



Express Entry - Early Observations of Year One

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Key Messages

- **Express Entry is delivering a faster economic immigration system that is responsive to employer needs, but it will take time to see full impact of changes**
 - 2015 and 2016 are transition years for Express Entry as Immigration, Refugees and Citizenship Canada (IRCC) works its way through pre-Express Entry applications
- **The moderate number of invitations issued over 2015 and early 2016 has shaped the type of candidates being invited to apply. The composition will change in 2016 and 2017 as Express Entry reaches maturity**
- **Some outcomes (such as processing times) will be simple to monitor in real time, but others (such as economic outcomes) will take years to materialize**
- **IRCC is committed to evaluating Express Entry and its constituent programs on a regular basis, and making incremental improvements wherever possible**
 - Course correction will be required over time as we receive data and feedback

Objectives of Express Entry

- On January 1, 2015, IRCC launched Express Entry, an electronic application management system that applies to Canada's key economic immigration programs.
- Express Entry is a system that is flexible, responsive and fast. Its objectives are to promote:
 - Flexibility in selection and application management
 - Responsiveness to labour market and regional needs
 - Speed in application processing
- The intended outcomes of Express Entry are:
 - Increased international competitiveness through improved processing speed
 - Improved economic outcomes through the selection of the “best and brightest”
 - Better labour market responsiveness through a more active role for PTs and employers

Express Entry applies to:

- Federal Skilled Worker Program (FSWP)
- Federal Skilled Trades Program (FSTP)
- Canadian Experience Class (CEC)
- A portion of the Provincial Nominee Program (PNP)

Express Entry: Intelligent Application Management



- Express Entry introduces an element of competition in the economic program as only the highest ranked candidates are invited to apply for permanent residence:
 - Potential candidates **Express Their Interest** in immigrating to Canada by creating an online Express Entry profile at no cost.
 - Those who meet the **Minimum Entry Criteria** for the Canadian Experience Class, Federal Skilled Worker, or Federal Skilled Trades program are accepted into the **Express Entry Pool**.
 - Candidates in the pool are assigned a score according to the **Comprehensive Ranking System**, a human capital based ranking system (see Annex A).
 - Candidates with the highest rankings in the pool are **invited to apply**.
- Once invited, candidates have 60 days to submit their application which is **processed** by the department in 6 months or less¹

¹ For 80% of complete applications, once received by the department



Minimum Entry Criteria – What we’ve seen

- As of January 3, 2016, 163,077 Express Entry profiles had been submitted. Roughly half of foreign nationals who created a profile were not accepted into the pool because they do not meet minimum entry criteria.
- Less than 10% of Express Entry profiles were withdrawn over the course of 2015.
- At that time, there were over 60,000 active candidates in the pool. Approximately 1,800 profiles are created each week.

Express Entry Summary	2015 Cumulative Quarter ending				Current
	Q1 2015	Q2 2015	Q3 2015	Q4 2015	04/01/2016
Not Eligible	27,681	47,069	69,577	86,956	88,048
Number Pending (i.e. Job Bank Registration, PN Validation)	2,999	4,235	1,262	1,297	1,303
Withdrawn	2,414	6,145	9,192	13,402	13,684
Number of Active Candidates in the Pool	22,398	39,474	50,644	59,863	60,042
% Change	64%	76%	28%	18%	19%
Number of Profiles Completed and Received a Result*	55,492	96,923	130,675	161,518	163,077

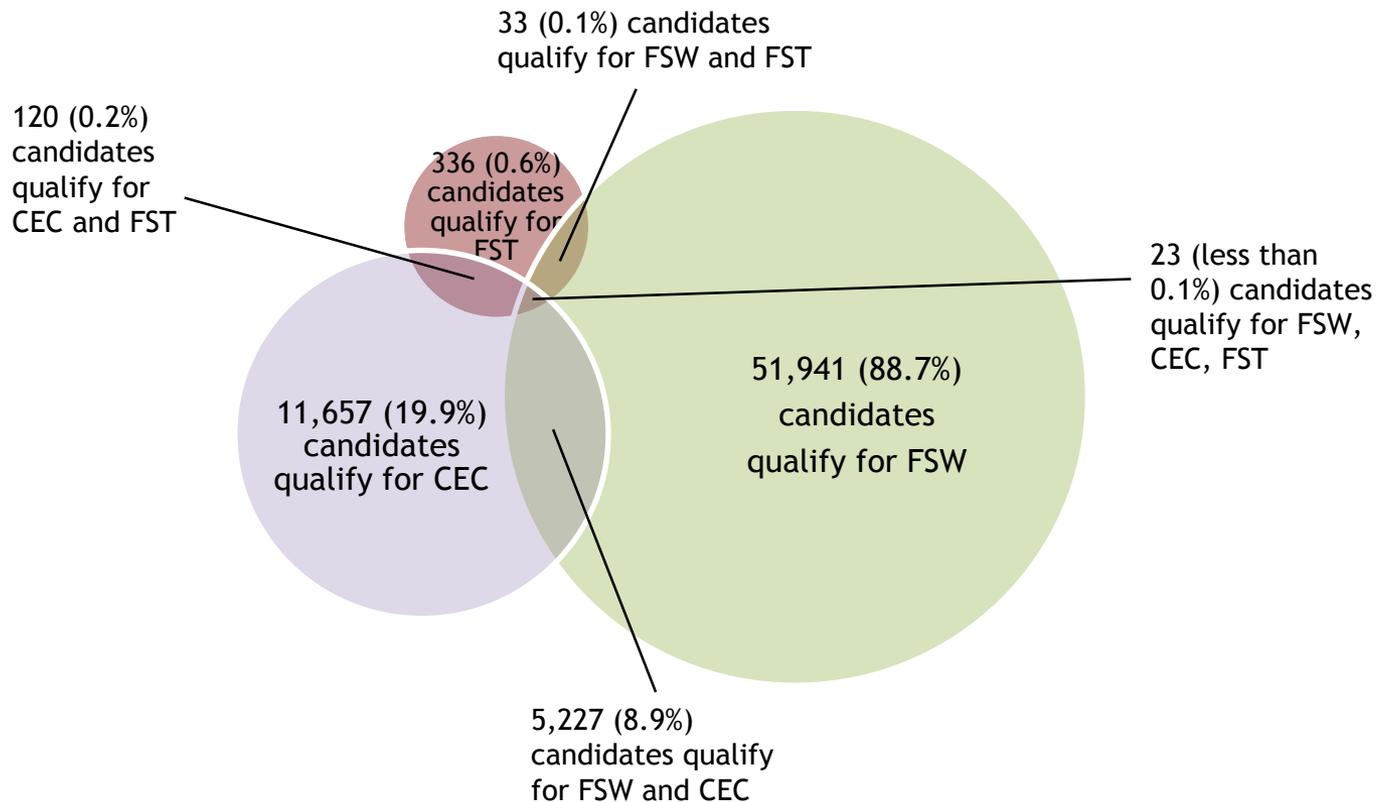
Current Report Source: GCMS Answers, January 4th, 2016

Please note: Numbers are subject to change: There is a 24 hour lag time for GCMS reporting. GCMS is updated daily at 7:00 a.m.



Express Entry candidates by program

- Candidates may meet the minimum entry criteria for one or more programs and could be invited to apply for any of the three federal programs based on the following hierarchy: FSW, CEC and FST.
- Candidates that have been nominated by a province or territory will only be invited to apply under the Provincial Nominee Program.





Comprehensive Ranking System – What we’ve seen

- Express Entry candidates receive a CRS score upon entering the pool but can change as situation changes.
- The growth in the pool has mainly been above 350 as those below are likely discouraged from applying – so candidates gauge their chances of receiving an invitation based on the minimum CRS score in previous round.
- Since the minimum CRS score has been in the mid to high 400s, there are many candidates between 350 and 450. About four-fifths of all candidates qualify as Federal Skilled Workers.

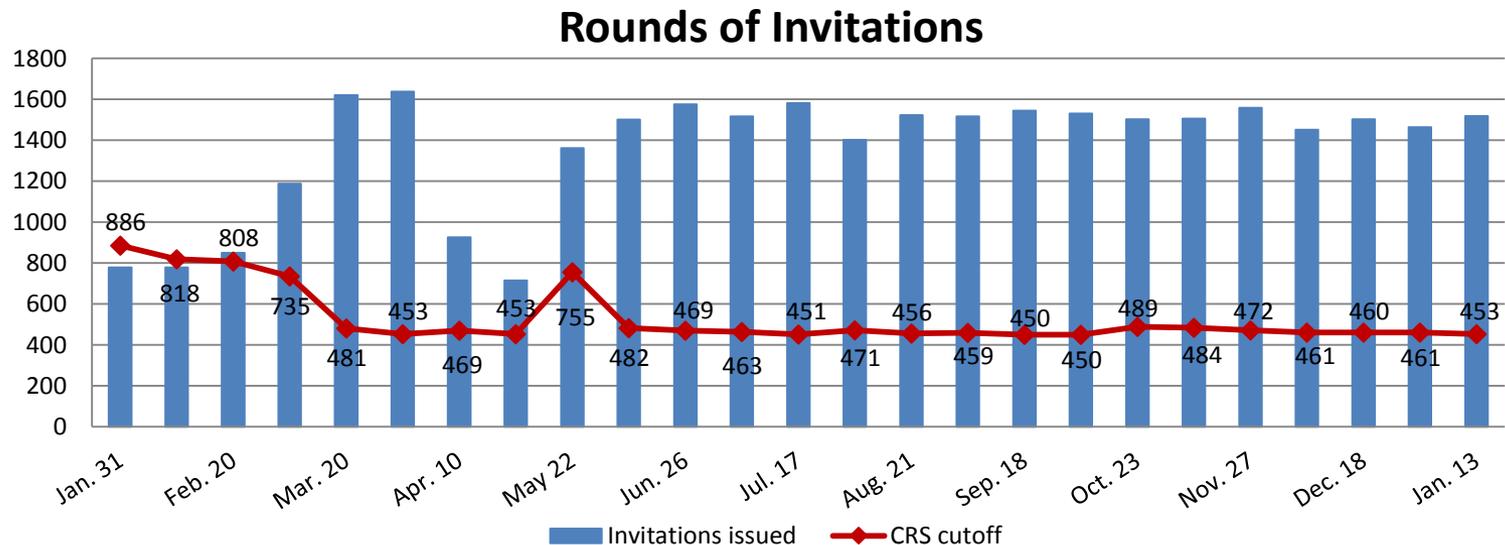
- Candidates with score above 460 invited within a couple of weeks. These are either new candidates or candidates that have seen increase in points (obtained a job offer, been nominated by a province or territory entered an educational credential assessment)

CRS Score	FSW	CEC	FST	PNP
0-199	-	248	94	-
200-399	39,576	4,982	143	-
400-599	13,340	6,063	26	-
600-799	-	45	40	5
800-999	335	237	41	339
1000-1200	209	151	2	187
Total	53,460	11,726	344	531



Invitations to Apply – What we’ve seen

- Since January 1, 2015, rounds have typically occurred biweekly in the amount of 1,500 candidates.
- The minimum CRS score has remained above 450 because of the number of invitations issued per round and because of the high points provided to PT nominees and candidates with arranged employment.
- The number of invitations issued is based on the annual immigration Levels Plan and will slowly increase as the pre-Express Entry inventory is finalized. Changes to the CRS could also impact minimum CRS scores.





Who got an Invitation to Apply in 2015 (and who didn't)

Always get invited

- Candidates with provincial nominations or LMIA-backed job offers (above 600). Those with job offers tend to be primarily IT professionals, scientists, or food service supervisors and chefs. Certain groups over represented (see graph from annex Annex D).
- CRS scores in upper 400s but below 600. Typically younger candidates with higher education, language proficiency and Canadian work experience.

Often get Invited

- *International Students* – well represented in pool and draws but most found in 426-450 band – more will be invited as pre-Express Entry inventories decrease and round sizes increase.
- *Francophones* – Currently only 1% of pool but represents 2% of invitees.
- *University Professors* – among top 10 NOCs of invited candidates. Share of invited candidates is equivalent to share of candidates in the Express Entry pool.

Rarely get invited

- *“Business high-flyers”* – Typically fewer points for age and education so lower human capital scores. Group usually needs LMIA backed job offers but employers reluctant to reveal salaries.
- *Primary occupation NOC C* – Express Entry designed not to include NOC “C” (i.e. occupations usually requiring high school).

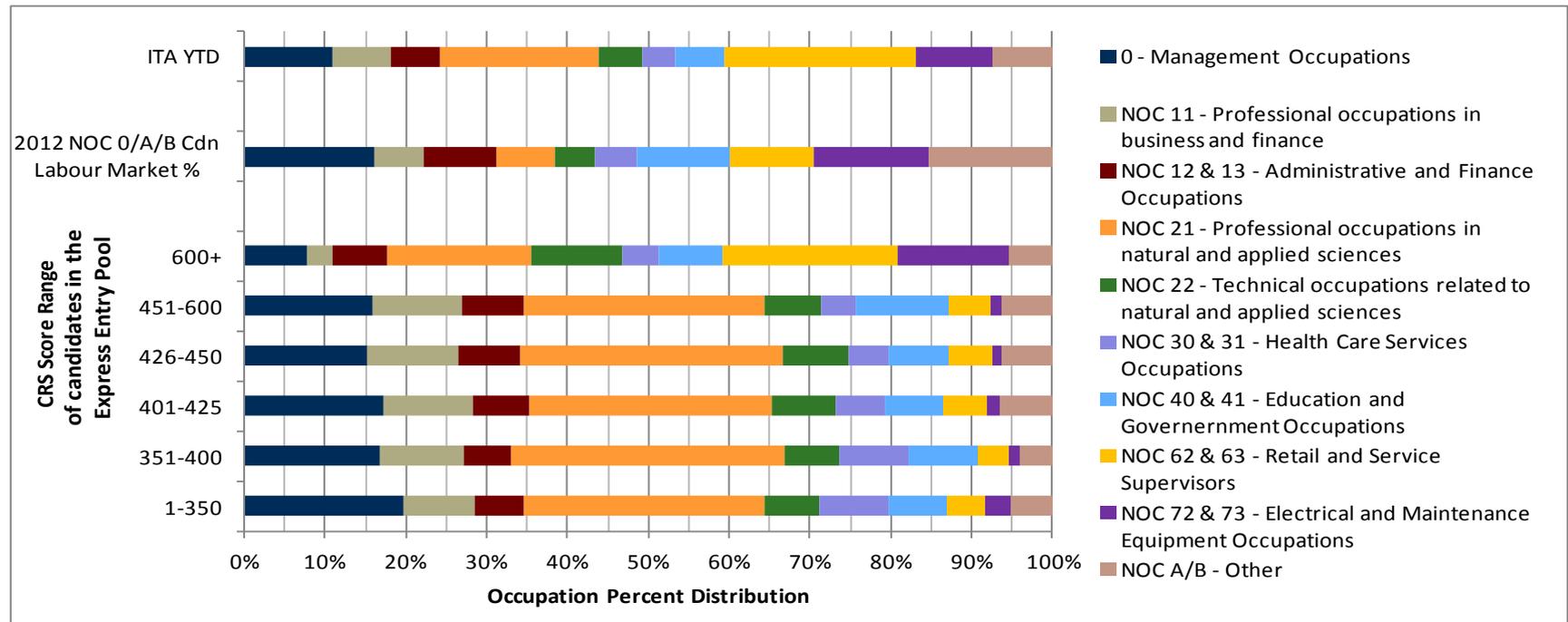
As the number of invitations issued the composition of candidates will change (we expect the minimum CRS score per round to begin to fall below 450 over the course of 2016)



Primary Occupation of Candidates in the Express Entry Pool and those invited to apply in 2015

- Candidates working as Food Service Supervisors (NOC 6311) or Cooks (NOC 6322) were the largest group of invited candidates in 2015 followed by Professional occupations in natural and applied sciences (NOC 21).
- In 2016, it is anticipated that the minimum CRS score will fall, as a result, a smaller proportion of candidates in NOC 62 & 63 will be invited and more candidates in NOC 21, specifically in NOC 217 (Computer and Information systems professionals), will be invited.

ITA YTD and In the Pool at December 14, 2015: Occupation and CRS Distribution





Are International Students being invited to apply?

- In general, the Express Entry system is favourable to international students and post-graduate work permit holders because they are awarded a significant benefit by the ranking system for their high education, Canadian work experience, strong official language skills and, more often than not, youth.
 - EE candidates in the pool who have ever been in possession of a study permit have a higher median CRS score (408) in comparison with others in the pool (360)*
 - In general, proportionally more EE candidates that have been ITA'd (22%) have study experience in Canada in comparison to those in the pool (13%)*

Number of candidates in the pool who have ever been in possession of a study permit by category*

EE Category	Ever been in possession of a study permit				Total
	Yes		No		
	#	%	#	%	
PNP	67	28	174	72	241
FSW	5 139	10	45 531	90	50 670
CEC	2 573	39	4 082	61	6 655
FST	4	2	223	98	227
Total	7 783	13	50 010	87	57 793

Number of invited candidates who have ever been in possession of a study permit*

EE status	Ever been in possession of a study permit				Total
	Yes		No		
	#	%	#	%	
PNP	1 151	39	1 827	61	2 978
FSW	2 947	29	7 355	71	10 302
CEC	1 243	13	7 996	87	9 239
FST	70	3	2 161	97	2 231
Total	5 301	22	18 908	78	24 209

*Data as of November 23, 2015



Invited candidates by country of citizenship

- Rounds to date have predominantly invited candidates residing in Canada.
- The proportion residing in Canada in the last round of 2015 (65.5%) is lower than the YTD proportion (78.1%).
- The top 10 countries of citizenship of invited candidates are more dispersed compared to previous years' application intake.

Country of Residence	YTD ITAs	
Canada	22,111	78.1%
India	1,745	6.2%
United States of America	622	2.2%
China, People's Republic of	409	1.4%
England	294	1.0%
Philippines	283	1.0%
Nigeria	248	0.9%
United Arab Emirates	213	0.8%
Pakistan	159	0.6%
France	135	0.5%
Top 10	26,219	92.6%
Other	2,099	6.1%
Total	28,318	100.0%

Country of Citizenship	YTD ITAs	
India	6,348	22.4%
Philippines	3,574	12.6%
China, People's Republic of	1,678	5.9%
British Citizen	1,644	5.8%
Ireland, Republic Of	1,210	4.3%
United States of America	949	3.4%
Nigeria	609	2.2%
Korea, Republic Of (South)	605	2.1%
France	566	2.0%
Australia	540	1.9%
Top 10	17,723	62.6%
Other	10,595	37.4%
Total	28,318	100%

2014 Application Intake (FSW, FST, CEC)

Citizenship	2014
India	33.9%
China, People's Republic of	9.9%
Philippines	8.2%
Pakistan	6.6%
Nigeria	4.8%
Bangladesh	3.6%
British	3.0%
Iran	2.7%
Egypt	2.6%
U.S.A.	1.9%
Top 10	77.1%
<i>Other Nationalities</i>	22.9%
Grand Total	69,539

Data Source: GCMS (Answers), January 4, 2016

Note: The total number of invitations issued to date is **31,063**. Candidates may be invited more than once if they decline their first invitation or their invitation is issued in error and cancelled. The results in YTD tables omit duplicate invitations. Hence, **28,318** unique candidates have received invitations.



Application Processing

- As of January 3, 2016, over 37,000 applications have been received from candidates and their family members, with over 9,700 people having been admitted to Canada.
- To date all applications have been processed within the six month processing time commitment.

Permanent Resident Application Decisions and Admissions (reported in persons)

Year	Applications Received ¹	Applications Rejected (Incomplete) ²	Applications Approved	Applications Refused	Approval Rate ³	CoPR Issued	Admissions
2015	37,424	5,555(15%)	14,058	2,433	85.2%	13,241	9,739

1 - Applications received date is based on the earliest incoming document received date

2 - Application rejected (incomplete) rate is based on rejected / Application intake (received)

3 - Application approval rate is based on approved / (approved +refused)

Summary

While Express Entry is meeting its three key objectives (flexibility in selection and application management, responsiveness to labour market and regional needs, and speed in application processing), further analysis will determine how to optimize outcomes.

What we're doing:

- A client survey of candidates found ineligible for Express Entry is being developed to determine if there are structural errors that need to be corrected.
- Continue to monitor the application of the Comprehensive Ranking System. It is anticipated that the profile of invited candidates will change over the coming year as the number of invitations issued per round increases.
- Per mandate letter commitment, analysing options to provide CRS points to candidates with family members already in Canada.
- The number of ITA's issued per round will grow. It is anticipated that between 40,000 to 55,000 invitations will be issued in 2016.
- The proportion of invited candidates with more than 600 points will be monitored.
- IRCC is actively engaging with clients, consultants, and other stakeholders to encourage applicants to obtain the necessary documents earlier in the process.

Discussion Questions:

- Have you observed any 'on-the-ground' changes attributable to Express Entry?
- Express Entry gathers a large amount of information about potential and actual immigrant cohorts – particularly concerning their skills and abilities. What information would be useful to you and when?

Annex A: Comprehensive Ranking System (CRS)

Core/human capital factors	Single 500	Spouse 460
Age	110	100
Education	150	140
OL – First	136	128
OL – Second	24	22
Cdn work experience	80	70

Spouse factors	40
Education	10
OL- First	20
Continuous Cdn work experience	10

Skill transferability	100 points (max)
Education (w/OL or CDN exp)	50
Foreign work exp (w/OL or CDN exp)	50
Certificate of qualification (w/OL)	50

Additional points	600 points (max)
PT Nomination	600
Valid job offer (LMIA)	600

Total: 1200 points (max)