



Law Society
of Ontario

Barreau
de l'Ontario

31st Immigration Law Summit

DAY ONE

CO-CHAIRS

Barbara Jo Caruso, C.S.

Corporate Immigration Law Firm

Meva Motwani, Counsel, National Litigation Sector

Department of Justice Canada

November 21, 2023





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of Ontario

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Law Society of Ontario

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CO-CHAIRS: **Barbara Jo Caruso, C.S.**, *Corporate Immigration Law Firm*

Meva Motwani, Counsel, National Litigation Sector,
Department of Justice Canada

November 21, 2023

9:00 a.m. to 4:30 p.m.

Total CPD Hours = 5 h Substantive + 1 h 30 m Professionalism ^P

**Law Society of Ontario
Donald Lamont Learning Centre
130 Queen St. W.
Toronto, ON**

SKU CLE23-01112

Agenda

9:00 a.m. – 9:05 a.m.

Welcome

Barbara Jo Caruso, C.S., Corporate Immigration Law Firm

*Meva Motwani, Counsel, National Litigation Sector,
Department of Justice Canada*

9:05 a.m. – 9:30 a.m.	Top 25 Developments from 2023 Jennifer Luu, Counsel, <i>Department of Justice Canada</i> Carrie Wright, <i>BARTLAW LLP</i>
9:30 a.m. – 9:35 a.m.	Question and Answer Session
9:35 a.m.– 10:15 a.m.	Connecting and Following Up With IRCC Daud Ali, <i>Corporate Immigration Law Firm</i> Benoit Desjardins, Acting Director, <i>Immigration, Refugees and Citizenship Canada</i> Prathima Prashad, Counsel, <i>Department of Justice Canada</i> Aldo Tanferna, Operations Manager, <i>Immigration, Refugees and Citizenship Canada</i>
10:15 a.m. – 10:25 a.m.	Question and Answer Session
10:25 a.m. – 10:45 a.m.	Break
10:45 a.m. – 11:15 a.m.	Top 15 Federal Court Cases this Year Rishma Bhimji, Counsel, <i>Department of Justice Canada</i> Lou Janssen Dangzalan, <i>LJD Law Professional Corporation</i>
11:15 a.m. – 11:20 a.m.	Question and Answer Session

11:20 a.m. – 12:05 p.m.

Update on Express Entry, OINP, and Targeted Draws

Mark Brunet, Senior Analyst - Data Analysis, Reporting and Targets in Operations Planning and Performance Branch, *Immigration, Refugees and Citizenship Canada*

Remzi Cej, Assistant Director, Express Entry, Permanent Economic Immigration Branch, *Immigration, Refugees and Citizenship Canada*

Luiza Cornea, Manager, Ontario Immigrant Nominee Program Branch, Global Talent and Settlement Services Division, *Ministry of Labour, Immigration, Training, and Skills Development*

Peter Mielke, Senior Director - Data Analysis, Reporting and Targets Division in Operations Planning and Performance Branch, *Immigration, Refugees and Citizenship Canada*

Clara Morrissey, *BARTLAW LLP*

Ernest Wheeler, Director, Ontario Immigrant Nominee Program Branch, Global Talent and Settlement Services Division, *Ministry of Labour, Immigration, Training, and Skills Development*

Brenda Wong, C.S., *Business Immigration Law Group*

12:05 p.m. – 12:15 p.m.

Question and Answer Session

12:15 p.m. – 1:15 p.m.

Lunch Break

1:15 p.m. – 1:45 p.m.





Border Update

Steven Cescon, Superintendent, Toronto Pearson International Airport, *Canada Border Services Agency*

Bill MacGregor, C.S., *Gowling WLG (Canada) LLP*

Maria Pacheco, Chief of Operations, *Canada Border Services Agency*

Michael Prosia, Director, Corporate, Programs and Integration Management Division (CPIMD) - Southern Ontario Region, *Canada Border Services Agency*

1:45 p.m. – 1:55 p.m.	Question and Answer Session
1:55 p.m. – 2:25 p.m.	Keeping a Lock on Confidential Information (30 m ) <p>Leslie Babel, President, <i>Digital Fire</i></p> <p>Melissa Babel, C.S., <i>Babel Immigration Law Professional Corporation</i></p> <p>Zeynab Ziaie Moayyed, <i>Visa Law Group</i></p>
2:25 p.m. – 2:40 p.m.	Question and Answer Session (10 m )
2:40 p.m. – 3:00 p.m.	Break
3:00 p.m. – 3:35 p.m.	Recent IRCC Program Changes <p>Lou Janssen Dangzalan, <i>LJD Law Professional Corporation</i></p> <p>Betsy Kane, C.S., <i>Capelle Kane Immigration Lawyers</i></p>
3:35 p.m. – 3:40 p.m.	Question and Answer Session
3:40 p.m. – 4:20 p.m.	Ethical Challenges in Immigration Practice, Including Those Arising From IRCC Technology, Portal Fatigue and Errors Etc. (40 m ) <p>Ali Esnaashari, <i>Esna Law Professional Corporation</i></p> <p>Shoshana Green, C.S., <i>Green and Spiegel LLP</i></p> <p>Gabriela Ramo, <i>EY Law LLP</i></p>
4:20 p.m. – 4:30 p.m.	Question and Answer Session (10 m )
4:30 p.m.	End of Day One



This program qualifies for the 2025 LAWPRO Risk Management Credit

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STEP 1:	STEP 2:
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Whom do I contact for more information?

Contact practicePRO by e-mail: practicepro@lawpro.ca or call 416-598-5899 or 1-800-410-1013.

*One Homewood Health e-learning course is eligible for the credit on a yearly basis.



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Betsy Kane, C.S., *Capelle Kane Immigration Lawyers*



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TAB 1

31st Immigration Law Summit

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Top 25 Developments from 2023

November 21, 2023



Top 25 Developments from 2023

Jennifer Luu, Counsel, *Department of Justice Canada*

Carrie Wright, *BARTLAW LLP*

November 21, 2023

9:05-9:35 a.m.

1	Immigration Levels Plan	<p>In November 2023, the 2024-2026 level plan was tabled by Minister Miller. The ambitious levels plan aspired to help with labour shortages targeting:</p> <p>465,000 permanent residents in 2024 500,000 in 2025 500,000 in 2026</p> <p>Focus was on economic immigration programs, which will total over 65% admissions by 2026. Federal Skilled workers and regional economic programs remain prominent.</p> <p>Notice – Supplementary Information for the 2024-2026 Immigration Levels Plan - Canada.ca</p>
2	Innovation Stream under the International Mobility Program	<p>In June 2023, as part of Canada’s overall tech talent strategy, it was announced that Canada was developing an Innovative Stream under the International Mobility Program, with the aim of attracting more newcomers in tech occupations and for employers to hire without LMIA’s.</p> <p>This stream is expected to allow applicants who have a job offer at a company identified by the government to apply for employer-specific work permits for up to five years. In addition, for workers in select, in-demand occupations, they will be eligible for open work permits.</p> <p>The Stream is intended to be introduced by the end of 2023.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/campaigns/tech-talent.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/06/canadas-tech-talent-strategy.html</p>
3	Improvements to the Start-up Visa (SUV)	<p>In June 2023, as part of Canada’s overall tech talent strategy, it was also announced that Canada intends to improve the existing Start-</p>

	program	<p>Up Visa Program that can benefit workers in high-skilled tech occupations.</p> <p>It is anticipated that by the end of 2023, a number of changes will be implemented to the Start-Up Visa Program, including:</p> <ul style="list-style-type: none"> - Allowing SUV applicants to apply for a work permit valid for up to three years, instead of the current one-year duration - Allowing SUV applicants to apply for an open work permit instead of one that is specific to their own start-up business - Allowing the new three-year open work permit to be available to each member of the entrepreneurial team, rather than only to those who are essential and urgently needed in Canada - Giving priority processing to applications that are supported by venture capital, angel investor groups and business incubators that have committed capital to the start-up business, as well as applications that are supported by business incubators who are members of Canada's Tech Network <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/06/canadas-tech-talent-strategy.html</p>
4	Extension of the Agri-Food Pilot program	<p>Canada has extended the Agri-Food Pilot Program until May 14, 2025 to help meet the labour market needs of employers in the meat processing, mushroom, greenhouse crop production and livestock-raising industries.</p> <p>The pilot helps facilitate the transition of experienced workers in agricultural and food industries to permanent residence in Canada.</p> <p>Annual occupational caps or limits for how many candidates can apply for a specific occupation under the pilot has also been removed.</p> <p>By the end of the year, IRCC intends to introduce new changes to the pilot in stages, including:</p> <ul style="list-style-type: none"> • Expanding open work permit access to family members of all participants in the Agri-Food Pilot—regardless of the participant's job skill level • Allowing unions to attest to a candidate's work experience, as an alternative to employer reference letters • Giving applicants residing in Canada the option to either meet the job offer requirement, including the median wage

		<p>requirement for the job offer, or the education requirement, including educational credential assessment verification</p> <ul style="list-style-type: none"> Accepting work experience gained under an open work permit for vulnerable workers, giving more workers an opportunity to qualify <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/05/canada-announces-extension-to-the-agri-food-pilot-facilitating-access-to-permanent-residence-for-workers-and-their-families.html</p>
5	Modifications to programs for Hong Kong Residents	<p>Modifications were made to Stream B of the Hong Kong Permanent Residence Pathway. As of August 15, 2023, the education requirement under the Canadian work experience stream (Stream B) was removed. Now, individuals will qualify for this stream if they are physically present in Canada at the time of the application and the granting of permanent residence, they have valid temporary resident status in Canada, they intend to live in Canada in any province other than Quebec, have sufficient language skills, and have worked in Canada for at least 12 months full-time, or an equal amount of part-time hours in the previous three years.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/07/canada-makes-it-easier-for-hong-kongers-to-stay-and-work-in-canada.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/hong-kong-residents-permanent-residence.html</p> <p>In early 2023, there was also the expansion of eligibility for OWPs for Hong Kong residents under the Open Work Permit Program for Hong Kong Recent Graduates. Previously, they were only eligible if they graduated from a Canadian post-secondary institution within the last 5 years. This was expanded to include any graduates from within the last 10 years.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/02/canada-extends-and-expands-open-work-permit-program-for-hong-kong-residents.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/permit/open-work-permit-hong-kong-recent-graduates.html</p>
6	Post-Graduate Work Permit (PGWP) 18-	<p>Foreign nationals with recently expired or expiring PGWP will qualify for an additional or extended work permit up for up to 18 months.</p>

	month extension	<p>Individuals with already expired PGWP in 2023 and who were eligible for the 2022 PGWP facilitative measure, will also have the opportunity to apply for an additional 18-month work permit.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/03/canada-announces-extension-of-post-graduation-work-permits-for-up-to-18-months-to-retain-high-skilled-talent.html</p>
7	Express Entry – six new category-based selection draws	<p>Canada has been prioritizing invitations to prospective PRs with specific skills, training or language ability:</p> <ul style="list-style-type: none"> • Strong French language proficiency or • Work experience in the following fields: <ul style="list-style-type: none"> - Healthcare - Science, technology engineering, and mathematics (STEM) professions - Trades, such as carpenters, plumbing and contractors - Transport - Agriculture and agri-food <p>The first round of invitations went out for the following individuals:</p> <ul style="list-style-type: none"> - June 2023: Healthcare workers & STEM - July 2023: French speaking & Trades - September 2023: Transport <p>Canada announces new immigration stream specific to health workers - Canada.ca</p> <p>Canada announces First-Ever Express Entry invitations for skilled newcomers with STEM experience - Canada.ca</p> <p>Canada announces First-Ever Express Entry invitations for French-speaking newcomers - Canada.ca</p> <p>Canada launches new process to welcome skilled newcomers with work experience in priority jobs as permanent residents - Canada.ca</p> <p>Canada announces first-ever category-based selection invitations for newcomers with work experience in transport - Canada.ca</p>
8	Pathway to Permanent Residence for Ukrainians	<p>On October 23, 2023, a new pathway to permanent residence was launched for Ukrainians who want to stay in Canada permanently with their families.</p> <p>To qualify, Ukrainian nationals must be in Canada with temporary resident status and have one or more family members in Canada (i.e.</p>

		<p>spouses, common-law partners, parents, grandparents, siblings and children or grandchildren of a Canadian citizen or permanent resident).</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/07/canada-launches-pathway-to-reunite-families-and-support-ukrainians.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/ukraine-measures/pr-family-reunification.html</p>
9	Two new Economic Mobility Pathways Pilot streams for refugees or displaced persons	<p>The new Economic Mobility Pathways Pilot provides opportunities for skilled refugees and other displaced individuals to immigrate and use their education, training and experience in Canada.</p> <p>One stream is for candidates who have a job offer from a Canadian employer who also meet certain work experience, education and language skills criteria. The other stream is available to highly-skilled refugees without job offers who also have the requisite work experience, education, language skills and settlement funds.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/06/canada-opens-new-economic-immigration-streams-for-skilled-refugees-and-other-displaced-people.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/economic-mobility-pathways-pilot/immigrate/eligibility.html</p>
10	Extension of temporary policy re: visitors and their applications for work permits inside Canada	<p>Visitors in Canada who receive a valid job offer will continue to apply for and receive a work permit without having to leave the country.</p> <p>This COVID-era temporary public policy has been extended until February 28, 2025.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/visit-to-work.html</p>
11	Pilot Program to Streamline Work Permit Processing for Canadian Employers Recruiting in the Philippines	<p>On October 19, 2023, the Minister announced the launch of CAN Work Philippines, a pilot program at the IRCC visa office in Manila, which will streamline work permit processing for eligible Canadian employers and allow employers to schedule group appointments for medical examinations and biometrics for potential employees.</p> <p>The pilot is open to Canadian employers recruiting from the</p>

		<p>Philippines and hiring approximately 50 or more workers, or for critical occupations in sectors such as health care, construction, and agri-food.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/10/pilot-program-launches-to-streamline-work-permit-processing-for-canadian-employers-recruiting-in-the-philippines.html</p>
12	Parent and Grandparent Programs	<p>The Parent and Grandparent Program re-opened in October 2023. Due to the number of forms remaining in the 2020 pool, randomly selected sponsors received invitations to apply instead of opening a new interest to sponsor form (following the same intake process as in 2021 and 2022).</p> <p>Invitations were sent by IRCC over a two-week period (October 10 to 23) to 24,200 potential sponsors, with the target of 15,000 complete PGP sponsorship applications.</p> <p>Applications must be submitted via the PR Portal, or, for representatives, via the PR Representative Portal.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/parents-grandparents-program-re-opens-fall.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/family-sponsorship/sponsor-parents-grandparents/apply.html</p> <p>In addition, new Ministerial Instructions regarding the Parent-Grandparent Super Visa came into effect on September 15, 2023.</p> <p>The Super Visa is a multiple-entry temporary resident visa (TRV), issued with a validity of up to 10 years. It offers eligible parents and grandparents of Canadian citizens and permanent residents the possibility of visiting Canada for 5 years on each entry.</p> <p>An applicant is eligible for a Super Visa if they apply from outside Canada, meet the requirements for temporary residence in Canada as a visitor and provide the additional supporting documentation demonstrating that they meet the requirements in the Ministerial Instructions, namely:</p> <ul style="list-style-type: none"> - A letter of invitation from an eligible host and co-signer that meets the minimum necessary income requirements;

		<ul style="list-style-type: none"> - Proof of a medical exam confirming the applicant is not medically inadmissible to Canada; - Proof of health insurance coverage. <p>https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/temporary-residents/visitors/super-visa.html</p>
13	Amendments to the Federal Court Releases Consolidated Practice Guidelines for Citizenship, Immigration and Refugee Protection Proceedings	<p>June 29, 2023 – Highlight for day 1 practice areas:</p> <p>Mandamus: The <i>Federal Courts Citizenship, Immigration and Refugee Protection Rules</i> do not appear to contemplate the situation where the tribunal has not yet made a decision and the applicant wishes to file a mandamus application compelling the tribunal to render a decision. As such, an application for leave shall be in accordance with Form IR-1 and may set out either:</p> <ul style="list-style-type: none"> (a) “The Applicant has not received written reasons of the tribunal” [which will trigger the normal Rule 9 process] OR (b) “The Applicant has not received written reasons of the tribunal and is not seeking such reasons under Rule 9 as no decision has been rendered yet” [which would alert the Registry not to initiate the Rule 9 process]. <p>If the Application for Leave indicates “The Applicant has not received written reasons of the tribunal”, the applicant shall perfect the application for leave within 30 days after receiving either the written reasons, or the notice under Rule 9(2)(b), as the case may be.</p> <p>If the Application for Leave indicates “The Applicant has not received written reasons of the tribunal and is not seeking such reasons under Rule 9 as no decision has been rendered yet” – the applicant shall perfect the application for leave within 30 days after filing the application.</p> <p>https://www.fct-cf.gc.ca/Content/assets/pdf/base/2023-06-29-Consolidated-Immigration-Practice-Guidelines.pdf</p>
14	Prohibition on the Purchase of Residential Property by Non-Canadians Act	<p>The <i>Prohibition on the Purchase of Residential Property by Non-Canadians Act</i> and accompanying regulations came into force on January 1, 2023, and amendments were made to the regulations in March 2023. The <i>Act</i> prohibits non-Canadians from purchasing residential property, with some exceptions.</p> <p>There is an exemption for certain temporary residents studying in Canada. These students must be actively engaged in authorized studies at a designated learning institution and meet a number of other criteria, including filing income tax returns within the previous</p>

		<p>5 taxation years and meeting physical presence requirements for the 5 calendar years preceding the purchase. They must also not be purchasing a property for a price higher than \$500,000.</p> <p>There is also an exemption for certain temporary foreign workers in Canada, provided they hold a work permit or authorization to work in Canada, valid for more than 6 months.</p> <p>Individuals who have been given refugee protection or are a protected person in Canada are exempt from the prohibition. Refugee claimants and persons fleeing international crises may also be exempt if their refugee claim has been found eligible and referred to the RPD, or if they have received temporary status based on humanitarian public policy considerations.</p> <p>Accredited members of foreign missions in Canada who hold a passport that has valid diplomatic, consular, official, or special representative acceptance issued by the Chief of Protocol of Canada are also exempt.</p> <p>Finally, non-Canadians spouses and common-law partners are exempt from the prohibition if they purchase residential property in Canada with their spouse or common-law partner who is a Canadian citizen, a person registered under the <i>Indian Act</i>, a permanent resident or a non-Canadian for whom the prohibition does not apply.</p> <p>https://laws-lois.justice.gc.ca/eng/acts/P-25.2/page-1.html</p> <p>https://laws-lois.justice.gc.ca/eng/regulations/SOR-2022-250/page-1.html</p>
15	Upcoming Changes to the International Student Program	<p>In October 2023, the Minister announced plans to implement several measures aimed at strengthening Canada’s International Student Program to better protect genuine students from fraud.</p> <p>First, starting December 1, 2023, post-secondary DLIs will be required to confirm every applicant’s letter of acceptance directly with IRCC to protect students from letter-of-acceptance fraud and ensure study permits are based on genuine letters of acceptance.</p> <p>Starting in the fall 2024 semester, IRCC will also adopt a “recognized institution” framework to benefit post-secondary DLIs that set a higher standard for services, support and outcomes for international students. The benefits will include priority processing of study permits for applicants who plan to attend their school.</p> <p>IRCC has also indicated that it will complete an assessment of the</p>

		<p>Post-Graduation Work Permit Program criteria and begin introducing reforms to better calibrate the program to meet the needs of the Canadian labour market, as well as regional and Francophone immigration goals.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/10/changes-to-international-student-program-aim-to-protect-students.html</p>
16	Temporary Special Measures for Iranian Citizens	<p>These temporary special measures waive certain processing fees to extend temporary status or move between temporary resident streams and facilitates the issuance of open work permits for Iranians in Canada. These clients will receive priority processing and maintain status while their application remains in progress.</p> <p>These measures also provide travel document and citizenship certificate fee waivers for Canadian citizens and Canadian permanent residents who reside in Iran to help facilitate their travel.</p> <p>All other standard eligibility and security requirements must be met by clients.</p> <p>The program delivery instructions for this program were published in March 2023 (taking effect retroactively from February 9, 2023) and until February 28, 2024.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/policies-operational-instructions-agreements/public-policies/iran-nationals-extend-stay.html</p>
17	Expansion of Open Work Permit eligibility for spouses and dependent children of temporary foreign workers	<p>Starting January 30, 2023, IRCC expanded eligibility for spouses and dependents of temporary foreign workers to obtain work permits in Canada.</p> <p>Specifically, spouses of work permit holders in low skilled occupations are now eligible for open work permits, as are working age dependent children and grandchildren.</p> <p>For work permit holders under the Agri-Food Pilot, family members are eligible to apply for an open work permit if the principal applicant meets the general criteria and has both an LMIA-based work permit in the agriculture or low-wage stream of the Agri-Food Pilot and has received an acknowledgement of receipt letter from IRCC confirming that the application for permanent residence is complete.</p> <p>Family members of work permit holders under the low-wage or</p>

		<p>agricultural streams of the TFWP and work permit holders under the Seasonal Agricultural Worker Program are not eligible for this temporary measure.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/permit/temporary/open-work-permit-spouses-dependent-children.html</p>
18	The Recognized Employer Pilot (REP)	<p>The REP is a three-year pilot project with ESDC that offers a streamlined approach for employers who regularly access the TFWP to fill positions for in-demand fields from the REP occupations list, and meet the highest standards for working and living conditions and work protection.</p> <p>Recognized employers can benefit from LMIA validity periods of up to 36 months for LMIA applications that receive a positive decision and can access a simplified LMIA application when hiring additional workers.</p> <p>When applying for the REP, Service Canada will conduct a rigorous, upfront assessment of the LMIA application to determine eligibility for the REP. Employers do not need to provide additional information; they choose to apply for the REP at the same time that they submit an LMIA. If the employer is not eligible for the REP, they will still receive an LMIA decision.</p> <p>Applications for Phase 1 of the REP are being accepted as of September 2023 for certain agricultural occupations. Phase 2 applications can be submitted starting January 2024 for other occupations determined to be in-demand and to have an insufficient domestic labour supply.</p> <p>https://www.canada.ca/en/employment-social-development/services/foreign-workers/recognized-employer.html</p>
19	Temporary Public Policy Allowing Certain Valid Work Permit Holders or Certain Foreign Nationals Authorized to Work Under Paragraph R186(u) to Study Without a Study Permit	<p>As of June 27, 2023, certain work permit holders and certain foreign nationals on maintained status are exempt from the requirement to hold a study permit in order to study in Canada. Delegated officers may grant an exemption from the requirement to hold a study permit if the foreign national:</p> <ol style="list-style-type: none"> 1. Holds a work permit and the application associated with that permit was received by IRCC on or before June 7, 2023; or 2. Submitted an application to renew a work permit under section 201 of the Regulations on or before June 7, 2023 and is authorized to work per paragraph 186(u) of the Regulations.

		<p>The exemption granted will apply until: the work permit application referred to in (2) is refused; the work permit referred to in (1), or associated with the application referred to in (2) expires; or the expiry (June 27, 2026) or revocation of the public policy, whichever comes first.</p> <p>Work permits may include the condition stating “unless authorized, prohibited from attending any educational institution, or taking any academic, professional or vocational training course.” For applicants who are eligible, this public policy provides the authorization being referred to in this condition.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/temporary-residents/study-permits/who-needs-study-permit.html#eligible</p>
20	New Humanitarian Permanent Residence Pathway for Migrants in the Americas	<p>In 2023, it was announced that Canada will welcome 15,000 migrants on a humanitarian basis from the Western Hemisphere. As part of this commitment, Canada has announced that it will welcome up to 11,000 Colombians, Haitians and Venezuelans through a new humanitarian permanent residence pathway.</p> <p>Starting in the fall of 2023, Colombian, Haitian and Venezuelan foreign nationals located in Central or South America or the Caribbean who have extended family connections in Canada will be eligible to apply for this new pathway.</p> <p>To qualify, the principal applicant must be a child (any age), grandchild, spouse, common-law partner, parent, grandparent, or sibling of a Canadian citizen or permanent resident.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/10/statement-from-minister-miller-on-canadas-commitment-to-support-migrants-in-the-americas.html</p>
21	New Youth Mobility Programs under the International Experience Canada (IEC)	<p>IEC gives youth the opportunity to travel and work in Canada. There are three categories under IEC: (i) Working Holiday; (ii) International Co-op (internship); and (iii) Young Professionals. Citizens of a partner country may be able to apply to one or more of these 3 categories.</p> <p>Although not being implemented until 2024, Canada announced new measures for Finnish and South Korean youth in May 2023, and for Icelandic youth in August 2023.</p> <p>For Finnish youth, they will be able to participate in IEC if they are aged 18-35, with or without an employer or with an internship, for</p>

		<p>up to 1 year per category.</p> <p>For South Korean youth, participation in the program has been expanded. For youth aged 18-35 (previously only to age 30), they will now be able to obtain internship or young professional work permits (previously only Working Holiday category). They will also be able to participate in the program twice, each time with a duration of up to 2 years.</p> <p>For Icelandic youth, they will be able to apply for a work permit under the IEC if they are aged 18-30. The permit will be valid for up to 1 year, with the possibility of subsequent participation in the program for another 12 months.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/05/canada-and-finland-sign-new-youth-mobility-agreement.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/05/new-arrangement-expands-work-opportunities-for-canadian-and-south-korean-youth.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/08/canada-and-iceland-sign-youth-mobility-arrangement.html</p>
22	New TRV exemptions	<p>As of June 2023, 13 more countries have been added to the eTA program, allowing travellers from these countries who have held a Canadian visa in the last 10 years or who currently hold a US non-immigrant visa to apply for an eTA instead of a visa when travelling by air. These countries include:</p> <ul style="list-style-type: none"> - Antigua and Barbuda; - Argentina; - Costa Rica; - Morocco; - Panama; - Philippines; - St. Kitts and Nevis; - St. Lucia; - St. Vincent and the Grenadines; - Seychelles; - Thailand; - Trinidad and Tobago; and - Uruguay.

		https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/06/eligible-travellers-from-13more-countries-now-qualify-for-visa-free-travel-to-canada.html
23	New measures to facilitate family reunification for spousal sponsorship applicants	<p>In May 2023, new measures were announced to strengthen Canada's commitment to family reunification. These measures included:</p> <ul style="list-style-type: none"> - Faster TRV processing times for spousal applicants (within 30 days) and applicants will benefit from processing measures specific to their circumstances as spouses and dependents; - New open work permits for family class applicants (not just the Spouse in Canada class), and includes spouses, common-law partners, conjugal partners, and accompanying dependent children of principal applicants; and - Open work permit extensions for up to 18 months for open work permit holders expiring between August 1 and the end of 2023 (opt-in process) . <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/05/canada-is-reuniting-loved-ones-through-new-immigration-measures-new-measures-also-address-labour-shortages-in-canada.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/family-sponsorship/spouse-partner-children/spouse-common-law-partner-canada-open-work-permit.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/permit/open-work-permit-holders.html</p>
24	Expansion of the Francophone Mobility Program	<p>In June 2023, IRCC announced the expansion of the Francophone Mobility Program for a period of two years, allowing applicants with a moderate command of French with a job offer for all NOC classifications with the exception of jobs in primary agriculture.</p> <p>The new language proficiency criteria are a moderate language proficiency of French for oral comprehension and oral expression, equivalent to a level 5 of the language requirements.</p> <p>Applicants must also now provide proof of language ability, which may include documents such as a French evaluation test or the</p>

		<p>French competencies test, a diploma or degree from a French college or university, or a document confirming studies at a French-language institution.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/06/canada-expands-the-francophone-mobility-program-to-increase-francophone-immigration.html</p>
25	Immigration support for Sudanese Nationals	<p>In April 2023, Canada announced new immigration measures to support Sudanese temporary residents in Canada who may be unable to return home in light of the violence occurring there.</p> <p>As part of these measures, Sudanese nationals currently in Canada with valid temporary resident status can extend or change their status for free.</p> <p>Sudanese family members of Canadian citizens or permanent residents may be eligible to apply for an open work permit, a study permit, or permanent residence as a sponsored spouse, partner or child if:</p> <ul style="list-style-type: none"> - Both the applicant and their family member left Sudan on or after April 15, 2023 (together or separately); - The applicant is in Canada with valid temporary status; and - They entered Canada before July 15, 2023. <p>Applications for temporary and permanent residence applications from those living in Sudan are being prioritized.</p> <p>Also, IRCC is waiving passport and PRTD fees for citizens and permanent residents of Canada in Sudan who wish to leave.</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/04/canada-to-provide-support-to-sudanese-nationals.html</p> <p>https://www.canada.ca/en/immigration-refugees-citizenship/services/sudan2023.html</p>



Law Society
of Ontario

Barreau
de l'Ontario

TAB 2

31st Immigration Law Summit

DAY ONE

Connecting and Following Up With IRCC

November 21, 2023





Communicating with IRCC via Webform – Helpful Tips for Representatives

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Description

For lawyers, representatives, and any third party authorized to speak on clients' behalf, it is important that they follow the Webform as it is designed.

Using the Use of Representative line of business, does indeed give representatives the standard delay response time of 5 business days, but it does not mean that every single request must go through the Use of Representative line of business.

The Webform is designed to respond to urgent and case specific enquiries. Many enquiries can be responded to by using our self-service options I included in the initial hand out.

If the response cannot be found on the website or an action is required, representatives should use the IRCC Webform by selecting the correct line of business given the nature of their enquiry.


How to read and utilize each Webform







Use of Representative is a **contentious Line of Business** for urgent enquiries relevant to Use of Representative specific enquiries.

- Updating representatives information;
- Submitting a new representative form; and
- Change/modifying the current representative on file.

New Webform

Ask about or update your application

 What would you like to do?

 Check your application status See details	 Change or update your contact information See details	 Add, change or cancel a representative See details
 Add a document to your application Continue to form	 Ask for urgent processing for your permanent resident card See details	 Withdraw or cancel your application See details

Select the *Add, Change or cancel a representative* option as highlighted above



Tell us about your request

* What do you want to do? (required)

Please select an option

You must complete either the [Use of a Representative \(IMM5476\)](#) form or [Authority to Release Personal Information to a Designated Individual \(IMM5475\)](#)

Upload your form

The maximum file size for each file is 2 MB. If a file is bigger than 2 MB, [you need to reduce the size of your file](#). If you upload more than 1 file, the total maximum file size is 3.5 MB.

We accept these file formats:

- PDF (portable document)
- JPG, TIFF or PNG (image)
- DOC or DOCX (Microsoft Word document)

Choose File

Select the options that best represents your enquiry: *Updating representatives information, Submitting a new representative form, or Change/modifying the current representative on file.*

Note: There is no text box enquiry for the new Webform when selecting the Use of Representative line of business. As mentioned above, this line of business is solely reserved for urgent enquiries regarding Use of Representative. Any other enquiry, must be submitted using the other lines of business depending on the nature of the enquiry.

Therefore, for the new Webform, if details must be shared or explained, representatives would be required to upload their enquiry in a document that would be uploaded accordingly.

IMPORTANT If the enquiry is not urgent and not part of the list specified above, representatives will not receive a reply within the 5 business day delay, as I mentioned during the presentation. In these cases, it is extremely crucial that representatives select the correct option on the new Webform, depending on the enquiry.

Old Webform

Although the options presented do not precise the intention of the question, representative have access to a text box where they can explain their enquiry. See screenshot below.

Enquiry

* Type of application/enquiry (required)

Use a representatives or release personal in

Type of application/enquiry (continued)

Use a representatives or release personal information - Release personal information to a designated individual

* Your enquiry (required)

Your message **must** be in English or French, Canada's official languages. (Please limit the text to 1500 characters).

Note: If you are submitting an address change, include your new address (street name, street number, city, province, postal code and country). If you are submitting a change in email address, include and specify your old email address and your new email address.

1500 character(s) left



For any other enquiry, it is important that representatives use the correct drop-down menus depending on the type of enquiry.

This may include but are not limited to the following:

- *Adding a document to the file* – Use the *Add a document to your application* option in the Webform
- *Status request* – Use the *Check your application status* option in the Webform
- *Withdrawal* – *Withdraw or cancel your application* option in the Webform
- *Urgent processing for PR card* – *Ask for urgent processing for your permanent resident card* option in the Webform

IMPORTANT Similar to the new Webform, if the enquiry is not urgent and not part of the list specified above, representatives will not receive a reply within the 5 business day delay, as I mentioned during the presentation. In these cases, it is extremely crucial that representatives select the correct option on the new Webform, depending on the enquiry.

For Feedback

As also mentioned during the presentation, it is important that we hear your feedback about how we could improvement communication between Representatives and the IRCC call center.

To provide feedback please ensure to utilize the channels available to you.

This includes the following two options:

1. **Reach out to the Canadian bar Association (CBA) to submit** feedback – the information will be transferred to specific partners who communicate with the IRCC call center.
2. **Immigration Representatives / Représentants immigration (IRCC)**
IRCC.ImmigrationRepresentatives-Representantsimmigration.IRCC@cic.gc.ca – For any comments and feedback in relation to any improvements, modifications and additions to be made.

Helpful Online Links and Tools

IRCC Webform

<https://secure.cic.gc.ca/enquiries-renseignements/canada-case-cas-eng.aspx?>

This is the link to submit an IRCC webform. Two definitions in the “enquirer information” section which clarifies exactly what a representative is (see below screenshot).



Enquirer Information

* Relationship to applicant (required)
Representative

* Family name (required)

* Given name (required)

* Email address (required)

Telephone number

Mobile number

Consultant ICCRC number

Representative: A person who has the permission of someone wanting to immigrate to Canada to conduct business with IRCC on their behalf. The representative can be paid or unpaid. When someone appoints a representative, they may also authorize IRCC to share information from their case file with this person. Canada's immigration law covers representatives and defines the terms of their services.
See [Immigration consultant](#), [Authorized representative](#).

If you are a Regulated Canadian Immigration Consultant then please enter your member number here.
Leave this section blank if you are not a consultant or you are not using a consultant for your application.
Regulated Canadian Immigration Consultants are approved by the Immigrant Consultants of Canada Regulatory Council. Consultants may represent a client before IRCC.

If You've Already Submitted an Application

<https://www.canada.ca/en/immigration-refugees-citizenship/services/canadian-citizenship/become-canadian-citizen/eligibility/waiver/how.html>

This link is not for representatives, however there is a section which is not found on any other page which could be very useful for representatives. When clicking on "If you've already submitted on the application", there is this part (highlighted in yellow) which could be useful for representatives:

You can request a waiver after you've submitted your application (if you didn't request it when you applied).

If we're still processing your application, you can [send your waiver forms and documents through the web form](#)

How to fill out the web form:

1. For the "Who are you?" question, select "I'm a representative."

You **must**

- have included the [Use of a Representative Form \(IMM 5476\)](#) in the submitted application **or**
- if you didn't include it in the application, complete and upload the IMM 5476 form to the web form (step 5 below)

2. Complete all of the required fields.

3. Under "Did we ask you to add the document(s) to your application?," select "No, I want to add the document(s) to support or complete my application."

4. In the text box under "Tell us about your request," type "Waiver request for citizenship."

5. Upload all your forms and documents.



Completing the IMM5475/5476 form

<https://www.canada.ca/en/immigration-refugees-citizenship/news/video/use-representative-form-5476.html> & <https://www.canada.ca/en/immigration-refugees-citizenship/services/application/application-forms-guides/use-representative.html>

This link is for how to fill out the IMM 5476/5475 form. There is a how-to video included.

Visa Offices Contact Information (outside Canada applications)

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/contact-ircc/offices/international-visa-offices.html>

Link to selection of visa offices, if client's application is being processed Outside Canada.

Guide on Representatives

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigration-citizenship-representative.html>

Definition and helpful guidelines of the use of an Immigration and Citizenship representative.

Immigration Law Society

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigration-citizenship-representative/choose/authorized.html#law-societies>

Guide on Power of Attorney (POA)

<https://www.canada.ca/en/employment-social-development/corporate/seniors/forum/power-attorney-financial.html>

Complete application and Representative Form

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/service-delivery/use-representatives/complete-applications.html>

Uncoupling Strategy

Uncoupling Strategy:

- Change to current management of operations through a pilot informing the public that legacy webforms with attachments will be uploaded (by RPA) but any secondary query will require a separate Webform.
- Continued use of the current RPA will continue to upload within 3 business days, including the agreed-upon secondary upload of *solicited* webforms with attachments, to processing networks.
- Clients will be advised of this change by an alert on the webform landing page and via an auto-reply once their document is uploaded.



- Clients will still be able to send any secondary questions to IRCC; this initiative is meant to separate administrative based emails (ie.: uploading) and enquiries with legitimate questions ensuring resources are allocated to meaningful work and to reducing the current backlog.
- Contentious Line of Business (LOBs) and sensitive keywords such as Use Of Representative will be excluded from this pilot, the CSC will continue reviewing these urgently and taking action accordingly.

Troubleshooting a Case – Brief Overview of Steps/Options Discussed

1. IRCC Web form
2. Email to the general email address for processing centre/local office
3. Search for a Government Manager/Supervisor at inland processing centre or Program Manager outside of Canada
4. IRCC Call Centre (1-888-242-2100)
5. Do Not email Case Review (As of August 2023, no longer available)
6. Write to Member of Parliament's office.
7. Access to Information and Privacy (ATIP)
8. Mandamus or Judicial Review - (Securing Rule 9 Written Reasons)

Navigating the Government of Canada Department Listing Directory Website

1. <https://www.geds-sage.gc.ca/>

The screenshot shows the homepage of the Government of Canada's Government Electronic Directory Services (GEDS) website. At the top, there is a header with the Canadian flag, the text "Government of Canada" and "Gouvernement du Canada", and a search bar labeled "Search GEDS". Below the header is a navigation bar with three tabs: "Search/Browse", "Quick Links", and "Resources". The main content area starts with a "Home" link, followed by a "Welcome" section. This section contains a search box with the text "Search in : Canada" and "Enter value to search for :". Below the search box are two buttons: "Search" and "Clear Form". A light blue box titled "Examples" contains a list of search results: "(1) Smith (2) Smith, John (3) John Smith (4) 613-999-0101 (5) 'Da Vinci' (6) minister". Below this box is a link that says "Click here for more help.". Further down, there is a paragraph of text: "The Government Electronic Directory Services (GEDS) provides a **directory of public servants** across Canada. Information in this directory is supplied by individual federal government departments and agencies and updated by one or more data administrators within each department. Some departments do not list all their employees." At the bottom of the page, there are two buttons: "Report a problem or mistake on this page" and "Share this page".

2. Click highlighted directory list. Scroll down to Immigration, Refugees and Citizenship Canada.

The screenshot shows a list of government departments and agencies. The list is displayed in a blue box with a white background. The list items are: "Immigration and Refugee Board of Canada", "Immigration, Refugees and Citizenship Canada", "Impact Assessment Agency of Canada", "Indigenous Services Canada", "Infrastructure Canada", "Ingenium", "Innovation, Science and Economic Development Canada", "International Development Research Centre", and "International Joint Commission". The item "Immigration, Refugees and Citizenship Canada" is highlighted in yellow. A small "9" is visible in the top right corner of the list box.

3. Navigate and dig through relevant processing centres and units to find appropriate contacts.

Browse Organization

Search in : Immigration, Refugees and Citizenship Canada

Enter value to search for :

Search

Clear Form

Examples

(1) Smith

(2) Smith, John

(3) John Smith

(4) 613-999-0101

(5) "Da Vinci"

(6) minister

[Click here for more help.](#)

Display in

Default Order

Organizations

Canada

Immigration, Refugees and Citizenship Canada

National Headquarters

Ontario Region

Eastern Region - Place Bonaventure, Portal South-East

Western Region

Immigration, Refugees and Citizenship Canada

Titles

1

1. [INFORMATION; 1-888-242-2100;](#)

2

2-10

**IRCC Domestic/In-Canada Contacts Obtained from Department (IRCC)
Via Access to Information and Privacy (ATIP) Request**

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Overseas Posting List 2021-22 / Liste des affectations à l'étranger 2021-22

Post / Mission	Position Title / Titre du poste	Position No. / No. de poste	Position Class / Class. du poste	Temp change / Chgmt temp	Employee / Employé(e)	End Date / Date de fin
Overseas Positions						
ABU DHABI (II)	Migration Program Manager / Gestionnaire de programme des migrations	5850	EX(FS)-01		Khalid Gebirrebbi	2022-08-31
ABU DHABI	Deputy Migration Program Manager / Gestionnaire adjoint de programme	505923	FS-03		Ebony Morris	2022-08-31
ABU DHABI	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	509975	FS-03		Sean Carey	2022-08-31
ABU DHABI	Unit Manager / Gestionnaire de section	508626	FS-03		Felicity Smith	2022-08-31
ABU DHABI	Unit Manager / Gestionnaire de section	517617	FS-03		Simon Varrichio	2024-08-31
ABU DHABI	Risk Assessment Officer / Agent d'évaluation du risque	507657	FS-03			2024-08-31
ABU DHABI	Senior Immigration Officer / Agent d'immigration principal	106	FS-02		Peter Braun	2022-08-31
ABU DHABI	Senior Immigration Officer / Agent d'immigration principal	508633	FS-02		Rosemary Hong	2024-08-31
ABU DHABI	Immigration Officer / Agent d'immigration	517618	FS-02	FS-01	Myriem Belgharbi	2023-08-31
ABU DHABI	Immigration Officer / Agent d'immigration	517619	FS-02	FS-01	Gabrielle Armstrong	2023-08-31
ABU DHABI	Senior Immigration Officer / Agent d'immigration principal	518974	FS-02		Tabitha Wilford	2022-08-31
ABU DHABI	Senior Immigration Officer / Agent d'immigration principal	101269	FS-01	FS 02	Raegan Sobkow	2022-07-31
ABU DHABI	Senior Immigration Officer / Agent d'immigration principal	5648	FS-01	FS-02	Aaron Paquette	2022-08-31
ABUJA (V)	Migration Program Manager / Gestionnaire de programme des migrations	517867	FS-03			2023-08-31
ABUJA	Immigration Officer / Agent d'immigration	520768	FS-01			2023-08-31
ACCRA (IV)	Migration Program Manager / Gestionnaire de programme des migrations	5649	FS-04			2023-08-31
ACCRA	Deputy Migration Program Manager / Gestionnaire adjoint de programme	5665	FS-03			2022-08-31
ACCRA	Risk Assessment Officer / Agent d'évaluation du risque	505295	FS-03			2023-08-31
ACCRA	Immigration Officer / Agent d'immigration	510502	FS-01			2023-08-31
ACCRA	Immigration Officer / Agent d'immigration	515965	FS-01			2022-08-31
ACCRA	Immigration Officer / Agent d'immigration	101283	FS-01			2023-08-31
ADDIS ABABA (V)	Migration Program Manager / Gestionnaire de programme des migrations	520699	FS-03			2023-08-31
ADDIS ABABA	Senior Immigration Officer / Agent d'immigration principal	520700	FS-02			2023-08-31

RED: Officers on extension year

THIS LIST CONTAINS PROTECTED INFORMATION AND IS FOR ASSIGNMENT PURPOSES/INTERNAL USE ONLY. FURTHER SHARING OR DISTRIBUTION REQUIRES PRIOR APPROVAL FROM RIR.

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ALGIERS / ALGER (V)	Migration Program Manager / Gestionnaire de programme des migrations	507010	FS-03			2023-08-31
AMMAN (IV)	Migration Program Manager / Gestionnaire de programme des migrations	5654	FS-04			2023-08-31
AMMAN	Deputy Migration Program Manager / Gestionnaire adjoint de programme	505023	FS-03			2023-08-31
AMMAN	Senior Immigration Officer / Agent d'immigration principal	508888	FS-02			2023-08-31
AMMAN	Immigration Officer / Agent d'immigration	517620	FS-02	FS-01		2023-08-31
AMMAN	Immigration Officer / Agent d'immigration	517621	FS-02	FS-01		2023-08-31
AMMAN	Senior Immigration Officer / Agent d'immigration principal	5652	FS-01	FS-02		2022-08-31
AMMAN	Immigration Officer / Agent d'immigration	502617	FS-02	FS-01		2023-08-31
ANKARA (III)	Area Director Middle East / Directeur de zone Moyen orient	6701	EX(FS)-02			2023-08-31
ANKARA	Migration Program Manager / Gestionnaire de programme des migrations	5688	EX(FS)-01			2024-07-31
ANKARA	Unit Manager (Family Class) / Gestionnaire de section (regroupement familial)	509976	FS-03			2022-08-31
ANKARA	Unit Manager (Refugee Unit) and Biometric-VAC Officer / Gestionnaire de section (Section des Réfugiés) et Agent de biométrie - CRDV	7107	FS-03			2022-07-31
ANKARA	Unit Manager (Temporary Resident Unit) / Gestionnaire de section (Section des Résidents temporaire)	509871	FS-03			2024-08-31
ANKARA	Unit Manager (AD Support) / Gestionnaire de section	505925	FS-03			2022-08-31
ANKARA	Unit Manager / Gestionnaire de section					
ANKARA	Risk Assessment Officer / Agent d'évaluation du risque	507660	FS-03			2022-08-31
ANKARA	Senior Immigration Officer / Agent d'immigration principal	5653	FS-02			2022-07-31
ANKARA	Senior Immigration Officer / Agent d'immigration principal	5669	FS-02			2024-08-31
ANKARA	Senior Immigration Officer / Agent d'immigration principal	6643	FS-02		Officer pending PCF	2023-08-31
ANKARA	Senior Immigration Officer / Agent d'immigration principal	517640	FS-02			2024-08-31
ANKARA	Senior Immigration Officer / Agent d'immigration principal	517641	FS-02			2022-08-31
ANKARA	Senior Immigration Officer / Agent d'immigration principal	517642	FS-02			2024-08-31
ANKARA	Senior Immigration Officer / Agent d'immigration principal	515966	FS-01	FS-02		2024-08-31
ANKARA	Immigration Officer / Agent d'immigration	506944	FS-01			2023-08-31
ANKARA	Immigration Officer / Agent d'immigration	101271	FS-01			2023-08-31
BANGALORE/BANGALURU (IV)	Migration Program Manager / Gestionnaire de programme des migrations	510386	EX(FS)-01			2023-08-31
BANGALORE/BANGALURU	Unit Manager / Gestionnaire de section	101265	FS-03			2023-08-31
BANGALORE/BANGALURU	Senior Immigration Officer / Agent d'immigration principal	6083	FS-02			2023-08-31
BANGALORE/BANGALURU	Senior Immigration Officer / Agent d'immigration principal	5691	FS-02			2022-08-31
BANGALORE/BANGALURU	Immigration Officer / Agent d'immigration	5810	FS-01			2023-08-31
BANGALORE/BANGALURU	Immigration Officer / Agent d'immigration	506785	FS-02	FS-01	Officer pending PCF	2023-08-31

RED: Officers on extension year

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BANGALORE/BANGALURU	Immigration Officer / Agent d'immigration	5812	FS-01		Officer pending PCF	2023-08-31
BANGKOK (III)	Migration Program Manager / Gestionnaire de programme des migrations	5764	FS-03			2022-07-31
BANGKOK	Senior Immigration Officer / Agent d'immigration principal	510348	FS-02			2022-07-31
BEIJING (III)	Area Director North Asia / Directeur de zone Asie du nord	6796	EX(FS)-02			2024-08-31
BEIJING	Migration Program Manager / Gestionnaire de programme des migrations	5968	EX(FS)-01			2023-08-31
BEIJING	Unit Manager (Risk Assessment Officer) / Gestionnaire de section (Agent d'évaluation du risque)	6264	FS-03			2024-08-31
BEIJING	Unit Manager / Gestionnaire de section	7771	FS-03			2022-08-31
BEIJING	Unit Manager / Gestionnaire de section	6429	FS-03			2023-08-31
BEIJING	Unit Manager / Gestionnaire de section	101259	FS-03			2022-08-31
BEIJING	Unit Manager (AD Support) / Gestionnaire de Section	517634	FS-03			2022-07-31
BEIJING	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	517635	FS-03			2022-08-31
BEIJING	Senior Immigration Officer / Agent d'immigration principal	510343	FS-02			2022-08-31
BEIJING	Immigration Officer / Agent d'immigration	6307	FS-02	FS-01		2023-08-31
BEIJING	Immigration Officer / Agent d'immigration	512267	FS-02	FS-01		2024-08-31
BEIJING	Senior Immigration Officer / Agent d'immigration principal	7036	FS-02			2023-08-31
BEIJING	Immigration Officer / Agent d'immigration	510504	FS-02	FS-01		2022-07-31
BEIJING	Senior Immigration Officer / Agent d'immigration principal	510342	FS-02			2023-08-31
BEIJING	Immigration Officer / Agent d'immigration	6227	FS-02	FS-01		2023-08-31
BEIJING	Immigration Officer / Agent d'immigration	6427	FS-01			
BEIJING	Senior Immigration Officer / Agent d'immigration principal	6312	FS-01	FS-02		2023-08-31
BEIJING	Immigration Officer / Agent d'immigration	101260	FS-01			2024-08-31
BEIJING	Immigration Officer / Agent d'immigration	6318	FS-01			2023-08-31
BEIRUT / BEYROUTH (IV)	Migration Program Manager / Gestionnaire de programme des migrations	6383	EX-FS (1)			2023-08-31
BEIRUT / BEYROUTH	Deputy Migration Program Manager / Gestionnaire adjoint de programme	508876	FS-03			2023-08-31
BEIRUT / BEYROUTH	Unit Manager / Gestionnaire de section	5911	FS-03			2023-08-31
BEIRUT / BEYROUTH	Immigration Officer / Agent d'immigration	508637	FS-02	FS-01	Officer pending PCF	2023-08-31
BEIRUT / BEYROUTH	Senior Immigration Officer / Agent d'immigration principal	518975	FS-02			2023-08-31
BEIRUT / BEYROUTH	Immigration Officer / Agent d'immigration	505305	FS-02	FS-01		2023-08-31
BEIRUT / BEYROUTH	Senior Immigration Officer / Agent d'immigration principal	6176	FS-02			2023-08-31
BEIRUT / BEYROUTH	Immigration Officer / Agent d'immigration	509872	FS-02	FS-01		2023-08-31
BEIRUT / BEYROUTH	Senior Immigration Officer / Agent d'immigration principal	515967	FS-01	FS-02		2023-08-31

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BEIRUT / BEYROUTH	Immigration Officer / Agent d'immigration	515968	FS-01			2023-08-31
BERLIN (A)	Migration Program Manager (Electronic Travel Authorization) / Gestionnaire de programme des migrations (Autorisation de voyage électronique)	513276	FS-03		Candace Brooks	2025-08-31
BOGOTA (IV)	Migration Program Manager / Gestionnaire de programme des migrations	6698	FS-04			2022-07-31
BOGOTA	Deputy Migration Program Manager / Gestionnaire adjoint de programme	6330	FS-03			2023-08-31
BOGOTA	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	509969	FS-03			2023-08-31
BOGOTA	Risk Assessment Officer / Agent d'évaluation du risque	508110	FS-03			2023-08-31
BOGOTA	Unit Manager / Gestionnaire de section		FS-03			
BOGOTA	Senior Immigration Officer / Agent d'immigration principal	101270	FS-02			2023-08-31
BOGOTA	Senior Immigration Officer / Agent d'immigration principal	510505	FS-02			2023-08-31
BOGOTA	Immigration Officer / Agent d'immigration	515969	FS-01			2023-08-31
BOGOTA	Senior Immigration Officer / Agent d'immigration principal	6863	FS-01	FS-02		2023-08-31
BRUSSELS (A)	Migration Program Manager / Gestionnaire de programme des migrations	101286	FS-04*		Mary Coulter	2022-08-31
BUCHAREST (II)	Migration Program Manager / Gestionnaire de programme des migrations	5867	FS-03			2022-08-31
BUCHAREST	Senior Immigration Officer / Agent d'immigration principal	6707	FS-02			2025-08-01
BUENOS AIRES (III)	Migration Program Manager / Gestionnaire de programme des migrations	5708	FS-03			2024-08-31
BUENOS AIRES	Senior Immigration Officer / Agent d'immigration principal	5683	FS-02			2022-07-31
CAIRO / LE CAIRE (V)	Migration Program Manager / Gestionnaire de programme des migrations	5901	FS-04			2023-07-31
CAIRO / LE CAIRE	Unit Manager / Gestionnaire de section		FS-03			
CAIRO / LE CAIRE	Senior Immigration Officer / Agent d'immigration principal	504218	FS-02			2023-08-31
CAIRO / LE CAIRE	Senior Immigration Officer / Agent d'immigration principal	505924	FS-02			2023-08-31
CANBERRA (A)	Migration Program Manager / Gestionnaire de programme des migrations	512265	FS-04*		Valery Brennan	2023-08-31
CHANDIGARH (V)	Migration Program Manager / Gestionnaire de programme des migrations	502620	FS-04			2023-08-31
CHANDIGARH	Risk Assessment Officer / Agent d'évaluation du risque	507795	FS-03			2023-08-31
CHANDIGARH	Senior Immigration Officer / Agent d'immigration principal	504219	FS-02			
COLOMBO (III)	Migration Program Manager / Gestionnaire de programme des migrations	5668	FS-04			2022-07-31
COLOMBO	Deputy Migration Program Manager / Gestionnaire adjoint de programme	5744	FS-03			2022-08-15
COLOMBO	Senior Immigration Officer / Agent d'immigration principal	5992	FS-02			2024-08-31
COLOMBO	Immigration Officer / Agent d'immigration	515970	FS-01			2024-08-31
DAKAR (IV)	Migration Program Manager / Gestionnaire de programme des migrations	509080	FS-04			2023-08-31
DAKAR	Deputy Migration Program Manager / Gestionnaire adjoint de programme	509970	FS-03			2023-08-31

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DAKAR	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	5678	FS-03			2023-08-31
DAKAR	Senior Immigration Officer / Agent d'immigration principal	510506	FS-02			2023-08-31
DAKAR	Immigration Officer / Agent d'immigration	508999	FS-02	FS-01		2023-08-31
DAKAR	Immigration Officer / Agent d'immigration	509081	FS-01			2023-08-31
DAR ES SALAAM (IV)	Migration Program Manager / Gestionnaire de programme des migrations	509971	FS-04			2022-07-31
DAR ES SALAAM	Deputy Migration Program Manager / Gestionnaire adjoint de programme	517616	FS-03			2023-08-31
DAR ES SALAAM	Senior Immigration Officer / Agent d'immigration principal	505926	FS-02			2022-08-31
DAR ES SALAAM	Immigration Officer / Agent d'immigration	509556	FS-02	FS-01		2023-08-31
DAR ES SALAAM	Immigration Officer / Agent d'immigration	516191	FS-01			2023-08-31
DAR ES SALAAM	Immigration Officer / Agent d'immigration	516190	FS-01			2023-08-31
GENEVA/GENÈVE (A)	Migration Program Manager / Gestionnaire de programme des migrations	6697	EX(FS)-02		Cindy Munro	2025-08-31
GENEVA/GENÈVE	Unit Manager / Gestionnaire de section	6346	FS-03		Susan Dragan	2022-07-31
GUANGZHOU (III)	Migration Program Manager / Gestionnaire de programme des migrations	5826	FS-04			2022-07-31
GUANGZHOU	Deputy Migration Program Manager / Gestionnaire adjoint de programme	513199	FS-03			2022-08-31
GUANGZHOU	Risk Assessment Officer / Agent d'évaluation du risque	505287	FS-03			2022-08-15
GUANGZHOU	Immigration Officer / Agent d'immigration	513200	FS-02	FS-01	Officer pending PCF	2023-08-31
GUANGZHOU	Senior Immigration Officer / Agent d'immigration principal	513201	FS-02			
HO CHI MINH CITY (IV)	Migration Program Manager / Gestionnaire de programme des migrations	503081	FS-04			2022-07-31
HO CHI MINH CITY	Deputy Migration Program Manager / Gestionnaire adjoint de programme	518980	FS-03			2023-08-31
HO CHI MINH CITY	Risk Assessment Officer / Agent d'évaluation du risque	507658	FS-03			2023-08-31
HO CHI MINH CITY	Senior Immigration Officer / Agent d'immigration principal	515971	FS-02		Officer pending PCF	2024-08-31
HO CHI MINH CITY	Senior Immigration Officer / Agent d'immigration principal	519001	FS-02			2023-08-31
HO CHI MINH CITY	Senior Immigration Officer / Agent d'immigration principal	505929	FS-02			2023-08-31
HO CHI MINH CITY	Immigration Officer / Agent d'immigration	517637	FS-02	FS-01	Officer pending PCF	2023-08-31
HO CHI MINH CITY	Senior Immigration Officer / Agent d'immigration principal	518996	FS-02			2022-08-31
HO CHI MINH CITY	Senior Immigration Officer / Agent d'immigration principal	518981	FS-02			2022-08-31
HONG KONG (I)	Migration Program Manager / Gestionnaire de programme des migrations	5846	EX(FS)-01			2024-08-31
HONG KONG	Unit Manager / Gestionnaire de section	6065	FS-03			2024-08-31
HONG KONG	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	7004	FS-03			2022-08-31
HONG KONG	Unit Manager / Gestionnaire de section	515972	FS-03			2022-08-31
HONG KONG	Senior Immigration Officer / Agent d'immigration principal	5920	FS-02			2023-08-31

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HONG KONG	Senior Immigration Officer / Agent d'immigration principal	6320	FS-02			2023-08-31
HONG KONG	Senior Immigration Officer / Agent d'immigration principal	6098	FS-01	FS-02		2024-08-31
HONG KONG	Immigration Officer / Agent d'immigration	100584	FS-01			
ISLAMABAD (V)	Migration Program Manager / Gestionnaire de programme des migrations	6375	FS-04			2022-08-31
ISLAMABAD	Risk Assessment Officer / Agent d'évaluation du risque	507655	FS-03			2023-08-31
ISLAMABAD	Senior Immigration Officer / Agent d'immigration principal	506945	FS-02			2023-08-31
JAKARTA/DJAKARTA (IV)	Migration Program Manager / Gestionnaire de programme des migrations	5870	FS-03			2022-08-31
JAKARTA/DJAKARTA	Senior Immigration Officer / Agent d'immigration principal	512266	FS-02			2023-08-31
KIEV/KYIV (III)	Migration Program Manager / Gestionnaire de programme des migrations	6376	FS-03			2024-08-31
KIEV/KYIV	Senior Immigration Officer / Agent d'immigration principal	6313	FS-02			2023-07-31
KINGSTON (IV)	Migration Program Manager / Gestionnaire de programme des migrations	6694	FS-04			2023-08-31
KINGSTON	Deputy Migration Program Manager / Gestionnaire adjoint de programme	6449	FS-03			2023-08-31
KINGSTON	Risk Assessment Officer / Agent d'évaluation du risque		FS-03			
KINGSTON	Senior Immigration Officer / Agent d'immigration principal	515976	FS-02			2023-08-31
KINGSTON	Immigration Officer / Agent d'immigration	515974	FS-02	FS-01		2023-08-31
KINGSTON	Immigration Officer / Agent d'immigration	510507	FS-02	FS-01		2022-07-31
KINGSTON	Immigration Officer / Agent d'immigration	6136	FS-01			2023-08-31
LAGOS (V)	Migration Program Manager / Gestionnaire de programme des migrations	500324	FS-03			2023-08-31
LIMA (III)	Migration Program Manager / Gestionnaire de programme des migrations	5988	FS-03			2022-08-31
LIMA	Senior Immigration Officer / Agent d'immigration principal	513202	FS-02			2024-08-31
LONDON/LONDRES (A)	Area Director Northern Europe / Directrice de Zone l'Europe du nord	504976	EX(FS)-03		Angela Lawel	2022-07-31
LONDON/LONDRES	Migration Program Manager / Gestionnaire de programme des migrations	6127	EX(FS)-01		Xochi Bryan	2023-08-31
LONDON/LONDRES	Deputy Migration Program Manager / Gestionnaire adjoint de programme	517800	FS-04		Julia Gurr Lacasse	2025-08-31
LONDON/LONDRES	Unit Manager (Electronic Travel Authorization) / Gestionnaire de section (Autorisation de voyage électronique)	513272	FS-03		Karene Uzan	2022-08-31
LONDON/LONDRES	Unit Manager (Temporary Resident Unit) / Gestionnaire de section (Section des Résidents temporaire)	6474	FS-03		Valérie Feldman	2023-08-31
LONDON/LONDRES	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	6517	FS-03		Steven Owen	2022-07-31
LONDON/LONDRES	Unit Manager / Gestionnaire de section	6154	FS-03		Gene Rudyk	2022-07-31
LONDON/LONDRES	Risk Assessment Officer / Agent d'évaluation du risque	506006	FS-03			2023-07-31
LONDON/LONDRES	Senior Immigration Officer / Agent d'immigration principal	508887	FS-02		Laura Sparks	2025-08-31
LONDON/LONDRES	Senior Immigration Officer / Agent d'immigration principal	512270	FS-02		Christine Dwyer	2022-07-31
LONDON/LONDRES	Senior Immigration Officer / Agent d'immigration principal	509077	FS-02		Laurie Blais	2023-07-31

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LONDON/LONDRES	Senior Immigration Officer / Agent d'immigration principal	6500	FS-01	FS-02	Sarah Hall	2022-07-31
LONDON/LONDRES	Senior Immigration Officer / Agent d'immigration principal	512269	FS-01	FS-02	Jovonne Lee	2022-07-31
LONDON/LONDRES	Senior Immigration Officer / Agent d'immigration principal	6495	FS-01	FS-02	Vanessa Gaudreau	2025-08-31
LONDON/LONDRES	Immigration Officer / Agent d'immigration	6026	FS-01		Maryam Mohammadian	2025-08-31
LOS ANGELES (A)	Migration Program Manager / Gestionnaire de programme des migrations	6551	FS-04		Alain Bernier	2022-07-31
LOS ANGELES	Deputy Migration Program Manager / Gestionnaire adjoint de programme	6578	FS-03		Annette Jardine	2024-08-31
MANILA/MANILLE (III)	Area Director South East Asia & Oceania / Directrice de zone Asie du sud-est et l'océanie	6241	EX(FS)-02			2022-08-31
MANILA/MANILLE	Migration Program Manager / Gestionnaire de programme de migration	6228	EX(FS)-01			2022-08-31
MANILA/MANILLE	Risk Assessment Officer / Agent d'évaluation du risque	520387	FS-03			2024-08-31
MANILA/MANILLE	Unit Manager / Gestionnaire de section	520388	FS-03			2024-08-31
MANILA/MANILLE	Unit Manager / Gestionnaire de section	6595	FS-03			2022-08-31
MANILA/MANILLE	Unit Manager / Gestionnaire de section	6255	FS-03			2022-08-31
MANILA/MANILLE	Unit Manager / Gestionnaire de section	6606	FS-03			2024-08-31
MANILA/MANILLE	Senior Immigration Officer / Agent d'immigration principal	508351	FS-02			2024-08-31
MANILA/MANILLE	Senior Immigration Officer / Agent d'immigration principal	507612	FS-02			2024-08-31
MANILA/MANILLE	Senior Immigration Officer / Agent d'immigration principal	507614	FS-02			2022-08-31
MANILA/MANILLE	Immigration Officer / Agent d'immigration	506946	FS-02	FS-01		2023-08-31
MANILA/MANILLE	Immigration Officer / Agent d'immigration	6205	FS-02	FS-01		2024-08-31
MANILA/MANILLE	Senior Immigration Officer / Agent d'immigration principal	7397	FS-02			2022-08-31
MANILA/MANILLE	Senior Immigration Officer / Agent d'immigration principal	702	FS-01	FS-02		2022-08-31
MANILA/MANILLE	Senior Immigration Officer / Agent d'immigration principal	6078	FS-01	FS-02		2022-08-31
MANILA/MANILLE	Immigration Officer / Agent d'immigration	6207	FS-01			2024-08-31
MEXICO (III)	Area Director Latin America & Caribbean / Directrice de zone Amérique latine et les caribabes	508439	EX(FS)-02			2022-08-31
MEXICO	Migration Program Manager / Gestionnaire de programme de migration	508440	EX(FS)-01			2024-08-31
MEXICO	Unit Manager / Gestionnaire de section	508618	FS-03			2024-08-31
MEXICO	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	508631	FS-03			2022-08-31
MEXICO	Unit Manager / Gestionnaire de section	508620	FS-03			2024-08-31
MEXICO	Unit Manager (AD Support) / Gestionnaire de Section	518979	FS-03			2022-08-31
MEXICO	Risk Assessment Officer / Agent d'évaluation du risque	507656	FS-03			2024-08-31
MEXICO	Immigration Officer / Agent d'immigration	508625	FS-02	FS-01		2023-08-31
MEXICO	Senior Immigration Officer / Agent d'immigration principal	508632	FS-02			2022-08-31

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MEXICO	Senior Immigration Officer / Agent d'immigration principal	508634	FS-02			2023-08-31
MEXICO	Immigration Officer / Agent d'immigration	508622	FS-02	FS-01		2024-08-31
MEXICO	Senior Immigration Officer / Agent d'immigration principal	508636	FS-02			2022-07-31
MEXICO	Senior Immigration Officer / Agent d'immigration principal	505927	FS-02			2024-08-31
MEXICO	Immigration Officer / Agent d'immigration	518978	FS-02	FS-01		2023-08-31
MEXICO	Immigration Officer / Agent d'immigration	6394	FS-02	FS-01		2023-08-31
MEXICO	Immigration Officer / Agent d'immigration	6100	FS-01			2023-08-31
MEXICO	Immigration Officer / Agent d'immigration	508639	FS-01			2022-08-31
MIAMI (A)	Immigration Program Manager (Risk Assessment Officer)/ Gestionnaire de programme d'immigration (Agent de la gestion du risque)	517633	FS-03			2022-07-31
MOSCOW/MOSCOU (IV)	Migration Program Manager / Gestionnaire de programme des migrations	6501	FS-04			2023-08-31
MOSCOW/MOSCOU	Deputy Migration Program Manager (Risk Assessment Officer)/ Gestionnaire adjoint de programme (Agent d'évaluation du risque)	6656	FS-03			2022-07-31
NAIROBI (IV)	Area Director Sub-Saharan African / Directeur de zone Afrique sub-saharienne	419	EX(FS)-02			2022-07-31
NAIROBI	Migration Program Manager / Gestionnaire de programme de migration	504571	EX(FS)-01			2023-08-31
NAIROBI	Unit Manager (Refugee coordinator) / Gestionnaire de section (Coordinateur aux réfugiés)	508883	FS-03			2022-08-15
NAIROBI	Unit Manager (Temporary Resident Unit) / Gestionnaire de section (Section des Résidents temporaire)	517624	FS-03			2023-08-31
NAIROBI	Unit Manager (AD Support) / Gestionnaire de Section	517622	FS-03			2023-08-31
NAIROBI	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	517623	FS-03			2023-08-31
NAIROBI	Risk Assessment Officer / Agent d'évaluation du risque	507773	FS-03			2022-08-31
NAIROBI	Senior Immigration Officer / Agent d'immigration principal	517629	FS-02			2023-08-31
NAIROBI	Immigration Officer / Agent d'immigration	517628	FS-02	FS-01		2023-08-31
NAIROBI	Immigration Officer / Agent d'immigration	517627	FS-02	FS-01	Officer pending PCF	2023-08-31
NAIROBI	Immigration Officer / Agent d'immigration	6974	FS-01			2023-08-31
NAIROBI	Immigration Officer / Agent d'immigration	101274	FS-01			2023-08-31
NAIROBI	Immigration Officer / Agent d'immigration	7015	FS-01			2023-08-31
NEW DELHI (V)	Area Director South Asia / Directeur de zone Asie du sud	5659	EX(FS)-03			2022-07-31
NEW DELHI	Migration Program Manager / Gestionnaire de programme de migration	6659	EX(FS)-01			2022-09-15
NEW DELHI	Unit Manager (Temporary Resident Unit) / Gestionnaire de section (Section des Résidents temporaire)	509973	FS-03			

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NEW DELHI	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	506947	FS-03			2023-08-31
NEW DELHI	Unit Manager (Outreach Officer) / Gestionnaire de section	6119	FS-03			2023-08-31
NEW DELHI	Unit Manager (Permanent Resident Unit) / Gestionnaire de section (Section des Résidents permanents)	6086	FS-03			2023-08-31
NEW DELHI	Unit Manager (Students & Workers) / Gestionnaire de section (Section des Étudiants & travailleurs)	6149	FS-03			2023-08-31
NEW DELHI	Unit Manager (Operations Support) / Gestionnaire de section (Soutien des opérations)	5700	FS-03			2022-08-31
NEW DELHI	Unit Manager (AD Support) / Gestionnaire de Section	517667	FS-03			2022-08-31
NEW DELHI	Risk Assessment Officer / Agent d'évaluation du risque	507662	FS-03			2023-08-31
NEW DELHI	Senior Immigration Officer / Agent d'immigration principal	505922	FS-02			2023-08-31
NEW DELHI	Senior Immigration Officer / Agent d'immigration principal	5851	FS-02			2022-08-31
NEW DELHI	Senior Immigration Officer / Agent d'immigration principal	515978	FS-02			
NEW DELHI	Senior Immigration Officer / Agent d'immigration principal	517638	FS-02			2023-08-31
NEW DELHI	Senior Immigration Officer / Agent d'immigration principal	505921	FS-02			2023-08-31
NEW DELHI	Senior Immigration Officer / Agent d'immigration principal	5814	FS-01	FS-02		2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	6130	FS-01			2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	5834	FS-01			
NEW DELHI	Immigration Officer / Agent d'immigration	101266	FS-01			2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	5762	FS-01			
NEW DELHI	Senior Immigration Officer / Agent d'immigration principal	5809	FS-01	FS-02		2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	516228	FS-01			
NEW DELHI	Immigration Officer / Agent d'immigration	516226	FS-01			
NEW DELHI	Immigration Officer / Agent d'immigration	516227	FS-01			2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	515977	FS-01			2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	516223	FS-01			2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	516224	FS-01			2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	516225	FS-01			
NEW DELHI	Senior Immigration Officer / Agent d'immigration principal	505166	FS-01	FS-02		2023-08-31
NEW DELHI	Immigration Officer / Agent d'immigration	504325	FS-01			
NEW DELHI	Immigration Officer / Agent d'immigration	506786	FS-01			
NEW DELHI	Immigration Officer / Agent d'immigration	6613	FS-01			2023-08-31
NEW YORK (CNGNY) (A)	Migration Program Manager / Gestionnaire de programme des migrations	5856	FS-04		Philippe de Varennes	2025-08-31

RED: Officers on extension year

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NEW YORK	Deputy Program Manager (Biometric-VAC officer) / Gestionnaire adjoint de programme (Agent de biométrie-CRDV)	6030	FS-03		Paul Pagliuso	2025-08-31
NEW YORK	Unit Manager / Gestionnaire de section	513273	FS-03		Nancy Amos	2025-08-31
NEW YORK (PRMNY) (A)	Migration Program Manager / Gestionnaire de programme des migrations	515979	FS-03		Tim Kilbourn	2023-08-31
PARIS (A)	Area Directeur Southern Europe & Maghreb / Directeur de zone Europe du sud et maghreb	5769	EX(FS)-02		Olivier Jacques	2024-09-30
PARIS	Migration Program Manager / Gestionnaire de programme de migration	6344	EX(FS)-01		Sophie Auger	2025-08-31
PARIS	Unit Manager / Gestionnaire de section	519000	FS-03		Samantha Lee	2023-08-01
PARIS	Unit Manager (AD Support) / Gestionnaire de Section	513277	FS-03		Cathy Menard	2025-08-31
PARIS	Risk Assessment Officer / Agent d'évaluation du risque	6691	FS-03			2025-08-31
PARIS	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	509972	FS-03		Gilles Bourassa	2023-08-01
PARIS	Senior Immigration Officer / Agent d'immigration principal	6085	FS-02		Bao Zhen Tang	2022-08-31
PARIS	Senior Immigration Officer / Agent d'immigration principal	510508	FS-02		Jennifer Woo	2022-07-31
PARIS	Senior Immigration Officer / Agent d'immigration principal	508879	FS-02		Melanie Noel	2025-08-31
PARIS	Immigration Officer / Agent d'immigration	6651	FS-01		Joseph Law	2022-07-31
PORT OF SPAIN (III)	Migration Program Manager / Gestionnaire de programme des migrations	513203	FS-04			2024-08-31
PORT OF SPAIN	Deputy Program Manager (Biometric-VAC officer) / Gestionnaire adjoint de programme (Agent de biométrie-CRDV)	6751	FS-03			2022-08-31
PORT OF SPAIN	Immigration Officer / Agent d'immigration	6756	FS-01			2023-08-31
PORT-AU-PRINCE (V)	Migration Program Manager / Gestionnaire de programme des migrations	6736	FS-03			2023-08-31
PORT-AU-PRINCE	Immigration Officer / Agent d'immigration	6303	FS-02		Officer pending PCF	2023-08-31
PRETORIA (III)	Migration Program Manager / Gestionnaire de programme des migrations	6711	FS-04			2022-08-31
PRETORIA	Senior Immigration Officer / Agent d'immigration principal	515980	FS-02			2024-08-31
PRETORIA	Senior Immigration Officer / Agent d'immigration principal	103	FS-02			2024-08-31
RABAT (III)	Migration Program Manager / Gestionnaire de programme des migrations	6757	FS-04			2022-08-31
RABAT	Senior Immigration Officer / Agent d'immigration principal	101275	FS-02			2022-07-31
RABAT	Senior Immigration Officer / Agent d'immigration principal	6784	FS-01	FS-02		2024-08-31
RIYADH/RIYAD (V)	Migration Program Manager / Gestionnaire de programme des migrations	502413	FS-03			2023-08-31
RIYADH/RIYAD	Immigration Officer / Agent d'immigration	502414	FS-02	FS-01	Officer pending PCF	2023-08-31
RIYADH/RIYAD	Immigration Officer / Agent d'immigration	517632	FS-02	FS-01		2023-08-31
RIYADH/RIYAD	Senior Immigration Officer / Agent d'immigration principal	508878	FS-02			2022-08-31
ROME (A)	Migration Program Manager / Gestionnaire de programme des migrations	5985	FS-04			2022-07-31

RED: Officers on extension year

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ROME	Unit Manager / Gestionnaire de section	515982	FS-03			2025-08-31
ROME	Senior Immigration Officer / Agent d'immigration principal	513737	FS-02			2025-08-31
ROME	Senior Immigration Officer / Agent d'immigration principal	506948	FS-02			2022-07-31
ROME	Senior Immigration Officer / Agent d'immigration principal	513278	FS-02			2022-06-30
ROME	Immigration Officer / Agent d'immigration	515981	FS-01			2023-08-31
SAO PAULO (III)	Migration Program Manager / Gestionnaire de programme des migrations	5938	FS-04			2022-08-31
SAO PAULO	Deputy Program Manager (Biometric-VAC officer) / Gestionnaire adjoint de programme (Agent de biométrie-CRDV)	6794	FS-03			2022-08-31
SAO PAULO	Senior Immigration Officer / Agent d'immigration principal	509550	FS-02			2024-08-31
SAO PAULO	Immigration Officer / Agent d'immigration	505928	FS-02			2024-08-31
SEOUL/SÉOUL (I)	Migration Program Manager (Electronic Travel Authorization) / Gestionnaire de programme des migrations (Autorisation de voyage électronique)	513274	FS-03		Timothy Lee	2022-07-31
SHANGHAI (III)	Migration Program Manager / Gestionnaire de programme des migrations	5646	FS-04			2022-08-31
SHANGHAI	Unit Manager / Gestionnaire de section	510341	FS-03			2024-08-31
SHANGHAI	Senior Immigration Officer / Agent d'immigration principal	510347	FS-02			2023-08-31
SHANGHAI	Immigration Officer / Agent d'immigration	6128	FS-02	FS-01		2023-08-31
SHANGHAI	Senior Immigration Officer / Agent d'immigration principal	510346	FS-02			2022-08-31
SHANGHAI	Immigration Officer / Agent d'immigration	510510	FS-02			
SINGAPORE (A)	Migration Program Manager / Gestionnaire de programme des migrations	5853	EX(FS)-01			2024-08-31
SINGAPORE	Deputy Migration Program Manager / Gestionnaire adjoint de programme	5717	FS-03			2022-07-31
SINGAPORE	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	509974	FS-03			2023-10-01
SINGAPORE	Risk Assessment Officer / Agent d'évaluation du risque	507772	FS-03			2025-08-31
SINGAPORE	Senior Immigration Officer / Agent d'immigration principal	507909	FS-02			2023-08-31
SINGAPORE	Senior Immigration Officer / Agent d'immigration principal	936	FS-01	FS-02		2025-08-31
SINGAPORE	Senior Immigration Officer / Agent d'immigration principal	6631	FS-02			2025-08-31
SYDNEY (A)	Migration Program Manager / Gestionnaire de programme des migrations	7210	FS-04		Scott Paterson	2025-08-31
SYDNEY	Senior Immigration Officer / Agent d'immigration principal	101267	FS-02		Genevieve Moisan	2023-07-31
TEL AVIV (III)	Migration Program Manager / Gestionnaire de programme des migrations	7243	FS-04			2023-08-31
TEL AVIV	Immigration Officer / Agent d'immigration	518977	FS-02	FS-01		2024-07-31
TOKYO (A)	Migration Program Manager / Gestionnaire de programme des migrations	513275	FS-03		Harold Wulf	2022-07-31
TUNIS (IV)	Migration Program Manager / Gestionnaire de programme des migrations	7206	FS-03			2022-07-31
TUNIS	Senior Immigration Officer / Agent d'immigration principal	501854	FS-02			2023-08-31

RED: Officers on extension year

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VIENNA/VIENNE (A)	Migration Program Manager / Gestionnaire de programme des migrations	513205	FS-04		Greg Chubak	2022-09-30
VIENNA/VIENNE	Deputy Migration Program Manager / Gestionnaire adjoint de programme	7251	FS-03		Dominik Viel-Leblanc	2023-07-31
VIENNA/VIENNE	Unit Manager / Gestionnaire de section	510509	FS-03		Annie Pageau	2023-08-31
VIENNA/VIENNE	Senior Immigration Officer / Agent d'immigration principal	5655	FS-02		Kari Yeung	2025-07-31
WARSAW/VARSOVIE (A)	Migration Program Manager / Gestionnaire de programme des migrations	6451	FS-04		Tom Richter	2022-07-31
WARSAW/VARSOVIE	Unit Manager / Gestionnaire de section	6822	FS-03		Bryan Rappaport	2023-07-31
WARSAW/VARSOVIE	Unit Manager (Biometric-VAC officer) / Gestionnaire de section (Agent de biométrie-CRDV)	517644	FS-03		Carolyn Wallace	2025-08-31
WARSAW/VARSOVIE	Senior Immigration Officer / Agent d'immigration principal	500470	FS-02		Maja Jelic	2025-08-31
WARSAW/VARSOVIE	Immigration Officer / Agent d'immigration	516222	FS-01		Julia Johnston	2023-08-31
WARSAW/VARSOVIE	Senior Immigration Officer / Agent d'immigration principal	6956	FS-01	FS-02	Brooke Southcote	2022-08-15
WASHINGTON (A)	Area Director United States / Directeur de zone États-Unis	5671	EX(FS)-02		Andre Valotaire	2022-08-31
WASHINGTON	Migration Program Manager / Gestionnaire de programme de migration	516197	FS-04		Lisa Catana	2024-07-31
WASHINGTON	Deputy Migration Program Manager / Gestionnaire adjoint de programme	509096	FS-03		Jennifer Carlile	2023-07-31
WASHINGTON	Unit Manager (AD Support) / Gestionnaire de Section (Conseiller au Directeur de Zone)	520985	FS-03		Shauna Parr	2025-08-31
WASHINGTON	Liaison Officer (IIR Position) / Agent de liaison (Position de DGR II)	519440	FS-03		Sacha Taylor	2024-07-31

*Classification under review

Assignment in extension year

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Michael Watts	ON	Ottawa	Strategy/Stratégie	Special Advisor/Conseiller special	(343) 572-9666 / (613) 91-2517	Michael.Watts@cic.gc.ca
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DKO Strat team:	IRCC.DNDGOStrategicTeam-EquipeStrategiqueRNBGD.IRCC@cic.gc.ca					

Name/Nom	Prov	City/Ville	Unit/Unité	Position/Poste	Mobile	Email/Courriel
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Thomas Ficht		Calgary	Production/ Production	Program Assistant	N/A	Thomas.Ficht@cic.gc.ca
Monica(Maria) Atienza	ON	Toronto	Production/ Production	Advisor/Conseiller(ère)	(306) 717-6432	Maria.Atienza@cic.gc.ca

James MacEachern	NS	Halifax	Production/ Production	Senior Advisor	902-399-8610	James.MacEachern@cic.gc.ca
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Eric Therriault	QC	Montreal	Training	SALO/Trainer	613-406-6315	eric.therriault@cic.gc.ca
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Dayana Gonzalez-Mateus	ON	Scarborough	Training	SALO/Trainer	647-253-9660	dayana.gonzalezMateus@cic.gc.ca
Amelie Grenier	QC	Montreal	Training	SALO/Trainer	343-571-6649	amelie.grenier@cic.gc.ca
Amy Gelin	BC	Vancouver	Training	SALO/Trainer	613-406-6343	amy.gelin@cic.gc.ca
Marni Gamblin	AB	Edmonton	Production/ Production	SALO/Trainer	343-571-0702	Marni.gamblin@cic.gc.ca

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Citizenship Mailbox

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Mackenzie Jeffrey	MB	Winnipeg	Asylum Operations Division	A/Administrative Assistant/Adjoint(e) administratif (tive)		Mackenzie.Jeffrey@cic.gc.ca
Ingrid Wu	BC	Vancouver	Asylum Operations Division	A/Administrative Assistant/Adjoint(e) administratif (tive)	438-459-7671	YingChieh.Wu@cic.gc.ca
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Nizar Okbi	QC	Montreal	Asylum Operations Division	A/Supervisor	236-330-6582	Nizar.Okbi@cic.gc.ca
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Quincy Kerr	MB	Winnipeg	Asylum Operations Division	A/Manager		Quincy.Kerr@cic.gc.ca
Justin Collicutt	MB	Winnipeg	Asylum Operations Division	A/Supervisor	613-294-7253	Justin.Collicutt@cic.gc.ca
Tawny Boutilier	MB	Winnipeg	Asylum Operations Division	A/Supervisor		Tawny.Boutilier@cic.gc.ca
Tanya Motani	BC	Vancouver	Asylum Operations Division	A/Supervisor		Tanya.Motani@cic.gc.ca
Georgia Vlachos	ON	Ottawa	Asylum Operations Division	A/Assistant Director		Georgia.Vlachos@cic.gc.ca
Cheryl Athoe	ON	Ottawa	Asylum Operations Division	A/Lead Coordinator		Cheryl.Athoe@cic.gc.ca
Colin Charles	QC	Montreal	Asylum Operations Division	A/Team Lead		Colin.Charles@cic.gc.ca
Antoine Lariviere-Prefontaine	QC	Montreal	Asylum Operations Division	A/Supervisor		Antoine.Lariviere-Prefontaine@cic.gc.ca

Name/Nom	Prov	City/Ville	Unit/Unité	Position/Poste	Phone/Tel.	Email/Courriel
Jean-Daniel Plourde	ON	Ottawa	Management/Gestion	A/Manager/ Gestionnaire p.i.	514-834-6541	jean-daniel.plourde@cic.gc.ca /
Julie Wessel	ON	Ottawa	Management/Gestion	A/Operations Manager	613-462-3181 / cell	julie.wessel@cic.gc.ca
Bruno Lebel	QC	Montréal	Management/Gestion	Manager	438-342-8523	bruno.lebel@cic.gc.ca
Céline Légaré	QC	Montréal	Management/Gestion	Executive Assistant/Assistant(e) exécutifD2:E5 (ve)	no cell	celine.legare@cic.gc.ca
Zena Kwan	BC	Vancouver	NSA-WEST - Non salary & accommodation - West/ Non salaire & installations - Ouest	Supervisor/Superviseur(e)	604-699-0658	Zena.Kwan@cic.gc.ca
Marie-Lucie Gravel	QC	Montréal	NSA EAST - Non salary & accommodation - East / Non salaire & installations - Est	Supervisor/Superviseur(e)	438-892-2550	Marie-Lucie.Gravel@cic.gc.ca
Agnieszka Przerwa	ON	Hamilton	NSA-ONT - Non salary & accommodation - Ontario / Non salaire & installations - Ontario	Supervisor/Superviseur(e)	289-391-9131	agnieszka.przerwa@cic.gc.ca
December 14, 2021	ON	Etobicoke	HR & Salary/RH & Salaire	A/Supervisor/Superviseur(e)	604-699-0535	heather.adair@cic.gc.ca
28, ,2022	ON	Hamilton	Travel/Project Coordination/ATIP	A/Supervisor/Superviseur(e)		edith.warden@cic.gc.ca
Brigitte Kazareczky	ON	Ottawa	SOS - Staffing & Operations Support	Supervisor/Superviseur(e)		Brigitte.Kazareczky@cic.gc.ca
Shirley Cheung	QC	Montréal	SOS - Staffing & Operations Support	A/Supervisor/Superviseur(e)		Shirley.Cheung@cic.gc.ca
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DN Non-Salary East	DGO: FC 7501 SID: FC 753A ASU: FC 7506 ADD: FC 7520 DSC: FC 7516 PIED: FC 700E EAST: FC 2515 HMID: FC 5101, 5102, 5103	Provides support and coordinates non-salary financial transactions for offices in the East. e.g. office supplies, contracts, ergonomics requests Provides support and coordinates non-salary financial transactions for offices in the East. e.g. office supplies, contracts, ergonomics requests	IRCC.DNASUEastNSA-NSIEstUSARN.IRCC@cic.gc.ca
DN Non-Salary Ontario	ASU: FC 7511 GTA: FC 3903 GOA: FC 3908 HMID: FC 3905	Provides support and coordinates non-salary financial transactions for offices in Ontario. e.g. office supplies, contracts, ergonomics requests	IRCC.DNASUOntNSA-NSIOntUSARN.IRCC@cic.gc.ca

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Roswitha Diehl-Maclean	ON	Ottawa	All/Tout	Director/Directeur(trice)	343-572-8337	Roswitha.Diehl-Maclean@cic.gc.ca	
Kayla Jones	ON	Ottawa	All/Tout	Assistant/Adjointe	n/a	Kayla.Jones@cic.gc.ca	
Lucy Resendes	ON	Hamilton & Niagara Falls	C&I	Manager/Gestionnaire	289-391-9101	Lucy.Resendes@cic.gc.ca	905-679-3920
Michelle Couture	ON	Kitchener	C&I	Manager/Gestionnaire	519-904-9000	Michelle.Couture@cic.gc.ca	519 497 1712
Jack Kuderian A/ March 2022	ON	Kitchener	C&I	Manager/Gestionnaire	519-904-9000	Jack.Kuderian@cic.gc.ca	
Andrew Busmanis	ON	London	C&I	Manager/Gestionnaire	519-953-9002	Andrew.Busmanis@cic.gc.ca	519-878-4836
Jean-Robert Miner	ON	Ottawa	C&I	Manager/Gestionnaire	613-457-9590	jean-robert.miner@cic.gc.ca	613-294-7562
Robert Bruce	ON	Windsor	C&I	Manager/Gestionnaire	519-960-9027	Robert.Bruce@cic.gc.ca	519-257-0089
Debbie Grieve	ON	Hamilton	C&I	Supervisor/Superviseur(e)	289-391-9108	deborah.grieve@cic.gc.ca	905-730-0487
Chia Jen (CJ) Chung	ON	Kitchener	C	Supervisor/Superviseur(e)	519-904-9001	Chiajen.Cheng@cic.gc.ca	
Ryan Lavery	ON	Kitchener	I	Supervisor/Superviseur(e)	519-904-9001	Ryan.Lavery@cic.gc.ca	613-297-4658
Nicole Airdrie	ON	London	C&I	Supervisor/Superviseur(e)	519-953-9013	Nicole.Airdrie@cic.gc.ca	
Debbie Flagg	ON	Niagara Falls	C&I	Supervisor/Superviseur(e)	289-248-9000	Deborah.Flagg@cic.gc.ca	905-321-4515
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London	ON	London	C&I			CIC-London@cic.gc.ca	
Kitchener	ON	Kitchener	C&I			cic-kitchener@cic.gc.ca	
Ottawa Citizenship	ON	Ottawa	Citizenship			CIC-OTTAWA-CITIZENSH@cic.gc.ca	
Ottawa Immigration	ON	Ottawa	Immigration			CIC-OTTAWA-IMMIGRATION@cic.gc.ca	
Niagara Falls	ON	Niagara Falls	C&I			CIC-NIAGARA-FALLS-SI@cic.gc.ca	
Hamilton	ON	Hamilton	C&I			CIC-HAMILTON@cic.gc.ca	
Windsor	ON	Windsor	C&I			CIC-Windsor@cic.gc.ca	

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General Mailboxes						
Etobicoke General Immigration	ON	Etobicoke	<i>*For all general immigration related inquiries including but not limited to: inquiries from clients and counsel, MINO requests, Rule 9, 14 17 requests & CTRs</i>	CIC-Etobicoke-Immigration@cic.gc.ca		
Etobicoke ATIP	ON	Etobicoke	<i>*For all ATIP-related inquiries requested on behalf of IRCC-Etobicoke</i>	ONT-Etobicoke.ATIP@cic.gc.ca		
Etobicoke PRCD	ON	Etobicoke	<i>*For PR Card distribution, including scheduling appointments for PRC pick-up at our office</i>	CIC-Etobicoke-PRCD-DCRP@cic.gc.ca		
Etobicoke Landings	ON	Etobicoke	<i>*For general inquiries related to landings and TR applications</i>	CIC-Etobicoke-Landings@cic.gc.ca		
Portal Landings	ON	Etobicoke	<i>*Portal inbox for landing related inquiries</i>	IRCC.ClientPortalOntario-OntarioClientPortail.IRCC@cic.gc.ca		
Etobicoke VTIP	ON	Etobicoke	<i>*For all matters related to VTIP (Human Trafficking), VWOWP (Vulnerable Workers) & Family Violence (FMV) cases</i>	IRCC.Etobicoke-VTIP-TDP.IRCC@cic.gc.ca		
Etobicoke APR	ON	Etobicoke	<i>*The APR unit uses this inbox to correspond with APR clients. Inquiries from other offices and/or clients are also received by this inbox for APR-related requests.</i>	Etobicoke-CIC-APR@cic.gc.ca		
Etobicoke Refugee	ON	Etobicoke	<i>*For internal refugee claim inquiries</i>	ONT-EtobicokeFrontCounterServices@cic.gc.ca		
Etobicoke Refugee-ETB Appointments	ON	Etobicoke	<i>*To schedule clients for biometric appointments</i>	IRCC.DNETBAAppointment-RendezvousETBRN.IRCC@cic.gc.ca		
Etobicoke Refugee-ETB Interviews	ON	Etobicoke	<i>*To schedule clients for MDR / Eligibility interview appointments</i>	IRCC.DNETBInterview-EntrevueETBRN.IRCC@cic.gc.ca		
Scarborough- CEN Misrep	ON	Scarborough	<i>*For Mis-rep</i>	IRCC.DNGTACENMisrepresentation-FausseDeclarationsRECRGTRN.IRCC@cic.gc.ca		
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Scarborough -CEN ATIP	ON	Scarborough	<i>*For ATIP related inquiries</i>	ON-GTACEN-ATIP@cic.gc.ca		
Scarborough-CEN Referrals	ON	Scarborough	<i>*For CSC and Local Offices</i>	ON-GTACEN-EXCEPTIONS@cic.gc.ca		
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Scarborough- OPS General Inquiries	ON	Scarborough	<i>*For general inquiries related to citizenship</i>	CIT-SCARBOROUGH@cic.gc.ca		
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Leslye Brown is acting on Mark's behalf.

On assignment

On assignment

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Express Entry PNT						IRCC.DNPNT-EEPTNRN.IRCC@cic.gc.ca
Family Class PNT						IRCC.DNPNTFC-CFPTNRN.IRCC@cic.gc.ca
Non-Express Entry PNP and Family Class BCY						CIC-VancouverAdmiss@cic.gc.ca
Saskatoon IRCC (Asylum)						CIC-Saskatoon@cic.gc.ca
West Temporary Resident						IRCC.DNWSTTR-TROSTRN.IRCC@cic.gc.ca
TRPR						IRCC.TRPRRequestedDocuments-DocumentsdemandesRTRP.IRCC@cic.gc.ca
BCY Landings						IRCC.ClientPortalWest-OuestClientPortail.IRCC@cic.gc.ca
PNT Landings						IRCC.ClientPortalPrairies-PrairiesClientPortail.IRCC@cic.gc.ca
West Landings						IRCC.DNCALPRConfirmation-ConfirmationRPCALRN.IRCC@cic.gc.ca
Winnipeg IRCC (Asylum, Crim Rehabs, Non-Express Entry PNP)						CIC-Winnipeg@cic.gc.ca
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Maria Ioannou	ON	Etobicoke	ICAC	Administrative Assistant/ Adjoint(e) administratif (ve)	647-251-4363	Maria.ioannou@cic.gc.ca
Pratheepan Sothilingam	ON	Etobicoke	ICAC	A/ Manager/ Gestionnaire	Cell: 647-960-1753	Pratheepan.Sothilingam@cic.gc.ca
Nadia McIennon	ON	Etobicoke	ICAC	Manager/Gestionnaire	647-251-4358 Cell: 416-557-1638	Nadia.McIennon@cic.gc.ca
Catrinna Du	ON	Etobicoke	ICAC	A/ Manager/ Gestionnaire	647-252-1093 Cell: 647-233-7859	Catrinna.Du@cic.gc.ca
Esther Benmergui	ON	Etobicoke	ICAC	A/ Manager/ Gestionnaire	Cell:613-406-6098	Esther.Benmergui@cic.gc.ca
Neha Avvari	ON	Etobicoke	ICAC	A/ Manager/ Gestionnaire	647-251-4390 Cell: 416-996-3387	Neha.Avvari@cic.gc.ca
Josette Amorim	ON	Etobicoke	ICAC	A/ Supervisor/Superviseur(e)	647-251-4388 Cell: 416-200-7263	Josette.Amorim@cic.gc.ca
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s.19(1)

Marie-France Bigras	QC	Montreal	R&I/E&I	A/ Supervisor/Superviseur(e)	Cell: 613-406-6673 343-571-6823	Marie-France.Bigras@cic.gc.ca
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Helay Amiri	ON	Etobicoke	HM/IH	Administrative Assistant/ Adjoint(e) administratif (ve)		Helay.Amiri@cic.gc.ca
Fuad Kabir	ON	Etobicoke	HM/IH	Manager/ Gestionnaire	647-241-4719	Fuad.Kabir@cic.gc.ca
Natasha Case	ON	Etobicoke	HM/IH	A/ Manager/ Gestionnaire	647-252-1048 Cell: 613-327-1670	Natasha.Case@cic.gc.ca
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Amanda Mazzotti	ON	Niagara Falls	HM/IH	A/ Manager/ Gestionnaire	289-248-9025 Cell: 289-547-5698	Amanda.Mazzotti@cic.gc.ca
Nicholas Leduc	ON	Niagara Falls	HM/IH	A/ Supervisor/Superviseur(e)	613-406-5243	Nicholas.Leduc@cic.gc.ca
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Monica Gayle	ON	Etobicoke	NI/ NI	Supervisor/Superviseur(e)	Cell: 647-229-1271	Monica.Gayle@cic.gc.ca

Name/Nom	Prov	City/Ville	Unit/Unité	Position/Poste	Phone/Tel.	Email/Courriel
Amelie Brisebois	QC	Gatineau	PEID/DAEP	Director/Directeur (trice)	819-962-6214	Amelie.Brisebois@cic.gc.ca
Yann Cardinal	QC	Gatineau	PEID/DAEP	Manager/Gestionnaire	613-866-5789	Yann.Cardinal@cic.gc.ca
Michelle Cyr	QC	Gatineau	PEID/DAEP	Manager/Gestionnaire	613-668-0023	Michelle.Cyr@cic.gc.ca
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Emilie anctil	QC	Gatineau	PEID/DAEP	Decision maker / décideur	873-408-0670	emilie.anctil@cic.gc.ca
Martin Bouthotte	QC	Gatineau	PEID/DAEP	Manager/Gestionnaire	819-210-2325	martin.bouthotte@cic.gc.ca
Michelle Legault	QC	Gatineau	PEID/DAEP	Administrative Assistant/ Adjoint(e) administratif(ve)	343-575-6825	Michelle.Legault@cic.gc.ca
General Mailboxes						

DN PEID Admin / Admin
 RN DAEP (IRCC)

[IRCC.DNPEIDAdmin-
AdminRNDAEP.IRCC@cic.gc.ca](#)
[a](#)

Name/Nom	Prov	City/Ville	Unit/Unité	Position/Poste	Phone/Tel.	Email/Courriel
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Kayla Jones	ON	Ottawa	All/tout	Assistant/Adjointe	613-437-7798	Kayla.Jones@cic.gc.ca
A/Renaud Savage	ON	Ottawa	Risk Assessment/Évaluation des risques	Assistant Director/Directeur adjoint		Savage.Renaud
Sandra Guay	QC	Montréal	Strategic Workforce, Training and Service Delivery Section Section de la Gestion stratégique de l'effectif, de la formation et de la prestation de service	Assistant Director /Directeur (trice) adjoint(e)	514-299-1626	Sandra.Guay@cic.gc.ca
Michelle Couture A/March 2022	ON	Kitchener	Strategic Workforce, Training and Service Delivery Section Section de la Gestion stratégique de l'effectif, de la formation et de la prestation de service	Assistant Director /Directeur (trice) adjoint(e)	519-497-1712	Michelle.Couture@cic.gc.ca
Elisha Kapell Seguin	QC	Montréal	Optimization	Assistant Director /Directeur (trice) adjoint(e)	438-341-9640	Kapell-Seguin.Elisha
General Mailboxes						

Service Delivery Unit (SDU): IRCC.DNServiceDelivery-PrestationdeserviceRN.IRCC@cic.gc.ca

Strategic Workforce & Service Delivery (SWSD): IRCC.DNDGOSWTSD-GSEFPSBDGRN.IRCC@cic.gc.ca

DN Optimization: IRCC.DNOptimization-OptimisationRN.IRCC@cic.gc.ca

DN Risk Assessment / Évaluation des Risques RN (IRCC) (IRCC.DNRiskAssessment-EvaluationdesRisquesRN.IRCC@cic.gc.ca)

Example of Case Chronology Template to Provide Client Seeking Their MP's Assistance

*Summarize the case and give chronology/timeline and pertinent information such as application #s.

Dear CLIENT,

Below is a timeline of the events I've drafted for you to share with the Member of Parliament's office. Please review.

1. JANE DOE is a citizen of the Guyana and holds no other citizenship. She is 55 years old and currently resides in Toronto (INSERT FEDERAL RIDING) with her husband and 18-year-old daughter. Her UCI is XXXXXX.
2. In July 2019, JANE DOE came to Canada accompanying her husband JOHN DOE, a skilled worker in Canada on a work permit. At the time she entered Canada, she was issued a visitor record on July 5, 2019, with an expiry date of July 4, 2022. Matching the expiry date of JOHN's work permit.
3. In September 2019, JANE applied for and successfully received an open spousal work permit and the permit was issued January 6, 2020 with an expiry date of July 4, 2022.
4. In April 2021, JANE applied for a Verification of Status to confirm her current immigration status. JANE had found old documents showing she was a permanent resident of Canada however sought official confirmation from IRCC.
 1. Background:
 1. On January 26, 1991, JANE was landed as permanent resident after the Port of Spain visa office issued her Record of Landing as a dependent child of her mother.
 2. In late 2004, while in Guyana, she applied for a visitor visa to come see her sick mother in Canada. At time, the Port of Spain visa office noticed she was a permanent resident of Canada and according to JANE, she may had signed documents sent from the visa office related to the revocation of her permanent resident status however, this was a stressful time for her and she cannot remember. She was eventually issued a visa (tourist visa) to enter Canada. Her mother shortly passed away in 2005.
 3. In November 2017, after her visa expired to applied again for another tourist visa in order to attend a family event in Canada. At the time, the Port of Spain visa office sent her a letter advising her that she holds or once held permanent residency and provided her with instructions on renouncing her permanent resident status. JANE does not remember signing any documents related to the renunciation of her permanent residence. Eventually she was issued a 10-year temporary resident visa (tourist visa) valid until May 14, 2027.
 5. On April 12, 2021, IRCC issued a Verification of Status document (attached) confirming JANE's current status as "Permanent Resident". The document explicitly states, *"This document constitutes an official document issued by the Department of Immigration, Refugees and Citizenship Canada. This confirms your request for verification of status and/or amendments to the document issued to you by the said department. Please note that the current status indicated on this form pertains to your status on the day this form was printed."*
 6. In February 2022, JANE applied to renew her permanent resident card in order to travel and re-enter Canada as a permanent resident. Application # XXXXXXXXXX.

7. In September 2023, IRCC refused JANE's permanent resident card application stating,
 1. *"Pursuant to Section 46 (1) (B) of the Immigration and Refugee Protection Act (IRPA), a person loses Permanent Resident status on a final determination of a decision made outside of Canada that the person has failed to comply with the residency obligation under A28. According to our records you received a negative decision from our office in Port of Spain on December 22, 2004.*

The appeal provisions under subsection A63(4) provide a permanent resident the right to appeal (within 60 days of the negative decision) to the Immigration Appeal Division of the Immigration and Refugee Board against a decision made outside of Canada on the residency obligation under A28. Our records indicate that you waived your right to appeal..

Since you are no longer considered a Permanent Resident of Canada at this time, your application for a PR card is closed."

8. [DETAIL EFFORTS TO CONTACT IRCC]. We have sent webforms to IRCC on: [INSERT DATES AND ENCLOSE COPIES OF WEBFORMS AND RESPONSES IF ANY].
9. We seek your office's assistance in securing his more information regarding IRCC's decision including any details regarding the officer's notes. Our understanding and JANE's belief that she is a permanent resident of Canada was a direct result of IRCC's confirmation of her status. This situation was created by department's own actions. Relying on the official document issued by IRCC verifying her status, JANE had taken a number of actions – both personal and business related – as a permanent resident of Canada.

From: [REDACTED]
Sent: [REDACTED] December [REDACTED] 2019 3:20 PM
To: [REDACTED]
Cc: PSPAN-IMMIGRATION@international.gc.ca
Subject: [REDACTED]
Attachments: [REDACTED]

Importance: High

Dear Program Manager [REDACTED]

I represent Mr. [REDACTED], a Canadian citizen, in regard to the parental sponsorship application [REDACTED] to sponsor his parents, Mr. [REDACTED] and Ms. [REDACTED].

[REDACTED] I am counsel of record and *Use of Representative* forms are on file.

On December 16, 2019 it came to my attention and Mr. [REDACTED] (Canadian sponsor) that Application [REDACTED] was refused and Mr. [REDACTED] was found to have misrepresented for failing to declare previous refusals of US Non-Immigrant visas. Enclosed is a copy of the refusal letter. This letter is dated November 21, 2019 and was only sent to me almost a month later even though I've been on the record as counsel since June 24, 2019.

On December 3, 2019, I submitted an application for a Temporary Resident Permit (TRP) and paid the relevant fees to your office, for Mr. [REDACTED] and his wife to overcome a potential finding of misrepresentation.

In brief, this parental sponsorship has been in process since **November 2008** and through an Access to Information and Privacy (ATIP) Request it has come to our attention that your office was pursuing a finding of misrepresentation against the principal applicant due to his failure to disclose previous refusals of US non-immigrant visas. According to the GCMS notes, your office took issue with the lack of disclosure on October 9, 2014 and on January 15, 2015, a Procedural Fairness Letter (PFL) was issued and sent to Mr. [REDACTED] requesting an explanation for the lack of disclosure of his previous US visa refusals. With the assistance of previous counsel, the sponsor and principal applicant provided an explanation to your office on or around March 12, 2015 stating that the lack of disclosure was a genuine error and not intended to mislead Canadian immigration officials and a detailed summary of all US visa refusals including copies of cancelled/refused visa stamps were provided.

According to the GCMS notes, on August 29, 2018, your office did not accept the explanation from Mr. [REDACTED] and recommended a finding of misrepresentation. The refusal letter received this week – 15 months after – confirms the finding of misrepresentation has been made.

Given the significant delay, our client is extremely prejudiced by the finding of misrepresentation made **now**. This is clearly procedurally unfair in light of the fact that as new counsel we've been requesting your office for the last 6 months to provide us with a detailed summary of any concerns regarding the file. Enclosed are copies of all my email to your office.

As you are aware, the misrepresentation finding results in a 5-year bar to Canada. Your office was aware of his lack of disclosure since June 2012 when Mr. [REDACTED] and his wife submitted their *Schedule A: Background/Declaration* forms following your November 2011 request for forms. However, almost three years had gone by until your office took issue with the lack of disclosures and subsequently made a recommendation for misrepresentation in August 2018 – more than **SIX** years after the *Schedule A: Background/Declaration* forms were submitted to your office. Enclosed is a detailed statutory declaration from Mr. [REDACTED] providing further insight into the lack of disclosure of his US visa refusal.

We are requesting that you administratively re-open the file for reconsideration in light of this evidence provided to your office before the decision letter was mailed and our consistent requests for an opportunity to respond to any concerns. **I would like make it clear that I am not requesting you to judge the merits of the application but rather instruct your office to reopen the file in light of the evidence your office was provided with before the refusal letter was sent to the right counsel of record and our requests over the past months for a summary of deficiencies of the file.**

We look forward to hearing from your office. We do not want to use up precious Federal Court resources to challenge the procedurally unfair nature of the decision making. Please feel free to reach out if you require any additional information.

Best regards,


Corporate Immigration Law Firm

[REDACTED]

[REDACTED]

[REDACTED]

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Notice of Confidentiality: The information transmitted is intended only for the sender and person or entity to which it is addressed and may contain confidential and/or privileged material. Any review, e-transmission, dissemination or other use of, or taking of any action in reliance upon, this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender immediately by return electronic transmission and then immediately delete this transmission, including all attachments, without copying, distributing or disclosing same.

From:
Sent:
To:
Subject:

December 2019

Dear [REDACTED],

I wish to acknowledge receipt of your email with an attachment.

Please note that I am not the Program Manager. Your email has been forwarded to Immigration Processing Unit for review and response.

For future enquiries please write to pspan-im-enquiry@international.gc.ca.

Regards,

Migration Section
High Commission of Canada
3-3A Sweet Briar Road, St. Clair
Port of Spain, Trinidad and Tobago

PSPAN-im-enquiry@international.gc.ca
Websites/ Sites web: www.trinidadandtobago.gc.ca
www.cic.gc.ca

Vézina, Alain -RABAT -IM

From: Vézina, Alain -BGOTA -IM
Sent: April 20, 2023 12:39 PM
To:
Subject: FW: Request for Reconsideration - High Value Infrastructure Project Related

Good morning

The below email was transferred to me as is no longer in Bogota.

Please note that the established procedure for a client or representative to contact the Migration Section of the Embassy of Canada to Colombia is to either use the IRCC Webform (<https://secure.cic.gc.ca/enquiries-renseignements/canada-case-cas-eng.aspx>) or use the following email address: bgotaimmigration@international.gc.ca.

The Migration Officers direct work email addresses are not public. However you have gotten them, you should not be using them to request information or action on a file. As per IRCC's Code of conduct, section 5.3, we are not allowed to provide assistance which would result in preferential treatment. If we were to action your email, we would be offering a "shortcut" not available to those who do not have our email addresses.

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/transparency/code-conduct.html#5>

5.3 A public servant's general responsibilities and duties include:

- Not assisting private entities or persons in their dealings with the government where this would result in preferential treatment of the entities or persons. This includes family, friends, consultants, legal representatives, service provider organizations, and clients;

Thank you for understanding my position in this matter. Our team is looking forward to receiving and actioning your request through the proper procedure.

Best regards,

Alain Vézina

Section de migration | Migration Section
 Conseiller | Counselor
 Gestionnaire du programme de migration | Migration Program Manager
 Ambassade du Canada en Colombie | Embassy of Canada to Colombia
 Carrera 7 #114-33 Piso 13, Bogota DC
 Site web | Website : www.bogota.gc.ca www.cic.gc.ca



Government
of Canada

Gouvernement
du Canada



How to Make Online ATIP Request for Officer's Notes/Copies of Physical Files

1. Go to <https://atip-aiprp.apps.gc.ca/atip/privacyTerms.do> . Accept privacy and terms of use disclaimer and hit continue.

MENU ▾

[Home](#) > [Access to Information and Privacy Online Request](#)

Access to Information and Privacy (ATIP) Online Request

[FAQ](#) | [Security](#) | [Privacy Notice](#)

⚠ To start the online application, you must read and agree with the below Privacy Notice.

PRIVACY NOTICE

The information provided in this online request form is being gathered by Immigration, Refugees and Citizenship Canada (IRCC) in accordance with section 29.2 of the *Financial Administration Act* for the purpose of facilitating the receipt and delivery to participating institutions of requests submitted under Access to Information and Privacy (ATIP) legislation.

The complete list of institutions participating in this ATIP Request and Pay Online service can be viewed on the [Contact-Us](#) page. The information you will be providing on this online request form will be held temporarily on the servers hosted by IRCC. Once requests are re-routed to and received by the institution selected by the applicant, the information will be deleted from IRCC servers.

The information relating to online requests will then be retained by the institution responsible for processing the request, and will be kept for the period of time identified in standard Personal Information Bank PSU 901 ([Access to Information and Privacy](#)). It may only be shared with other organizations in accordance with sub section 8(2) of the *Privacy Act*.

The personal information you provide on this form will only be made available to employees who require it in order to process and respond to your request. IRCC and the institutions participating in this online request will not use your information for any other purpose than that for which it was collected. Under the *Privacy Act*, you have the right to request access to your personal information held by a government institution and to request corrections, should you believe the information you provided contains errors or omissions. If you wish to avail yourself of this right, you must [contact](#) the appropriate ATIP Coordinator.

Payment information will be redirected to a secure and trusted third party web site (Moneris Solutions) where your payment will be processed. Your name, credit card number, expiry date and security code (CVV2) will be collected in order to process your payment. Once your online application is transmitted to the designated institution, a notification of payment will be conveyed, as a confirmation that application fees were paid to the Receiver General of Canada.

To ensure compliance with the [Directive on the Social Insurance Number \(SIN\)](#), individuals are asked **not to provide** their SIN during the online application process, unless they are requesting personal information from the Canada Revenue Agency (CRA) or Employment and Social Development Canada (ESDC) - including Service Canada, as these departments are authorized to use the SIN.

If you have concerns about the confidentiality of the transmission of information (using this online tool) you may send your paper application or any necessary supporting documents directly to the appropriate government institution.

For further information, you may contact a participating ATIP office by visiting the [Contact Us](#) page or learn more about Access to Information and Privacy at <http://www.tbs-sct.gc.ca/atip-aiprp/index-eng.asp>.

☒ I have read, understood and agree with the above Privacy Notice.

Previous

Continue

2. Select Immigration, Refugees and Citizenship Canada as the department. Fill out remaining fields. Template/example below. Remember to include IRCC ATIP Consent Form IMM 5744E signed by client.

Access to Information and Privacy (ATIP) Online Request

[FAQ](#) | [Security](#) | [Privacy Notice](#)

Requester Information
Act & Record Selection
Attach Documents
Review and Validate

Continue

Fields with * must be filled in. [Print](#)

Only Departments shown in the list accept online access to information and privacy request. For request to other Departments please follow the instructions provided on that Department's web site. Requests received on holidays, weekends, or after 5:00 pm Eastern Standard Time, will be processed the following business day.

***Please select the Department where you would like to submit an Access to Information or Privacy request.**

Immigration, Refugees and Citizenship Canada

Immigration, Refugees and Citizenship Canada (IRCC) is responsible for immigration, refugee, citizenship and passport programs and services.

BEFORE YOU SUBMIT YOUR ACCESS TO INFORMATION AND PRIVACY REQUEST, PLEASE FOLLOW THE STEPS BELOW, AS APPROPRIATE:

- For online applications (except eTA), [sign in to your IRCC Secure Account](#) to check the status of your application.
- For eTA applications, check the status of your application online at this [link](#).
- For processing timelines, please visit this [link](#).
- For paper applications, use our [online tool](#), which is updated daily.
- For all other applications, check your status [here](#).

☒ I AGREE THAT I HAVE READ AND UNDERSTAND THESE STEPS.

Access to Information and Privacy (ATIP) Online Request

[FAQ](#) | [Security](#) | [Privacy Notice](#)

Requester Information
Act & Record Selection
Attach Documents
Review and Validate

[Print](#)

The following is a summary of your ATIP online request. Please review and validate your answers.

Note: If you change your answers, you may need to verify/change previous answers you submitted or answer more questions. You may also need to submit additional documentation.

Requester Information

Department: Immigration, Refugees and Citizenship Canada
Surname (Family Name): LAWYER
Given Name(s) (First Name): IMMIGRATION
Mailing Address:
123 Street
Toronto, Ontario
Canada
N2M 2K3
Telephone No.: 416-555-5555
E-mail Address: lawyer@lawyer.ca
Requesting information on your own behalf? No
Requesting information belonging to a deceased individual? No
Category of Requester: Organization
Right of Access: Canadian Citizen
Method of Delivery: E-mail

[Modify](#)

Act & Record Selection

Act: Access to Information Act

Type of Records: Immigration/Citizenship Records

Requesting information for:

Surname (Family Name): CLIENT

Given Name(s) (First Name): NAME

Date of Birth: 1980-11-11

Unique Client Identifier (####-#### or ##-####-####): 1234-5678

What type of record would you like to request?: Permanent Residence

Which specific information are you looking for?: Status Update of File/Reasons for Refusal/Officer's Electronic Notes

File Number(s): E12345667

Details on information being sought:

- Dear Sir/Madam: This request is for the electronic notes/GCMS notes of the [INSERT APPLICATION TYPE, E.G. PERMANENT RESIDENCE APPLICATION] for [INSERT CLIENT'S FULL NAME, DOB, UCI #]. Application # [INSERT]. Enclosed is a signed consent form (COMPLETE AND HAVE CLIENT SIGN IMM 5744 E, TO BE ENCLOSED/UPLOADED). Please feel free to reach out if you have any questions or concerns. Sincerely, [INSERT YOUR NAME]

Modify

Attach Documents


Consent


- ATIP CONSENT FORM.pdf

Modify

the e-mail address provided above.

You will receive the acknowledgement e-mail within the next 15 minutes. Submitting multiple applications for the same service will not speed up your application.

 IBCC is receiving more requests than usual and is working to respond to them as quickly as possible.

 I'm not a robot



☒ I certify that the information provided is true and wish to submit this request.

Continue

- Hit continue and pay \$5 processing fee. Once submitted, you will receive an email with the receipt and ATIP file number.



Law Society
of Ontario

Barreau
de l'Ontario

TAB 3

31st Immigration Law Summit

DAY ONE

Update on Express Entry, OINP, and Targeted Draws

November 21, 2023



Changes to the Express Entry System: Category-based Selection

November 2023

Remzi Cej
Assistant Director, Permanent Economic
Immigration Branch, IRCC








 Immigration, Refugees and Citizenship Canada
Immigration, Réfugiés et Citoyenneté Canada

Canada 

1

1

Agenda

-  Brief Overview of Express Entry
-  Category-based Selection in Express Entry: How it Works
-  2023 Express Entry Categories
-  Consultations: 2024 Categories
-  Next Steps

2

2

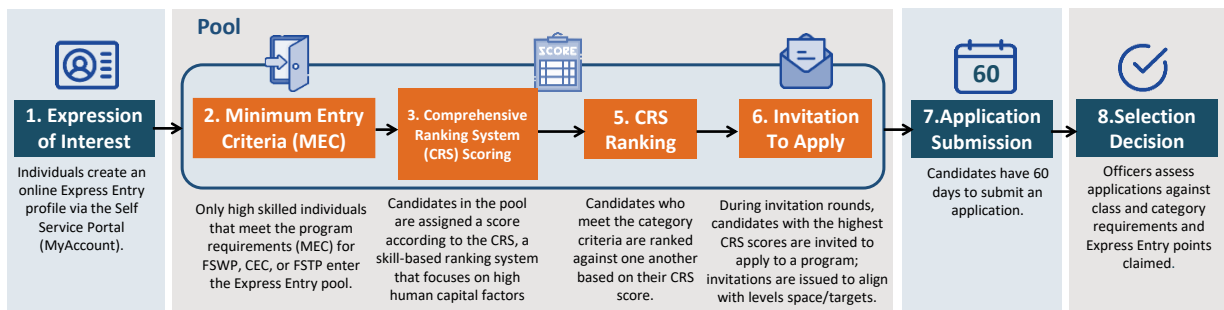
Objectives of Express Entry

- On January 1, 2015, Canada launched Express Entry, an electronic application management system for Canada's key economic immigration programs (the Federal Skilled Worker and Federal Skilled Trades programs; the Canadian Experience Class; and a portion of the Provincial Nominee Program).
- Express Entry objectives:
 - Improved economic outcomes through better selection;
 - Meet labour market and regional needs; and
 - Flexibility in selection and application management, resulting in improved processing times.

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3

How has Express Entry worked to date? *A step by step guide*



ITA rounds can be generic or program-specific.



Prior to Express Entry:

- Applications were processed on a first-in, first-out basis, rather than prioritizing candidates with the highest points score.
- Applications languished in the system, creating backlogs and long processing times.



Benefits of Express Entry:

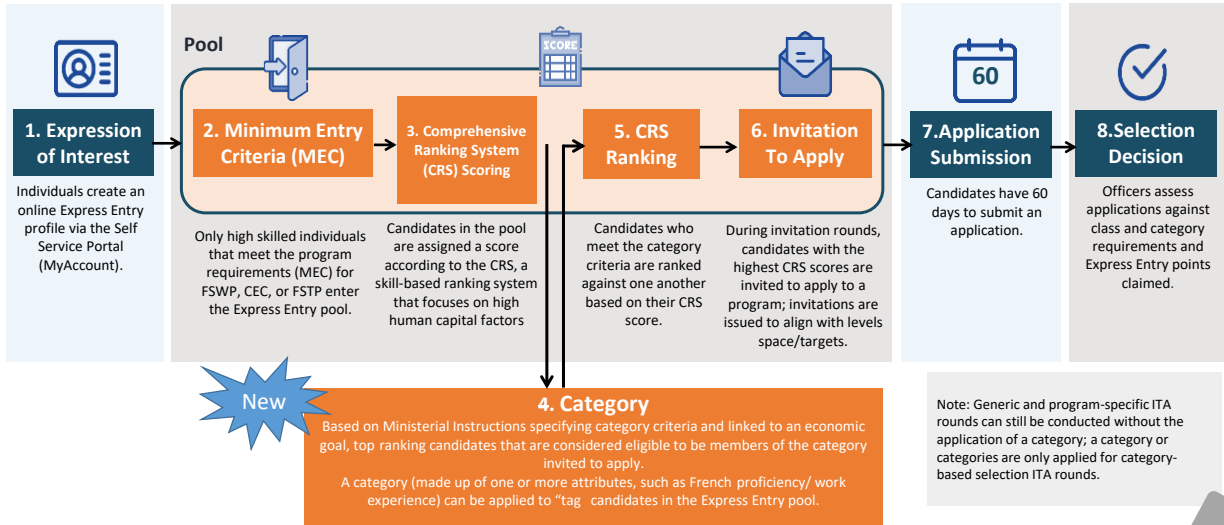
- Improved economic outcomes through selecting candidates with stronger human capital through CRS.
- More efficient intake management and improved processing times.

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Express Entry Category-Based Selection

A “category” refers to a single, or combination, of particular criteria (e.g., official language skills, occupation specific work experience, etc.) linked to an economic goal. Categories can then be used to target invitations to apply to candidates in the Express Entry pool that meet the given criteria.



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What is category-based selection?



- Category-based selection is an **enhancement to the Express Entry system** and offers more flexibility in Canada’s immigration response to changing economic and labour market needs.
- Category-based rounds will occur **in addition to** general rounds and program-specific rounds.
- Categories must meet a specific economic goal, and are subject to change over time. Decisions on categories are determined based on the **collection and review of data including labour market information** (e.g. [Canadian Occupational Projection System](#) led by ESDC), **and input from IRCC’s partners, including provinces and territories, as well as stakeholders** from across the country.

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How do category-based selection invitation rounds work?





- The type, frequency and size of Express Entry Invitation-to-Apply rounds are **calibrated based on IRCC's operational needs to have the inventory required to meet admissions targets set out in the Immigration Levels plan, as well as targets for specific categories**. The types of rounds (general, program and category-based) will be distributed throughout the year to meet these targets.
 - As such, the total number of rounds, or the number of invitations to apply issued in a round is not pre-determined.
- Invitations to apply are issued to candidates with the highest Comprehensive Ranking System (CRS) score in the Express Entry pool by category. Candidates have sixty days to submit an application for permanent residency.
- Applications will be processed with the same timelines as other Express Entry applications. Most complete applications that include all supporting documents will be processed in 6 months or less.

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Categories Established for 2023

2023 priorities	Rationale
 Structural Skills and Labour Shortages (occupational categories)	Help address labour market needs for workers with experience in occupations known to be facing or expected to face labour shortages: <ul style="list-style-type: none"> • Healthcare; • Science, Technology, Engineering, and Mathematics (STEM); • Trades (e.g. carpenters, plumbers and contractors); • Transport; • Agriculture and Agri-Food.
 Francophone Immigration outside Quebec (language category)	Help economic prosperity of Francophone communities and fill jobs that require the ability to communicate in French or in both official languages.

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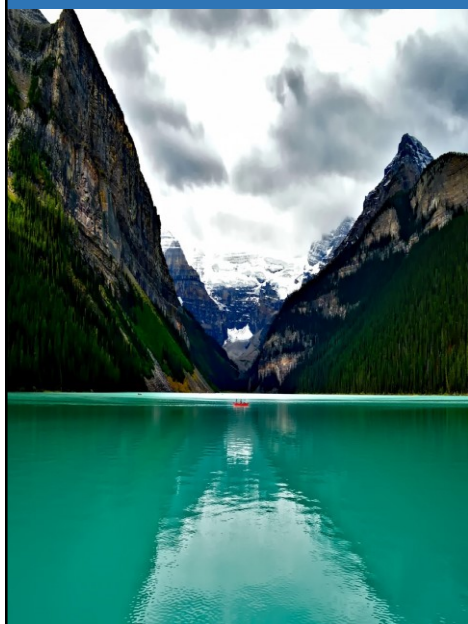
Category-based selection rounds and CRS scores so far

Date (most recent to oldest)	French-proficiency	Healthcare	STEM	Trades	Transport	Agriculture & Agri-Food
October 26, 2023		3600				
October 25, 2023	300					
September 28, 2023						600
September 27, 2023	500					
September 20, 2023					1,000	
August 3, 2023				1,500		
August 2, 2023	800					
July 12, 2023	3,800					
July 7, 2023	2,300					
July 6, 2023		1,500				
July 5, 2023			500			
June 28, 2023		500				
Average CRS:	441	457	486	388	435	354

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Consultations: 2024 Categories



- In 2023, IRCC engaged with other government departments, stakeholders, and provinces and territories to gather their **input and perspectives on Express Entry and category-based selection** and to inform **priorities and categories for 2024**.
- The questions focused on **economic and regional needs, and the role of economic immigration and Express Entry** in responding to those needs.
- The consultations provided an opportunity for stakeholders to share their perspectives on Express Entry, and how category-based selection could be used to **help address economic challenges across Canada and in particular regions**.

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Next Steps

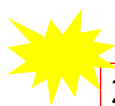


- 2023 category-based rounds will continue to be held through to December.
- IRCC will monitor and assess categories on a regular basis, informed by data, as well as feedback collected during consultations and engagement with other government departments, provinces and territories and stakeholders.
- Category-based selection results will be included in the annual Express Entry Year-End Report, to be published in 2024.
- Decision and public announcement of 2024 categories will be announced publicly on IRCC's website.

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For more information



2022 Express Entry Year-End Report is now released and can be accessed online on the Government of Canada website.

REMINDER: Policies and programs can change.
Please consult www.canada.ca/immigration
for accurate, up-to-date information.

Contact us:

IRCC.PEIBExpressEntry-EntreeExpressIEP.IRCC@cic.gc.ca



English: [@CitCanada](https://www.facebook.com/CitCanada)
French: [@CitImmCanFR](https://www.facebook.com/CitImmCanFR)



English: [@CitImmCanada](https://www.twitter.com/CitImmCanada)
French: [@CitImmCanFR](https://www.twitter.com/CitImmCanFR)



[CitImmCanada](https://www.youtube.com/CitImmCanada)

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Ontario Immigrant Nominee Program

Recent Initiatives

LSO Immigration Law Summit
November 2023

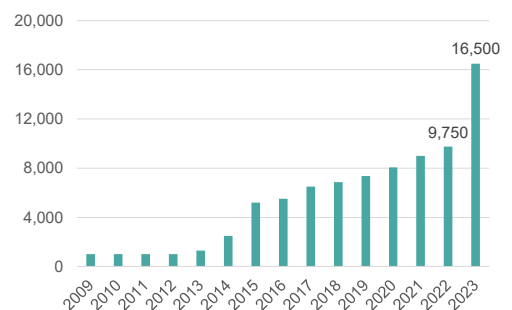
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Ontario's Multi-Year Nomination Allocation

In response to Ontario's call to the federal government to significantly increase its Provincial Nomination Program (PNP) nomination allocation, and to provide a multi-year notional allocation of 3 or more years, the federal government responded by:

- Issuing the **first ever multi-year notional allocation** spanning three years: 2023-2025
- Granting Ontario a near **70% increase to its allocation**; the largest allocation increase in the program's history.
- Ontario may nominate 16,500 individuals for permanent residence in 2023, and nearly doubling the program by 2025 to over 18,000 nominations.
- This historical increase to Ontario's nomination allocation makes Ontario the largest PNP in Canada.

Growth of Ontario's PNP Allocation



2

OINP Policy Goals

- The OINP seeks to spread the benefits of economic immigration across Ontario's varied communities and employment sectors, while being responsive to the province's most critical labour shortages.
- To do this, the OINP has increased its draw frequency and volumes, using specific selection criteria to support labour needs across the province. Examples include:



Skilled Trades: Bringing in skilled trades workers who can fill the growing need in various sectors like construction and services.



Tech: Supporting the sector by nominating highly skilled tech workers in occupations such as computer and information systems and electrical engineering.



Health: Nominating individuals who can fill critical vacancies in the health sector, like nurses, doctors and personal support workers.



Francophone: Supporting Ontario's francophone labour needs by targeting skilled francophone and bilingual workers.



Regional: Focusing on Job Offers Located outside the GTA to support labour needs in these underserved markets.

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OINP Policy Goals: Top Occupations 2023 to Date

Top 10 Nominated Occupations: 2023	Number
Software engineers and designers (National Occupational Classification 21231)	651
Software developers and programmers (NOC 21232)	497
Welders and related machine operators (NOC 72106)	448
Pharmacists (NOC 31120)	296
Data scientists (NOC 21211)	256
Database analysts and data administrators (NOC 21223)	247
Supervisors, motor transport and other ground transit operators (NOC 21223)	201
Construction millwrights and industrial mechanics (NOC 72400)	187
Computer and information systems managers (NOC 20012)	179
User support technicians (NOC 22221)	173

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OINP Policy Goals: Top Sectors 2023 to Date

Industrial Sector	Percentage of Nominees
Natural and Applied Sciences	34%
Trades, Transport and Equipment Operators	23%
Health	12%
Business, Finance and Administration	6%
Education, Law and Social, Community and Government Services	4%
Sales and Service	3%
Manufacturing and Utilities	2%
Management	1%
Art, Culture, Recreation And Sport	0%
Natural Resources, Agriculture and Related Production	0%

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Details on Intake

Nominations 2023 to Date	
Base Streams (EOI)	Express Entry Streams
54%	46%

- We monitor application intake on a weekly basis and adjust, as necessary. For example, if we find returns were lower than expected we may perform another draw or switch streams.
- Draw patterns are available on the OINP program updates page. The only change of note is next year we plan to conduct more general draws for EJO and EE.

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Our Streams

- **Employer Job Offer**
 - Foreign Worker (EOI)
 - International Student (EOI)
 - In-Demand Skills (EOI)
- **Human Capital**
 - Ontario Express Entry Human Capital Priorities
 - Ontario Express Entry French-Speaking Skilled Workers
 - Ontario Express Entry Skilled Trades
 - Masters Graduate (EOI)
 - PhD Graduate (EOI)
- **Business**
 - Entrepreneur (EOI)



6

Recent Adjustments to OINP's Expression of Interest System

In November 2022, the OINP made changes to scoring factors in its Expression of Interest (EOI) System. The changes were designed to enhance regionalization, improve operational efficiency and reduce the program's exposure to program integrity risks (e.g., fraud and misrepresentation).



- The EOI for the Employer Job Offer streams now awards points based on presence of a valid work or study permit; and also for duration of on-the-job tenure with the job offer employer.
- The EOI for Job Offer streams now has more point levels awarded by NOC Broad Occupational Category (i.e., occupation types) and for job offer wages.
- The NOC TEER Category (previously referred to as the "NOC Skill Level" under NOC 2016) factor is no longer applied to [the Employer Job Offer: In-Demand Skills stream](#).
- The language scoring factors are now applied to the EOI for [the Employer Job Offer: Foreign Worker stream](#).
- More points are now awarded to applicants with a field of study in one of the OINP's priority areas (STEM/Health, and Trades). Similarly, more points are awarded if an applicant's job offer location and study of location is outside of the GTA.

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Ontario 

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EOI Draws in 2023: Cutoff Scores

Draw Type	Lowest Cutoff	Highest Cutoff
Foreign Worker – Targeted Skilled Trades	30	43
Foreign Worker – Tech and Healthcare	46	57
Foreign Worker – Healthcare Only (One Draw)	33	33
International Student – Targeted Skilled Trades	61	74
International Student – Tech and Healthcare	61	70
International Student – General (One Draw)	82	82
In Demand Skill – General	23	30
Masters – General	41	52
PhD – General	39	48

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Ontario 

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Recent Federal Initiatives

Federal Category-Based Selection

- In 2023, IRCC introduced the Category Based Selection (CBS) initiative aimed at selecting applicants with experience in specific occupations, rather than just based on high human capital, to help address labour shortages in key sectors.
- IRCC has begun selecting candidates with specific skills, work experience, or demographic characteristics (e.g., French-speaking) in the following identified categories: French-language proficiency and occupations in **healthcare, trades, transport, and agriculture/agri-food** (see appendix for specific occupations). Many of these categories overlap with the OINP's 2023 policy targets.
 - Some federal Express Entry pools have been depleted by the CBS initiatives.
 - In response, the OINP is adjusting its program draws to limit the overlap and optimize the selection of workers in these high-need sectors.

Law Society of Ontario Immigration Law Summit 2023

STRATEGIES AND TIPS FOR EXPRESS ENTRY

Author: Brenda Wong
Business Immigration Law Group

1. *Manage Clients' Expectations (before and after filing Express Entry applications)*

As a result of the changes to the Express Entry system and targeted draws that began in June 2023, managing client expectations has become even more challenging as many of our clients' Express Entry profiles, which were once promising, are now languishing in the portal, with limited hope for an Invitation to Apply (ITA) for Permanent Residence (PR). Below are a few suggestions on how to manage clients' expectations from the initial consultation to the issuance of the PR Card.

Be Realistic During Initial Consultation: Be frank and realistic with prospective clients during the initial consultation about the challenges and unpredictability with the Express Entry system following the introduction of the targeted draws announced on May 31, 2023. The targeted groups include French speakers and those who work in the select 82 occupations in Healthcare; Science, Technology, Engineering and Math (STEM); Trades; Transport; and Agriculture and Agri-food. If a prospective client does not have French language abilities and targeted work experience that will make them more likely to be selected, it is critical that a prospective client has a clear understanding of their limited prospects and chance of receiving an ITA.

Be careful not to provide false hope on being selected through Express Entry. We are seeing new levels of unpredictability around the dates of the draws, the scores required, and how long various steps of the process may take. Be sure to spell out the challenges from the very beginning and also remind clients that the requirements, targeted occupations, and scores required are subject to change at any time. After the consultation, send these points in a brief summary email.

Some clients will say that they understand the risks of proceeding, but it is safest to confirm the risks and challenges of not being selected through Express Entry in writing.

Preach Patience Throughout the Application Process: If you and the client do agree to move forward with an Express Entry profile, some clients will anxiously await updates on the Express Entry draws, points required, categories selected, etc. on a very regular basis. Preach patience and remind clients that not everyone will be selected even if their scores are in the high 480s, particularly if they need to rely on a selection through a “No Program Specified” draw.

In the past, people came to expect Express Entry draws on average every two weeks. However, when examining the draws since June 28, 2023 (to November 1, 2023), ITAs are now often issued on consecutive days for targeted draws, followed by a few weeks with no draws. We would recommend reviewing the previous Express Entry draws with clients to give them a better sense of their likelihood for success and the timing and nature of the draws.

The chart below outlines the Express Entry draws since the first targeted draw on June 28, 2023. In reviewing the data below from the IRCC website, candidates with French language proficiency and experience in the Healthcare occupations have benefited from the most targeted draws and have a greater chance for receiving an ITA with lower CRS scores than the “No Program Specified” draws.

Draw #	Date	Round Type Plus # of Selections to Date (up to November 1, 2023)	Invitations Issued	CRS Score of Lowest- Ranked Candidate Invited
271	October 26, 2023	Healthcare occupations (3x)	3600	431
270	October 25, 2023	French language proficiency (5x)	300	486
269	October 24, 2023	Provincial Nominee Program (1x)	1548	776
268	October 10, 2023	No Program Specified (7x)	3725	500
267	September 28, 2023	Agriculture and Agri-Food (1x)	600	354

266	September 27, 2023	French language proficiency (5x)	500	472
265	September 26, 2023	No Program Specified (7x)	3000	504
264	September 20, 2023	Transport Occupations (1x)	1000	435
263	September 19, 2023	No Program Specified (7x)	3200	531
262	August 15, 2023	No Program Specified (7x)	4300	496
261	August 3, 2023	Trade Occupations (1x)	1500	388
260	August 2, 2023	French language proficiency (5x)	800	435
259	August 1, 2023	No Program Specified (7x)	2000	517
258	July 12, 2023	French language proficiency (5x)	3800	375
257	July 11, 2023	No Program Specified (7x)	800	505
256	July 7, 2023	French language proficiency (5x)	2300	439
255	July 6, 2023	Healthcare occupations (3x)	1500	463
254	July 5, 2023	STEM occupations (1x)	500	486
253	July 4, 2023	No Program Specified (7x)	700	511
252	June 28, 2028	Healthcare occupations (3x)	500	476

(data from IRCC website, linked here: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/policies-operational-instructions-agreements/ministerial-instructions/express-entry-rounds.html#wb-auto-4>)

Get Approval of Arranged Employment Letter Upfront: Arranged employment (AE) points (50 or 200 points) are usually critical to an applicant's chances for success under Express Entry. Before relying on the AE points when posting a profile, it is best to ensure that the Employer is onboard with signing off on a letter that references an offer of future employment for at least one year after the PR Visa is issued. Many Employers are unwilling or afraid to sign AE letters and wonder why such letters are needed, particularly when an employee has an employment contract for an indefinite period. It can be devastating for a client to find out after an ITA has been received that an Employer will not issue the AE letter.

Conduct Regular Status Checks: Where feasible, consider having a dedicated staff member who can save and review status checks for pending applications from the Express Entry system on a

regular/weekly basis. If the staff member sees any changes of note (ie medicals passed, background check completed, final decision made, etc.), notify the client and provide them with a copy of the Status Check saved as a pdf. The regular checks may also help representatives from the constant worry about missing an email prompt to check the system for a requested document or important update.

2. *How Can Clients Improve their Chances of Receiving an ITA?*

Unfortunately, the reality is that there are limited mechanisms and options for improving one's chances of receiving an ITA for those who are not fortunate to have sufficient French-language abilities, have work experience in a targeted occupation, or have a CRS score above 495 points. Below are a few suggestions for clients to possibly increase CRS score:

Parlez-Vous Français?: The ability to communicate in French has always been helpful for scoring extra CRS points or being selected under the OINP. But the targeted draws for French speakers are a game changer as French speakers have been the most recurring targeted group, selected five times since targeted draws began in June 2023. French speakers have received ITAs with CRS scores ranging from 375 to 486 points. Therefore, it is critical that representatives canvass prospective clients' French language abilities as well as those of their Spouses, where applicable.

Even if applicants will not be able to reach the minimum score of level 7 in all four language abilities to qualify for consideration under the French-language proficiency category, moderate French proficiency may help a candidate increase their overall CRS score. Therefore, it is worth asking whether your clients would be willing and have the time to undertake French lessons.

Re-Evaluate or Re-Take English Test: Just as French language test results can have a significant impact on one's CRS score, improving one's English language abilities, re-taking an IELTS or CELPIP test, and/or asking for re-evaluation of a language test result, could positively impact one's CRS

score. On the CELPIP website (<https://www.celpip.ca/take-celpip/test-results/>), the following is noted about re-evaluation requests:

- You can apply for a re-evaluation of some or all components of your CELPIP-General Test within six months of the test date;
- You must pay a re-evaluation fee at the time of your application that depends on which components of the test you would like re-evaluated;
- If the CELPIP-General level changes for any component that has been re-evaluated, the re-evaluation fee for this component will be refunded. Please note that there is a limit of one re-evaluation for any particular component of the test;
- Re-evaluation requests are final sale, and cannot be cancelled once the request has been submitted.
- Test takers who apply for a re-evaluation of their test results will be notified of the results of the re-evaluation in approximately one to two weeks of submission of their application and payment of the re-evaluation fee;
- Please note that requesting a re-evaluation of the Listening and Reading components is unlikely to result in a change in your scores as they are computer rated.

If the re-evaluation process does not prove fruitful, applicants should also consider re-taking their English or French tests. Anecdotally, clients who have taken both CELPIP and IELTS have reported that they find the CELPIP test somewhat easier. Therefore, if a client has room to improve on their English test results, it is also worth suggesting that they try a different test the second time around.

Wait for More Canadian Work Experience: In many cases, applicants in Canada are very eager to apply for PR status as soon as they arrive, or after one year of work experience in Canada. However, sometimes the difference between receiving or not receiving an ITA may be the additional points received for longer work experience in Canada. While it is difficult for some clients to patiently wait for a few years to pass before they have sufficient points to apply for PR through Express Entry, it can be helpful to provide clients with estimated CRS scores based on additional years of Canadian experience. Seeing the estimated scores with 1, 2, or 3 years of Canadian experience (assuming they are able to legally work for the longer duration), has provided some clients a bit of a roadmap to eventually receive an ITA. The estimated scores and projections 3 years out should of course be accompanied by a reminder that the system could

change in the coming years and that the projected scores are based on the current requirements and points allocation.

Check For Spouse's Express Entry Eligibility: Where an applicant has a Spouse, it is prudent to always consider whether the Spouse may be a stronger candidate under Express Entry based on their age, language abilities, work experience, education, etc. Sometimes the Spouse's qualifications are overlooked, particularly when a representative is hired by a company to assist the company's employee. Representatives should run the estimated CRS scores for the applicant and their Spouse and consider posting profiles for both.

Get More Education Evaluated: On the IRCC website, it says that, *"In most cases, you only need to get an assessment of your highest level of education. For example, if you have a Master's degree, you only need an assessment for that degree. You don't need one for your Bachelor's degree."* However, in some cases, it is recommended that both a Bachelor's and Master's degree are sent for evaluation. For example, when a Master's degree is evaluated from Pakistan, it is often equated to a Bachelor's degree. Therefore, if an applicant gets both degrees evaluated, they would be better positioned to receive the benefit of points for "two or more certificates, diplomas or degrees", rather than for a single Bachelor's degree.

Post Profile Despite Low Score: While it is important to be realistic about an applicant's chances for success under Express Entry based on their CRS score, it may be prudent to post a profile despite the low probability of success to give the applicant *a chance*. By posting the profile, applicants at least have a chance to be considered and invited through a Provincial Nominee Program. They should indicate a willingness to be considered by all Provinces where they are open to living. In some cases, they may be selected by a Province like Nova Scotia, which has pulled lower scoring applicants from Express Entry based on their occupation.

Run Various Scenarios Through CRS Tool: When strategizing with clients on how best to improve their CRS scores, the IRCC CRS Tool online (<https://ircc.canada.ca/english/immigrate/skilled/crs->

[tool.asp](#)) can be used to quickly check on different options and scenarios for the present and future. Below are sample scenarios using the **same** prospective applicant's factors with a few tweaks (highlighted in yellow) to demonstrate changes and possible room for improvement:

Sample Scenario 1 – Applicant X	Sample Scenario 2 – Applicant X	Sample Scenario 3 – Applicant X
SUMMARY: 1 year of Canadian experience Arranged Employment Bachelor's degree good English (no French)	CHANGES FROM SCENARIO 1: 2 years of Canadian experience 1 year older improved English moderate French	CHANGES FROM SCENARIO 1: 3 years of Canadian experience 2 years older improved English (still no French)
Never Married	Never Married	Never Married
35 Years old	36 Years old	37 Years old
Bachelor's degree, no Canadian education	Bachelor's degree, no Canadian education	Bachelor's degree, no Canadian education
English - CELPIP Speaking (7) Listening (8) Reading (9) Writing (6)	English - CELPIP Speaking (8) Listening (9) Reading (9) Writing (8)	English - CELPIP Speaking (9) Listening (9) Reading (9) Writing (9)
1 Year Canadian Work Experience (employer-specific LMIA exempt Work Permit) TEER 1 – not in targeted occupation	2 Years Canadian Work Experience (employer-specific LMIA exempt Work Permit) TEER 1 – not in targeted occupation	3 Years Canadian Work Experience (employer-specific LMIA exempt Work Permit) TEER 1 – not in targeted occupation
No French	French – TEF Speaking (271-309) Listening (217-248) Reading (181-206) Writing (310-348) * CLB level 6 - adds 6 core/human capital factor points	No French
10 Years of Foreign Work Experience – TEER 1 - not in targeted occupation	10 Years of Foreign Work Experience – TEER 1 - not in targeted occupation	10 Years of Foreign Work Experience – TEER 1 - not in targeted occupation
No Provincial Nomination Cert.	No Provincial Nomination Cert.	No Provincial Nomination Cert.
No Brother of Sister living in Canada who is a Citizen or PR	No Brother of Sister living in Canada who is a Citizen or PR	No Brother of Sister living in Canada who is a Citizen or PR
Estimated CRS Points: 405 points	Estimated CRS Points: 497 points	Estimated CRS Points: 524 points

3. *Beware of the Client Who Knows It All*

In addition to clients who simply have very little prospect for success under Express Entry, be careful not to take on every case, including those who have a realistic chance for success under Express Entry. Not everyone has the luxury of declining new matters, but if a prospective client references a multitude of blogs and chat groups that they have read and follow about the Express Entry process in your initial consultation, be warned that your advice, estimated timelines and strategy may be second-guessed throughout the application process. It is time-consuming and emotionally draining to have to repeatedly answer phone calls or emails from clients requesting status checks every week, questioning your strategy, asking you to submit multiple IRCC Webform enquiries, etc.

Given that most immigration representatives charge on a flat rate basis, if you do take on the overly anxious client, it may be worth considering adding in your retainer agreement that an hourly rate will be charged above and beyond the flat fees, for unreasonable status checks and emails or calls while an application is still well within estimated processing times (if you do not already include an hourly rate surcharge above the flat rate fees).

However, be humble enough to listen to the anxious client about what they are learning from their searches of online resources. Sometimes you can learn something new from these clients.

4. *Do Not Force an Applicant into a Particular NOC*

With the introduction of targeted draws, with the first one in June 2023, Employers are frequently reaching out to ask if they can sign off on employment verification letters to confirm work experience in a particular NOC (usually for an employee who holds an open Work Permit and is either unrepresented or has retained counsel on their own). Employers seldom know why an employee is asking to have their experience and duties characterized in a way that does not

align with their actual role or duties. Most often, the NOC requested is on the list of 82 targeted occupations.

Many Employers are not familiar with the NOC system, so it is best to send a link to the NOC description, and ask the Employer to carefully review the NOC and duties. The Employer should be advised to only sign off on the letter if the role and duties actually align with the NOC. Many times Employers feel pressured to sign off on the letters to retain employees, as some employees have threatened to leave their roles if they do not receive the letter with the requested NOC. Employers and their employees should be reminded about the possible repercussions associated with misrepresentation.

5. Be Open to Considering Other Permanent Residence Options

While Express Entry is the main option for securing PR status, if an applicant has little prospect for success in the short-term and long-term, it is important to consider whether there are any other options. It is challenging and time-consuming to stay on top of myriad of options, but it would be helpful to also consider possible success under some of the following PR options:

- Provincial Nominee Programs;
- Rural and Northern Immigration Pilots (which cover 11 participating communities in Ontario, Manitoba, Saskatchewan, Alberta and British Columbia);
- Atlantic Immigration Program (which covers New Brunswick, PEI, Nova Scotia, Newfoundland and Labrador);
- Permanent Residence Pathways for Hong Kong residents;
- Family Sponsorship*.

*With respect to the Family Sponsorship option, some applicants may not be aware that Sponsorship is an option, even though they are in a relationship with a Canadian citizen or Permanent Resident. Applicants may not be familiar with the concept of a Common-Law Spouse if this type of relationship is not legal or recognized in their home country. Furthermore, they may not realize that under Canadian immigration law only one year of cohabitation is required, versus three years under Ontario Family Law.

EXPRESS ENTRY WISH LIST:

1. Some Forgiveness Please

Everyone makes mistakes – lawyers, our staff members, applicants who file directly, and even IRCC. However, when there are minor correctable errors on a form, or a document is missing inadvertently, IRCC's standard practice seems to be reject or refuse an application, rather than to give the applicant the opportunity to address the error or missing item.

For example, if someone forgets to secure a Queensland Traffic History report in addition to the Australian National Police Certificate their application is usually rejected. Applicants are not given the opportunity to apply for and secure that missing document, which can be applied for online and secured very quickly.

The rationale given in the past for not providing an opportunity to applicants to respond to requests for information or further documents was for efficiency, lack of resources and/or to honour the 6-month processing times. The need for speed and rejecting applications that could easily and quickly be salvaged and successfully processed, can have lasting impacts on an applicant who may not be fortunate enough to receive a further ITA. Most representatives and applicants would likely welcome a longer processing timeframe (ie 8 to 10 months), if the system would allow for some forgiveness to address minor errors or oversights. At present, the system is highly punitive with little recourse other than to start over again and pray for another ITA to be issued.

2. More Predictable Processing Times at Each Stage of PR + First in, First Out

It is always very troubling for clients (not just Express Entry), but for any applicants to hear that people who have applied under the same category after them have experienced vastly different

processing times, especially when their application has already exceeded estimated processing times.

For example, some clients receive approval on their Express Entry application in 3 months, while others who filed several months before them (with no discernible medical or security issues), have their applications processed in 6+ months. It would be very helpful if the department could process applications on a first in, first out basis.

It would also be helpful for eCOPRs and PR Cards to be processed in a more consistent and timely manner. For those in Canada, some applicants are waiting 3+ months to receive their eCOPRs, then they wait again for 2+ months for their PR Cards. In addition to being more fair, consistent processing times would relieve clients of the stress of feeling trapped in Canada, and not knowing whether they will need to extend their status in Canada.

3. Re-allocation of Points Under Express Entry

It is clear that not everyone in the Express Entry pool can or will be selected. However, to better ensure that strong candidates with demonstrated Canadian work experience are not being left behind, the following re-allocation of points would help to capture some candidates who already have Canadian work experience, but may be left behind due to their age:

- Allocate an additional 25 points to single 0 NOCs who have at least one year of verifiable Canadian experience and Arranged Employment. This would help middle Managers who are at the TEER 0 level, but not the NOC 000 level;
- Allocate extra points for Canadian experience. For example, instead of earning 10 extra points for Canadian experience per year, consider an additional 15 points for year 2, and an additional 20 points for year 3. This would help to ensure that those with a few years

of Canadian experience receive recognition and points for their ability to remain employed in the Canadian labour market over a longer period.

4. Clarity Around the Targeted Lists of Occupations

Given that the first targeted draw under Express Entry was made on June 28, 2023, it would be helpful to have more clarity on when the current 82 occupations in 5 fields will be updated – ie will it be at the beginning of 2024, or in June 2024? It would also be helpful to know what the overall target is expected to be per field. For example, given that there have already be 3 Healthcare draws to date, can applicants expect any further Healthcare draws? What is the overall total number of invitations expected per field, before new priorities and occupations are set for 2024?

5. Faster and More Meaningful Responses to IRCC Webform Enquiries

Over the years, the ability to communicate with IRCC directly to address any issues or concerns about a pending application has become far more limited. Authorized Representatives are generally directed to use the IRCC Webform to submit Case Specific Enquiries. Unfortunately, Webform enquiries often take weeks or months to be addressed, and then when a response is received, the response does not usually respond to the question or concern posed. It would be helpful if representatives and applicants could notify IRCC via Webform with a reasonable expectation that an enquiry will be reviewed within a set timeframe (ie 5 days or less), particularly in situations where IRCC has made a clear processing error. For example, IRCC may overlook a document that was in fact submitted with an application and reject the application without providing an opportunity to submit it, or IRCC may reject an application due to a missing police clearance from a country where the applicant has never resided. This particular wish is not restricted to Express Entry applications, as faster response times and more meaningful Webform responses could help applicants and their representatives address case specific concerns in a more timely and efficient manner across all IRCC processing streams.

REMINDER: EXPRESS ENTRY – NEW OCCUPATIONS ELIGIBLE DUE TO NOC SYSTEM CHANGE

IRCC began using the 2021 NOC system on November 16, 2022. As a result of the change, 16 occupations became eligible under the Express Entry system, and 3 have become ineligible:

ADDED NOCS:

- Payroll administrators;
- Dental assistants and dental laboratory assistants;
- Nurse aides, orderlies and patient service associates;
- Pharmacy technical assistants and pharmacy assistants;
- Elementary and secondary school teacher assistants;
- Sheriffs and bailiffs;
- Correctional service officers;
- Bylaw enforcement and other regulatory officers;
- Estheticians, electrologists and related occupations;
- Residential and commercial installers and servicers;
- Pest controllers and fumigators;
- Other repairers and servicers;
- Transport truck drivers;
- Bus drivers, subway operators and other transit operators;
- Heavy equipment operators; and
- Aircraft assemblers and aircraft assembly inspectors.

NOW INELIGIBLE NOCS:

- Other performers;
- Program leaders and instructors in recreation, sport and fitness; and
- Tailors, dressmakers, furriers and milliners.

STRATEGIES AND TIPS FOR ONTAIRO IMMIGRANT NOMINEE PROGRAM (OINP) APPLICATIONS

Author: Clara Morrissey
Senior Associate, Bartlaw LLP Canadian Immigration

1. Keep the Expression of Interest up to date.

Draws under all OINP streams are typically less frequent than federal Express Entry draws. Additionally, given the current trend toward category-based selection, the reality is that a client's Expression of Interest (EOI) may be in the pool for months or even years before they are selected. The EOI will expire after twelve (12) months, however it is important to ensure that the information is kept up to date during this time, as it could affect the client's likelihood of selection. Applicants under the Employer Job Offer: Foreign Worker and the Employer Job Offer: International student stream receive points in their EOI for labour market factors. These factors include the wage they have been offered, their current work permit status, their tenure with the employer offering the position, and their earnings history. As these factors can change within a twelve-month period, keeping them up to date ensures the client is always receiving the maximum possible points in their EOI.

A sample scenario: A client's EOI under the Employer Job Offer: International Student Stream is created in August 2022. At the time the EOI is created, the student had been working for the employer offering the position for less than six months. As the applicant was a full-time student in 2021, they had less than \$40k in income reported on their most recent Notice of Assessment. They therefore would receive 0 points in their EOI under the earnings history factor and 0 points for job tenure with employer as of August 2022.

By early 2023, the applicant has now worked for the employer offering the position for more than six months. They may also have filed their 2022 tax return and reported more than \$40k earnings from Canadian work in 2022. Their EOI can therefore be updated to claim 3 points for both of these factors, increasing their overall score by 6 points.

If you are only updating the client's EOI every 12 months when it is set to expire, your client could be losing points in the interim, particularly with respect to the labour market factors.

2. Have the Employer Complete the Employer Form in Draft Before Submitting the EOI

The OINP Employer Job Offer Streams require relatively significant participation on the part of the employer. The employer must meet program requirements, including revenue and staffing requirements. The system is designed in such a way that an employee can submit their own EOI for these streams without requiring any documentation to be signed by the employer. Additionally, if selected to apply applicants under the Job Offer streams have a tight deadline of only 14 calendar days in which to submit their full application.

As a result of the above, employers can sometimes be blindsided by employees asking them to provide the required OINP employer-side documentation within a very tight deadline. This can cause serious issues for the application, for example if the employer realizes they do not meet the program requirements, or disagrees with the NOC the employee has chosen for their position.

While the Employer form is not required until the applicant is invited to apply, it can be helpful to have the employer complete the form in draft before submitting the EOI. This allows you to review employer eligibility and ensure there are no issues from the beginning of the process. In cases where the employer is not your client, it also allows you to confirm that the employer is on board with the process and will verify the details of the client's job offer. Once the client is invited to apply, the employer can simply review the previously completed form, ensure it is up to date, and provide a final signed copy.

3. Manage Client Expectations

With the high demand for the ONIP employer-driven streams, and category-based selection in both the federal and provincial draws, managing client expectations becomes increasingly important. In Ontario particularly, having a valid work permit and a job offer is not a guaranteed pathway to permanent residence.

In the context of OINP applications, representatives should monitor the OINP program updates closely, and advise clients of the current trends. Clients should understand how the Expression of Interest or Notification of Interest system works and understand that meeting the minimum program eligibility requirements alone does not guarantee their application will succeed. Consider adding language to retainer agreements explaining the discretionary nature of selection, and stipulating in writing if the client has a lower likelihood of selection because their occupation has not been prioritized to date.

For clients in Canada, review their likelihood of being selected prior to their work permit expiry, and advise on when to start the renewal process or apply for an LMIA. For employers, when they are bringing over a new employee and want to keep the employee in Canada long-term, it can be helpful to do an initial review of permanent residence eligibility prior to applying for the first work permit.

4. Diarize Everything

Given the reality that a client could be waiting months or possibly years before they are selected to apply to the OINP, developing a system for diarizing all relevant expiry dates is essential. This includes not only the EOI expiry date, but supplementary documentation such as language test results, ECA results if applicable, and the client's temporary status document and passport.

Program eligibility deadlines should also be diarized, as applicable. For example, applicants are only eligible to apply to the Employer Job Offer: International Student Stream, the Masters Graduate Stream and the PhD Stream within two years of receiving their degree or diploma. Applicants under the Masters and PhD Streams can apply from outside of Canada, however they must have lived in Ontario for at least one year in the two years prior to applying. Changes in prevailing wage requirements could affect your client's eligibility under the Employer Job Offer Streams.

Setting reminders to check in with clients periodically can be a helpful practice, both to ensure that all information in the EOI remains up to date, and to keep clients apprised of the status of their application as well as current trends and developments with respect to draws.

5. Review the Program Eligibility Requirements in Detail Prior to Submitting the EOI

The Ontario EOI system differs from the federal Express Entry system in that there is a greater onus on the applicant to ensure they meet the program eligibility requirements. The Express Entry system will not permit an applicant to submit a profile if the information entered indicates they do not meet the minimum eligibility requirements for at least one program category. Ontario's EOI system is less thorough, and relatively little information is provided upfront in the EOI. It is the applicant's responsibility to review the program requirements in detail and ensure they meet them, both at the time of submission of the EOI, and at the time they are invited to apply.

Some common pitfalls include the following:

- Employers not meeting the staffing and revenue requirements, or not having a physical office space in Ontario. This has become more of an issue post-covid with remote work becoming more common;
- Prevailing wage requirements for the Employer Job Offer: Foreign Worker Stream and Employer Job Offer: In-Demand Skills Stream;
- Certification/Licensing requirements, particularly for the Express Entry Skilled Trades Stream;
- Application periods for the Masters Graduate, PhD Graduate, and Employer Job Offer: International Student streams;
- Settlement funds when applicable;
- Work Experience Requirements for the Employer Job Offer: Foreign Worker Stream;
- Demonstrating intention to live in Ontario, particularly for applicants who are applying from overseas or who have ties to other provinces;
- Applicants not carefully reading document requirements, particularly the formatting of job offer and employment reference letters and ECAs.

6. Periodically Review Overall Strategy and NOC

When the client has not been selected, periodically review the client's eligibility for all federal and provincial program streams and ensure the client has a valid Expression of Interest or profile where applicable.

With category-based selection at both the federal and provincial level, the NOC selected for the client's work experience is becoming more important. Review the client's role carefully to ensure they are in the correct NOC. For applicants who are working in roles which overlap multiple NOCs, consider whether they are performing the majority of the duties listed in a targeted NOC. If the client has not been selected for some time, look at whether their role has evolved in the interim, for example as a result of a promotion or a shift in the company structure.

With category-based selection, we may also begin to see applicants trying to fit themselves into a NOC which is not appropriate for their role. For both individual clients and employers, it is important to advise clients on the consequences of misrepresentation. In the OINP context, employers particularly should be aware that there are significant penalties under the *Ontario Immigration Act* for misrepresentation, including fines and even imprisonment. In signing the Ontario Employer Form in support of an employee's application, the employer can open themselves up to liability if they do not carefully review the information and ensure it is accurate.

SUMMARY OF OINP DRAWS AND TRENDS BY PROGRAM STREAM 2023¹

Program Stream	Brief Summary of Draws, 2023
<i>Express Entry: Human Capital Priorities</i>	Relatively frequent draws (average of about 1-2 per month) Has only targeted specific Health Care and Tech Occupations. No general draws to date in 2023. Lowest EE CRS score invited for Health Occupations: 350 (September 26, 2023)

¹ Data as of October 31, 2023. Summary of draws during the period of January 01, 2023 – October 31, 2023. Up to date data, including a list of specific NOCs targeted, can be found on the Ontario Immigrant Nominee Program Updates 2023 page, online: <https://www.ontario.ca/page/2023-ontario-immigrant-nominee-program-updates>

	Lowest EE CRS score invited for Tech Occupations: 458 (July 20, 2023)
<i>Express Entry: French-Speaking Skilled Worker</i>	<p>7 draws in 2023 to date.</p> <p>Draws were occupation-specific earlier in the year, but have been open to all occupations recently. Targeted sectors have included trades, teach, engineers, forestry professionals, agricultural consultants, food service supervisors, financial and human resources managers, health occupations, professors and teachers, and social workers, among others.</p> <p>Lowest EE CRS score invited to date: 308 (September 07, 2023)</p>
<i>Express Entry: Skilled Trades Stream</i>	<p>6 draws in 2023 to date.</p> <p>Lowest EE CRS score invited to date: 250 (March 23, 2023; May 18, 2022; and August 03, 2022).</p> <p>All draws to date have been targeted. To qualify, applicant must have experience in NOC major group 73, 82, 83, 93 or 6320 (excluding cooks), however not all qualifying occupations have been selected in recent draws.</p> <p>Recent draws have been primarily focused on NOC 72 and NOC 73 trade occupations.</p>
<i>Entrepreneur Stream</i>	<p>5 draws in 2023 to date.</p> <p>Lowest EOI score selected 134 (out of a possible 200)</p>
<i>Masters Graduate Stream</i>	7 draws in 2023 to date. Lowest EOI score – 41 points (September 19, 2023).
<i>PhD Graduate Stream</i>	5 draws in 2023 to date. Lowest EOI score – 40 points (September 19, 2023)
<i>Employer Job Offer: International Student Stream</i>	<p>4 draws in 2023 to date. One general draw, three targeted. Tech, Health Care and Trade Occupations Targeted.</p> <p>Lowest EOI score for all occupations: 82 points.</p>

	Lowest EOI score for Trades, Health and Tech Occupations: 61 points.
<i>Employer Job Offer: Foreign Worker Stream (Excluding EMPP only draws)</i>	<p>7 draws in 2023 to date. All draws have been occupation specific. Trades, Tech and Health Care Sectors only.</p> <p>Lowest EOI score for Trade occupations: 30 points. Lowest EOI score for Tech occupations: 46 points. Lowest EOI score for Health Care occupations: 33 points.</p>

SAMPLE CASE STUDIES:

Applicant # 1

Facts:

- 48 years old, unmarried
- Bachelors degree
- Occupation: Engineering Manager NOC 20010
- Salary of CAD \$140,000.00/year
- Located in the GTA
- Two years of Canadian work experience to date on an ICT work permit. Employer has offered the position long-term.
- 20 years of skilled work experience prior to arrival in Canada
- CLB 9 English proficiency, no French proficiency

This applicant would meet the minimum eligibility criteria for following programs:

1. Express Entry – Canadian Experience Class
2. Express Entry – Federal Skilled Worker
3. OINP Employer Job Offer: Foreign Worker Stream
4. OINP Human Capital Priorities

Express Entry CRS Score Breakdown:

Factor	Score
Age - 48	0
Education – Bachelors Degree	120
Canadian Experience – two years	53
Language Proficiency – CLB 9 in every category	124

Spouse Factors – N/A	0
Skill Transferability	100
Arranged Employment	50
Total	447

OINP EOI Score Breakdown:

Factor	Score
Job Offer - NOC Teer – Teer 0	10
Occupation Category – 2	10
Wage Offered – over \$40.00/hour	10
Work Permit Status – valid work permit	10
Job Tenure with Employer – more than 6 months	3
Canadian Earnings History – more than \$40k on last NOA	3
Education Factors	N/A – not scored for this stream
Language – CLB 9 English	10
Language – knowledge of one official language	5
Regionalization– In GTA but outside Toronto	3
Total Points	64

Notes:

This is an example of an applicant we may initially think would be a good candidate for economic permanent residence, however they would struggle to be selected right now under category-based selection.

At the federal level, the applicant’s NOC is included in the STEM-specific category-based selection draws. However, as of this date (October 2023) the lowest score selected for STEM occupations in category-based selection has been 486 points, which significantly exceeds the applicant’s CRS score.

At the provincial level, the applicant scores well on the EOI scoring system for the Employer Job Offer: Foreign Worker Stream. They are also eligible for selection under the Ontario Human Capital Priorities Stream. However, they would not have been selected by either stream in the 2023 year, as NOC 20010 has not been included in the targeted draws for either stream.

Applicant #2

Facts:

- 30 years old, married
- 2-year Canadian college diploma - computer system technician
- Post-graduate work permit
- Job Offer - NOC 22221 – User Support Technician. Salary of \$65,000.00/year
- Has just started working for Canadian employer. Hasn't completed one year of Canadian work yet.
- Has three years of skilled foreign work experience prior to arrival in Canada, within the last ten years.
- Located in the GTA
- Moderate (CLB 7) level English, no French proficiency
- Spouse has CLB 7 English, a one-year college diploma, no Teer 3 level or higher Canadian work experience.

This applicant meets the minimum eligibility criteria for the following programs:

1. Express Entry - Federal Skilled Worker. Will qualify for the CEC in future.
2. OINP Employer Job Offer: International Student

Express Entry CRS Score Breakdown:

<i>Factor</i>	<i>Score – Current</i>	<i>After One Year of Work in Canada</i>
Age - 30	95	90
Education – 2-year diploma	91	91
Canadian Experience – N/A – hasn't completed one year yet	0	35
Language Proficiency – CLB 7 in every category	64	64
Spouse Factors – CLB 7 English, one year college diploma, no Canadian experience	18	18
Skill Transferability	38	76
Arranged Employment	0	0
Additional Points – Canadian Education	15	15
Total	321	389

OINP EOI Score Breakdown:

<i>Factor</i>	<i>Score</i>
Job Offer - NOC Teer – Teer 2	8
Job Offer - Occupation Category – 2	10
Wage Offered – between \$30-\$35/hour	7
Work Permit Status – valid work permit	10
Job Tenure with Employer – less than 6 months	0
Earnings History – Less than \$40k in last tax year	0
Education – Highest Level of Education – college diploma	5
Education – Field of Study - STEM	12
Education – Canadian Credential – one credential	5
Language – CLB 7 English	4
Language – knowledge of one official language	5
Regionalization of Job Offer – In GTA but outside Toronto	3
Regionalization – Location of Study – In GTA but outside Toronto	3
Total Points	72

Notes:

This is an example of an applicant who may have a higher likelihood of success under the OINP than they would under Express Entry. The applicant's NOC is not on the current list of targeted STEM occupations under Express Entry, and their CRS score will be low even after one year of working in Canada.

This applicant would have been selected in the August 15, 2023 OINP Employer Job Offer: International Student draw. The criteria for selection was an EOI score of 61 and above, and a job offer in selected tech occupation, which included NOC 22221.

Applicant #3

Facts:

- 30 years old, unmarried
- Outside of Canada
- No job offer in Canada
- 6 years of experience in NOC 33102 – Nurse aides, orderlies and patient service associates
- Bachelors degree outside of Canada
- CLB 8 French, CLB 4 English
- Aunt living in Ontario, applicant intends to live in Ontario.

This applicant meets the minimum eligibility criteria for the following programs:

1. Express Entry - Federal Skilled Worker
2. OINP Express Entry Human Capital Priorities

Factor	Score
Age - 30	105
Education – Bachelors Degree	120
Canadian Experience – N/A	0
Language Proficiency (French) – CLB 8 in every category	92
Language Proficiency (English) – CLB 4 in every category	0
Spouse Factors – N/A	0
Skill Transferability	38
Arranged Employment – N/A	0
Total	355

Notes:

In this case, the applicant's CRS score is too low to have been selected in recent Express Entry targeted draws for healthcare occupations or in federal targeted French language proficiency draws. As of this date, the lowest CRS score selected for French proficiency draws was 375, and the lowest CRS score for healthcare occupations was 431. This applicant would have been selected in the OINP September 26, 2023 Human Capital Priorities Stream draw. This draw selected health care occupations including NOC 33102, and selected applicants with a CRS score

of between 350-462. This applicant does not qualify for the OINP French Speaking Skilled Worker Stream, as English proficiency at a CLB 6 level is mandatory.

OINP WISH LIST:

1. More transparency as to which occupations or sectors will be prioritized in the coming year. Particularly, whether the Employer Job Offer streams will hold general draws open all occupations or will only be only occupation-specific going forward.
2. Longer deadlines for submitting an application under the employer-driven streams, in recognition of the fact that applicants may have been waiting months or even years before they are invited to apply. Even if draft paperwork is prepared initially at the time of EOI submission, it will still need to be reviewed and updated by the employer prior to submission. Longer deadlines would benefit employers who are sometimes blindsided by unrepresented employees who submit their own EOI, and only reach out to the employer once they have received an invitation.
3. More opportunities for applicants with both significant Canadian experience and employer support, outside of trades, health care and tech sectors. Particularly older candidates, usually in managerial roles, who are valuable to their employers but who do not score high enough in the Express Entry CRS system to have a strong likelihood of selection. In the OINP context, this could include:
 - a) Allocation of more nominations under the Employer Job Offer Streams;
 - b) More all-occupation draws under the Employer Job Offer: Foreign Worker stream;
 - c) Increasing the EOI score for labour market factors such as duration of work with the Canadian employer or salary of the position offered;
 - d) Targeted NOC 0 occupation draws under the Employer Job Offer: Foreign Worker Stream for candidates who are in Canada.

STRATEGIES AND TIPS for EXPRESS ENTRY & OINP APPLICATIONS

CLARA MORRISSEY, BARTLAW LLP CANADIAN IMMIGRATION
BRENDA WONG, BUSINESS IMMIGRATION LAW GROUP

1

SAMPLE CASE STUDY: THE FACTS

Applicant Facts:

- 48 years old, unmarried
- Bachelors degree
- Occupation: Engineering Manager, NOC 20010
- Salary of Job Offer: \$140,000.00/year, located in the GTA
- Two years of Canadian work experience to date with employer offering the position (ICT Work Permit)
- 20 years of skilled work experience prior to arrival in Canada
- CLB 9 English proficiency, no French proficiency

2

SAMPLE CASE STUDY: EXPRESS ENTRY CRS SCORE

Factor	Score
Age 48	0
Education Bachelors Degree	120
Canadian Experience two years	53
Language Proficiency CLB 9 in every category	124
Spouse Factors N/A	0
Skill Transferability	100
Arranged Employment	50
Total	447

3

STRATEGIES AND TIPS FOR EXPRESS ENTRY

Manage Clients' Expectations from Beginning to End of the Process

- Be realistic during initial consultation
- Preach patience throughout application process
- Get approval of Arranged Employment letter upfront

4

STRATEGIES AND TIPS FOR EXPRESS ENTRY

How Can Clients Improve Chances for ITA?

- Parlez-vous français?
- Re-evaluate or re-take English test
- Wait for more Canadian work experience
- Get more education evaluated or re-evaluated

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STRATEGIES AND TIPS FOR EXPRESS ENTRY

Consider Other Permanent Residence Options

- Check if the Applicant's circumstances have changed. Are there any other Permanent Residence options (ie PNP, RNIP, Family Sponsorship)?
- When should we consider submitting both an Express Entry profile and an OINP expression of interest?

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SAMPLE CASE STUDY: OINP EOI SCORE

Factor	Score
Job Offer NOC Teer Teer 0	10
Occupation Category 2	10
Wage Offered over \$40.00/hour	10
Work Permit Status valid work permit	10
Job Tenure with Employer more than 6 months	3
Canadian Earnings History more than \$40k on last NOA	3
Education Factors	N/A – not scored for this stream
Language CLB 9 English	10
Language knowledge of one official language	5
Regionalization In GTA but outside Toronto	3
Total Points	64

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STRATEGIES AND TIPS FOR OINP

1. *Keep the Expression of Interest Up to Date*
2. *Ensure the Employer is On Board and Complete the Employer Form Upfront*
3. *Manage Client Expectations*
4. *Diarize Everything*

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STRATEGIES AND TIPS FOR OINP

5. Review Program Eligibility Requirements in Detail Prior to EOI Submission

- Be mindful of employer requirements, prevailing wage and remote work
- Provincial certification/licencing requirements
- Eligibility periods for student streams
- Work experience requirements and NOCs
- Intention to reside in Ontario
- Settlement Funds
- Document formatting requirements: employer reference letters and job offer letters, and ECAs

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STRATEGIES AND TIPS FOR OINP

6. Periodically Review Overall Strategy and NOC

- Changes to client's role over time
- For employer-driven streams, advise on employer liability

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TAB 4

31st Immigration Law Summit

DAY ONE

Border Update

November 21, 2023



LSO Summit / November 21 2023

Border Update and Port of Entry Applications

By: Bill MacGregor

A fundamental processing decision is whether to have an eligible Foreign National (FN) apply directly at the Port of Entry for a work permit.

If the FN is from a TRV exempt country, the initial work permit application can be made directly at the Port of Entry and will be adjudicated by a CBSA Border Services Officer.

In addition, through the concept of “flagpoling”, citizens from countries who would otherwise require a TRV to enter Canada and an online work permit application may be able to apply for a work permit at a Port of Entry.

Set out below are some considerations regarding POE applications.

a) Choice of Port of Entry

The choice of the Port of Entry can be critical to the success of a work permit application.

Practitioners will be familiar, through experience and shared stories amongst colleagues, that there are sometimes differences in interpretation and processing approaches between different POEs.

The “reputation” of a Port of Entry should be taken into account when assessing which POE to utilize, especially for situations involving more difficult work permit categories.

Different POEs also have different approaches to flagpoling. As set out below, some Ontario land POEs have put restrictions on when they will consider flagpoling applicants.

b) Does the FN need an immigration medical?

Make sure to review whether the FN needs an immigration medical.

R198(2)(b) sets out that in order to apply for a work permit when entering Canada, the FN must hold a valid immigration medical if they require one.

If a FN will apply for a work permit at the POE and is someone who needs an immigration medical, an upfront immigration medical must be taken and passed prior to attempting a POE work permit application.

An immigration medical will be needed:

- (a) If the FN is seeking to enter to work in an occupation in which the protection of public health is essential or

- (b) If the duration of entry to Canada will be more than six months, an immigration medical will be needed if the FN has spent more than six consecutive months in a designated country. This is based on the country of residence, not citizenship. If the FN has resided in a designated country for more than 6 months in the 12 months prior to applying for a work permit at the POE, then the immigration medical must be completed prior to entry.

The list of designated countries is at <https://www.canada.ca/en/immigration-refugees-citizenship/services/application/medical-police/medical-exams/requirements-temporary-residents/country-requirements.html>.

There are a few countries where citizens do not require a TRV but where an immigration medical is required if the FN is residing in that country. Failure to identify these situations may cause an issue if the FN arrives at the POE without the required proof of having taken an upfront medical. Such countries include: Hong Kong, Latvia, Lithuania, Papua New Guinea, Romania, Singapore, South Korea, and Taiwan.

A FN applying at the POE should complete an upfront medical well before traveling to the POE to make the work permit application. The proof of taking the upfront medical should be part of the POE work permit application.

The FN should leave enough time between taking the upfront medical and traveling to Canada to ensure that the medical results will be available to the POE officer. The IRCC guideline suggests that immigration medical exam results “are usually processed within 30 days.” In practice, upfront medical results are usually accessible by CBSA at the POE before that, but it would be prudent to wait at least several weeks after the immigration medical is done before having the FN travel to the POE to request the work permit.

c) ETA holders from Visa Required Countries

Citizens of some visa required countries are eligible to obtain eTAs to fly into Canada, if they held a TRV in the past 10 years or if they hold a valid US entry visa.

This may apply to citizens of Antigua and Barbuda, Argentina, Brazil, Costa Rica, Morocco, Panama, Philippines, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Seychelles, Thailand, Trinidad and Tobago and Uruguay.

Note that while the eTA allows such FNs to fly into Canada, they are not able to apply for a work permit at the POE. The default rule remains that they should be applying online for a work permit as they are citizens of TRV required countries. However, if they are legally in Canada, and can travel to the United States, they may then be able to apply for a work permit at the POE upon re-entry to Canada from the United States.

d) Flagpoling

The common conception of flagpoling occurs where a FN is already in Canada as a temporary resident, and they exit a land POE for the purpose of getting “bounced back” from the United States, in order to request a new work permit from CBSA upon re-entering Canada.

Requesting a work permit at the POE upon re-entry from the United States is possible even for FNs who are TRV required, due to the language of R190(3):

3) A foreign national is exempt from the requirement to obtain a temporary resident visa if they are seeking to enter and remain in Canada solely:

(f) to re-enter Canada following a visit solely to the United States or St. Pierre and Miquelon, if they

(i) held a study permit or a work permit that was issued before they left Canada on such a visit or were authorized to enter and remain in Canada as a temporary resident, and

(ii) return to Canada by the end of the period initially authorized for their stay or any extension to it.

In Ontario, the Niagara region has a policy that limits the times and days when study or work permit “renewal” requests at the border will be processed. As of October 2023, the guideline states:

Study and work permit renewal requests, and requests for processing of confirmation of permanent residence at the Peace Bridge, Queenston-Lewiston Bridge and Rainbow Bridge

The Canada Border Services Agency (CBSA) has implemented service hours for processing confirmation of permanent residence, and work and study permit applications at the Fort Erie (Peace Bridge), Niagara-on-the-Lake (Queenston-Lewiston Bridge) and Niagara Falls (Rainbow Bridge) ports of entry made by individuals who:

- currently reside in Canada
- possess a valid work or study permit, or hold temporary residence status, and
- travelled to the USA for the sole purpose of presenting their permit application at a Canadian port of entry

Should an individual meet these criteria, applications for confirmation of permanent residence or a renewed work or study permit may be made at these ports of entry on:

- Tuesday, Wednesday and Thursday, from 8 am to midnight

Outside of these scheduled hours, any individual who meets the requirements outlined above and crosses the border at the Peace Bridge, Queenston-Lewiston Bridge or Rainbow Bridge to process confirmation of permanent residence or apply for a work or study permit will be admitted into Canada if they meet the requirements of the Immigration and Refugee Protection Act. However, their application will not be processed at the Fort Erie (Peace Bridge), Niagara-on-the-Lake (Queenston-Lewiston Bridge) or Niagara Falls (Rainbow Bridge) ports of entry, and they will be invited to submit their application to IRCC from within Canada.

Please be advised that even during the scheduled hours some applications might not be processed due to high volumes and excessive wait times and you may be invited to apply on line. To learn more about IRCC’s services and access them, please visit [IRCC](https://www.ircc.gc.ca) or call 1-888-242-2100.

The above policy is set out at: <https://www.cbsa-asfc.gc.ca/travel-voyage/settle-setablir-eng.html>.

Applicants seeking to flagpole must depart Canada, reach the U.S. side of the border and be sent back to Canada.

Depending on the volume of people at the POE, the POE may not adjudicate the work permit application of someone who arrives during the above-noted stated hours. Along the Niagara border, the downtown

Niagara Falls/Rainbow Bridge crossing is the only one that allows foot travel to the U.S. and back. The other two crossings will require a vehicle to cross over to the U.S. side.

Set out below are some further observations:

- While there is always a risk that the CBSA will choose not to assess a flagpoling work permit applicant, generally CBSA will adjudicate such requests.
- If you are dealing with an FN who cannot enter the United States before returning to Canada, but who will need to be “bounced back” from the US border, the FN should obtain US immigration advice to ensure that they are aware of any potential risks stemming from being refused entry and bounced back to Canada.
- As part of the submission relating to a flagpoling situation, the submission should include something on the jurisdiction of the CBSA to provide the work permit at the border, such as the attached CBSA memo from 2007.

Correcting Errors on Work Permits Issued at POEs

Errors on work permits issued at Pearson Airport may be corrected by e-mailing GTAR-PIA.PassOps-CSU@cbsa-asfc.gc.ca. The Data Integrity Unit provides fast and efficient responses to work permit correction requests. Where the error was made by CBSA, the unit will issue a corrected work permit and mail it to counsel. This unit will not correct work permit errors made by other POEs.

A Use of Rep form should be sent in with the request for a correction to the work permit, as well as a copy of the work permit, the passport bio page of the FN, and an explanation of the correction sought.

The corrected work permit will be sent out by Canada Post with a tracking number. The unit also asks that you “*ensure your client destroys the previous permit upon receipt of the corrected permit*”.

For land POEs, there is not an equivalent “one stop” mechanism to correct an error on a work permit after the FN leaves the POE. FNs should be instructed to carefully review the issued work permit before leaving secondary inspection, to review whether there are any errors on the face of the document. If there is an error, the work permit can be re-issued while they are at the POE. If the error is discovered afterwards, the FN usually needs to complete a Request to Amend a Valid Temporary Resident Documents form, and send it to the Operations Support Centre in Ottawa, to have a revised work permit issued.

e) Social Insurance Number cannot be provided to FN by ESDC

This rarely comes up, but from time to time FNs attend at ESDC to obtain a Social Insurance Number and ESDC says that it cannot issue the SIN as it is not able to confirm the work permit document.

This occurs where the work permit was not confirmed in the system at the POE when it was printed. This does not necessarily mean that an error occurred, as we have been advised that sometimes the system might not properly save the confirmation of the document.

In any event, if this occurs at Pearson Airport, you can reach out by e-mail to GTAR-PIA.PassOps-CSU@cbsa-asfc.gc.ca. That unit can then “confirm the document” in the system and the FN can then proceed to obtain the SIN. If this occurs at another Port of Entry, reach out to that POE to see if someone can “toggle” the correct setting to confirm the work permit document.

f) When the POE Insists that a FN Needs a Work Permit

This may come up unexpectedly when a client arrives at the POE without getting advice in advance, or where the POE determines that someone seeking entry with a business visitor package may need a work permit instead.

There are a number of ways to try to deal with this on the fly:

- Talking to the POE officer or supervisor, if possible, to find out what the issue may be. Where the FN has a Business Visitor entry package that you have provided, there will already be a Use of Rep in place. Otherwise, a Use of Rep will need to be created and sent to the POE or otherwise the POE officer will not be able to speak about the specific case.
- Sometimes, further information can be sent to the POE or emailed to the FN at the POE to address the issue and gain entry as a Business Visitor.
- Can the short-term work without a work permit exemption be used to gain entry, where the FN is coming in for a short period and will be in a TEER 0 or TEER 1 occupation? This entry category can be useful in some circumstances to address the immediate entry need and to buy more time to determine the work permit options. A Visitor Record should be obtained so there is a record that the FN used this entry option, given its intermittent availability.
- If these steps cannot address the situation, and assuming there is an IMP/LMIA-exempt work permit option, can an Employer Portal upload be done under one of the IMP work permit categories to allow a work permit to be issued on the spot? If you are dealing with a company client that you have obtained work permits for before, you should have the Employer Portal access information available. In these POE situations, CBSA officers may be most concerned about getting the A# and confirming that the \$230 compliance fee was paid, and less concerned about the second stage of the analysis regarding the FN's eligibility under the work permit category set out in the Employer Portal. Therefore, providing the A# and proof of payment of the Employer Compliance fee while the FN is at the POE may be enough to have the work permit issued, despite the lack of a detailed work permit application package.
- If the FN will be bounced from the land POE, make sure that the FN understands that they should not try to re-enter Canada through another nearby POE, until the situation can be fully assessed and addressed.



Canada Border
Services Agency

Agence des services
frontaliers du Canada

March 8, 2007

Le 8 mars, 2007

MEMORANDUM FOR:

Regional Directors General
Border Services Officers

SUBJECT: Interpretation and
Application of R190(3)
and R198 of the
*Immigration and Refugee
Protection Regulations*

The purpose of this memorandum is to provide Canada Border Services Agency (CBSA) Border Services Officers (BSOs) with clarification regarding the issuance of new and subsequent work permits at the Ports of Entry (POEs) to Foreign Nationals (FNs). This specifically addresses the issues of FNs who upon re-entry to Canada from the United States (U.S.) or St. Pierre and Miquelon are in possession of a valid work permit that was issued before they left Canada or were authorized to enter and remain in Canada as a temporary resident.

Recently a number of POEs have seen an increase in the number of FNs who are seeking to re-enter Canada and apply for new or subsequent work permits at the POE. This movement is often associated with FNs hoping to find a quicker processing time for their application by crossing over to the U.S. to take advantage of an exception under the

NOTE À L'INTENTION DES :

Directeurs généraux régionaux
Agents des services frontaliers

OBJET : Interprétation et application
du paragraphe 190(3) et de
l'article 198 du *Règlement sur
l'immigration et la protection
des réfugiés*

La présente vise à fournir des clarifications aux agents des services frontaliers de l'Agence des services frontaliers du Canada (ASFC) concernant la délivrance de permis de travail (nouveaux et subséquents) aux points d'entrée (PDE) à des étrangers. La présente traite plus particulièrement des étrangers qui rentrent au Canada en provenance des États-Unis (É.-U.) ou de Saint-Pierre-et-Miquelon et qui sont en possession d'un permis de travail valide délivré avant leur départ du Canada ou qui ont été autorisés à entrer et à séjourner au Canada à titre de résidents temporaires.

Récomment, un certain nombre de PDE ont enregistré une augmentation du nombre d'étrangers qui cherchent à rentrer au Canada et qui présentent des demandes de permis de travail, nouveaux ou subséquents, au PDE. Cette situation est souvent associée au fait que les étrangers espèrent obtenir un délai de traitement plus rapide de leur demande en traversant aux É.-U. pour bénéficier d'une exception prévue dans le

.../2

Canada

- 2 -

Immigration and Refugee Protection Regulations (IRPR) as opposed to having the work permit processed through Citizenship and Immigration Canada (CIC).

Règlement sur l'immigration et la protection des réfugiés (RIPR) et éviter que le permis de travail soit traité par Citoyenneté et Immigration Canada (CIC).

According to R190(3)(f) a FN who is from a Temporary Resident Visa (TRV) required country, who has been admitted to Canada as a temporary resident and is re-entering Canada from the U.S. or St. Pierre and Miquelon, before the expiry of the period initially authorized for their stay, is exempt from the requirement to obtain a TRV. R198(1) allows a person who is exempt from the requirement to obtain a TRV to apply for a work permit at the POE. Taken together R190(3) and R198(1) allow for a FN to apply for the first or subsequent work permit at a POE as long as the FN has been initially authorized to enter Canada as a temporary resident and returns to Canada from the U.S. or St. Pierre and Miquelon by the end of the period initially authorized for their stay and any extension to it.

En vertu de l'alinéa 190(3)f), un étranger provenant d'un pays pour lequel un visa de résident temporaire (VRT) est exigé, qui a été admis au Canada à titre de résident temporaire et qui rentre au Canada en provenance des É.-U. ou de Saint-Pierre-et-Miquelon, avant l'expiration de la période de séjour initialement autorisée, n'est pas tenu d'obtenir un VRT. Selon le paragraphe 198(1), une personne qui est dispensée de l'obligation d'obtenir un VRT peut présenter une demande de permis de travail au PDE. Pris ensemble, les paragraphes 190(3) et 198(1) permettent à un étranger de demander un premier permis de travail ou un permis subséquent à un PDE à condition qu'il ait été autorisé initialement à entrer au Canada à titre de résident temporaire et revient au Canada en provenance des É.-U. ou de Saint-Pierre-et-Miquelon avant la fin de la période de séjour initialement autorisée ou la fin de toute prolongation de cette période.

Note that the period of authorized stay is not the same as the validity of a FN's TRV. Being in possession of a valid TRV on its own would not enable the FN to benefit from this exemption if the period initially authorized for their stay, or any extension to it, has lapsed.

Veuillez noter que la période de séjour autorisée n'est pas la même que la période de validité du VRT d'un étranger. Le fait d'être en possession d'un VRT valide ne permet pas à un étranger de jouir d'une telle exemption si la période de séjour initialement autorisée, ou toute prolongation de cette période, est terminée.

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For Reference Only

This list was compiled for the LSO 2023 Immigration Summit and is not for distribution and the accuracy and content is not guaranteed.

Ontario Ports of Entry Contact Information

Port of Entry	Secondary / Front Desk	Supervisors	Fax Number	Other Information
Eastern Ontario				
Ottawa MacDonald-Cartier International Airport (YOW)	613-998-3709	613-998-3590		
Cornwall Three Nations Bridge / Seaway International Bridge [Massena NY]	613-930-7030	613-930-7137	613-930-7044	
Prescott Ogdensburg Prescott International Bridge [Ogdensburg NY]	613-925-4225	613-925-2933	613-925-2899	
Landsdowne Thousand Islands Bridge	613-659-2301	613-659-6080		
Toronto Airports				
Toronto Pearson Airport Terminal 1 (YYZ)	905-612-7933	905-676-5119 905-612-7923	905-612-7925	General CBSA Information Number for Pearson: 905-676-3640 (choose #3 for CBSA general info counter; #5 for NEXUS Enrolment Center)
Toronto Pearson Airport Terminal 3	905-676-5330	905-612-5415 905-676-5231	905-676-5236	GTAR-PIA.PassOps- CSU@cbsa-asfc.gc.ca is the e-mail address to request corrections to work permits issued at Pearson
Toronto Billy Bishop Toronto City Airport (BBTCA / YTZ)	416-973-2606		416-973-2611	
Niagara Border				
Queenston Queenston-Lewiston Bridge [Lewiston NY]	905-262-4010	905-262-6192	905-262-4978	

Port of Entry	Secondary / Front Desk	Supervisors	Fax Number	Other Information
Niagara Falls Rainbow Bridge [Niagara Falls NY]	905-354-4843	905-354-1440	905-354-2832	
Fort Erie Peace Bridge [Buffalo NY]	905-994-6330	905-994-6333		
Windsor/Michigan Border				
Windsor Ambassador Bridge [Detroit MI]	519-257-6510	519-257-6514	519-257-6903	
Windsor Tunnel [Detroit MI]	519-257-6473	519-257-6469	519-257-7782	General number: 519-257-7781
Sarnia Blue Water Bridge [Port Huron MI]		519-464-5000	519-336-0858	
Northern Ontario				
Sault Ste Marie Sault Ste Marie International Bridge [Sault Ste Marie, MI]	705-941-3115	705-941-3085	705-941-3068	
Pigeon River (near Thunder Bay) [Grand Portage, MN]	807-964-3000			
Fort Frances [International Falls, MN]		807-274-5426		General number: 807-274-5239
Rainy River Baudette–Rainy River Intl. Bridge [Baudette, MN]	807-852-3968			



Law Society
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TAB 5

31st Immigration Law Summit

DAY ONE

Keeping a Lock on Confidential Information

November 21, 2023





31st Immigration Law Summit

2023

Practical Implementation of
Cybersecurity

By Leslie Babel



1




We're a trusted technology partner
focused on our clients' success



www.digitalfire.ca

2




2FA

Authentication


* * * *

Something you **ARE**




Something you **KNOW**

Something you **HAVE**




Something you **ARE**

2 Factor Authentication




DIGITAL FIRE.CA
MANAGED TECHNOLOGY

3



Email:

A Digital Postcard



DIGITAL FIRE.CA
MANAGED TECHNOLOGY

4

5-2

Data

Encryption



DIGITAL FIRE CA
MANAGED TECHNOLOGY



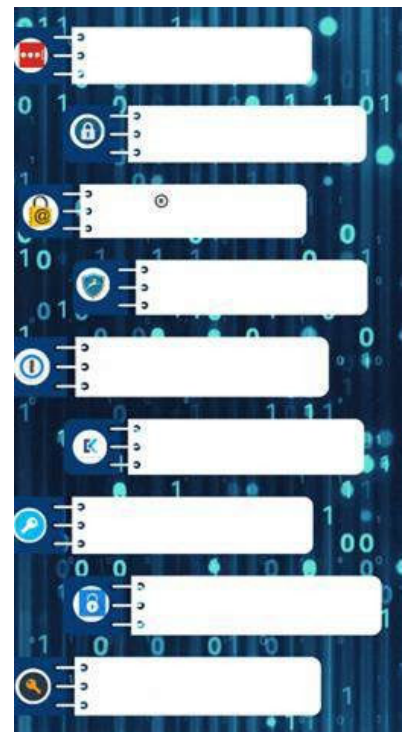
5

Effective

Password Management



DIGITAL FIRE CA
MANAGED TECHNOLOGY



6

Security Standards

CIS/NIST



DIGITAL FIRE CA
MANAGED TECHNOLOGY

7

Security Controls Explained



8



Cyber Insurance



9

Human Cyber security



10

Data Localization

Canada vs. US vs. Global



11

Keeping A Lock on Confidential Information

Resources

Leslie Babel, President, Digital Fire
Melissa Babel, C.S., Babel Immigration Law Professional Corporation
Zeynab Ziaie Moayyed, Visa Law Group

LSO Requirements

- LSO Rules of Professional Conduct: [Rules of Professional Conduct - Lawyer | Law Society of Ontario \(lso.ca\)](#)
 - 3.1 Competence
 - [Duty of Technology Competence](#)
 - [Legal Ethics in a Digital Context \(cba.org\)](#)
 - 3.3 Confidentiality
- LSO Practice Management Guidelines:
 - [Client Service and Communication - Lawyer | Law Society of Ontario \(lso.ca\)](#)
 - [File Management - Lawyer | Law Society of Ontario \(lso.ca\)](#)
 - [Technology - Lawyer | Law Society of Ontario \(lso.ca\)](#)

Document sharing

- Email – Email is as secure as a postcard
 - [contentsnare.com/how-secure-is-email/](#)
- Portals
 - Examples: Clio, CaseEasy
 - [Client Portal for Law Firms | A Must-Have Service \(attorneyatwork.com\)](#)
- Software based
 - PracticePro: <https://www.practicepro.ca/2018/01/how-to-safely-put-your-data-in-the-cloud/>
 - Resource: Sharepoint (Microsoft)
 - Google Drive
- Outsourced document storage
 - SharePoint and OneDrive:
 - www.microsoft.com/en-ca/microsoft-365/sharepoint/collaboration
 - LSO: [Lawyer's Guide to Microsoft 365](#)
 - Dropbox: www.dropbox.com
 - Box: www.box.com
- Password protection manager
 - [Best Password Manager in 2023 - CNET](#)

Securing Hardware

- Encryption on laptops
 - Bitlocker – Free and save the key – your laptop is your ‘briefcase’
<https://support.microsoft.com/en-us/windows/turn-on-device-encryption-0c453637-bc88-5f74-5105-741561aae838#>:
 - New Macs are generally encrypted already
<https://www.techtarget.com/searchenterprise/desktop/tip/The-role-of-Mac-file-and-folder-encryption-for-businesses#>:
- 2FA for email and everything else
 - Your phone is your briefcase!
 - <https://learn.microsoft.com/en-us/microsoft-365/admin/security-and-compliance/set-up-multi-factor-authentication?view=o365-worldwide>
 - <https://support.google.com/a/answer/9176657?hl=en>
- Antivirus Software
 - PracticePro: [Managing-SecurityPrivacy.pdf \(practicepro.ca\)](#)
- Personal vs. Corporate Equipment
 - BYOD Bring your own device: [Technology Practice Tips Podcast \(tp 2\) - Lawyer | Law Society of Ontario \(Iso.ca\)](#)

Communication (phone, video, whatsapp, zoom, teams)

- Record keeping
 - LSO Guide: [Guide to Retention and Destruction of Closed Client Files for Lawyers - Lawyer | Law Society of Ontario \(Iso.ca\)](#)
- Secure communication and identifying your client
 - LSO Requirements: [Virtual Verification of Client Identity - Lawyer | Law Society of Ontario \(Iso.ca\)](#)
- ID confirmation
 - LSO Requirements: [Client Identification and Verification Requirements - Lawyer | Law Society of Ontario \(Iso.ca\)](#)
- Engagement Letter
 - LSO Guidance: [Retainer Agreement or Engagement Letter - Lawyer | Law Society of Ontario \(Iso.ca\)](#)

Delegation of staff - Securely saving - naming conventions/permissions and access

- Protocols for contacting clients
- Policies and training for staff
- Preventing Human Error
 - Phishing Emails: [Technology Practice Tips Podcast \(tp 2\) - Lawyer | Law Society of Ontario \(Iso.ca\)](#)
- Naming conventions: [How to Name a Law Firm \(with Examples!\) \(clio.com\)](#)
- Fakes documents and websites everywhere!
 - [Identifying Fake Documents: A Complete Overview | Inscribe](#)
 - [Scam websites: How to identify fake sites | NordVPN](#)

Security standards

- CIS and NIST standards
 - <https://www.nist.gov/cyberframework>
 - <https://www.cisecurity.org/controls>

Commercial Realities

- Office 365 security score: <https://security.microsoft.com/>
- Where is data stored?
 - <https://icclr.org/2022/03/29/canadas-future-cloud-act-agreement-with-the-united-states/>
- Cyber insurance
 - [Cyber safety \(ibc.ca\)](https://www.ibc.ca/cyber-safety/)

General Resources:

- **LSO Technology Resource Centre:** <https://www.iso.ca/lawyers/technology-resource-centre>
- **LSO Technology Practice Tips Podcast:** [Technology Practice Tips Podcast \(tp ²\) - Lawyer | Law Society of Ontario \(iso.ca\)](#)
- **PracticePro:** <https://www.practicepro.ca/technology/>



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TAB 6

31st Immigration Law Summit

DAY ONE

Top 15 Federal Court Cases this Year

November 21, 2023



Top 15 Federal Court Cases in 2023

Rishma Bhimji, Counsel, *Department of Justice Canada*
Lou Janssen Dangzalan, *LJD Law Professional Corporation*

1. Mandamus

	Case	Sub-topics and notable paragraphs	Decision	Judge	Comments
1.	<i>Chen v Canada (Citizenship and Immigration)</i> , 2023 FC 885 (June 23, 2023)	18, 19-20, 21	Dismissed	Madam Justice Aylen	Study permit application submitted in 2021 – referencing COVID delays and security checks without specifics is not sufficient – despite inadequate explanation from IRCC, no significant prejudice from delay

2.	<i>Ghaddar v Canada (Citizenship and Immigration)</i> , 2023 FC 946 (July 12, 2023)	23-26	Granted	Mr. Justice Gascon	PR application submitted 6 years ago in 2016 – failure to discharge duty – delays beyond what COVID accounted for – blanket statements related to security checks are inadequate
	<p><i>See also:</i></p> <ul style="list-style-type: none"> • <i>Ghalibaf v Canada (Citizenship and Immigration)</i>, 2023 FC 1408, (October 24, 2023. Norris J., JR granted) paras 14-15. Comments: Mandamus granted on 2019 PR due to blanket statements failing to justify delay. Ordered to process PR within 60 days of judgement with potential EOT on formal motion 				
3.	<i>Jahantigh v Canada (Citizenship and Immigration)</i> , 2023 FC 1253 (September 19, 2023)	19-25	Judge remained seized of the matter – No final disposition	Mr. Justice McHaffie	Respondent ordered to report on status of study permit every 30 days. Costs reserved until final disposition.

2. Principles of Procedural Fairness

	Case	Sub-topics and notable paragraphs	Decision	Judge	Comments
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4.	<i>Shareef v Canada (Citizenship and Immigration)</i> , 2023 FC 1376 (October 16, 2023)	Para 30 (officer's duty to engage with contradictory evidence)	Granted	Madam Justice Turley	Officer's decision was both unreasonable and procedurally unfair; officer failed to turn mind to applicant's claim that they disclosed prior refusal on application form. Justice Turley found state of CTR concerning - disorganized and reminded Respondent onus on them for having control of record put before the Court
	<p><i>See also:</i></p> <ul style="list-style-type: none"> • <i>Salimi Tamagheh v Canada (Citizenship and Immigration)</i>, 2023 FC 1402 (October 23, 2023, Pamel J., JR granted) paras 9-10. Comments: Applicant asked for processing suspension and officer ignored the request by just refusing the application. Officer's failure to engage with the request and provide reasons for the denial of the request caused it to be overturned. 				
5.	<i>Sopeyin v Canada (Citizenship and Immigration)</i> , 2023 FC 1435 (November 1, 2023)	Paras 25, 27	Granted	Mr. Justice Southcott	Use of extrinsic evidence by deciding officer requires affording opportunity to Applicants to respond; per para 25 - then limited by para 27 - awareness of relevant

					details by applicant may limit rise of PF obligations.
6.	<i>Singh v Canada (Citizenship and Immigration)</i> , 2023 FC 904 (June 28, 2023)	Paras 21-22, 24-25	Granted	Madam Justice Go	PFL is not a mere formality; purpose of PFL is to provide opportunity to respond to concerns - that a “PFL ought to have clearly specified” concerns raised by the officers. Concerns can’t be vague or just “ample information”

3. Study Permits

	Case	Sub-topics and notable paragraphs	Decision	Judge	Comments
7.	<i>Nesarzadeh v Canada (Citizenship and Immigration)</i> , 2023 FC 568 (April 20, 2023)	5-9	Granted	Mr. Justice Pentney	At paras 5-9, the Court provides a summary of the key principles that guide judicial review of study permit decisions, which have been referenced in 6 other cases as of Nov. 10, 2023 and identified as

					being helpful
8.	<i>Mehrjoo v Canada (Citizenship and Immigration)</i> , 2023 FC 886 , (June 23, 2023)	12-13	Dismissed	Madam Justice Rochester	Refusal of study permit onus on Applicant to convince Officer of merits of study plan – Officer open to find program was redundant and not a logical progression in light of Applicant’s career and past studies
9.	<i>Jamali v Canada (Citizenship and Immigration)</i> , 2023 FC 1328 , (October 5, 2023)	Paras 13, 42-43	Dismissed	Mr. Justice Little	Application for C11 LMIA-exempt WP; judicially reviewed – Judge reiterated <i>Vavilov</i> standard for judicial review: Not all errors or concerns about a decision will warrant the Court’s intervention. To intervene, the reviewing court must be satisfied that there are “sufficiently serious shortcomings” in the decision such that it does not exhibit sufficient justification, intelligibility and transparency.

					Applicant argued use of Chinook as procedurally unfair asking court to presume that not enough human input has gone into the reasons. Without supporting evidence, Court found this as speculative.
	<p><i>See also:</i></p> <ul style="list-style-type: none"> • <i>Masouleh v Canada (Citizenship and Immigration)</i>, 2023 FC 1159, (August 28, 2023, Ahmed J., JR granted) paras 28-29. Comments: Officer has duty to consider evidence put before them; decision must accord with evidence submitted per <i>Vavilov</i>. Counsel submissions not required to explicitly mention all evidence. 				

4. Work Permits

	Case	Sub-topics and notable paragraphs	Decision	Judge	Comments
10.	<i>Haghshenas v Canada</i> (Citizenship and Immigration), 2023 FC 464 (March 31, 2023)	Paras 22-25, 28 (Chinook – software / A.I)	Dismissed	Mr. Justice Brown	Refusal of work permit - addresses use of software / AI-type assistance in the administrative decision-making process

As of November 10, 2023, the following decisions have cited *Haghshenas* regarding the Chinook software issue in the work permit context:

- *Raja v Canada (Citizenship and Immigration)*, [2023 FC 719](#) (May 23, 2023, Ahmed J., JR dismissed) para [30](#)
- *Ardestani v Canada (Citizenship and Immigration)*, [2023 FC 874](#) (June 21, 2023, Aylen J., JR dismissed) para [26](#)
- *Zargar v Canada (Citizenship and Immigration)*, [2023 FC 905](#) (June 28, 2023, McDonald J., JR dismissed) para [12](#)
- *Shirkavand v Canada (Citizenship and Immigration)*, [2023 FC 1022](#) (July 26, 2023, McDonald J., JR dismissed) paras [12-14](#)
- *Jamali v Canada (Citizenship and Immigration)*, [2023 FC 1328](#) (October 5, 2023, Little J., JR dismissed) para [43](#)

11.	<i>Singh v Canada (Citizenship and Immigration)</i> , 2023 FC 1036 (July 28, 2023)	Paras 28-31	Granted	Mr. Justice Mosley	Language proficiency – refusal of work permit under TFWP – Officers have discretion to determine language sufficiency, but must be justified
12.	<i>Farboodi Langaroodi v Canada (Citizenship and Immigration)</i> , 2023 FC 1280 (September 22, 2023)	20-22	Dismissed	Mr. Justice Ahmed	Language proficiency – work permit under TFWP and LMIA
	<p><i>See also:</i></p> <ul style="list-style-type: none"> • <i>Hosseinibay v Canada (Citizenship and Immigration)</i>, 2023 FC 988, (July 19, 2023, McDonald, J JR granted) paras 8-11. Comments: Language proficiency – refusal of work permit under TFWP 				

5. Misrepresentation and Innocent Mistake

	Case	Sub-topics and notable paragraphs	Decision	Judge	Comments
13.	<i>Singh v Canada (Citizenship and Immigration)</i> , 2023 FC 1135 (August 24, 2023)	9, 14-24	Dismissed	Mr. Justice Diner	Refusal of work permit under the TFWP - inadmissible for misrepresentation under 40(1)(a) of <i>IRPA</i> – submitted bank records of someone else – argued innocent misrepresentation due to incompetent immigration consultant – use of unauthorized “ghost” consultant not condoned and not sufficient explanation. The narrow exception of innocent misrepresentation only applies to truly extraordinary circumstances where an applicant honestly and reasonably believed they were not misrepresenting a

					material fact and knowledge of the misrepresentation was beyond their control.
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6. Economic Class/Permanent Residence

	Case	Sub-topics and notable paragraphs	Decision	Judge	Comments
14.	<i>Gumtang v Canada (Citizenship and Immigration)</i> , 2023 FC 758 (June 1, 2023)	13-14, 18 Procedural Fairness: 17	Dismissed	Madame Justice Aylen	Refusal of application for PR under the Home Child Care Provider Class [HCCPC] as part of the economic class - Applicant did not meet the educational requirements – years of study without conferment of credential is not sufficient – credential is essential – procedural fairness requirements

15.	<i>Singh v Canada (Citizenship and Immigration)</i> , 2023 FC 219 (February 15, 2023)	22-23	Dismissed	Madame Justice Sadrehashemi	24 months work experience <i>preceding</i> application not completed – Ministerial instruction



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TAB 7

31st Immigration Law Summit

DAY ONE

Ethical Challenges in Immigration Practice, Including Those Arising From IRCC Technology, Portal Fatigue and Errors Etc.

November 21, 2023



Top 10 Tips Sheet:

Authors:

- Ali Esnaashari, *Esna Law Professional Corporation*
- Shoshana Green, C.S., *Green and Spiegel LLP*
- Gabriela Ramo, *EY Law LLP*

1. **Set Clear Communication Boundaries:** Establish and communicate reasonable response times to manage client expectations effectively.
2. **Provide Regular Updates:** Implement a structured system for periodic case updates to keep clients informed and minimize the need for constant inquiries.
3. **Educate on Process Realities:** Clearly explain potential delays and the unpredictable nature of immigration processes to manage client expectations (IRCC's Backlog Dashboard).
4. **Define Follow-up Protocols:** Establish clear guidelines and timeline for follow-up, and actions the client(s) can expect from your office.
5. **Anticipate Issues...:** Proactively explain issues such as your role as counsel and what you can and cannot do for a client, solicitor client privilege and joint retainers, costs and billing, etc. and make sure clients have a clear understanding of all key issues.
6. **...Proactively Mitigate:** Have in place a good retainer document that clearly sets out these issues and where the client acknowledges, through their signature, that they understand the parameters of the engagement, the costs and billing and their rights and obligations under a joint retainer. The time to put this in place is at the very beginning of the engagement, and not once an issue comes up.
7. **Prioritize Empathy:** Approach client interactions with empathy, understanding the emotional toll immigration uncertainties can take.
8. **Immigrants are people:** Immigration is always personal. Each application is for a person. Understand that the client is a human being and treat the client as a person not a piece of paper.
9. **But don't take it too personally:** It is important to separate the work you do as a lawyer, from you as a person. When facing challenging situations or difficult clients, remember that the client is reacting to the situation and its impact on them, and focus on resolving the issues rather than on the personalities involved. Being a lawyer is your profession; it should not define you as a person.
10. **You don't have to be an island:** Seek and nurture a circle of mentors and colleagues who you can reach out to when dealing with difficult ethical and other dilemmas. Being able to talk issues through with a trusted colleague is very helpful, particularly when dealing with ethical issues where there is often no clear right answer. Do not be afraid to ask others for their thoughts - chances are you are not the first lawyer to face the issue and the experience of others is often invaluable.

Joint Retainers & Conflict

Your firm has been retained by Clever Industries to assist it with Canadian immigration matters. Clever is part of a large multinational conglomerate and at any given time you handle multiple immigration matters for Clever employees.

Clever wishes to transfer Fred to Canada, a senior executive who has been employed with Clever in the U.S. for just over a year, and who will assume the role of Chief Financial Officer of the Canadian operation. During your briefing call with Fred, he discloses two issues that could lead to inadmissibility issues:

1. His spouse was diagnosed with a medical condition that requires extensive medical treatment; and
2. Fred was convicted ten years ago of embezzlement against his previous employer.

Fred tells you Clever is not aware of these issues and under no circumstances are you to share this information with the company. What do you do?

1

Managing expectations: the unruly and anxious post-covid client:

Sarah, a postdoctoral researcher from Turkey, retained your firm for her immigration matter. She is experiencing heightened anxiety due to delays caused by the pandemic. She inundates your inbox with multiple emails throughout the week, seeking reassurance and updates on her application, often citing “new information” she has discovered on social media. She is not rude in her emails, and reiterates that her whole life is on hold, waiting for the outcome of her immigration matter.

How would you handle this situation?

2

Dependents, declarations and ethical concerns

Sarah is in Canada on a work permit with her husband and children. Her husband is on an open work permit based on Sarah's skilled work permit. Sarah applies for permanent residence through Express Entry with her children and without her husband who is identified as a non accompanying dependent. Sarah receives an ITA, applies for PR and is about to be landed. Sarah now comes to seek advice on the sponsorship she intends to file for her husband, once she becomes a PR.

What do you do?

3

The online immigration lawyer: mistakes, misrepresentation and the ethical dilemmas.

Clever's policy is to support its temporary foreign workers with applications for permanent residence as part of its employee retention strategy. They have retained you to assist Beth, who is managing a complex and crucial function, in obtaining permanent residence under Express Entry. You create a profile for Beth, but warn both Beth and Clever that Beth's score is low and she may not be selected from the pool. Everyone is thrilled, however, when a couple of weeks later there is a special draw for Beth's occupation. You put together the application for PR as quickly as you can, and submit it. You are shocked when, a few weeks later, the application is returned. One of the police certificates submitted with the application did not meet the requirements and, in your haste, you did not review it closely, and you did not have Beth review the finalized package before uploading.

What do you do?

4



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TAB 8

31st Immigration Law Summit

DAY ONE

Recent IRCC Program Changes

November 21, 2023



Law Summit 2023

Day 1- November 21, 2023

Canada's new strategies to attract skilled talent to support key industry sectors and tackle labour shortages across Canada

Betsy Kane, C.S.

Capelle Kane Immigration Lawyers, Ottawa, Ontario



1

IRCC is slowly moving to target specific occupations and industry sectors to address shortages under temporary and permanent lines of business

- Permanent Residence Stream – category-specific selection in terms of NOC code, economic sector and French language proficiency.
- Temporary Resident Stream – H1B Program (10,000 spots) – Grant of Open Work Permit (3 yrs) – any employer in Canada or abroad, + self employment – remote or bricks & mortar office work.
- Temporary Resident Stream – Start-Up Visa candidates – Grant of Open Work Permit (3 yrs) - any employer in Canada or abroad, + self employment – remote or bricks & mortar office work.
- Temporary Resident Stream – Agriculture Stream - SAWP – Minister alluded to possible Open Work Permits by region to combat exploitation in sector.
- Temporary Resident Stream – International Students + TFW Family – Work without Work Permit - Open Work authorization. Minimum wage requirement only.
- Temporary Resident Stream – International Experience Class (IEC) Program Expansion – Offers both open and closed work permit options.
- Temporary Residence Stream - Digital Nomads (working visitors) – Entry granted to work remotely for employer abroad or self-employment for entity outside Canada – Visitor Record or status (eTA or TRV) – Port of entry package necessary – may be admitted without examination at kiosk. Exposure to business and payroll taxes without clear IRCC + CRA policy on this category. Refer digital nomad to tax advisors.
- Hybrid TR to PR – Economic Mobility Pathways Program EMPP – skills-based and employer-specific based.

2

Who is IRCC targeting in new programs + roll out of innovation strategy?

- Looking to attract skills and knowledge that do not necessarily require a nexus to an employer operating in Canada, a specific occupation, NOC code, TEER level or location of work.
- IRCC seems to be partially migrating to a broad-based skill set that is nimble and where PA can maintain employment and business relationships in Canada and/or abroad. Appears to be effort to attract skills and attributes that can both meet the needs of the Canadian economy but also entice skilled applicants to “try out” Canada by offering incentives that could meet Canada’s economic and demographic needs in the long run.

3

IRCC New Innovation Stream and Canada’s Tech Talent Strategy under IMP - Who is Canada trying to attract and why?

- **Innovation Stream (coming late 2023)– IMP- tackle skills shortages in tech sector based on industry consultation. (Amazon, Canadian Council of Innovators)**
- New LMIA exemption for high-growth employers (political?) + talented workers to support Canada’s innovation priorities + high tech industries. **Two options on the table under IMP: Design has yet to be finalized.**
- Up to 5-year employer specific work permit for TFWs joining employers identified by Gov. Cda as contributing to industrial innovation goals.
- Up to 5-year open work permit for highly skilled occupations in demand occupation (i.e. GTS / QC lists?).
- Promoting Canada as destination for Digital Nomads – remote self-employed or foreign employed individuals. Will consider whether Canadian wants to actively attract remote working visitors more broadly than is currently allowed (6 mo. stay). No formal policy on nomads is concerning when making POE applications. Nomads must be mindful of tax consequences.
- IRCC hoping working visitors will chose to join Canadian labour market with employers in Canada. Leap of faith? Would digital nomads want to trade off fully remote work for bricks and mortar office work or hybrid work, along with tax consequences?
- Potentially continue targeted H1B poaching to leverage TFWs in USA without pathway to green card status in foreseeable future.
- Improve existing program - Push to attract high-skill tech sector occupations. Messaging about returning to 2-week GSS work permit processing standard. → Contrast this effort under IMP with absence of remote work policy under TFWP?
- Efforts to expedite SUV applicants to augment innovator backed entrepreneurship in Canada → Extended duration of SUV WP – allow OWP for principals and family.
- **Backgrounder on Canada Tech Talent Strategy recognizes the value of remote work and labour mobility:**
“This will expand the opportunities available for skilled workers to continue to pursue their careers in the high-tech sector and contribute to economic growth and prosperity in North America”.

4

Express Entry and Category Based Selection(CBS) Target rates for candidates in specific occupations

IRCC targeting STEM occupations with the roll out of CBS.

Only 1 STEM CBS draw July 5, 2023 – 500 ITA's @486 points

24 occupations identified under CBS,

Tech Glitch Reported to CIMM by DM IRCC

- Estimated Percentages of Permanent Resident Invitations that will be issued through the Express Entry system overall (includes all regular EE and CBS draws)

- 28% - 31% STEM occupations
- 11% - 15% French-language proficiency
- 9% - 12% health care occupations
- 3% - 4% trades occupations
- 1% - 2% transportation occupations
- 1% - 2% agriculture occupations

<https://www.theglobeandmail.com/business/article-ircc-immigration-stem-express-entry/>

<https://www.cbcnews.com/2023/08/ircc-outlines-targets-for-category-based-express-entry-invitations-0836636.html#p=000wte>



5

IRCC confirmed there was an IT glitch >
Explanation for low numbers & delayed draws

New CBS skills draws coming before the end of
December 2023.

- Meeting No.78 CIMM – Standing
Committee on Citizenship and Immigration (CIMM)

Listen here

<https://www.noscommunes.ca/DocumentViewer/en/44-1/CIMM/meeting-78/minutes>



6

The Great Divide – Employer-Specific based Talent vs. Free Agents

- **Distinctions**
- TFWs in Canada who may work remotely under employer-specific HQ + terms. [i.e. GTS + TFWP + IMP + IEC].
- TFWs permitted to work under hybrid model provided Canadian employer maintains physical business premises. [i.e. GTS + TFWP + IMP + IEC].
- TFWs in Canada who must report for work on-site at employer premises and client sites under employer specific terms. [i.e. occupation-specific (healthcare, trades) + category-specific (ICT start-up) + absence of ESDC policy & constraints.
- TFW's permitted to work anywhere + anyhow without any strings attached (H1B, SUV, spouses + children of TFWs and international students)
- Visitors permitted to work anywhere + anyhow - short-term (6 mo.) for now.
- Physical space still important for certain work permit applications.
- Recent FCC case of ICT on importance of physical premises – **Seyed Mansour Shams IMM-8795 2023 FC 1300 September 26, 2023**. ICT Start-up – no plan to open physical office in Toronto. Only 1 employee in YR1. Plan for 3 FT by YR3. Argued no legal requirement for physical premises nor need as Executive/Founder ICT TFW. Officer noted absence of rationale for not requiring an office or securing shared workspace to support business. Office space one factor in finding business plan aspirational and lacking significant benefits to Canada.
-

7

Message from IMM REPS Representative Mailbox August 25, 2023, on remote work.

QUESTION 1: Can your offices share the Department's policy vis-à-vis permitting fully remote work or a hybrid remote work option for employer-specific work permit holders under the International Mobility Program?

RESPONSE 1: While IRCC does not currently have guidance for officers to assess work permit applications for fully remote or hybrid work situations specifically, they are guided by the principle of ensuring that the offer of employment is genuine as per R200(5). Officers must be satisfied that the offer of employment is reasonable in relation to the type of business the organization is engaged in and whether it meets the employer's needs. If the work is intended to be fully remote, officers may need evidence of why the worker is needed in Canada (versus working from their own country) before a work permit can be issued. It is recommended that Employer Agreements include any telework arrangements (hybrid or fully remote) that are planned.

QUESTION 2: Similarly, can you advise why under Canada's [new tech talent strategy](#), the Department is encouraging foreign nationals holding H1B status in the USA and Start-Up Visa work permit holders to come to Canada to work and permitting them to remotely for Canadian and/or foreign employers?

RESPONSE 2: The recruitment of foreign nationals holding H1B visas is intended to attract technical workers for reasons outlined in this [Public Policy](#). Although they may continue working for their U.S. employers once in Canada, the hope is that these work permit holders may eventually integrate into the Canadian labour market. This [Public Policy](#) exempts work permit applicants from the requirements R200(1)(c): This means that there is no job offer assessment and the work permits are Open. This essentially allows the holders of work permits in the program to work for whom, and where, they like.

The [Start Up Visa Work permit](#) is for intending immigrants who will work for themselves in Canada to start their business. Their location of work would normally align with their business needs, and the guidelines are silent on the possibility of telework.

QUESTION 3: What is the reason for allowing fully remote work terms for some foreign nationals in Canada and not for others?

RESPONSE 3: As you may be aware, as per R2, work is defined in the Regulations as an activity for which wages are paid or commission is earned, or that competes directly with activities of Canadian citizens or permanent residents in the Canadian labour market. Work from Canada for a foreign employer does not meet the definition of work, hence a work permit would not be required by a foreign national visiting Canada who works remotely for a foreign employer.

QUESTION 4: Are there limitations on who may work remotely in Canada under an employer-specific work permit, either in a fully remote or hybrid remote work arrangement?

RESPONSE 4: Please see above. Please note that IRCC recognizes the value of allowing for remote work, as this practice has become increasingly common and indeed necessary for some employers and as such, we are currently assessing the needs of Canadian labour market.

8

- IRCC not ready to publicize remote work policy as it pertains to TFWP and IMP streams. Leaves employers in limbo in terms of HR planning and maintaining compliance.
- ESDC has no published policy. GTS allows fully remote work with report on TFW home office location. Remote work option a best company practice for LMBP purposes.
- Post-covid most employers required to offer flexibility and hybrid work option to attract + retain skilled employees. This labour market pressure recognized under GTS but case-by-case assessment under high wage + high skilled occupations. Case-by-case evaluation makes attracting skilled applicants more difficult for industry, especially given LMIA & WP processing times. ESDC questions why employer requires TFWs for remote work from inside Canada. Has arisen with CBSA at POE as well.
- Employers must disclose all locations of employment as this drives recruitment and wage requirements. Locations must be specified in employer portal offer and on face of work permit.
- Could federal government be awaiting provincial laws, policies and guidance that govern employment?



9

Why the delay in formulating remote/hybrid work policy? Why inconsistencies in program delivery for fully remote businesses?
Ontario – Bill 79 – *Working for Workers Act 2023- Amendment to ESA.*

- Bill 79 – *Working for Worker Act* – **became law October 26, 2023** - expands the definition of “premises” for the purposes of mass termination to include an employee’s private residence if the employee is full-time remote.
- Could Bill 79 serve as provincial recognition that an employee’s home office is an extension of an employer’s business premises more generally? Could this be the direction of provincial employment law? Will such legislation serve to accelerate IRCC and ESDC to recognize remote work under both the IMP and TFWP. Worth arguing!
- SC requires **physical business address** to be listed/documented (bill w/ business name + address) when registering employer for National Job Bank (NJB). New and fully remote enterprises shut out or need to identify bricks + mortar primary business address. Creates barrier and pain point to access TFWP. SC is mandating proof of physical office premises for employer registration for NJB. SC also needs SIN associated with employer representative in Canada.
<https://www.jobbank.gc.ca/support/question?qaid=34&tid=11>
- Challenging for start-ups accessing TFWP. Whereas this barrier is not present under the IMP. Remote business can register for IRCC employer portal with CRA business number.

10

Ontario – Bill 79 – *Working for Workers Act 2023- Amendment to ESA.* –
Amendment to ESA section 53(2) – **Came into force October 26, 2023**

**PART XV
TERMINATION AND SEVERANCE OF EMPLOYMENT**

INTERPRETATION

Meaning of “establishment”

53.2 In this Part, except for clause 58 (2) (b) and subsection 58 (5), and for the purposes of Part XVIII (Reprisal), section 74.12, Part XXI (Who Enforces this Act and What They Can Do), Part XXII (Complaints and Enforcement), Part XXIII (Reviews by the Board), Part XXIV (Collection), Part XXV (Offences and Prosecutions), Part XXVI (Miscellaneous Evidentiary Provisions) and Part XXVII (Regulations) insofar as matters concerning this Part are concerned, “establishment” means an establishment as defined in subsection 1 (1) subject to the following modification:

1. The phrase “location at which the employer carries on business” includes a private residence of the employer’s employee if the employee performs work in the private residence and the employee does not perform work at any other location where the employer carries on business; 2023, c. 15, Sched. 2, s. 2.

- *Employees Working in Private Residences Eligible for Enhanced Notice Provided in Mass Terminations (50+ employees).* Bill 79 provides that when determining whether there has been a mass termination (i.e., whether employment of 50+ employees has been terminated) at an employer’s “establishment,” the “location at which the employer carries on business” will include an employee’s private residence provided the employee performs work there and does not perform work at any other location where the employer carries on business.
- Bill 79 also provides that in addition to posting a notice of mass termination in the establishment, employers must provide notice to each affected employee.

11

Solutions in the absence of policy guidance!

- Disclosure of locations of work mandatory including on-site and remote options (NJB, LMIA application, Employer Portal, Work Permit application).
- Where needed explain employer rationale for remote/hybrid work option (e.g. company wide policy for domestic and foreign workers, same time zone, recruitment challenges to smaller and/or undesirable communities and/or with housing availability-cost concerns).
- Where needed point to GTS policy allowing fully remote work - IT sector. Same Department (ESDC) – Same Program (TFWP) - Different stream & circumstances.
- Underscore recognition of need to modify work locations during covid lock downs. Covid is not over. Ongoing need to boost vaccination. Employers must continue to protect employees and families. ESDC recognized need to migrate from specific location(s) of work to home offices for employer compliance purposes.
- National Job Bank now allow employers to lists workplace Options for employer to select include - **remote work unavailable – remote work available – virtual job – on the road job**. Employer can elect **virtual job** and the advertisement will clearly indicate so.
- Ensure telework-remote work indicated in employment agreement or job duties.

12

Using the National Job Bank (NJB) for Employers for TFWP recruitment – No SIN available?

I'm an employer and I don't have a Social Insurance Number (SIN). What should I do?

To recruit on Job Bank, a Social Insurance Number (**SIN**) is **required** in order to access Job Bank for Employers. If you don't have a SIN, you won't be able to create your own user account to register the business and post jobs.

However, other options are available to you if you need to [hire](#) for your Canadian business or your private household. You can:

- **Designate an employee who has a valid SIN to post jobs for the business** by signing up on Job Bank for Employers
- **Use the services of a third-party company to take charge of the recruiting process on Job Bank**

The designated person or third-party company will need information about your business or private household to create the employer file before posting jobs.

- You'll have to **provide your [payroll account number](#)** as issued by the **Canada Revenue Agency (CRA)**, the **primary business address and other employer details**.
- Although you are **not eligible** to use Job Bank for Employers **without a SIN**, you can still manage the screening and hiring process. Simply ask the designated user to add your email address to the employer file and on the job postings as an application method so you can receive the resumes in your own inbox.
- <https://www.jobbank.gc.ca/support/question;jsessionid=869C52B78864E72939990A99A38886E2.jobsearch74?qaid=105&tid=98>

13

Exemptions to LMIA Online. Option to file by paper form

- As of April 2023, all LMIA application forms have been removed from the TFWP website → supporting the program's transition to the LMAO Online Portal.

Exemptions <https://www.canada.ca/en/employment-social-development/services/foreign-workers/online-portal.html>

- Employers must meet certain requirements to be able to use the LMIA Online Portal. **If you fall within 1 of the exemption categories listed below, you may get an exemption from submitting your application online.**

Exemption A

You can't obtain a Job Bank account for 1 or both of the following reasons:

- You don't have a SIN
- You don't have a payroll account number associated with a business number issued by the CRA

Exemption B- Limited Internet/computer access. + **Exemption C** – LMIA online system outage

How to request an exemption

If you, as an employer, are unable to apply using the LMIA Online Portal because you meet 1 of the exemptions listed above, you can request an exemption to obtain a PDF LMIA application form by emailing edsc.demande.formulaire.ptet-tfwp.form.request.esdc@servicecanada.gc.ca.

Include the following information in your exemption request:

- company name
- business number
- reasons for needing an exemption and the exemption category that may apply to you
- streams you would like to apply to

Service Canada will review your request and will determine if you meet the exemption criteria. You'll get a reply by email within 5 business days.

- Proof of exemption required

- If you're a third-party representative, you can request an exemption on behalf of your clients if they meet the exemption criteria identified above.

14

Recognized Employer Program (REP): Is this a Trusted Employer Program?

- IRCC has now introduced a REP that corresponds to Minister's mandate letter to introduce a trusted employer system. 2023 was the start of the REP for the agriculture sector.
- Starting in 2024, REP to open to other employers using the TFWP for a high-volume positions accessing TFWP. 84 occupations (not GTS Cat B list). Only open to select employers for select occupations. The REP is **not** open to any employer who can demonstrate they are a genuine and trusted employer. Eligible employers must have applied LMIA for at least 3 identical positions in the last 5 years (since 2019) to qualify to use this expedited application process. Open Jan 1, 2024. Closes Dec 31, 2026.
- Only open to what appears to be occupations where ESDC receives the most LMIA applications for multiple positions. Still need to advertise, TP + housing, cap + random compliance check-ins (starting in 2025).
- The REP is not a trusted employer system *per se*. Though premised on highly compliant eligible employers that will undergo a more rigorous frontend compliance and genuineness assessment. Annual wage reviews.



15

Recognized Employer Program - REP

Benefits

- **Employer Benefit** - Longer term duration (36 month) now that ESDC rolled back the 18-month duration to 12 months.
- **ESDC Benefit**: Will make it easier for ESDC to process a high-volume applications for most in demand occupations with labour shortages in a truncated fashion. Pilot to see if make process more efficient?
- Allows for Bulk LMIA applications for high volume users of the TFWP.

Shortcomings

- Pilot program only available to some employers applying for admission to the program **by September 2024**. LMIA will be valid for up to 36 months for LMIAs approved in 2024.
- Fails to address employers who have used TFWP consistently for years and can be trusted by virtue of passing one or more compliance inspections or meeting commitments under LMIAs and LMBPs.
- Publicly traded companies or large and small recognized Canadian employers that are making significant contributions to hiring Canadians, PRs, new graduates & underrepresented groups and offering competitive wages and benefits excluded from REP unless positions are in the select 84 NOC codes and where more than 3 of the same positions was filled by TFWs.
- REP does not translate to faster LMIA processing times. Only simpler application process. ESDC has indicated there are no service standards for REP *per se* like the GTS. Only commitment is intention to prioritize across regions.
- Still need to continue advertising domestically for positions annually despite fact that REP to respond to labour shortages?

16

Observations on the Recognized Employer Program (REP)

- Important for high volume businesses like fast food service, construction and trades, healthcare, truck transport and targeted sectors in the short term only. Could be strategy to help ESDC manage current volumes. As Pilot Program, any permanent program will surely look different.
- No real advantage for employers now that LMIA online is mandatory.
- LMIA application on-line can be less cumbersome than the former paper applications.
- New Innovation Strategy under IMP may offer more significant advantages (long-term LMIA exemption) for trusted employers including publicly traded and recognized employers.
- IRCC moving to a more facilitative approach to processing applications across all lines of business.

17

84 NOCs under REP

- Key Occupations that benefit: Healthcare examples:

31301	Registered nurses and registered psychiatric nurses	31209	Other professional occupations in health diagnosing and treating
31100	Specialists in clinical and laboratory medicine	31303	Physician assistants, midwives and allied health professionals
31101	Specialists in surgery	31121	Dieticians and nutritionists
31102	General practitioners and family physicians	31112	Audiologists and speech-language pathologists
31103	Veterinarians	31202	Physiotherapists
31111	Optometrists	32109	Other technical occupations in therapy and assessment
31201	Chiropractors	31203	Occupational therapists

18

REP Occupations

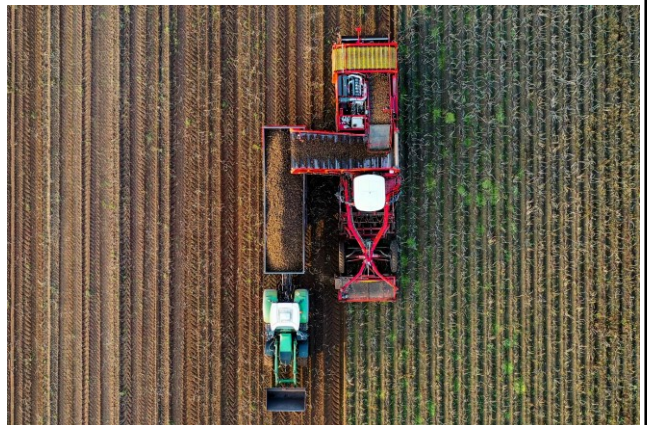
- Dental Care
- Transport – Transport truck drivers
- Home support workers
- Food Service Supervisors – Chefs – Cooks- Butchers – Meat Cutters + Fish mongers – food and beverage servers- food counter attendants
- Trades: Carpenters, Cabinetmakers, Construction millwrights, Heating , refrigeration & AC mechanics, electrical mechanics, elevator constructors & mechanics, Residential/Commercial installers



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REP - Labourers

NOC code 2021	Occupation
85100	Livestock labourers
85101	Harvesting labourers
84120	Specialized livestock workers and farm machinery operators
85103	Nursery and greenhouse labourers



20



Questions

Questions for the Audience?

- What are your strategies for tackling remote/hybrid work scenarios when advising employers?
- Is economic growth tied to having physical business premises? Is TFWP only open to business that have scaled? Elimination of owner-operator LMIA tackled problem with self-employed LMIA/WP.
- Are employers still be asked to report to ESDC TFW home office address once TFW arrives in Canada? ESDC advises Nov 16, 2023, they need input from other “group” to accurately advise on this question.
- How many H1B status applicants have actually arrived in Canada? 6000?
- Stakeholder feed back on new tech talent strategy?

<https://www.cnbcfrica.com/2023/how-the-u-s-lost-thousands-of-high-skilled-workers-to-canada/>