire migrant workers to Canada under the temporary foreign worker program must conduct a Labour Market Impact Assessment as part of their application. Labour Market Impact Assessments cost \$1,000 and the cost must be incurred by the employer (not the employee).

4. **Immigration Programs**

4.1. **Pathways to Permanent Residence**

There are three pathways to permanent residence in Canada: economic, family, and humanitarian. The following section will provide details on each of these pathways.

4.1.1. *Economic*

In the economic stream, there are four programs to permanent residence: The Federal Skilled Worker Program, the Federal Skilled Trades Program, the Canadian Experience Class, and the Provincial Nominee Programs that exist at the provincial level.

Express Entry is the online management system through which candidates express an interest to apply to any of these four permanent residency programs in the economic stream. The Harper Conservative Government introduced the Express Entry Program in January 2015 marking a significant change from the previous points-based selection system (1967-2014) that gave priority to applicants on a “first come, first served” basis. With the Express Entry program, candidates are ranked based on their economic potential in Canada (e.g., whether they have a job offer, their ability to speak either English or French).

Individuals interested in applying to these programs in the economic stream must first create an Express Entry profile to indicate their skills, experience (based on the National Occupation Classification guidelines), ability to speak and write in English and/or French, as well as ability to provide for themselves (and their dependents) financially. Based on the information in their Express Entry profile, the individuals are then placed in a pool of applicants and the Department of Citizenship and Immigration ranks them based on the Comprehensive Ranking System (see appendix D). IRCC then chooses which individuals are invited to apply for permanent residence.

4.1.1.1 Federal Skilled Worker Program

The Federal Skilled Worker Program serves to select skilled workers who wish to apply for permanent residence in Canada. Applicants must apply to the Federal Skilled Worker Program through the Express Entry system. These applicants are initially ranked through a point system and must gain a minimum of 67 points to be eligible for submission into the Express Entry pool. Points are awarded up to 100 based on language, education, work experience, age, whether the applicant has arranged employment in Canada, and adaptability (see appendix C for the selection point factor grid). Once in the Express Entry pool, applicants are then awarded points under the Comprehensive Ranking System. The latter serves to evaluate applicants’ profiles on a different ranking system that, as of 2019, uses a 1,200 point scale. Skills, language ability and work experience are considered.

4.1.1.2 Federal Skilled Trade Program

The Federal Skilled Trade Program serves to select skilled trade workers who wish to apply for permanent residence. The assessment criteria are slightly different than for the Federal Skilled Worker Program. Applicants must be proficient in either English or French (according to the language benchmarks), must have at least two years’ experience in a skilled trade within the previous five years before the application is submitted, must meet the job requirements for a skilled trade, must have a valid job offer of full-time employment that lasts at least one year or a certificate for a skilled trade issued from a federal, provincial or territorial authority.

4.1.1.3 Canada Experience Class

The Canada Experience Class stream was created in 2008 to allow temporary residents with work and study experience in Canada to become permanent residents.

To be eligible for the Canada Experience Class, applicants must fulfill the following requirements: 1) they must meet Canadian Language Benchmarks number 7 if they are going into a National Occupation Classification (NOC) skill level 0 (management jobs) or A (professional jobs) or Canadian Language Benchmark number 5 if they are going into a NOC B job (technical and skilled trades); and 2) applicants must have been employed in Canada in a managerial or professional occupation, skilled trade or technical occupation (according to the National Occupation Classification System) for the previous year prior to applying. Please see Appendix B for the full National Occupation Classification System).

The eligibility requirements are the same for international students. There are no minimum education requirements for the Canada Experience Class. However, applicants can gain extra points if they have attended a Canadian learning institution for at least two years.

4.1.1.4 Provincial Nominee Programs

The federal government holds bilateral agreements with 11 provinces and territories to facilitate Provincial Nominee Programs (PNPs). These provinces and territories are: Alberta (since 2002), British Columbia (since 2001), Manitoba (since 1999), New Brunswick (since 1999), Newfoundland and Labrador (since 1999), Northwest Territories (since 2009), Nova Scotia (since 2003), Ontario (since 2007), Prince Edward Island (since 2001), Saskatchewan (since 2001) and Yukon (since 2002). According to IRCC, PNPs allow provinces and territories to have greater control over the immigrant selection process and also tailor selection to the specific economic needs of the province or territory (IRCC, 2017 Evaluation of the Provincial Nominee Program).

Under PNP agreements, candidates apply to become permanent residents through the nominee application process in the selected province or territory. The provinces and territories then select which immigrants they will nominate to become permanent residents. In turn, IRCC is responsible for determining the admissibility and economic potential of the nominees that are put forward by the province or territory (IRCC, 2017 Evaluation of the Provincial Nominee Program).

- Ontario Immigrant Nominee Program

In 2007, Ontario became the latest province to establish a PNP. There are three main nomination categories under the Ontario PNP – Employer Job Offer, Human Capital, and Business – which are further subdivided into a total of ten nomination streams. All candidates must establish an intention to stay in Ontario after they have been granted permanent residence.³

³ The intention to stay in Ontario is established through things like purchasing a property in the province (Ontario Ministry of Immigration).

The Employer Job Offer category includes three streams: 1) the Foreign Worker Stream; 2) International Student Stream; and 3) In-Demand Skills Stream. For all of the streams under the Employer Job Offer category, nominees must have a full-time, permanent job offer from an Ontario employer. Further, candidates must have a job offer in NOC category 0, A or B. The candidate must prove that their position is vital to their employer and earn more than the median wage for that occupation in the province. There is also an obligation on the employer's side as well; the employer must generate at least \$500,000 annually (\$1,000,000 if the employer is in the GTA).

There are five streams under the Human Capital nominee category. These streams are further divided between the International Graduate category and Ontario's Express Entry.

The International Graduate Category contains two streams: 1) Masters Graduate Stream; and 2) PhD Graduate Stream. For the International Graduate Category stream, candidates must have graduated from a university in Ontario within the previous two years of their application. For both the Masters and PhD stream, candidates must prove their intention to stay in Ontario, as well as prove that they have sufficient funds to maintain themselves and any dependent family members (as defined by IRCC).⁴ Candidates in the MA stream must also obtain level 7 on the Canadian Language Benchmarks (this is not a requirement for the PhD stream).

The Ontario Express Entry category is divided in three streams: 1) the French-Speaking Skilled Worker Stream; 2) the Human Capital Priorities Stream; and 3) the Skilled Trades Stream. For the three streams under the Ontario Express Entry, candidates must submit their expression of interest through IRCC's Express Entry System (see page 14 for more information on the Express Entry System). Candidates who apply under the French-Speaking Skilled Worker Stream and the Human Capital Priorities Stream must indicate whether they wish to be assessed in comparison to the Federal Skilled Worker program or the Canada Experience Class. Candidates in the French-Speaking Skilled Worker Stream and the Human Capital Priorities Stream must have at least one year's experience at a National Occupation Classification NOC skill level 0 (management jobs), A (professional jobs) or B (technical and skilled trades). For the French-Speaking Skilled Worker Stream, candidates must be able to speak French at Canadian Language Benchmark 7 or higher. Candidates in Skilled Trades Stream must meet the requirements of the Canada Experience Class. Additionally, they must have completed a cumulative year of work experience at NOC Minor Group 633 or Major Groups 72, 73 or 82, and have a Canadian Language Benchmark certification of level 5 or higher (see Appendix B).

Lastly, the Ontario Immigration Nominee Program also includes a Business category which has one stream – the Entrepreneur Stream. This stream is for candidates who plan to start a new business in Ontario or else buy an existing business. (see <https://www.ontario.ca/page/ontario-immigrant-nominee-program-oinp>).

- Atlantic Immigration Pilot Program

⁴ IRCC stipulates that those who arrive under the International Graduate Category in Canada must have at least \$12,669.

The Atlantic Immigration Pilot Program is a recent joint federal-provincial initiative for provincial governments in Atlantic Canada (New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland) to choose highly-skilled migrants according to economic need. The pilot began on November 2017 and will continue until 2020 and is separate from the PNPs insofar as it is not a bilateral agreement between a specific province and the federal government. Applicants can apply to the Atlantic Immigration Pilot Program within Canada or from overseas, but they must have a job offer in one of the Atlantic provinces to qualify for the program. There are three streams within the Atlantic Immigration Pilot Program: Atlantic High-Skilled Program, Atlantic Intermediate Skilled Program, and Atlantic International Graduate Program. Applicants to all three streams are required to demonstrate the following: 1) proof that they have sufficient funds to provide for themselves and their family financially; 2) proof that they have the equivalent of a high-school education in Canada; and 3) proof that they have either English or French language skills. Applicants to the Atlantic High-Skilled Program must have worked in a NOC Level 0, A or B job for at least 1,560 hours and must have a job offer for a position that is NOC 0, A or B. Applicants to the Atlantic Intermediate-Skilled Program must have worked in a management or technical skilled job (NOC C) for at least 1,560 hours over the past three years prior to their application. The job offer that forms the basis of the application must be either NOC 0, A, B or C. Applicants to the Atlantic International Graduate program must have a job offer in NOCs 0, A, B or C. No job experience is necessary for the Atlantic International Graduate Program but applicants must have studied at a publicly funded post-secondary institution in Atlantic Canada for at least two years.

4.1.1.4 Start-up Visa Program

The Start-up Visa Program is a program that allows migrants to seek permanent residence through building a business in Canada. The Start-up Visa Program began as a pilot in 2014 to replace the previous Immigration Investment Program (1986-2014) and the Federal Entrepreneur Program (ended in 2014), and is now a permanent program. The Immigration Investment and Federal Entrepreneur Program were revoked due to a backlog of applications and accusations of fraud (Ali, 2014). To be eligible for the Start-up Visa program, applicants propose an innovative business idea or venture that is supported by one or more of the federal government's approved organizations. These organizations are made up of business groups that fall under three IRCC categories: Venture capital Funds; Angel investor groups⁵; and Business incubators⁶. Applicants must also meet Canada's admissibility and language requirements. They must also demonstrate they have sufficient funds to support themselves while the business is being established. Furthermore, applicants must pay an application fee (upwards of \$1, 540). A full list of designated venture capital, start-up, and incubator organizations is available on the IRCC [website](#).

⁵ Angel investor groups provide funds to the businesses of applicants to the Start-up Visa Program.

⁶ Start-up incubators are organizations that help new businesses through providing office space, mentorship, and networking opportunities.

4.1.2. Family Sponsorship Program

The Family Sponsorship Program allows Canadian citizens and permanent residents to sponsor visa applications for their family members. Individuals are eligible to sponsor family members under the following conditions: 1) the sponsor must be over the age of 18; 2) the sponsor must be a Canadian citizen or permanent resident; and 3) the sponsor must reside in Canada. Under this program, sponsors can sponsor spouses, common-law partners, conjugal partners, dependent children, adopted children, parents and grandparents. Beyond that list, applicants can sponsor either orphaned close relatives (who are under 18 and are related to the applicant by blood or adoption), or a blood or adopted relative of any age if they do not have a spouse, parent, grandparent or children the applicant could otherwise sponsor. Individuals cannot sponsor family members if they have previously sponsored a family member and failed to support that family member financially, have been a permanent resident for under five years or receive social assistance (for a reason other than a disability).⁷

There are three levels of sponsorship eligibility for 1) dependent children, 2) spouses and common-law partners, and 3) parents and grandparents.

- **Dependent Children**

Individuals can sponsor dependent children⁸ under the family sponsorship program. Typically, applicants to permanent residence programs (e.g., the Canada Experience Class) will sponsor their dependent children to come to Canada in conjunction with their own permanent residence application. If there is more than one child being sponsored, a separate application must be submitted for each child. The application to sponsor a dependent child costs \$150 (\$75 for the sponsorship fee and \$75 for the processing fee). The sponsorship process for adopted children is different.

- **Spouses and common-law partners**

Individuals can sponsor their spouse or common-law partner to come to Canada. Sponsors must provide proof that they are in a genuine relationship with their spouse. The fee for sponsoring a spouse is \$1,040.

- **Parents and Grandparents**

Individuals can sponsor parents and grandparents related by blood or adoption (but not parents in-law) to come to Canada. Sponsors must make a minimum necessary amount of income in order to prove they can support their parent or grandparent upon arrival. Individuals can sponsor one parent or grandparent, or two as a couple. If two parents or grandparents are being sponsored, one parent/grandparent must be designated as the principal applicant and the other the dependent. If the parent/grandparent has dependent

⁷ There are further restrictions on who can sponsor family members, see the following link for more information: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/family-sponsorship/spouse-partner-children/eligibility.html>

⁸ Dependents under the age of 22 who do not have a spouse or common-law partner.

children (i.e., under the age of 22), they can also be listed as dependents on the sponsorship application. IRCC limits the number of parents and grandparents who can be sponsored each year and sponsorship is granted on a “first come, first served” basis. As an alternative, sponsors can apply for a Super Visa that allows parents and grandparents to stay in Canada for up to two years.

The family sponsors are financially responsible for their relatives upon arrival to Canada and must ensure that their relatives have access to food, housing and clothing. Sponsors must enter into an agreement with the relative whose application they sponsored agreeing to support the family member financially for up to 20 years (the number of years that the sponsor is responsible for their relatives varies based on the agreement between the person who sponsors the family member and the family member).

4.1.3. *Humanitarian and Compassionate Stream*

In addition to programs for economic-class migrants and family sponsorship, IRCC facilitates a humanitarian and compassionate stream of migration. The Immigration and Refugee Protection Act (2002) identifies refugees as individuals who through “a well-founded fear of persecution for reasons of race, religion, nationality, membership in a particular social group or political opinion” are either not able to return to their country of origin and are not accepted by any other state. Refugees are identified in the Immigration and Refugee Protection Act as “Convention refugees,” referring to the 1951 Convention Relating to the Status of Refugees.

In addition to Canada’s three main refugee programs (described below), there are three main ways to apply for refugee status in Canada: 1) to apply for refugee status outside of Canada as part of a special initiative (e.g., the Syrian Refugees Horizontal Initiative) – in this case the assessment is typically facilitated by IRCC; 2) to apply for refugee status at a port of entry in Canada (e.g., an airport) and be assessed by a visa officer with IRCC – if the visa officer has not determined whether the claim should be made within three days, the claim is referred to the Refugee Protection Division of the Immigration and Refugee Board (IRB); and 3) to apply for refugee status within Canada. Refugee claims that are made within Canada are referred to the Refugee Protection Division of the IRB (Béchar and Elgersma, 2011).

According to Béchar and Elgersma (2011), refugee claims are rejected for six main reasons: 1) the claimant already has refugee protection under the Immigration and Refugee Protection Act; 2) the IRB has already rejected a claim for refugee protection; 3) a previous refugee claim has been abandoned; 4) the applicant is already recognized as a Convention refugee in another country; 5) the applicant arrived through the US and did not make a claim there before coming to Canada; and 6) the applicant is inadmissible to Canada on the basis of security, violation of human rights or criminal activity.

The aftermath of 9/11 precipitated the creation of the Safe Third Country Agreement between Canada and the USA. The Safe Third Country agreement came into effect in 2004 and signaled a significant change in Canadian refugee policy. The Safe Third Country Agreement stipulates that

refugees must submit their claim for refugee status in the first country in which they land (that is, either Canada or the USA). In other words, if a refugee makes a claim in the USA and are rejected, they are not able to make a second claim in Canada. There are some exceptions to the Safe Third Country agreement; for instance, if the claimant has a family member who is a Canadian citizen they are able to claim refugee status in Canada if they first arrived in the USA. Further, the Safe Third Country Agreement only applies to refugee claims made at official points along the US-Canada border (either at an airport or at an official checkpoint). This stipulation has created a legal loophole whereby refugees who arrive in Canada from the USA through the land border of Quebec and Manitoba are able to apply for refugee status in Canada (CBC news). The Safe Third Country Agreement has been criticized following the hardline immigration policies of the Trump administration. Indeed, there has been a slight increase in refugee land border crossings between the USA and Canada since 2017. According to the CBSA, there were around 20,000 illegal border crossings in 2017 (CBC news). Many refugee advocacy groups, including the Canadian Council for Refugees, advocate cancelling the Safe Third Country Agreement as they claim the US has become a less hospitable place for refugees (particularly those who are Muslim).⁹

There are three refugee programs under the purview of IRCC: The Government-Assisted Refugee Program (GARs), the Private Sponsorship of Refugees Program (PSRs), and the Blended Visa Office-Referred Program (BVORs). Each of the three programs places the responsibility for settlement of the refugees either in the hands of the government (in the case of GARs), private sponsors (for PSRs), or both (for BVORs) (see Hamilton et al. 2020).

4.1.3.1 Government-Assisted Refugee Program

The Government-Assisted Refugee Program (GAR) is facilitated by IRCC and the Department bears full responsibility for refugees who arrive as part of the GAR program (Elgersma, 2015). Refugees who come to Canada under the GAR program are referred by the United Nations High Commission on Refugees (UNHCR) outside of Canada. Refugees under the GAR Program are interviewed by an IRCC visa officer to determine their refugee eligibility prior to coming to Canada. Further, refugees must provide a criminal record check and undertake a medical exam (in addition to providing biometric information). Once refugees are accepted to travel to Canada, IRCC books their plane journey and either provides the refugees with a travel loan or (in exceptional circumstances) pays for their journey. Once the refugees arrive in Canada, IRCC takes responsibility for resettling refugees in designated refugee reception centres and provides support through the Resettlement Assistance Program (RAP, which is administered through one Service Provider Organization, or SPO, in any given designated reception centre). As of 2017, there were 36 designated community centres across Canada.¹⁰ The RAP provides support for housing, settlement services, language training, food and a basic monthly income for refugees for a period of twelve months after arrival in Canada.

⁹ On July 22, 2020 Canada's Federal Court ruled that STCA is unconstitutional and violates Section 7 of the Canadian Charter of Rights and Freedoms. The Federal Government has a six month period to respond. During this time the STCA remains in place.

¹⁰ <https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/welcome-syrian-refugees/destination-communities-map.html>; last accessed 25 July 2019.

In circumstances where a refugee claimant requires extra support,¹¹ the refugee can apply to come to Canada under Joint Assistance Sponsorship (JAS). JAS refers to a partnership between IRCC and a service provider organization (SPO) wherein the IRCC provides funds for the refugee (or refugee family) shelter, housing, food, clothing and basic household goods (IRCC, Joint Assistance Program). The service provider organization helps the refugee (or refugee family) with settlement support (e.g., with counselling, language learning).

4.1.3.2 Private Sponsorship of Refugees Program

The Private Sponsorship of Refugees Program (PSR) places responsibility for the refugee settlement process in private individuals and community organizations. There are three methods to facilitate private sponsorship: 1) through Sponsorship Agreement Holders – an incorporated group and its constituent groups¹² that has an agreement with IRCC to sponsor refugees¹³; 2) through community sponsors – for instance, religious centres like mosques and churches; or 3) “Groups of Five,” which are groups of five Canadian citizens or permanent residents who sponsor refugees privately.¹⁴ Under the Private Sponsorship of Refugees Program, the sponsor refers the refugee to IRCC to assess the refugee’s claim. Typically, the refugee is known to the sponsor. After IRCC accepts the refugee claim, the private sponsor is then responsible for the cost of the journey to Canada, the cost of housing, food and for providing settlement services for a period of twelve months after arrival in Canada.

4.1.3.3 Blended Visa Office-Referred Program

The Blended Visa Office-Referred Program divides the cost of sponsoring a refugee between the IRCC and a private sponsor (which can be a Sponsorship Agreement Holder or their constituent groups, community sponsors, or Groups of Five). Under the Blended Visa Office-Referred Program, refugees are referred to IRCC through the UNHCR. If the refugee’s claim is successful, the IRCC will send the refugee’s visa package to the Refugee Sponsorship Training Program.¹⁵ The Refugee Sponsorship Training Program will then pair the refugee with a private sponsor. Next, the private sponsor will select which refugee (or refugee family) they are interested in sponsoring. Once the refugee and private sponsor are matched, IRCC will provide six months of financial support to the refugee. Specifically, IRCC will provide: basic shelter, a housing supplement, a communication allowance, transportation, a special dietary allowance, and a maternity food allowance. After the initial six-month period, the sponsors are responsible for providing financial support to the refugee for another six months. The sponsors are also expected to contribute towards settlement support (e.g., counselling, translation) for the first year that the refugee is in the country.

¹¹ Refugees may require extra support due to trauma from violence or torture, medical disabilities, effects of systemic discrimination or because they have a large family (IRCC).

¹² Constituency Groups are organizations that can sponsor refugees under the Sponsorship Agreement.

¹³ For instance, the Catholic Centre for Immigrants in Ottawa.

¹⁴ At least three of the five sponsors must contribute funds toward the sponsorship.

¹⁵ An organization that is funded by IRCC but is facilitated by Catholic Cross-Cultural Services.

The Blended Visa Office-Referral Program was created in 2013 in an attempt to increase the number of refugees who are eligible to come to Canada. In 2015, IRCC created 1,000 BVOR spots for refugees that would otherwise be sponsored through the GAR (Elgersma, 2015).

4.1.3.4 Changes to Humanitarian and Compassionate Stream under 2006-2015 Conservative Government

The Humanitarian and Compassionate Stream went through substantial changes under Stephen Harper's Conservative Government, first through the passage of the Balanced Refugee Reform Act in 2010 and then with the passage of the Protecting Canada's Immigration System Act in 2012. The 2012 Act in effect created two new categories of refugee: 1) Claimants from "Designated Countries of Origin" and 2) Designated Foreign Nations (Alboim and Kohn, 2012). The Act authorized the Minister of IRCC (or Citizenship and Immigration Canada, as it was then called) to create a Designated List of Countries from which refugee claims are unlikely to be granted. The Designated List of Countries is based on the rate of rejected claims from each country (at a rate of 70%).¹⁶ Designated Foreign Nationals are categorized as refugee claimants who arrive in Canada in groups of two or more. Neither group can appeal decisions by the IRB. Additionally, in 2012 the Conservative Government made changes to the Interim Federal Health Coverage Program for refugees. Whereas prior to 2012, all refugee claimants were eligible to receive basic health coverage, in addition to optical and dental care, this coverage was limited to Government-Assisted Refugees. The Interim Federal Health Coverage program was reinstated in 2016 to provide basic health coverage, in addition to optical and dental care, to all refugee claimants.

4.1.3.5 The Syrian Refugees Horizontal Initiative

Following the election of Trudeau's Liberals in October 2015, the Government of Canada launched the Syrian Refugees Horizontal Initiative in response to the humanitarian cost of the civil war in Syria. The program began in November 2015 and was due to end in March 2019. During the initial stage of the Syrian Refugees Horizontal Initiative, the Government of Canada pledged to bring 25,000 Syrian refugees to Canada from November 2015 to March 2016. The initial phase of 25,000 refugees were to arrive in Canada under a mix of the Government-Assisted Refugee Program, Private Sponsorship and the Blended Visa Office-Referral Program. Since March 2016, Syrian refugees have continued to arrive. Between the period of November 2015-September 2018, 58,650 Syrian refugees arrived in Canada (open data portal). Of these 58,650 refugees, 27,136 arrived as GARs, 26,602 were privately sponsored, and 4,912 came under the BVOR. As of February 2019, Canada had accepted over 60,000 refugees (Yousef, Ball and Grant, 2019; see Hamilton et al. 2020; Walton-Roberts et al. 2020).

¹⁶ As of April 2017, the list of Designated Countries is as follows: Andorra, Australia, Austria, Belgium, Chile, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Israel (excludes Gaza and the West Bank), Italy, Japan, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Mexico, Monaco, Netherlands, New Zealand, Norway, Poland, Portugal, Romania, San Marino, Slovak Republic, Slovenia, South Korea, Spain, Sweden, Switzerland, the United Kingdom and the United States of America.

4.1.3.6 Immigration and Refugee Board Review Steering Committee

The Immigration and Refugee Board Review Steering Committee is responsible for providing advice to a third party who is tasked with identifying efficiencies in processing times for Canada's Immigration and Refugee Board. The Steering Committee and the committee's terms of reference were created as part of the 2017 federal budget.

4.2. Temporary Migrant Programs

Canada has a range of temporary migrant programs directed at both low-skilled and high-skilled workers. The rate of temporary migration has increased over the past twenty years – there was a 13% annual increase from 2002 to 2013 (Elgersma, 2014).

4.2.1. Temporary Foreign Worker Program

The Temporary Foreign Worker program allows employers to bring migrant workers to Canada under a temporary work visa. The stated purpose of the program is to fill labour shortages in Canada. Employers who hire under this program must submit a Labour Market Impact Assessment (LMIA) to ascertain whether the job to be performed by the migrant could otherwise be performed by a Canadian citizen or permanent resident. The rules surrounding temporary residence in Canada is separated into a Stream for High Wage Positions, a Stream for Low-Wage Positions, and a Global Talent Stream.

4.2.2. Stream for High-Wage Positions

In order to bring migrants to Canada under the Stream for High Wage Positions, employers must provide a transition plan to demonstrate their willingness to not be reliant on the temporary foreign worker program. Further, employers must first attempt to recruit Canadian permanent residents and citizens for the position by advertising through the jobbank.gc.ca webpage.

4.2.3. Stream for Low-Wage Positions

Originally developed as a pilot program in 2002, the Stream for Low-Wage positions brings migrants to Canada to work in low wage positions. To bring migrants to Canada under the Stream for Low-Wage Positions, employers must first conduct a Labour Market Impact Assessment to demonstrate that the labour shortage cannot otherwise be filled by Canadian citizens or permanent residents.

4.2.4. Global Talent Stream

The Global Talent Stream is a two-year pilot program that was created in 2017 as part of the government's Global Skills Strategy. Employers are referred to the program by designated referral

partners (typically a provincial development agency, for instance the Atlantic Canada Opportunities Agency) and must employ migrants in a high-skill sector (e.g., engineering).

4.2.5. Programs for Temporary Agricultural Migrants

There are two streams for temporary agricultural migrants, these include: The Seasonal Agricultural Worker Program (SAWP) and the Agricultural Stream. The key difference between SAWP and the Agricultural Stream is that SAWP is based on bilateral agreements between the sending countries and Canada, whereas the Agricultural Stream is an extension of the Temporary Foreign Worker Program. Employers can only use the programs to employ migrants to work in primary agriculture. Primary agriculture is defined by IRCC as activities that are conducted within the confines of a farm, nursery or greenhouse, activities that relate to the operation of agricultural machinery, care of livestock or the processing of plants. For both the Seasonal Agricultural Worker Program and the Agricultural Stream, employers can only bring migrants to Canada if the farm produces products in the national commodity sectors – as per IRCC’s definition of primary agriculture, this includes: apiary products, fruits, vegetables (including canning/processing of these products if grown on the farm), mushrooms, flowers, nursery-grown trees including Christmas trees, greenhouses/nurseries, pedigreed canola seed, sod, tobacco, bovine, dairy, duck, horse, mink, poultry, sheep and swine.

4.2.6. Seasonal Agricultural Worker Program (SAWP)

The Seasonal Agricultural Worker Program (SAWP) was created in 1964 through a bilateral agreement between Jamaica and Canada to bring workers to Canada to fill labour shortages in agricultural production (Braganza, 2016). The number of countries who participate in the program has expanded since 1964. Employers can only bring migrants to Canada under the SAWP from a maximum of 8 months from the period of 1 January-15 December. Migrants under the program must come from one of the following countries:

- Mexico
- The Caribbean countries of: Anguilla, Antigua and Barbuda, Barbados, Dominica, Grenada, Jamaica, Montserrat, St. Kitts-Nevis, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago.

Under the Seasonal Agricultural Worker Program, employers must provide migrants with accommodation and must pay for their transportation costs to and from Canada (which employers can recoup through wage deductions from the migrants they employ, except in BC) (Employment and Social Development Canada, 2018). Employers also must provide the temporary migrants they employ free transportation to and from the worksite. Additionally, the employer must pay the employees the same hourly wage as Canadian citizens or permanent residents.

4.2.7. Agricultural Stream

Under the agricultural stream, employers can bring temporary migrants to Canada from any country to work in the agricultural sector. Other than allowing applicants from any country of origin and allowing migrants to stay for a maximum period of 24 months (compared to 8 months

under the Seasonal Agricultural Program), the agricultural stream follows/is based on the same rules as the latter surrounding the payment of accommodation and transportation costs.

4.2.8. International Mobility Program

The International Mobility Program is similar to the Temporary Foreign Worker Program but allows employers to bring temporary migrants to Canada without a Labour Market Impact Assessment. The program provides open work visas with restrictions or without restrictions to temporary workers. Similar to other temporary employment visas, the stated aim of the International Mobility Program is to foster Canada's economy through bringing in migrants to fill labour shortages.

Employers must provide the IRCC with a job description for the position of the temporary foreign worker and pay what the department describes as a \$230 compliance fee.

4.2.9. International Student Program

The International Student Program (ISP) allows international students to come and pursue their studies in Canada. IRCC issues study permits or temporary study visa for international students. The program also enables coordination with the provinces to establish designated learning institutions, defined as universities and postsecondary institutions (e.g., colleges) where international students are eligible to study under a temporary study visa. The requirement that students who are on an international study permit study in designated learning institutions was stipulated in changes to the Immigration and Refugee Protection Act made in 2012. Under the international student program, full-time students are eligible to work if their study permit authorizes it. They can work for on campus employers with no limit on their hours. However, if they work off campus students must be in a degree, diploma or certificate program and they are restricted to a maximum of 20 hours per week during the school term. Depending on their study terms they may be eligible to work more hours during scheduled breaks.

4.2.10. Post-Graduation Work Permit Program

The post- graduation work permit program allows international students to work in Canada for up to three years after they graduate from a Canadian university. International graduates have up to 90 days to apply for a post-graduation work permit after they complete their studies at a Canadian university.

4.3. Caregiver Programs

Both the Caring for Children Class and Caring for High Medical Needs Program were pilot programs created in 2014 to renew the controversial Live-in Caregiver Program (Siyuan, 2018). The Live-in Caregiver Program was created in 1992 for private households to bring temporary live-in care-givers to Canada. Under the Live-in Caregiver Program, caregivers came to Canada

under a closed work permit and had to live in their employer's household for at least a year prior to being eligible to apply for permanent residence. This arrangement often led to abuse on the part of the employers toward the caregivers, led to a deskilling of labour and breach of employment contracts (Arat-Koc, 2006; Brickner and Straehle, 2010).¹⁷ The most significant difference between the previous iteration of the Live-in Caregiver Program and the revised "Caregiver program" is that migrants who are sponsored have the option to not live with their employers. Further changes to the caregiver program under the two pilot programs include: 1) an annual cap of 5,500 on the number of permanent residence applications through the program (Siyuan, 2018); 2) new language requirements – those who come under the High Medical Needs Program must meet Canadian Language Benchmark number 7 to apply for permanent residence, and those in the Caring for Children Class must meet Canadian Language Benchmark number 5; and 3) permanent resident applicants must also hold either a degree they obtained overseas or must have completed at least one year of post-secondary education in Canada (Siyuan, 2018).¹⁸

4.3.1. Caring for Children Class

The Caring for Children Class is a pilot program to allow temporary migrants employed in home child care to apply for permanent residence. The pilot began in November 2014 and is due to end in November 2019. Applicants to the Caring for Children Class must be employed in NOC 4411 jobs and must meet the minimum requirements of the Canadian Language Benchmark. To apply for the program, the applicant must already be a temporary resident in Canada and must have at least two years of work experience caring for children in Canada. Further, applicants must obtain police record checks and a medical exam.

4.3.2. Caring for People with High Medical Needs Program

The Caring for People with High Medical Needs Program is similar to the Caring for Children Class and is also a pilot program that began in November 2014 and will end in November 2019. The program allows temporary migrants to apply for permanent residence if they are employed for two years or more in any of the following occupations: a registered nurse, registered psychiatric nurse, licensed practical nurse, nurse aide, patient service associate or home support worker. In addition to the work requirements, applicants must meet minimum Canadian Language Benchmarks for their employment and be licensed to practice in Canada.

In February 2019, IRCC announced a number of changes to the Live-In Caregiver Program. These changes come in anticipation of the November 2019 end date of the Caring for Children Class and Caring for People with High Medical Needs Class. The February 2019 changes include:

¹⁷ Employees were often asked to perform tasks (e.g. cleaning) that were beyond the duties stipulated in the employment contract.

¹⁸ In 2019, two new caregiver pilots replaced the two programs described below. For details, see: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/caregivers.html>

- An Interim Pathway for Caregivers Program (from March 2019-June 2019) that provides an alternative pathway for caregivers to obtain permanent residency. To be eligible for the Interim Pathway for Caregivers Program, applicants must have worked for at least 12 months in Canada, must have the equivalent of a Canadian high school diploma and must meet number 5 of the Canadian Language Benchmarks
- The introduction of two new five-year pilot programs for caregiver pathways. IRCC has released limited details about the two programs. These two new programs will assess the applicant's eligibility for permanent residency before they arrive in Canada and will provide open work and study permits to the family of successful applicants.

5. Pre-arrival and Settlement Services

5.1. Pre-arrival Services

Pre-arrival services are provided to newcomers prior to their arrival in Canada (Praznik and Shields 2018c). To be eligible for pre-arrival services, the recipient must have been accepted for permanent residency and be waiting to travel to Canada.¹⁹ Pre-arrival services are facilitated by Service Provider Organizations (SPOs) which are funded by IRCC. Pre-arrival services are provided either online or in the recipient's country of origin. For instance, Canadian Employment Connections is an online portal for newcomers to access career advice, whereas Canadian Orientation Abroad (COA) is a pre-arrival services organization that is facilitated through the International Organization for Migration (IOM) to provide information to newcomers from sites around the world.

5.2. Settlement Services

IRCC divides the Settlement Program into three sections: Indirect Services (i.e., Local Immigration Partnerships or LIPs), Direct Service Delivery, and Support Services (IRCC, 2017). The following services are provided to newcomers as part of the settlement program.

5.2.1. *Indirect Services: Local Immigration Partnerships*

In addition to funding direct service provision, IRCC encourages the development of Local Immigration Partnerships (LIPs). The LIP model was initiated in 2008 under the Modernized Approach to Settlement. LIPs do not provide direct services, rather they act as a council of stakeholders which coordinate and collaborate to provide newcomer settlement services in a city or province. Described as a "social incubator," LIPs draw settlement resources together in order to enhance services and develop long-term strategies on how best to provide settlement services.

¹⁹ Successful refugee claimants are also eligible to receive pre-arrival services while they are waiting to travel to Canada. Canada works with the International Organization for Migration (IOM) to provide pre-arrival services for refugees (through Canadian Orientation Abroad (COA):

https://publications.iom.int/system/files/pdf/a_new_home.pdf

The first step in creating a LIP is to establish a partnership council. The membership of LIPs is typically comprised of federal, provincial and municipal government representatives, settlement organizations and community groups (e.g., ethnocultural organizations, religious communities and health providers). LIPs are governed under the terms of reference that are drawn up for each partnership council. LIPs are funded in part by IRCC, but are also expected to apply for funding outside of government. At the time of writing, there are 35 LIPs in Ontario (see Walton-Roberts et al. 2019). The first two LIPs were created in Toronto and Ottawa simultaneously in 2008 but the model spread throughout Ontario, and then to other provinces in Canada (except Quebec).

IRCC provides the Settlement Program to help facilitate the integration of newcomers to Canada. Settlement services are facilitated by Service Provider Organizations (SPOs), with IRCC funding, in conjunction with provincial and municipal governments (see other BMRC reports on the province of Ontario (Praznik and Shields, 2018a), the province of Quebec (Bachelier et al. 2020), the cities of Toronto (Praznik and Shields, 2018b), Montreal (?), Ottawa (Veronis et al. 2020), and Gatineau (Mesana et al. 2020); see also Bachelier et al. 2020). The Settlement Program went through major changes in 2008 under the Modernized Approach to Settlement Services. Previously settlement services were provided through three programs: Host, Language Instruction for Newcomers Program (LINC), and the Immigration Settlement and Adaptation Program (ISAP). Under the Modernized Approach to Settlement Services, Host, LINC and ISAP were amalgamated. The Modernized Approach to Settlement Services also brought changes to funding – whereas the pre-2008 Settlement Program provided funding to settlement organizations on an annual basis, the Modernized Approach to Settlement Services provides funding to SPOs over a three-year period. This change in funding was enacted to ensure consistency in service provision and to encourage the development of Local Immigration Partnerships (LIPs) to ensure that services are not duplicated. Additionally, the Modernized Approach to Settlement Services measures program success through outcomes, rather than outputs (Neudorf, 2016).

5.2.2. *Direct Service Delivery*²⁰

5.2.2.1. *Needs Assessments and Referral Service (NARS)*

NARS is the first step in the process of providing settlement services to newcomers. When a newcomer first contacts an SPO, their needs are assessed to create a settlement plan. Once the settlement plan has been created, the newcomer is referred to the services that they require and for which they are eligible.

5.2.2.2. *Information and Orientation Services*

SPOs provide information and orientation sessions to newcomers to help them adjust to life in Canada. Examples of information and orientation services include a session hosted in 2019 by the Ottawa Community Immigrant Services Organization (OCISO) that provided information to

²⁰ See also Praznik and Shields (2018c); Bushell and Shields (2018).

newcomers on fire safety standards in Canada (this orientation came in the aftermath of the deaths of seven refugee children in Halifax due to a house fire).

5.2.2.3. Language Assessments

SPOs provide language assessments using standards set by the Centre for Canadian Language Benchmarks (CCLB). The CCLB is a non-government entity funded through IRCC. The Canadian Language Benchmarks assess language skills of applicants for permanent or temporary residency.

5.2.2.4. Language Training

SPOs offer language training to newcomers through the Language Instruction for Newcomers Program (LINC). LINC classes are provided through SPOs at no cost to permanent residents and protected persons.

5.2.2.5. Employment Related Services

SPOs help newcomers to find employment in the area where they settle. This employment support is facilitated through sessions on employment law and labour rights in Canada, as well as workshops on job search strategies.

5.2.2.6. Community Connections

The Community Connections Program helps newcomers to foster professional and social networks in the community where they settle. Activities organized by SPOs as part of the Community Connections Program include language conversation circles with newcomers and Canadians.

5.3. Support Services

5.3.1 Care for Newcomer Children

Care for Newcomer Children (CNC) is a program facilitated by SPOs to provide no-cost childcare to newcomer families who participate in settlement services (e.g., LINC classes). The program is facilitated by Childminding Monitoring, Advisory and Support (CMAS), an organization that is funded by IRCC. CMAS provides guidelines for SPOs to provide childcare on a short-term, long-term or combined basis (i.e., on either a short-term or long-term basis depending on the newcomer's needs).

5.3.2 Translation

Some SPOs offer translation services to newcomers in order to translate documents, emails or other communications. If an SPO does not have translation services, they will refer the newcomer to a local translation service.

5.3.3 Transportation

SPOs provide advice to newcomers on the transportation options in their community. For instance, the Ontario Council for Agencies Serving Immigrants (OCASI; an umbrella organization representing all SPOs in Ontario) provides information on how to obtain a driver's license, tips on purchasing a car, as well as advice on public transportation options.

5.3.4 Disability Support

Disability support is provided to newcomers by SPOs. SPOs facilitate funding from IRCC for equipment (e.g., wheelchairs, hearing aids) and other disability supports (e.g., braille translation). The funding from IRCC for disability equipment is capped at \$1,000 per person ("Negotiating your Contribution Agreement with Citizenship and Immigration Canada," 2014).

5.3.5 Crisis Counselling

Crisis counselling is provided by SPOs to newcomers to help with mental health and cultural adjustment challenges. Crisis counselling is provided in the short term to deal with challenges as they arise, it is the responsibility of the SPO to refer the newcomer to long-term counselling if the newcomer is experiencing a crisis that requires more support ("Negotiating your Contribution Agreement with Citizenship and Immigration Canada," 2014).

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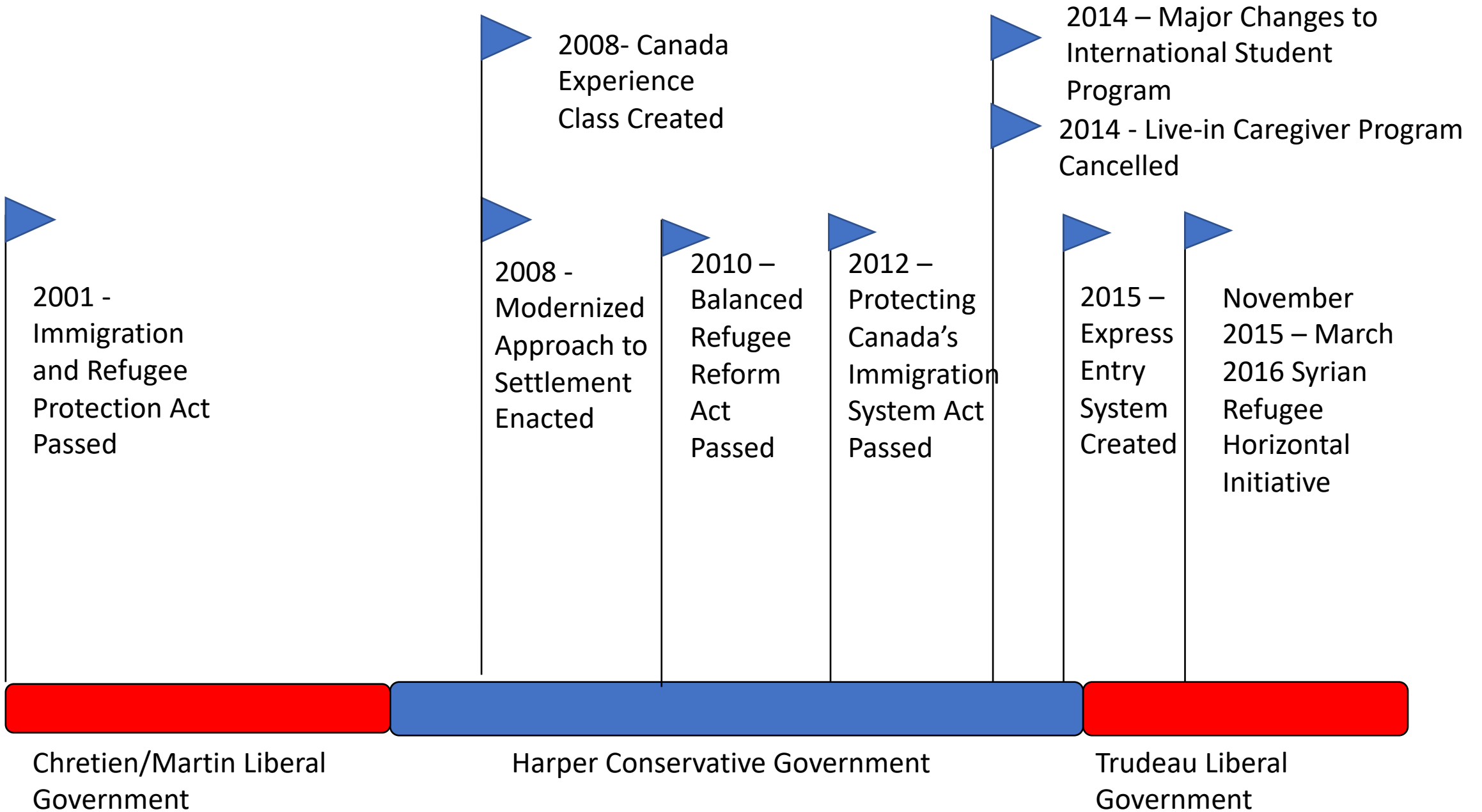
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Appendix B - National Occupation Classification System (NOC)

IRCC categorizes occupations along the following five skill types:

Skill Type 0 (zero): management jobs, such as:

- restaurant managers
- mine managers
- shore captains (fishing)

Skill Level A: professional jobs that usually call for a degree from a university, such as:

- doctors
- dentists
- architects

Skill Level B: technical jobs and skilled trades that usually call for a college diploma or training as an apprentice, such as:

- chefs
- plumbers
- electricians

Skill Level C: intermediate jobs that usually call for high school and/or job-specific training, such as:

- industrial butchers
- long-haul truck drivers
- food and beverage servers

Skill Level D: labour jobs that usually give on-the-job training, such as:

- fruit pickers
- cleaning staff
- oil field worker

Below is a detailed list of all of the NOC categories

NOC#	Job Title	NOC Category
0011	Legislators	0
0012	Senior government managers and officials	0
0013	Senior managers - financial, communications and other business services	0
0014	Senior managers - health, education, social and community services and membership organizations	0

0015	Senior managers - trade, broadcasting and other services, n.e.c.	0
0016	Senior managers - construction, transportation, production and utilities	0
0111	Financial managers	0
0112	Human resources managers	0
0113	Purchasing managers	0
0114	Other administrative services managers	0
0121	Insurance, real estate and financial brokerage managers	0
0122	Banking, credit and other investment managers	0
0124	Advertising, marketing and public relations managers	0
0125	Other business services managers	0
0131	Telecommunication carriers managers	0
0132	Postal and courier services managers	0
0211	Engineering managers	0
0212	Architecture and science managers	0
0213	Computer and information systems managers	0
0311	Managers in health care	0
0411	Government managers - health and social policy development and program administration	0
0412	Government managers - economic analysis, policy development and program administration	0
0413	Government managers - education policy development and program administration	0
0414	Other managers in public administration	0

0421	Administrators - post-secondary education and vocational training	0
0422	School principals and administrators of elementary and secondary education	0
0423	Managers in social, community and correctional services	0
0431	Commissioned police officers	0
0432	Fire chiefs and senior firefighting officers	0
0433	Commissioned officers of the Canadian Armed Forces	0
0511	Library, archive, museum and art gallery managers	0
0512	Managers - publishing, motion pictures, broadcasting and performing arts	0
0513	Recreation, sports and fitness program and service directors	0
0601	Corporate sales managers	0
0621	Retail and wholesale trade managers	0
0631	Restaurant and food service managers	0
0632	Accommodation service managers	0
0651	Managers in customer and personal services, n.e.c.	0
0711	Construction managers	0
0712	Home building and renovation managers	0
0714	Facility operation and maintenance managers	0
0731	Managers in transportation	0
0811	Managers in natural resources production and fishing	0
0821	Managers in agriculture	0
0822	Managers in horticulture	0
0823	Managers in aquaculture	0
0911	Manufacturing managers	0
0912	Utilities managers	0

1111	Financial auditors and accountants	A
1112	Financial and investment analysts	A
1113	Securities agents, investment dealers and brokers	A
1114	Other financial officers	A
1121	Human resources professionals	A
1122	Professional occupations in business management consulting	A
1123	Professional occupations in advertising, marketing and public relations	A
2111	Physicists and astronomers	A
2112	Chemists	A
2113	Geoscientists and oceanographers	A
2114	Meteorologists and climatologists	A
2115	Other professional occupations in physical sciences	A
2121	Biologists and related scientists	A
2122	Forestry professionals	A
2123	Agricultural representatives, consultants and specialists	A
2131	Civil engineers	A
2132	Mechanical engineers	A
2133	Electrical and electronics engineers	A
2134	Chemical engineers	A
2141	Industrial and manufacturing engineers	A
2142	Metallurgical and materials engineers	A
2143	Mining engineers	A
2144	Geological engineers	A
2145	Petroleum engineers	A
2146	Aerospace engineers	A
2147	Computer engineers (except software engineers and designers)	A
2148	Other professional engineers, n.e.c.	A

2151	Architects	A
2152	Landscape architects	A
2153	Urban and land use planners	A
2154	Land surveyors	A
2161	Mathematicians, statisticians and actuaries	A
2171	Information systems analysts and consultants	A
2172	Database analysts and data administrators	A
2173	Software engineers and designers	A
2174	Computer programmers and interactive media developers	A
2175	Web designers and developers	A
3011	Nursing co-ordinators and supervisors	A
3012	Registered nurses and registered psychiatric nurses	A
3111	Specialist physicians	A
3112	General practitioners and family physicians	A
3113	Dentists	A
3114	Veterinarians	A
3121	Optometrists	A
3122	Chiropractors	A
3124	Allied primary health practitioners	A
3125	Other professional occupations in health diagnosing and treating	A
3131	Pharmacists	A
3132	Dietitians and nutritionists	A
3141	Audiologists and speech-language pathologists	A
3142	Physiotherapists	A
3143	Occupational therapists	A
3144	Other professional occupations in therapy and assessment	A
4011	University professors and lecturers	A
4012	Post-secondary teaching and research assistants	A

4021	College and other vocational instructors	A
4031	Secondary school teachers	A
4032	Elementary school and kindergarten teachers	A
4033	Educational counsellors	A
4111	Judges	A
4112	Lawyers and Quebec notaries	A
4151	Psychologists	A
4152	Social workers	A
4153	Family, marriage and other related counsellors	A
4154	Professional occupations in religion	A
4155	Probation and parole officers and related occupations	A
4156	Employment counsellors	A
4161	Natural and applied science policy researchers, consultants and program officers	A
4162	Economists and economic policy researchers and analysts	A
4163	Business development officers and marketing researchers and consultants	A
4164	Social policy researchers, consultants and program officers	A
4165	Health policy researchers, consultants and program officers	A
4166	Education policy researchers, consultants and program officers	A
4167	Recreation, sports and fitness policy researchers, consultants and program officers	A
4168	Program officers unique to government	A
4169	Other professional occupations in social science, n.e.c.	A
5111	Librarians	A
5112	Conservators and curators	A
5113	Archivists	A
5121	Authors and writers	A
5122	Editors	A

5123	Journalists	A
5125	Translators, terminologists and interpreters	A
5131	Producers, directors, choreographers and related occupations	A
5132	Conductors, composers and arrangers	A
5133	Musicians and singers	A
5134	Dancers	A
5135	Actors and comedians	A
5136	Painters, sculptors and other visual artists	A
1211	Supervisors, general office and administrative support workers	B
1212	Supervisors, finance and insurance office workers	B
1213	Supervisors, library, correspondence and related information workers	B
1214	Supervisors, mail and message distribution occupations	B
1215	Supervisors, supply chain, tracking and scheduling coordination occupations	B
1221	Administrative officers	B
1222	Executive assistants	B
1223	Human resources and recruitment officers	B
1224	Property administrators	B
1225	Purchasing agents and officers	B
1226	Conference and event planners	B
1227	Court officers and justices of the peace	B
1228	Employment insurance, immigration, border services and revenue officers	B
1241	Administrative assistants	B
1242	Legal administrative assistants	B
1243	Medical administrative assistants	B

1251	Court reporters, medical transcriptionists and related occupations	B
1252	Health information management occupations	B
1253	Records management technicians	B
1254	Statistical officers and related research support occupations	B
1311	Accounting technicians and bookkeepers	B
1312	Insurance adjusters and claims examiners	B
1313	Insurance underwriters	B
1314	Assessors, valuers and appraisers	B
1315	Customs, ship and other brokers	B
2211	Chemical technologists and technicians	B
2212	Geological and mineral technologists and technicians	B
2221	Biological technologists and technicians	B
2222	Agricultural and fish products inspectors	B
2223	Forestry technologists and technicians	B
2224	Conservation and fishery officers	B
2225	Landscape and horticulture technicians and specialists	B
2231	Civil engineering technologists and technicians	B
2232	Mechanical engineering technologists and technicians	B
2233	Industrial engineering and manufacturing technologists and technicians	B
2234	Construction estimators	B
2241	Electrical and electronics engineering technologists and technicians	B

2242	Electronic service technicians (household and business equipment)	B
2243	Industrial instrument technicians and mechanics	B
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	B
2251	Architectural technologists and technicians	B
2252	Industrial designers	B
2253	Drafting technologists and technicians	B
2254	Land survey technologists and technicians	B
2255	Technical occupations in geomatics and meteorology	B
2261	Non-destructive testers and inspection technicians	B
2262	Engineering inspectors and regulatory officers	B
2263	Inspectors in public and environmental health and occupational health and safety	B
2264	Construction inspectors	B
2271	Air pilots, flight engineers and flying instructors	B
2272	Air traffic controllers and related occupations	B
2273	Deck officers, water transport	B
2274	Engineer officers, water transport	B
2275	Railway traffic controllers and marine traffic regulators	B
2281	Computer network technicians	B
2282	User support technicians	B
2283	Information systems testing technicians	B
3211	Medical laboratory technologists	B
3212	Medical laboratory technicians and pathologists' assistants	B

3213	Animal health technologists and veterinary technicians	B
3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	B
3215	Medical radiation technologists	B
3216	Medical sonographers	B
3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	B
3219	Other medical technologists and technicians (except dental health)	B
3221	Denturists	B
3222	Dental hygienists and dental therapists	B
3223	Dental technologists, technicians and laboratory assistants	B
3231	Opticians	B
3232	Practitioners of natural healing	B
3233	Licensed practical nurses	B
3234	Paramedical occupations	B
3236	Massage therapists	B
3237	Other technical occupations in therapy and assessment	B
4211	Paralegal and related occupations	B
4212	Social and community service workers	B
4214	Early childhood educators and assistants	B
4215	Instructors of persons with disabilities	B
4216	Other instructors	B
4217	Other religious occupations	B
4311	Police officers (except commissioned)	B
4312	Firefighters	B
4313	Non-commissioned ranks of the Canadian Armed Forces	B
5211	Library and public archive technicians	B

5212	Technical occupations related to museums and art galleries	B
5221	Photographers	B
5222	Film and video camera operators	B
5223	Graphic arts technicians	B
5224	Broadcast technicians	B
5225	Audio and video recording technicians	B
5226	Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	B
5227	Support occupations in motion pictures, broadcasting, photography and the performing arts	B
5231	Announcers and other broadcasters	B
5232	Other performers, n.e.c.	B
5241	Graphic designers and illustrators	B
5242	Interior designers and interior decorators	B
5243	Theatre, fashion, exhibit and other creative designers	B
5244	Artisans and craftspersons	B
5245	Patternmakers - textile, leather and fur products	B
5251	Athletes	B
5252	Coaches	B
5253	Sports officials and referees	B
5254	Program leaders and instructors in recreation, sport and fitness	B
6211	Retail sales supervisors	B
6221	Technical sales specialists - wholesale trade	B
6222	Retail and wholesale buyers	B
6231	Insurance agents and brokers	B
6232	Real estate agents and salespersons	B
6235	Financial sales representatives	B
6311	Food service supervisors	B

6312	Executive housekeepers	B
6313	Accommodation, travel, tourism and related services supervisors	B
6314	Customer and information services supervisors	B
6315	Cleaning supervisors	B
6316	Other services supervisors	B
6321	Chefs	B
6322	Cooks	B
6331	Butchers, meat cutters and fishmongers - retail and wholesale	B
6332	Bakers	B
6341	Hairstylists and barbers	B
6342	Tailors, dressmakers, furriers and milliners	B
6343	Shoe repairers and shoemakers	B
6344	Jewellers, jewellery and watch repairers and related occupations	B
6345	Upholsterers	B
6346	Funeral directors and embalmers	B
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	B
7202	Contractors and supervisors, electrical trades and telecommunications occupations	B
7203	Contractors and supervisors, pipefitting trades	B
7204	Contractors and supervisors, carpentry trades	B
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	B
7231	Machinists and machining and tooling inspectors	B
7232	Tool and die makers	B
7233	Sheet metal workers	B
7234	Boilermakers	B

7235	Structural metal and platework fabricators and fitters	B
7236	Ironworkers	B
7237	Welders and related machine operators	B
7241	Electricians (except industrial and power system)	B
7242	Industrial electricians	B
7243	Power system electricians	B
7244	Electrical power line and cable workers	B
7245	Telecommunications line and cable workers	B
7246	Telecommunications installation and repair workers	B
7247	Cable television service and maintenance technicians	B
7251	Plumbers	B
7252	Steamfitters, pipefitters and sprinkler system installers	B
7253	Gas fitters	B
7271	Carpenters	B
7272	Cabinetmakers	B
7281	Bricklayers	B
7282	Concrete finishers	B
7283	Tilesetters	B
7284	Plasterers, drywall installers and finishers and lathers	B
7291	Roofers and shinglers	B
7292	Glaziers	B
7293	Insulators	B
7294	Painters and decorators (except interior decorators)	B
7295	Floor covering installers	B
7301	Contractors and supervisors, mechanic trades	B
7302	Contractors and supervisors, heavy equipment operator crews	B
7303	Supervisors, printing and related occupations	B
7304	Supervisors, railway transport operations	B

7305	Supervisors, motor transport and other ground transit operators	B
7311	Construction millwrights and industrial mechanics	B
7312	Heavy-duty equipment mechanics	B
7313	Heating, refrigeration and air conditioning mechanics	B
7314	Railway carmen/women	B
7315	Aircraft mechanics and aircraft inspectors	B
7316	Machine fitters	B
7318	Elevator constructors and mechanics	B
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	B
7322	Motor vehicle body repairers	B
7331	Oil and solid fuel heating mechanics	B
7332	Appliance servicers and repairers	B
7333	Electrical mechanics	B
7334	Motorcycle, all-terrain vehicle and other related mechanics	B
7335	Other small engine and small equipment repairers	B
7361	Railway and yard locomotive engineers	B
7362	Railway conductors and brakemen/women	B
7371	Crane operators	B
7372	Drillers and blasters - surface mining, quarrying and construction	B
7373	Water well drillers	B
7381	Printing press operators	B
7384	Other trades and related occupations, n.e.c.	B
8211	Supervisors, logging and forestry	B
8221	Supervisors, mining and quarrying	B

8222	Contractors and supervisors, oil and gas drilling and services	B
8231	Underground production and development miners	B
8232	Oil and gas well drillers, servicers, testers and related workers	B
8241	Logging machinery operators	B
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	B
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	B
8261	Fishing masters and officers	B
8262	Fishermen/women	B
9211	Supervisors, mineral and metal processing	B
9212	Supervisors, petroleum, gas and chemical processing and utilities	B
9213	Supervisors, food and beverage processing	B
9214	Supervisors, plastic and rubber products manufacturing	B
9215	Supervisors, forest products processing	B
9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	B
9221	Supervisors, motor vehicle assembling	B
9222	Supervisors, electronics manufacturing	B
9223	Supervisors, electrical products manufacturing	B
9224	Supervisors, furniture and fixtures manufacturing	B
9226	Supervisors, other mechanical and metal products manufacturing	B
9227	Supervisors, other products manufacturing and assembly	B

9231	Central control and process operators, mineral and metal processing	B
9232	Central control and process operators, petroleum, gas and chemical processing	B
9235	Pulping, papermaking and coating control operators	B
9241	Power engineers and power systems operators	B
9243	Water and waste treatment plant operators	B
1411	General office support workers	C
1414	Receptionists	C
1415	Personnel clerks	C
1416	Court clerks	C
1422	Data entry clerks	C
1423	Desktop publishing operators and related occupations	C
1431	Accounting and related clerks	C
1432	Payroll administrators	C
1434	Banking, insurance and other financial clerks	C
1435	Collectors	C
1451	Library assistants and clerks	C
1452	Correspondence, publication and regulatory clerks	C
1454	Survey interviewers and statistical clerks	C
1511	Mail, postal and related workers	C
1512	Letter carriers	C
1513	Couriers, messengers and door-to-door distributors	C
1521	Shippers and receivers	C
1522	Storekeepers and partspersons	C
1523	Production logistics co-ordinators	C
1524	Purchasing and inventory control workers	C
1525	Dispatchers	C
1526	Transportation route and crew schedulers	C
3411	Dental assistants	C

3413	Nurse aides, orderlies and patient service associates	C
3414	Other assisting occupations in support of health services	C
4411	Home child care providers	C
4412	Home support workers, housekeepers and related occupations	C
4413	Elementary and secondary school teacher assistants	C
4421	Sheriffs and bailiffs	C
4422	Correctional service officers	C
4423	By-law enforcement and other regulatory officers, n.e.c.	C
6411	Sales and account representatives - wholesale trade (non-technical)	C
6421	Retail salespersons	C
6511	Maîtres d'hôtel and hosts/hostesses	C
6512	Bartenders	C
6513	Food and beverage servers	C
6521	Travel counsellors	C
6522	Pursers and flight attendants	C
6523	Airline ticket and service agents	C
6524	Ground and water transport ticket agents, cargo service representatives and related clerks	C
6525	Hotel front desk clerks	C
6531	Tour and travel guides	C
6532	Outdoor sport and recreational guides	C
6533	Casino occupations	C
6541	Security guards and related security service occupations	C
6551	Customer services representatives - financial institutions	C
6552	Other customer and information services representatives	C
6561	Image, social and other personal consultants	C

6562	Estheticians, electrologists and related occupations	C
6563	Pet groomers and animal care workers	C
6564	Other personal service occupations	C
7441	Residential and commercial installers and servicers	C
7442	Waterworks and gas maintenance workers	C
7444	Pest controllers and fumigators	C
7445	Other repairers and servicers	C
7451	Longshore workers	C
7452	Material handlers	C
7511	Transport truck drivers	C
7512	Bus drivers, subway operators and other transit operators	C
7513	Taxi and limousine drivers and chauffeurs	C
7514	Delivery and courier service drivers	C
7521	Heavy equipment operators (except crane)	C
7522	Public works maintenance equipment operators and related workers	C
7531	Railway yard and track maintenance workers	C
7532	Water transport deck and engine room crew	C
7533	Boat and cable ferry operators and related occupations	C
7534	Air transport ramp attendants	C
7535	Other automotive mechanical installers and servicers	C
8411	Underground mine service and support workers	C
8412	Oil and gas well drilling and related workers and services operators	C
8421	Chain saw and skidder operators	C

8422	Silviculture and forestry workers	C
8431	General farm workers	C
8432	Nursery and greenhouse workers	C
8441	Fishing vessel deckhands	C
8442	Trappers and hunters	C
9411	Machine operators, mineral and metal processing	C
9412	Foundry workers	C
9413	Glass forming and finishing machine operators and glass cutters	C
9414	Concrete, clay and stone forming operators	C
9415	Inspectors and testers, mineral and metal processing	C
9416	Metalworking and forging machine operators	C
9417	Machining tool operators	C
9418	Other metal products machine operators	C
9421	Chemical plant machine operators	C
9422	Plastics processing machine operators	C
9423	Rubber processing machine operators and related workers	C
9431	Sawmill machine operators	C
9432	Pulp mill machine operators	C
9433	Papermaking and finishing machine operators	C
9434	Other wood processing machine operators	C
9435	Paper converting machine operators	C
9436	Lumber graders and other wood processing inspectors and graders	C
9437	Woodworking machine operators	C
9441	Textile fibre and yarn, hide and pelt processing machine operators and workers	C

9442	Weavers, knitters and other fabric making occupations	C
9445	Fabric, fur and leather cutters	C
9446	Industrial sewing machine operators	C
9447	Inspectors and graders, textile, fabric, fur and leather products manufacturing	C
9461	Process control and machine operators, food and beverage processing	C
9462	Industrial butchers and meat cutters, poultry preparers and related workers	C
9463	Fish and seafood plant workers	C
9465	Testers and graders, food and beverage processing	C
9471	Plateless printing equipment operators	C
9472	Camera, platemaking and other prepress occupations	C
9473	Binding and finishing machine operators	C
9474	Photographic and film processors	C
9521	Aircraft assemblers and aircraft assembly inspectors	C
9522	Motor vehicle assemblers, inspectors and testers	C
9523	Electronics assemblers, fabricators, inspectors and testers	C
9524	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	C
9525	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	C
9526	Mechanical assemblers and inspectors	C
9527	Machine operators and inspectors, electrical apparatus manufacturing	C

9531	Boat assemblers and inspectors	C
9532	Furniture and fixture assemblers and inspectors	C
9533	Other wood products assemblers and inspectors	C
9534	Furniture finishers and refinishers	C
9535	Plastic products assemblers, finishers and inspectors	C
9536	Industrial painters, coaters and metal finishing process operators	C
9537	Other products assemblers, finishers and inspectors	C
6611	Cashiers	D
6621	Service station attendants	D
6622	Store shelf stockers, clerks and order fillers	D
6623	Other sales related occupations	D
6711	Food counter attendants, kitchen helpers and related support occupations	D
6721	Support occupations in accommodation, travel and facilities set-up services	D
6722	Operators and attendants in amusement, recreation and sport	D
6731	Light duty cleaners	D
6732	Specialized cleaners	D
6733	Janitors, caretakers and building superintendents	D
6741	Dry cleaning, laundry and related occupations	D
6742	Other service support occupations, n.e.c.	D
7611	Construction trades helpers and labourers	D
7612	Other trades helpers and labourers	D
7621	Public works and maintenance labourers	D
7622	Railway and motor transport labourers	D

8611	Harvesting labourers	D
8612	Landscaping and grounds maintenance labourers	D
8613	Aquaculture and marine harvest labourers	D
8614	Mine labourers	D
8615	Oil and gas drilling, servicing and related labourers	D
8616	Logging and forestry labourers	D
9611	Labourers in mineral and metal processing	D
9612	Labourers in metal fabrication	D
9613	Labourers in chemical products processing and utilities	D
9614	Labourers in wood, pulp and paper processing	D
9615	Labourers in rubber and plastic products manufacturing	D
9616	Labourers in textile processing	D
9617	Labourers in food and beverage processing	D
9618	Labourers in fish and seafood processing	D
9619	Other labourers in processing, manufacturing and utilities	D

*Adapted from: "Find your NOC."
Immigration, Refugees and Citizenship Canada.
<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/find-national-occupation-code.html>

Appendix C – Selection Factor Point Grid

Six selection factors – Federal Skilled Worker Program (Express Entry)

We use selection factor points to help assess your eligibility for the Federal Skilled Worker Program.

We'll assess your selection factors and assign an overall score out of 100.

If you score 67 points or higher, you may qualify for the Federal Skilled Worker Program.

If you meet the other requirements too, you can submit a profile to the Express Entry pool. Once you're in the Express Entry pool, we use a [different system](#) to rank your profile.

If you score lower than 67 points, you won't qualify for the program. You may be able to get a higher score by doing things like:

- improving your language skills
- completing another degree, diploma, or certificate
- receiving an offer of arranged employment in Canada

On this page

- [Language skills points](#)
- [Education points](#)
- [Work experience points](#)
- [Age points](#)
- [Arranged employment in Canada points](#)
- [Adaptability points](#)

Language skills (maximum 28 points)

It's very important to be able to communicate in 1 or both of Canada's official languages. Knowing English, French or both helps you in the Canadian job market.

You can get up to 28 points for your language skills in English and French. We'll give you points based on your ability to:

- write
- read
- listen
- speak

Language testing

You must take an [approved language test](#) to prove your language levels.

To measure your English or French levels, we use:

- [Canadian Language Benchmarks \(CLB\)](#) for English
- [Niveaux de compétence linguistique canadiens \(NCLC\)](#) for French

You must get a minimum level of **CLB 7 or NCLC 7** for 1 official language in all 4 language areas. To get points for the second official language, you must meet the minimum level of **CLB 5 or NCLC 5** in all 4 language areas.

Once you take the language test, you can use [IELTS](#) to see exactly how many points we'll give you for the language selection factor.

Find out more about [language testing](#) and how to get tested.

Calculate your language points

First official language (maximum 24 points)

Check the table below and add the points that match your IELTS level:

First official language	Points			
	Speaking	Listening	Reading	Writing
CLB level 9 or higher	6	6	6	6
CLB level 8	5	5	5	5
CLB level 7	4	4	4	4
Below CLB level 7	Not eligible to apply	Not eligible to apply	Not eligible to apply	Not eligible to apply

Second official language (maximum 4 points)

You can get 4 points only if you have a score of at least CLB 5 in each of the 4 language abilities.

Second official language	Points
At least CLB 5 in all of the 4 abilities	4
CLB 4 or less in any of the 4 abilities	0

Education (maximum 25 points)

If you went to school in Canada, you must have a certificate, diploma or degree from a Canadian:

- secondary (high school) or
- post-secondary school

If you have foreign education, you must have:

- an [Educational Credential Assessment report](#) from an approved agency showing that your foreign education is equal to a completed certificate, diploma or degree from a Canadian:
 - secondary (high school) or
 - post-secondary school

You **must** include your Canadian credential or your foreign credential and Educational Credential Assessment report when you apply.

- [How to read your report](#) and calculate your points for education.

Work experience (maximum 15 points)

You can get points for the number of years you've spent doing full-time paid work (at least 30 hours per week or an equal amount of part-time (15 hours per week for 24 months)) at skill type 0, or skill levels A or B of the 2016 [National Occupational Classification](#).

To get selection factor points, your work experience will count if it was

- in Canada or abroad
- while you were studying
- while being self-employed

Finding your National Occupational Classification (NOC)

The NOC is a list of all the occupations in the Canadian labour market and is used to classify jobs in the Canadian economy. It describes duties, skills, talents and work settings for different jobs.

You will need to identify the "NOC code" for each job that you want to include in your Express Entry profile. [Find your NOC](#) to find the information that best matches each of your past jobs.

You'll need this information again, so make sure to save it.

If the description and list of main duties match what you did at your job(s), you can count this experience for points.

Use this chart to find the number of points based on your number of years of experience.

Experience	Maximum 15 points
1 year	9
2-3 years	11
4-5 years	13
6 or more years	15

Age (maximum 12 points)

You'll get points based on your age on the day we get your application.

Age	Points
Under 18	
18-35	12
36	11
37	10
38	9
39	
40	
41	6
42	5
43	4
44	3
45	2
46	
47 and older	

Arranged employment in Canada (maximum 10 points)

You can get points if you have a job offer of **at least 1 year** from a Canadian employer. You must get the job offer before you apply to come to Canada as a Federal Skilled Worker.

A valid job offer has to be:

- for continuous, paid, full-time work (minimum of 30 hours/week) that is:
 - **not seasonal**
 - for at least 1 year
- in an occupation listed as Skill Type O or Skill Level A or B of the NOC.

We must be convinced that:

- you're able to do the job offered to you
- you'll be able to become licensed or certified when in Canada (if the occupation is regulated in Canada)

To get 10 points for a valid job offer, 1 of these situations must all apply.

Situation 1

You currently work in Canada on a work permit and you meet **all** of the following conditions:

- Your work permit is valid both when you apply and when the permanent resident visa is issued (or you're allowed to work in Canada without a work permit when your visa is issued)
- We issued your work permit based on a positive Labour Market Impact Assessment (LMIA) from Employment and Social Development Canada in an occupation listed under skill type O or skill level A or B of the NOC.
- You're working for an employer named on your work permit.
- That employer has made a valid job offer based on you being accepted as a skilled worker.

Situation 2

You currently work in Canada in a job that is exempt from the LMIA requirement because of **1** of the following:

- an international agreement (such as, the North American Free Trade Agreement) or
- significant benefit to Canadian interests or
- a federal-provincial agreement

You must also meet all of the following conditions:

- Your work permit is valid both when you apply and when the permanent resident visa is issued (or you're allowed to work in Canada without a permit when your permanent resident visa is issued)
- Your current employer has made a valid job offer based on you being accepted as a skilled worker.
- You are currently working for the employer specified on your work permit
- You have been working for that employer for at least 1 year, continuous full-time or part-time equivalent

Situation 3

You must meet all of the following conditions:

- You currently don't have a work permit, or don't plan to work in Canada before you get a permanent resident visa.
- An employer has a LMIA.
- That employer has made you a valid job offer based on that LMIA and on you being accepted as a skilled worker.

Situation 4

You must meet all of the following conditions:

- You have a valid work permit or are allowed to work in Canada without a work permit
- You're currently working in Canada in a job that is exempt from a LMIA, but it is **not** under an international, federal-provincial agreement or because of significant benefit to Canadian interests.
- An employer other than the one you are currently working for
 - has a LMIA
 - has made you a valid job offer based on that LMIA and on you being accepted as a skilled worker.

LMIA's and valid job offers

- You can't get a LMIA (your employer must do this for you).
- Employment and Social Development Canada will only confirm valid job offers for occupations listed in Skill type O, or skill level A or B, of the NOC

Adaptability (maximum 10 points)

You and your spouse or common-law partner who will immigrate with you to Canada can earn points for adaptability.

You and your spouse can earn a maximum of 10 points by combining any of the elements below. These elements assess how well you and your spouse are likely to settle in Canada.

Adaptability	Maximum 10 points
<p>Your spouse or partner's language level Your spouse or common-law partner has a language level in either English or French at CLB 4 level or higher in all 4 language abilities (speaking, listening, reading and writing).</p> <p>To get these points, you must submit your spouse or common-law partner's test results from an approved agency when you apply. The language tests are valid for 2 years after the date of the test result. They must be valid on the day you apply for permanent residence.</p>	5
<p>Your past studies in Canada You completed at least 2 academic years of full-time study (in a program at least 2 years long) at a secondary or post-secondary school in Canada.</p> <p>Full-time study means at least 15 hours of classes per week. You must have stayed in good academic standing (as set out by the school) during that time.</p>	5
<p>Your spouse or partner's past studies in Canada Your spouse or common-law partner completed at least 2 academic years of full-time study (in a program at least 2 years long) at a secondary or post-secondary school in Canada.</p> <p>Full-time study means at least 15 hours of classes per week, and your spouse or partner must have stayed in good academic standing (as set out by the school) during that time.</p>	5
<p>Your past work in Canada You did at least 1 year of full-time work in Canada:</p> <ol style="list-style-type: none"> 1. In a job listed in Skill Type 0 or Skill Levels A or B of the National Occupational Classification (NOC). 2. And, with a valid work permit, or while authorized to work in Canada. 	10
<p>Your spouse or common-law partner's past work in Canada Your spouse or partner did at least 1 year of full-time work in Canada on a valid work permit or while authorized to work in Canada.</p>	5
<p>Arranged employment in Canada You earned points for having arranged employment.</p>	5
<p>Relatives in Canada You, or your spouse or common-law partner, have a relative who is:</p> <ul style="list-style-type: none"> • living in Canada • 18 years or older and • a Canadian citizen or permanent resident <p>This relative must be a:</p> <ul style="list-style-type: none"> • parent • grandparent • child • grandchild • your or your spouse's sibling (child of your or your spouse's parent) • your or your spouse's aunt or uncle (by blood or marriage) • your or your spouse's niece or nephew (grandchild of your or your spouse's parent) 	5

*Taken from: "Six selection factors – Federal Skilled Worker Program (Express Entry)." *Immigration, Refugees and Citizenship Canada*. <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/federal-skilled-workers/six-selection-factors-federal-skilled-workers.html>

Appendix D – Comprehensive Ranking System (CRS) Comprehensive Ranking System (CRS) Criteria – Express Entry

Note: If your spouse or partner is not coming with you to Canada, or they are a Canadian citizen or permanent resident, you will earn points as if you don't have a spouse or partner.

Summary of maximum points per factor for Express Entry candidates

A. Core / human capital factors

Factors	Points per factor - With a spouse or common-law partner	Points per factor - Without a spouse or common-law partner
Age	100	110
Level of education	140	150
Official languages proficiency	150	160
Canadian work experience	70	80

B. Spouse or common-law partner factors

Factors	Points per factor (Maximum 40 points)
Level of education	10
Official language proficiency	20
Canadian Work Experience	10

A. Core/human capital + B. Spouse or common-law partner factors = Maximum 500 points (with OR without a spouse or common-law partner)

C. Skill Transferability factors (Maximum 100 points)

Education	Points per factor (Maximum 50 points)
With good/strong official languages proficiency and a post-secondary degree	50
With Canadian work experience and a post-secondary degree	50
Foreign work experience	Points per factor (Maximum 50 points)
With good/strong official languages proficiency (Canadian Language Benchmark [CLB] level 7 or higher) and foreign work experience	50
With Canadian work experience and foreign work experience	50
Certificate of qualification (for people in trade occupations)	Points per factor (Maximum 50 points)
With good/strong official languages proficiency and a certificate of qualification	50

A. Core/human capital + B. Spouse or common-law partner + C. Transferability factors = Maximum 600 points

D. Additional points (Maximum 600 points)

Factor	Maximum points per factor
Brother or sister living in Canada (citizen or permanent resident)	15
French language skills	30
Post-secondary education in Canada	30
Arranged employment	200
PN nomination	600

A. Core/human capital + B. Spouse or common-law partner factors + C. Transferability factors + D. Additional points = Grand total – Maximum 1,200 points

Points breakdown, section by section

CRS- A. Core / human capital factors

- With a spouse or common-law partner: Maximum 460 points total for all factors.
- Without a spouse or common-law partner: Maximum 500 points total for all factors.

Age	With a spouse or common-law partner (Maximum 100 points)	Without a spouse or common-law partner (Maximum 110 points)
17 years of age or less		
18 years of age	90	99
19 years of age	95	105
20 to 29 years of age	100	110
30 years of age	95	105
31 years of age	90	99
32 years of age	85	94
33 years of age	80	88
34 years of age	75	83
35 years of age	70	77
36 years of age	65	72
37 years of age	60	68
38 years of age	55	61
39 years of age	50	55
40 years of age	45	50
41 years of age	35	39
42 years of age	25	28
43 years of age	15	17
44 years of age		
45 years of age or more		

Level of Education	With a spouse or common-law partner (Maximum 140 points)	Without a spouse or common-law partner (Maximum 150 points)
Less than secondary school (high school)		
Secondary diploma (high school graduation)	28	30
One-year degree, diploma or certificate from a university, college, trade or technical school, or other institution	84	90
Two-year program at a university, college, trade or technical school, or other institution	91	98
Bachelor's degree OR a three or more year program at a university, college, trade or technical school, or other institution	112	120
Two or more certificates, diploma or degrees. One must be for a program of three or more years	119	128
Master's degree, OR professional degree needed to practice in a licensed profession (For "professional degree," the degree program must have been in: medicine, veterinary medicine, dentistry, optometry, law, chiropractic medicine, or pharmacy.)	126	135
Doctoral level university degree (Ph.D.)	140	150

Official languages proficiency, first official language

Maximum points for each ability (reading, writing, speaking and listening)

- 32 with a spouse or common-law partner
- 34 without a spouse or common-law partner

Canadian Language Benchmark (CLB) level of ability	With a spouse or common-law partner (Maximum 128 points)	Without a spouse or common-law partner (Maximum 136 points)
Less than CLB 4		
CLB 4 or 5		
CLB 6		
CLB 7	16	17
CLB 8	22	23
CLB 9	29	31
CLB 10 or more	32	34

Official languages proficiency, second official language

Maximum points for each ability (reading, writing, speaking and listening):

- 6 with a spouse or common-law partner (up to a combined maximum of 22 points)
- 6 without a spouse or common-law partner (up to a combined maximum of 24 points)

Canadian Language Benchmark (CLB) level per ability	With a spouse or common-law partner (Maximum 22 points)	Without a spouse or common-law partner (Maximum 24 points)
CLB 4 or less		
CLB 5 or 6		
CLB 7 or 8		
CLB 9 or more		

Canadian work experience	With a spouse or common-law partner (Maximum 70 points)	Without a spouse or common-law partner (Maximum 80 points)
None or less than a year		
1 year	35	40
2 years	46	53
3 years	56	64
4 years	63	72
5 years or more	70	80

Subtotal: A. Core/ human capital factors

- With a spouse or common-law partner - Maximum 460 points
- Without a spouse or common-law partner - Maximum 500 points

CRS - B. Spouse or common-law partner factors (if applicable)

	With spouse or common-law partner (Maximum 10 points)	Without spouse or common-law partner (Does not apply)
Spouse's or common-law partner's level of education		
Less than secondary school (high school)	0	n/a
Secondary school (high school graduation)	2	n/a
One-year program at a university, college, trade or technical school, or other institute	6	n/a
Two-year program at a university, college, trade or technical school, or other institute		n/a
Bachelor's degree OR a three or more year program at a university, college, trade or technical school, or other institute	8	n/a
Two or more certificates, diplomas, or degrees. One must be for a program of three or more years	9	n/a
Master's degree, or professional degree needed to practice in a licensed profession (For professional degree: the degree program must have been in: medicine, veterinary medicine, dentistry, optometry, law, chiropractic medicine, or pharmacy.)	10	n/a
Doctoral level university degree (PhD)	10	n/a

Note: (n/a) means that this factor does not apply in this case.

Spouse's or common-law partner's official languages proficiency - first official language

Canadian Language Benchmark (CLB) level per ability (reading, writing, speaking and listening)	Maximum, 20 points for section Maximum 5 points per ability	Without spouse or common-law partner (Does not apply)
CLB 4 or less		n/a
CLB 5 or 6		n/a
CLB 7 or 8	3	n/a
CLB 9 or more		n/a

Note: (n/a) means that this factor does not apply in this case.

CRSC Skill transferability factors (Maximum 100 points for this section)

Education

With good official language proficiency (Canadian Language Benchmark Level [CLB] 7 or higher) and a post-secondary degree	Points for CLB 7 or more on all first official language abilities, with one or more under CLB 9 (Maximum 25 points)	Points for CLB 9 or more on all four first official language abilities (Maximum 50 points)
Secondary school (high school) credential or less		
PoS:-5secondary program credential of one year or longer	13	25
Two or more poS:-secondary program credentials AND at least one of these credentials was issued on completion of a poS:-secondary program of three years or longer	25	50

With Canadian work experience and a post-secondary degree	Points for education+ 1 year of Canadian work experience (Maximum 25 points)	Points for education+ 2 years or more of Canadian work experience (Maximum 50 points)
Secondary school (high school) credential or less		
Post-5secondary program credential of one year or longer	13	25
Two or more poS:-5secondary program credentials AND at least one of the credentials was issued on completion of a post-secondary program of three years or longer	25	50

Foreign work experience - With good official language proficiency (Canadian Language Benchmark Level [CLB] 7 or higher)

Years of experience	Points for foreign work experience+ CLB 7 or more on all first official language abilities, one or more under 9 (Maximum 25 points)	Points for foreign work experience+ CLB 9 or more on all four first official language abilities (Maximum 50 points)
No foreign work experience		
1 or 2 years of foreign work experience	13	25
3 years or more of foreign work experience	25	50

CRS- C. Skill transferability factors (Maximum 100 points for this section)

Education

With good official language proficiency (Canadian Language Benchmark Level [CLB] 7 or higher) and a post-secondary degree	Points for CLB 7 or more on all first official language abilities, with one or more under CLB 9 (Maximum 25 points)	Points for CLB 9 or more on all four first official language abilities (Maximum 50 points)
Secondary school (high school) credential or less		
Post-secondary program credential of one year or longer	13	25
Two or more post-secondary program credentials AND at least one of these credentials was issued on completion of a post-secondary program of three years or longer	25	50

With Canadian work experience and a post-secondary degree	Points for education + 1 year of Canadian work experience (Maximum 25 points)	Points for education + 2 years or more of Canadian work experience (Maximum 50 points)
Secondary school (high school) credential or less		
Post-secondary program credential of one year or longer	13	25
Two or more post-secondary program credentials AND at least one of these credentials was issued on completion of a post-secondary program of three years or longer	25	50

Foreign work experience - With good official language proficiency (Canadian Language Benchmark Level [CLB] 7 or higher)

Years of experience	Points for foreign work experience + CLB 7 or more on all first official language abilities, one or more under 9 (Maximum 25 points)	Points for foreign work experience + CLB 9 or more on all four first official language abilities (Maximum 50 points)
No foreign work experience		
1 or 2 years of foreign work experience	13	25
3 years or more of foreign work experience	25	50

Certificate of qualification (trade occupations)- With good official language proficiency (Canadian Language Benchmark Level [CLB] 5 or higher)	Points for certificate of qualification + CLB 5 or more on all first official language abilities, one or more under 7 (Maximum 25 points)	Points for certificate of qualification + CLB 7 or more on all four first official language abilities (Maximum 50 points)
With a certificate of qualification	25	50

Subtotal: A. Core / human capital + B. Spouse or common-law partner+ C. Skill transferability factors - Maximum 600 points

CRS- D. Additional points (Maximum 600 points)

Additional points	Maximum 600 points
Brother or sister living in Canada who is a citizen or permanent resident of Canada	15
Scored NCLC 7 or higher on all four French language skills and scored CLB 4 or lower in English (or did not take an English leg)	15
Scored NCLC 7 or higher on all four French language skills and scored CLB 5 or higher on all four English 9011s	30
Post-secondary education in Canada - credential of one or two years	15
Post-secondary education in Canada - credential three years or longer	30
Arranged employment - NOC 00	200
Arranged employment - any other NOC 0, A or B	50
Provincial or territorial nomination	600

Subtotal: D. Additional points - Maximum 600 points

Grand total: A. Core / human capital + B. Spouse or common-law partner+ C. Skill transferability factors + D. Additional points = Maximum **1,200 points**

*Taken from: “Comprehensive Ranking System.” *Immigration, Refugees and Citizenship Canada*.
<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/criteria-comprehensive-ranking-system/grid.html>