

Summary of main policy recommendations

Further strengthen the consistency and selection of permanent labour migration

- Align the pool entry requirements with the core selection criteria in Express Entry. Raise the minimum entry requirement for the first official language to CLB 7, as is currently the case for Federal Skilled Workers. Likewise, introduce a minimum qualification requirement for entry into the Express Entry pool.
- With such common minimum requirements, consider to merge the Canadian Experience Class with the Federal Skilled Workers Program into a single entry pathway.
- Abolish the Federal Skilled Trades Program.
- Consider awarding points for Canadian work experience (in the core factor) based on the relative wage of the last Canadian job instead of on the duration of the work experience and the occupational classification.
- In the skill transferability factor, award the maximum interaction points for Canadian work experience after three years only, thereby aligning it with the period for maximum points in foreign work experience.
- Avoid frequent changes in the allocation of bonus points and be aware that these can drastically alter the composition of candidates selected.
- For migrants intending to work in regulated occupations, enhance information on the process.
- Enable and provide incentives for applicants intending to work in regulated professions to initiate the licensing process before landing in Canada, including by the introduction of a specific visa for foreign credential recognition.
- Continue to promote standardisation and harmonisation of foreign credential recognition and systematically collect and share data on foreign credentials recognition between the different stakeholders and federal and provincial/territorial jurisdictions involved. Require licensing bodies to take the initial qualification assessment for migration as a starting point in the licensing procedure.
- Consider awarding full skills transferability points to any candidate having a licence in a regulated profession in their intended province of landing.

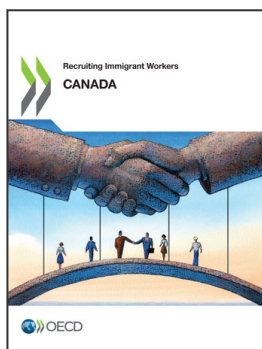
- Monitor the occupations immigrants actually take up in addition to the occupation they intend to work in, to be able to identify and address possibly discrepancies, notably regarding over-qualification of labour migrants.
- Consider abolishing the labour market impact assessment (LMIA) for permanent migration and replacing it with integrity checks, or provide for a differentiated points scale with and without LMIA.
- Further investigate whether the separate points' calculation for migrants with partners deters such migrants from bringing their family along; consider corrective action if this were the case.

Better target the management of temporary labour migration

- Consider to provide facilitations in the LMIA process for the renewal of temporary permits, notably for high-wage temporary foreign workers.
- Consider introducing a specific trusted employer scheme for those companies making heavy use of the Temporary Foreign Worker Program, building on the experiences of the Global Skills Strategy.
- Explore linking temporary work visas with specific occupations and provinces rather than employers.
- Consider requiring a longer work period in the profession in Canada before granting caregivers access to permanent residence.
- Monitor the labour market impact of temporary migration, especially under the International Mobility Program.

Improve coherence in the provincial/territorial elements of migration management

- Base future growth of PNP primarily on Express Entry, ensuring standard processing times and common educational and language minimum standards.
- Continue to monitor outcomes of PT-selected permanent residents.
- Enhance efforts to support settlement outside major cities, building on the experience of the rural and Atlantic pilots.
- Monitor the outcomes of new pilot programmes designed to settle migrants in Atlantic Provinces and rural areas within the PTs.
- Consider introducing regional temporary labour migration pilot programmes.



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