



Note No. CNBRA-2770/2021

The High Commission of Canada presents its compliments to the Joint Standing Committee on Migration, Department of the House of Representatives, Government of Australia. James Bunce - Inquiry Secretary and has the honour to convey the Government of Canada Response to Questions from Australia's Joint Standing Committee on Migration's inquiry into Australia's skilled migration program:

The Responses are detailed in the following 9 files:

1. Occupational Skills Classification System
2. Occupational Skill Lists
3. Rights of Skills
4. Addressing Critical Skills Shortages
5. Criteria for Obtaining Permanency In Canada
6. Salary Requirements for Permanent Residency
7. Allowing Visa Applicants to Discuss their Application
8. Strategies for Addressing Regional Skills Shortages
9. Conditions for Intra-Company Transfer Visa

The High Commission of Canada avails itself of this opportunity to renew to the Joint Standing Committee on Migration, Department of the House of Representatives, Government of Australia. James Bunce - Inquiry Secretary, of its highest consideration.



High Commissioner H. E. Mark Glauser
CANBERRA
August 05, 2021

National Occupational Classification System

Immigration, Refugee and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

What system do you use for categorising occupations or skills and does this system provide flexibility for emerging industries and occupations to enable Canada to bring in the skills they need? How often does it get reviewed?

Response

The National Occupational Classification (NOC) is the national reference on occupations in Canada. It provides a systematic classification structure that categorizes the entire range of occupational activity in Canada for collecting, analyzing, and disseminating occupational data for labour market information and employment-related program administration. Minor revisions to the classification, to account for minor changes in the labour market (changes in duties or addition of one or two job titles for instance), have been conducted on an annual basis since 2017. Major revisions take place every 10 years, with the next one being scheduled for 2021. These major revisions are associated with more important changes to the classification, including the introduction of new unit groups to account for emerging occupations.

The NOC is used by Immigration, Refugees and Citizenship Canada (IRCC) to identify the occupation (or occupations) of applicants under certain temporary and permanent immigration streams. Depending on the stream to which an applicant is applying, employers may need to provide an offer of employment, or may need to attest to an applicant's previous work experience in an occupation listed in the NOC. Immigration streams can be limited to specific occupations, or groups of occupations, for a variety of different reasons, such as prioritizing workers in 'skilled' occupations, workers in the trades, or workers who address a specific need. Canada's immigration system provides the means for industries to address needs across the full range of occupations and skills.

Canada has also recently developed a Skills and Competency Taxonomy and is currently working on a brand new Occupations and Skills Information System. It has yet to be determined how often this new system will be updated. In conjunction with the NOC, this system will provide a very detailed picture of the skills required in each occupation.



Occupational Skill Lists

Immigration, Refugee and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

What skills/occupational lists does Canada have and what is the purpose of each list? For example, is there a list for critical or persistent skills shortages?

Response

The Canadian Occupational Projection System produces lists of occupations showing signs of labour shortage or labour surplus, as well as lists of occupations projected to have either a labour shortage or a labour surplus over the next ten years.

The Government of Canada is currently working on developing new labour market intelligence and tools, known as Occupations and Skills Information System, to help identify skills in demand, notably by occupation.

The Government of Canada does not maintain a list for critical or persistent skills shortages. However, the COVID-19 pandemic highlighted how a shortage of workers in the agricultural sector could severely impact Canada's food supply chain and businesses. To avoid such a situation, Immigration, Refugees and Citizenship Canada has been prioritizing work permit processing for that sector since the beginning of the pandemic.

Generally speaking, permanent immigration streams under the 'economic class' emphasize the importance of individual economic outcomes and long-term adaptability in the labour market. This is reflected in criteria that emphasize human capital factors, like age, language proficiency, and education. There are some exceptions, including immigration streams for workers in the trades, workers in caregiver occupations (e.g. personal support workers) and workers in select agri-food occupations (e.g. industrial butchers). However, the identification of eligible occupations in these streams is not based on specific sources of information about skill or occupational shortages, but rather case-by-case assessment of the benefits for Canada, which can include labour market needs.



Rights of Skills

Immigration, Refugee and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

Does a skill being on a different list denote different rights? What are those rights?

Response

For permanent immigration to Canada, foreign nationals working in occupations considered to be 'skilled' are eligible for certain economic immigration streams that are not available to other workers. For example, under the Canadian Experience Class, applicants must have skilled Canadian work experience, which is experience in an occupation that is classified under Skill Type 0 (i.e. management), Skill Level A (e.g. professional occupations) or Skill Level B (e.g. trades, technicians) in the National Occupational Classification. Since permanent immigration streams cover the full spectrum of occupations and skills, there is not a difference in the rights that foreign nationals possess. It is more accurate to say that certain occupations or skills are prioritized in the selection of economic immigrants.

One important difference is that skilled workers are, in some cases, able to submit applications electronically through Express Entry, an 'expression of interest' system used to manage applications. Other foreign nationals looking to apply for permanent residence must typically apply by other means, including paper applications.

Foreign nationals who are been admitted to Canada under a permanent resident worker program (e.g., Provincial Nominee Program, Agri-food Pilot, Federal Skilled Worker Program, etc.), have the same rights and can access the majority of services as a Canadian citizen, with the exception of voting, the ability to apply for a Canadian passport, and holding jobs requiring a high-level security clearance. Additionally, permanent residents are not required to hold a work permit and their dependents are similarly granted the same rights.

Generally, temporary foreign workers in Canada also have similar rights and protections as Canadians and permanent residents. Access to public healthcare or social services for temporary foreign workers admitted through the Temporary Foreign Worker Program or International Mobility Program varies across Canadian provinces, and may be based on their status or the length of their permits. Access to such services is not based on the foreign national's occupation or skill-level.

A foreign national's type of skill also does not impact whether they are authorized to work for a specific employer or authorized to work for any employer in Canada. An employer-specific work permit allows a foreign national to work according to the conditions on their work permit which include but are not



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limited to: the name of the employer, the duration of the work authorization, and the authorized occupation. Open work permits allow the holder to work for any employer in Canada, and are limited to [specific circumstances](#)ⁱ such as permanent resident applicants in Canada; a dependent of a permanent resident; a refugee, refugee claimant, protected person or their family member; etc. Canada does not have occupation restricted work permits.

Finally, employers are generally required to obtain a Labour Market Impact Assessment (LMIA), which authorizes them to hire a foreign national on a work permit, unless the foreign national qualifies for an exemption from the LMIA. LMIA requirements apply to high wage workers, low wage workers, and agricultural workers. An LMIA confirms that there is a need for a temporary foreign worker and no Canadians or permanent residents are available to do the job. The type of skill does not impact the need for an LMIA.

Exemptions from an LMIA are based on [specific regulatory criteria, including](#)ⁱⁱ:

- International agreements;
- Canadian interests considerations;
- No other means of support;
- Permanent residence applicants in Canada;
- Vulnerable workers; and
- Humanitarian reasons.

ⁱ Who can apply for an open work permit?

<https://www.cic.gc.ca/english/helpcentre/answer.asp?qnum=177&top=17>

ⁱⁱ International Mobility Program: Labour Market Impact Assessment (LMIA) exemption codes

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/temporary-residents/foreign-workers/exemption-codes.html>



Addressing Critical Skills Shortages

Immigration, Refugee and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

How does Canada address its critical or persistent skills shortages? Is there a separate list or priority processing for identified skill shortages?

Response

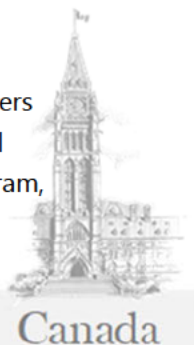
The Temporary Foreign Worker Program (TFWP) enables employers to fill temporary skill shortages in any occupation/skill-level, and requires employers to obtain an Labour Market Impact Assessment (LMIA). An LMIA confirms that there is a need for a temporary foreign worker and that no Canadians or permanent residents are available to do the job. This assessment is made on the basis of certain criteria, such as employer recruitment efforts and available labour market information.

Under the TFWP, the Global Talent Stream (GTS) provides faster entry to Canada for top foreign talent with specialized skill sets and global experience, in order to enable companies to innovate, grow, and create jobs for Canadians. The GTS includes a skills shortages list with a focus on IT professionals, and an expedited 10-day processing service standard for the LMIA.

The International Mobility Program supports broader policy goals in which foreign nationals must demonstrate that their work will result in significant economic, social and/or cultural advantages or reciprocal benefits, to Canada. Temporary foreign workers admitted under this program are exempt from the LMIA process, and primarily enter into higher-skilled occupations (e.g. managerial, professional and some technical). This program is administered by Immigration, Refugees and Citizenship Canada (IRCC).

Recognizing the value of high-skilled foreign nationals, IRCC launched the Global Skills Strategy in 2017 to help Canadian employers access foreign talent and bring them to Canada quickly to grow their business and contribute to the country's economy. To help achieve those goals, the Global Skills Strategy provides expedited (two-week) processing for high-skilled applicants and their accompanying family members. It also exempts certain highly skilled individuals from work permit requirements when entering for short periods, and provides enhanced and personalized services for employers to help them navigate Canada's immigration programs.

As a general rule, Canada does not use occupations lists for permanent resident purposes. Canada offers various permanent resident pathways to individuals with a wide range of skills to fill regional and local labour market needs in various occupations and sectors. For example, the Federal Skilled Trades Program, Canadian Experience Class, the Federal Skilled Worker Program and the Agri-Food Pilot, are federal



Addressing Critical Skills Shortages

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immigration programs that facilitate skilled workers. The Agri-Food Pilot offers pathways for year-round workers in meat processing, mushroom and greenhouse crop production and livestock raising industries. The Atlantic Immigration Pilot and the Rural and Northern Immigration Pilot both have set priority sectors and occupations determined at the regional level. In addition to these federal programs, the Provincial Nominee Program enables provinces and territories to create streams to nominate immigrants who meet local labour market and economic needs, who have skills and experiences that will increase their likelihood of residing and economically establishing in their region. Although the streams vary across jurisdictions, the main types of stream under which applicants can apply can be grouped under the following: workers with job offers, workers without job offers, business, and international student streams. From 2019 to 2021, IRCC provided provinces and territories with additional allocations through the Provincial Nominee Program to be used to target intermediate-skilled candidates (National Occupational Classification Level C) as part of departmental efforts to increase pathways for temporary workers who fill labour market needs.



Criteria for Obtaining Permanency in Canada

Immigration, Refugees and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

What criteria do migrants need to meet to get permanency in Canada? (i.e. what language, age, and occupational criteria do migrants have to meet to achieve permanency?)

Response

In Canada, foreign nationals become permanent residents under three broad categories:

- **Economic immigrants** are selected based on qualities that will contribute to their economic establishment and to the Canadian economy;
- **Family class immigrants** are sponsored for reunification with family members in Canada; and
- **Refugees and protected persons** are provided protection in Canada based on a well-founded fear of persecution in their home country. This category includes those who are admitted on compelling humanitarian and compassionate or public policy grounds.

Only members of the economic class are selected based on human capital criteria (e.g., official language proficiency, work experience, education, and intended occupation/job offer). Canada has a suite of economic programs that allow for the selection of immigrants across a range of occupations and skill levels. Human capital criteria and the minimum requirements of each varies depending on the objectives of the program within the class.

The Federal High Skilled programs are designed to select skilled immigrants with high human capital factors linked to strong economic outcomes. The minimum requirements for these programs are as follows:

Eligibility criteria	Canadian Experience Class	Federal Skilled Worker Program	Federal Skilled Trades Program
Language skills*	English or French skills <ul style="list-style-type: none">• CLB/NCL 7 if the applicant's NOC is 0 or A• CLB/NCL 5 if the applicant's NOC is B	English or French skills <ul style="list-style-type: none">• CLB/NCL 7	English or French skills <ul style="list-style-type: none">• CLB/NCL 5 for speaking and listening• CLB/NCL 4 for reading and writing



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Type/Level of work experience**	Canadian experience in 1 of these NOCs : <ul style="list-style-type: none">• 0• A• B	Canadian or foreign experience in 1 of these NOCs: <ul style="list-style-type: none">• 0• A• B	Canadian or foreign experience in a skilled trade under key groups of NOC B
Amount of work experience	One year in Canada in the last 3 years (either combination of full-time or part-time work)	One year continuous within the last 10 years (combination of part-time, full-time or more than 1 job in your <u>primary occupation</u>)	Two years within last 5 years (either combination of full-time or part-time work)
Job offer	Not required.	Not required.	Required: <ul style="list-style-type: none">• A valid job offer of full-time employment for a total period of at least 1 year or• a certificate of qualification in that skilled trade issued by a Canadian provincial, territorial or federal authority
Education	Not required.	Secondary education required.	Not required.

* Measured via the Canadian Language Benchmark (CLB – for English) or les Niveaux de compétence linguistique canadiens (NCL – for French).

** The National Occupational Classification (NOC) is Canada's national system for describing occupations. The classification system structures all occupations into skill levels.

Additional Criteria Considerations in other Economic Programming:

Through the **Provincial Nominee Program (PNP)**, provinces and territories are able to design immigration streams that will help respond to their unique labour market and economic development goals. The criteria for these streams is determined by each jurisdiction and varies depending on the intended purpose of the stream. There are currently just under 80 streams in the PNP. More specific information about these streams and their criteria can be found on [provinces' and territories' immigration websites](#)¹.

Under the **Atlantic Immigration Pilot (AIP)** and the **Rural and Northern Immigration Pilot (RNIP)**, candidates are required to meet various education, work experience, language, and settlement funds requirements in order to be considered eligible for the pilots. For the AIP, these requirements vary across



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the three programs of the pilot: the [Atlantic High Skilled Programⁱⁱ](#), the [Intermediate Skilled Programⁱⁱⁱ](#), and [Atlantic International Graduate Program^{iv}](#). As the RNIP is a community driven program, part of the eligibility criteria is defined by each of the 11 participating communities based on their particular needs (i.e. particular industries or professions). Since newcomer retention is a key objective for the RNIP, candidates are also assessed on their intention to stay and reside in the community.

The sectoral pilot programs, the **Agri-Food Pilot (AFP)** and the Caregivers Pilots – the **Home Child Care Provider Pilot** and the **Home Support Worker Pilot** - are designed to address sector-specific labour needs with a focus on long-term economic establishment. To participate in these programs, candidates must demonstrate they meet minimum language (CLB/NCL 4 and 5 respectively), education, and Canadian work experience thresholds.

There are also two Federal Business Immigration programs: the **Start-Up Visa Program** to attract innovative foreign entrepreneurs who can create businesses in Canada that can compete on a global scale; and the **Self-Employed Program** that attracts individuals with world-class experience in the arts or athletics. Eligibility criteria for these programs are noted below.

Eligibility criteria	Start-Up Visa	Federal Self-Employed Program
Language skills*	English or French skills <ul style="list-style-type: none">• CLB/NCL 5.	English or French skills Must meet or exceed the language proficiency threshold set by the Minister in all four skill areas of an applicant's first official language, against overall points-based criteria.
Type/Level of work experience**	Not required under the eligibility criteria but assessed according to business venture.	Applicants to the Self-Employed Program must have an intention and ability to be self-employed and have two years' relevant experience in: <ul style="list-style-type: none">• Self-employment or participation at a world-class level in cultural activities ; or• Self-employment or participation at a world-class level in athletics.
Amount of work experience	Not required under the eligibility criteria but assessed according to business venture.	Minimum two years in the previous 5 years.
Job offer	Not required.	Not required.
Education	Not required.	Not required but assessed against minimum points-based criteria.



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ⁱ Provincial and Territorial Immigration websites - <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/provincial-nominees/works.html>

ⁱⁱ Atlantic High Skilled Program - <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration-pilot/eligibility-high-skilled.html>

ⁱⁱⁱ Intermediate Skilled Program - <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration-pilot/eligibility-intermediate-skilled.html>

^{iv} Atlantic International Graduate Program - <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration-pilot/eligibility-international-graduates.html>



Salary Requirements for Permanent Residency

IRCC's response to a request for information made by the
Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

Does Canada have a salary minimum requirement for lower skilled workers to be eligible for permanency?

Response

Job offer requirements and their associated minimum wage requirements are dependent on the objectives of the permanent residence program, as is the case for human capital criteria mentioned in question 5.

Through the **Provincial Nominee Program**, provinces and territories are able to design immigration streams that will help respond to their unique labour market and economic development goals. The criteria for these streams is determined by each jurisdiction. In general, it is required that applicants in streams that require a job offer be paid the prevailing wage for their intended occupation.

The design of the **Atlantic Immigration Pilot** allows provinces in Atlantic Canada (i.e. New Brunswick, Newfoundland and Labrador, Nova Scotia and Prince Edward Island) to prioritize the sectors most important to their economic development and labour needs. Under the pilot, employer compliance is a provincial responsibility, wherein provinces must ensure that designated employers are providing full-time, non-seasonal genuine offers of employment to employees brought in to Atlantic Canada through the pilot, and comply with provincial and federal employment standards legislation. Designated employers must certify that they will provide foreign nationals with wages that are substantially the same as those provided in their offer of employment to the foreign national.

The **Rural and Northern Immigration Pilot (RNIP)** is closely aligned with the Atlantic Immigration Pilot, in that it allows participating communities to identify their labour needs to fulfill their unique economic development goals. RNIP community partners (Economic Development Organizations, or EDOs) must ensure that employers in their community are offering genuine full-time, permanent job offers to the RNIP candidates. EDOs must ensure that employers are also in compliance with provincial and federal employment standards (such as providing a wage above or within the range of wages for that particular occupation in the Job Bank of the Canada Employment Insurance Commission) and that they are providing foreign nationals with wages that are substantially the same as those provided in their offer of employment.

Similarly, the **Agri-Food Pilot** requires that participants demonstrate that they have a job offer in an eligible occupation and industry. This pilot helps address the labour needs of the Canadian agri-food



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sector by providing a pathway to permanent residence for experienced, non-seasonal workers in specific industries and occupations. The wage requirement in the job offer must be determined by an applicable collective agreement or meet/exceed the prevailing (median) wage for that occupation at the provincial level (or federal level if no wage data is available at the provincial level) as stated in the Canada Employment Insurance Commission's Job Bank [website](#)ⁱ.

ⁱ Canada Employment Insurance Commission's Job Bank - <https://www.jobbank.gc.ca/home>



Allowing Visa Applicants to Discuss their Application

Immigration, Refugee and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

Does your equivalent of the Department of Home Affairs enable visa applicants to discuss their application with the department? What systems are set up to allow for correction of minor discrepancies and to help businesses communicate with the department about questions they have or to communicate industry needs?

Response

Immigration, Refugees and Citizenship Canada (IRCC) offers multi-channel support to help address client enquiries and facilitate the client journey. In addition, IRCC has established communication channels for engaging with external stakeholders and to provide functional guidance on policy and programs. In some instances, IRCC may engage with industry on particular files, either on a regular or ad-hoc basis.

Discussing an application with IRCC

Visa applicants, as well as clients of all IRCC programs and services, can access IRCC's [Help Centreⁱ](#) which is the FAQ section of IRCC website or get support by contacting IRCC online via [Web formⁱⁱ](#) or calling the [Client Support Centreⁱⁱⁱ](#) which is the primary point of contact for clients to discuss their application with the department or seek personalised support. Via the support channel of their choosing, clients can:

- Ask about their application
- Ask a general question about a program
- Give new information about their application
- Change their contact information
- Add, change or remove a representative
- Report a technical problem
- Report an administrative or clerical error

In general, once a decision on an application is finalized, there is no opportunity for the applicant to discuss it with IRCC. It is expected that the applicant will provide all the information they want the department to assess at the time of their application and that IRCC has provided sufficient details regarding the reason(s) for the application decision when communicating that decision to the client in writing. However, applicants may request reconsideration of their application refusals in some circumstances.



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If this is the case, the decision maker is obligated to consider the request and may exercise their discretion to determine whether there are circumstances to justify the reopening of the previous decision. Specifically, an officer will determine if there was an error in law or fact that would allow for a re-opening of an application and a reassessment of the information provided.

At any point in their client journey, applicants may also submit a [feedback form^{iv}](#) to provide feedback related to IRCC's services, performances and processes. IRCC uses this information in order to identify client difficulties and plan service improvements.

Correction of minor discrepancies

Clients may approach IRCC for a correction of minor discrepancies in their applications, their documents, or to correct client records. Corrections, including to their name or date of birth, may be required as a result of clerical or administrative errors made by IRCC, or requested by the client for reasons other than clerical or administrative errors. As per subsection 6(2) of the *Privacy Act*, if an IRCC officer discovers a clerical/administrative error made by IRCC, they must make a change to match the date of birth printed on the primary document to be issued to the client, without a request from the client. In the event that the error is detected after the document is issued, the client's record will be amended to indicate the correct information that will be printed on a replacement document. The original document number will be cancelled and the replacement document will be sent to the client free of charge.

Requests for corrections, not due to clerical or administrative errors by IRCC, are considered based on the nature of the request and the documentation provided. Requests may be received during the processing of an application or later to correct records of client information. Historical records, such as an Immigration Record of Landing or Confirmation of Permanent Residence (COPR) document will not be amended unless a clerical or administrative error was made by IRCC.

Engagement with Businesses and Industry

In Canada, IRCC provides specialized immigration services and support to key stakeholders so that Canada can attract and retain global talent and strengthen its economy. IRCC's Dedicated Service Channel helps Canadian employers attract and retain global talent by conducting educational and promotional activities related to key economic programs. Information sessions target Canadian employers, economic development stakeholders, and designated learning institutions. Outreach officers, strategically located across Canada, provide a range of outreach and engagement services with a special emphasis on the Global Skills Strategy, Atlantic Immigration Program, International Mobility Program, Express Entry and other high profile initiatives identified by IRCC. These engagement activities provide an opportunity for



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the department to collect insights and intelligence from employers, industry associations, informing departmental partners of labor market needs, insights into recruitment practices, attraction and retention factors, as well as barriers to the use of IRCC programs and tools.

Outside Canada, IRCC performs engagement activities via a network of internationally located engagement coordinators. In each of their respective regions, they:

- Support provinces, territories, municipalities and employers in their recruitment abroad;
- Collaborate with Global Affairs Canada, which is responsible for international trade, as well as other partners, to attract Foreign Direct Investment to Canada; and
- Encourage the transition from temporary to permanent residence for identified potential candidates through targeted Express Entry and Student promotion.

ⁱ IRCC Help Centre – <https://www.cic.gc.ca/english/helpcentre/index-featured-can.asp>

ⁱⁱ Web Form – <https://www.cic.gc.ca/english/contacts/web-form.asp>

ⁱⁱⁱ Client Support Centre – <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/contact-ircc/client-support-centre.html>

^{iv} IRCC Feedback – <https://secure.cic.gc.ca/feedback-retroaction/feedback-retroaction-eng.aspx>



Strategies for Addressing Regional Skills Shortages

Immigration, Refugee and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

What strategies has Canada used to address its regional skills shortages? How has Canada sought to attract migrants to regional areas on a more permanent basis and have your strategies proved to be effective?

Response

The Provincial Nominee Program (PNP) was created in 1998, to promote regionalization of economic immigration by helping to support the development of a strong and prosperous Canadian economy, in which the benefits of immigration are shared across all regions of Canada.

The PNP is administered jointly by the federal, provincial, and territorial governments, each having different roles and responsibilities in program design, implementation, and administration. The program allows provinces and territories to design immigration streams that address their specific economic development and labour market needs while distributing the benefits of economic immigration across Canada.

Since the launch of the PNP, the number of economic immigrants settling outside of Ontario, Quebec and British Columbia increased from 11% in 1998, to 30% in 2020. It is the main source of economic immigration for most provinces and territories.

Immigration, Refugees and Citizenship Canada has also launched a number of innovative economic immigration pilots, working with provinces and territories, employers, and communities, to test new approaches to program delivery, address targeted labour needs in sectors and regions with labour shortages, and to understand the factors that are important for retention of newcomers in regions outside of major cities.

The Atlantic Immigration Pilot and the Rural and Northern Immigration Pilot allow regional partners and stakeholders to align immigration to address economic and demographic challenges. These pilots maintain a level of flexibility and innovation that enables the Government of Canada, provinces/territories, and communities to prioritize the sectors and/or occupations they identify as being most important to meet their economic development and labour needs.



Strategies for Addressing Regional Skills Shortages

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Further, these pilots are designed so that newcomers arriving to Canada are provided with tailored settlement supports to ease their integration, and ultimately retention, into their new community and the labour market. Early lessons learned and stakeholder feedback indicate that the pilots are successful in meeting their objectives of increased retention and integration. Specifically, the 2021 evaluation of the Atlantic Immigration Pilot found that the pilot was successful in meeting its objectives in the Atlantic region, with 90% of Atlantic Immigration Pilot principal applicants still living in Atlantic Canada at the time of being surveyed (February 2020). Given the success of the pilot, the Government of Canada will transition the pilot to a permanent program in 2022.

These innovative initiatives are invaluable tools to test new approaches to immigration and settlement, which will influence the design of future programs, such as the recently proposed Municipal Nominee Program. The Government of Canada has also developed and launched pilots focused on meeting specific skill needs. For example, the Home Child Care Provider and Home Support Worker pilots, as well as the Agri-Food Pilot, help to fill longstanding, sector-specific labour needs across Canada.

These economic immigration pilots provide additional permanent residence pathways for experienced workers in specific caregiving and agri-food occupations. Eligibility criteria were developed based on factors associated with long-term economic establishment in Canada, such as language proficiency and completed education.



Conditions for Intra-Company Transfer Visa

Immigration, Refugee and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

Question

What concessions and conditions are attached to Canada's intra-company transfer visa to enable international companies to more easily access highly skilled workers in the various jurisdictions in which they operate?

Response

Canada's longstanding domestic regime provides work authorization (work permit) provisions for Intra Company Transferees (ICTs) by removing the requirement for employers to have to first obtain an economic needs test (ENT). There are no restrictions based on an applicant's citizenship when applying under these provisions.

The following eligibility requirements must be met by the applicant in order to qualify as an ICT:

- They are currently employed by a multi-national company and seeking entry to work in a parent, a subsidiary, a branch, or an affiliate of that enterprise;
- They are transferring to an enterprise that has a qualifying relationship with the enterprise in which they are currently employed, and will be undertaking employment at a legitimate and continuing establishment of that company;
- They are being transferred to a position in an executive, senior managerial, specialized knowledge capacity;
- They have been employed continuously (via payroll or by contract directly with the company) by the company that plans to transfer them to Canada in a similar full-time position (not accumulated part-time) for at least one-year, in the three-year period immediately preceding the date of initial application.

In addition to Canada's domestic ICT provisions, Canada is party to nine free trade agreements (FTAs), as well as the World Trade Organization's General Agreement on Trade in Services, which also contain provisions for ICTs and the removal of ENTs.

Each agreement contains its own eligibility criteria, although these loosely resemble those found in Canada's domestic ICT provisions. Note that an applicant applying as an ICT as part of provisions offered under one of Canada's FTAs must hold citizenship, or sometimes permanent residence, in one of the countries that are a Party to the FTA.



Conditions for Intra-Company Transfer Visa

Immigration, Refugee and Citizenship Canada's response to a request for information made by the Joint Standing Committee on Migration of the Australian Parliament on June 30, 2021

While the terminology changes slightly depending on the provisions, the ICT categories are generally split into four subcategories – executives/senior managers, managers, specialists, and management/graduate trainees, which are only found in two of Canada's FTAs. In addition to the general qualifying criteria, each subcategory has its own specific eligibility criteria, which must be met in order for the application to be approved.

Canada has also removed the requirement for companies to pay ICTs in-line with the local prevailing wage (median hourly wage) in the region where the ICT will be based. Note that this does not apply to specialist knowledge ICTs under Canada's domestic regime.

ICTs are generally not required to hold any specific qualifications or on-the-job qualifications beyond those required to perform the role they will be undertaking in Canada. For example, an engineer coming to Canada as an ICT would be required to have the academic and licensing qualifications necessary to perform their work as an engineer in their destination province or territory.

Usually, an initial work permit period of up to three years is granted, with extensions being discretionary, and based on the subcategory and/or the FTA the prospective ICT has applied under. Graduate trainees are only issued work permits for one year and are not eligible for extensions.

The following represents the maximum available duration of stay, including extensions, which vary depending on the FTA or domestic offering:

Executives/Senior Managers: Up to 3 years (plus up to two 24-month extensions)

Managers: Up to 3 years (plus up to two 24-month extensions)

Specialists: Up to 3 years (plus up to 24-months extension)

Graduate Trainees: Up to 1 year (no extensions)

