



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

Assistant Deputy Minister Operations

Sous-ministre adjoint Opérations

Ottawa K1A 1L1

s.21(1)(a)

s.21(1)(b)

F-1201046

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MEMORANDUM TO THE DEPUTY MINISTER AND THE ASSOCIATE DEPUTY MINISTER

MANAGING FEDERAL HIGH SKILLED INVENTORY

FOR DECISION

SUMMARY

- The purpose of this memorandum is to seek your decision regarding an extension of the pause on Federal High Skilled Express Entry Rounds from November 1, 2021 to January 31, 2022, based on existing large inventories and limited levels space planned for the Federal High Skilled (FHS) streams in 2022.
- Travel restrictions that were in-place throughout most of 2020 and 2021 have led to the accumulation of a large volume of FHS applications in the processing inventory. This will continue to drive processing times up in excess of the six month service standard.
- At this time, the Department projects that the inventory under the FHS streams (Federal Skilled Workers, Federal Skilled Trades and Canadian Experience Class) at the end of 2021 will be more than sufficient to meet admissions targets next year, under all of the scenarios currently under consideration in the 2022-2024 Multi-Year Levels Plan.
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BACKGROUND:

- The Department has maintained a pause on Federal Skilled Worker (FSW) invitations since December of 2020, due to travel restrictions inhibiting the processing of overseas economic applications. In the spring of 2021, the Department created the Temporary Resident to Permanent Resident Pathway (TR2PR) and invited large numbers of Canadian Experience Class (CEC) candidates, in an effort to support 2021 admissions by increasing the number of Canadian residents who could apply for permanent residence.

- This led to significant inventory growth, which will need to be addressed in upcoming years. The inventory buildup has led clients, who previously applied through Express Entry streams, to face processing times in excess of the six month service standard.
- The number of FHS invitations issued from January 1, 2021 to September 20, 2021, will for the most part result in 2021 admissions. However, with the border effectively closed since March 2020 for overseas skilled workers, the FHS inventory grew significantly. In order to achieve the 6 month service standard and respect the FHS levels space planned in 2022, this inventory would need to be reduced by more than half before inviting any new clients to apply.

CURRENT STATUS:

- Under current options being explored as part of the 2022-2024 Multi-year Levels Plan (MYLP), FHS is likely to face a significant reduction to accommodate other ministerial and departmental priorities. Under the current options, the FHS admission target could be significantly reduced with some preliminary scenarios seeing decreases by more than 50% of the 110.5K that was allocated in the previous plan. These reductions are due to admissions space required to accommodate the TR2PR stream and the resettlement of Afghan nationals to Canada.
- FHS rounds have been paused since September 20th. An estimated 76K FHS persons will be on inventory at the start of 2022, which is significantly higher than what is needed to meet 2021-2023 FHS admission targets, and therefore, no new FHS intake is required for at least the first half of 2022.
- FSW processing times are currently at 20.4 months (over three times higher than the service standard), and is expected to continue to grow as older inventory is processed. The FSW processing time is expected to rise to 36 months throughout 2022. For CEC, the processing time is 7.6 months.
- Given that existing inventory is sufficient to meet FHS levels space under all scenarios being considered for 2022, any FHS invitations issued between November 1, 2021 and January 31, 2022 will be processed outside of the six month service standard, and will not contribute to 2022 admissions.
- The size of the Express Entry pool has grown over the last year. This trend is expected to continue, with the pool growing to approximately 207,000 candidates by the end of 2021, even if invitations to apply are resumed at a modest pace.
- Given the current composition of the pool, the minimum Comprehensive Ranking System (CRS) score necessary to receive an invitation to apply would likely rise above 500 and remain high, regardless of whether invitations are further paused, or resume at a modest pace in the very near term. In both scenarios, the CRS score would likely remain high for approximately six months. Candidates with these scores have very high human capital, but also tend to be very homogenous (high language proficiency, education levels, significant work experience, and potential arranged employment).

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CONSIDERATIONS:

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CONSULTATIONS:

- Consultations have been held with the Operations and Policy branches, Communications, and other branches participating in the Levels Planning and Production Committee.

RESOURCE IMPLICATIONS:

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COMMUNICATIONS IMPLICATIONS:

- During the pandemic, the Department temporarily paused the FSW and FST intake, instead focusing on CEC and PNP invitations of the in-Canada population as a way of trying to meet the 2021 admissions targets. In this case, all FHS intake (FSW, CEC and FST) paused would be maintained while continuing with PNP invitations.

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outset.

RECOMMENDATION:

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NEXT STEPS:

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- The Department will continue inviting all PNP candidates in the Express Entry pool on a bi-weekly basis. Regardless of the option selected, International and Intergovernmental Relations will inform PTs of the Department's invitation to apply strategy going forward.

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e-approved

Marian Campbell Jarvis
Assistant Deputy Minister,
Strategic & Program Policy

Daniel Mills
Assistant Deputy Minister
Operations

I concur

I concur

Option 1 (Recommended)

Option 1 (Recommended)

Option 2

Option 2

I do not concur

I do not concur

Caroline Xavier
Associate Deputy Minister

DM Tapley e-approved November 24, 2021

Catrina Tapley
Deputy Minister

Scott Jones
Federal Lead, Proof of Vaccine Credentials
Associate Deputy Minister