

Leveraging the Ontario Immigrant Nominee Program (OINP) to attract and retain global talent

Canadian Veterinary Medical Association
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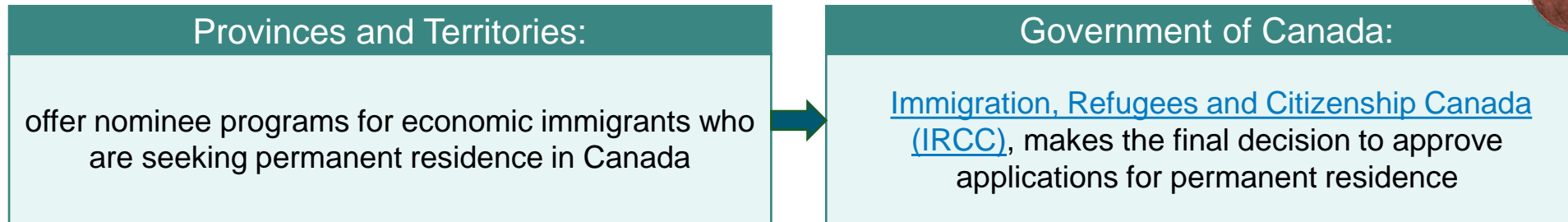
Cette présentation est aussi disponible en français.

The Ontario Immigrant Nominee Program (OINP)

nominates people for permanent residence who have the skills and experience the Ontario economy needs

Immigration in Canada

- Immigration is a shared jurisdiction between federal, provincial and territorial governments.



- The [Ontario Immigrant Nominee Program \(OINP\)](#) is Ontario's economic immigration program that nominates foreign workers with the skills and experience needed to meet Ontario's labour market needs for permanent residence.

Quick facts:

- In 2022, 42% of new permanent residents in Canada chose Ontario as their destination.
- In 2023, the OINP's nomination allocation is 16,500.

Objectives of the Ontario Immigrant Nominee Program (OINP)

The OINP nominates economic immigrants to IRCC for permanent residence to:

- Facilitate economic immigration across Ontario to address labour market needs
- Support Ontario's efforts to attract skilled talent and business investment
- Assist employers with talent needs, including needs to:
 - fill labour shortages
 - retain international students
 - Attract, hire and retain skilled workers
- Promote and facilitate francophone immigration



OINP Categories and Streams

- The [Ontario Immigrant Nominee Program \(OINP\)](#) operates the following streams to attract skilled talent:

Category	Stream	Designed for	How to apply
Employer Job Offer	Foreign Worker	Skilled foreign workers with a permanent full-time job offer in Ontario	OINP expression of interest (EOI) system
	International Student	Recent graduates with a permanent full-time job offer in Ontario	
	In-Demand Skills	Foreign workers in an in-demand occupation with a permanent full-time job offer in Ontario	
Human Capital	Ontario Express Entry (OEE) Human Capital Priorities	Foreign workers who have the required skilled work experience, language abilities and education	Federal Express Entry pool
	OEE French Speaking Skilled Workers	French-speaking foreign workers with strong English language abilities	
	OEE Skilled Trades	Foreign workers with Ontario work experience in an eligible skilled trade	
	Masters Graduate	International graduates with an Ontario Masters degree	OINP expression of interest (EOI) system
	PhD Graduate	International graduates with an Ontario PhD degree	

Key Benefits of OINP Streams

Employer Job offer category	Ontario's Express Entry system	International graduates (Master & PhD graduates)
<ul style="list-style-type: none">Employers can leverage this category to retain international students and temporary workers, or to attract foreign skilled workers inside and outside of CanadaLabour Market Impact Assessment (LMIA) not requiredUpon nomination from the OINP, the nominee receives a work permit support letter	<ul style="list-style-type: none">No job offer requiredUpon nomination, applicant receives 600 additional points to their Express Entry profileApplicant can apply from within or outside of Canada	<ul style="list-style-type: none">No work experience requiredNo job offer requiredMasters graduates can apply from within Ontario or outside CanadaPhD graduates can apply from within or outside Canada

Employer Job Offer Category:

Foreign Worker Stream

for skilled foreign workers with a permanent full-time job offer in Ontario

International Student Stream

for recent graduates with a permanent full-time job offer in Ontario

Employer Job Offer Category: Key Benefits for Employers

- Employers can leverage this category to retain international students and temporary workers, or to attract foreign skilled workers.
- A Labour Market Impact Assessment (LMIA) is not required to support an application under any of the OINP Employer Job Offer streams.
- The application process is completed by the applicant, not the employer.
- Upon nomination from the OINP, the nominee will receive a work permit support letter from OINP. This allows them to settle and work in Ontario while applying to the federal government for permanent residence.

Employer Job Offer Category: Key Responsibilities for Employers

- Must provide the applicant with a permanent, full-time job offer.
- Must ensure that the company and the position offered to the applicant meets program criteria.
- The Foreign worker and In-Demand Skills streams require employers to post the position for at least four weeks using two advertising or recruitment methods minimum, unless the applicant is authorized to work in Ontario.
- Must provide the completed Employer form to the applicant.
- Must inform the OINP in case of modification or termination of the job offer/employment.



Example Scenario

Employer Job Offer: Foreign Worker Stream



Sylvia

Age: 27
Country of origin: the Philippines
Currently residing in: Kitchener, ON
Occupation: Veterinarian

- Works as a Veterinarian at an animal clinic in Kitchener for 2 years;
- The animal clinic provides Sylvia with a permanent full-time job offer for the same position paid \$83,895 per year.

Employer Job Offer: Foreign Worker

- ✓ Eligible permanent full-time job offer in skilled occupation at TEER category 0, 1, 2 or 3 of the NOC, from an employer in Ontario;
- ✓ Wage equal or higher than the median wage for the region;
- ✓ Company in active business for at least 3 years;
- ✓ Business has a gross annual revenue of \$500,000 for the previous fiscal year*;
- ✓ Business has 3 full time permanent residents or Canadian citizens employees working at same location*;
- ✓ Applicant has 2 years of work experience in the same position as the job offer.

Example Scenario

Employer Job Offer: International Student Stream



Anika

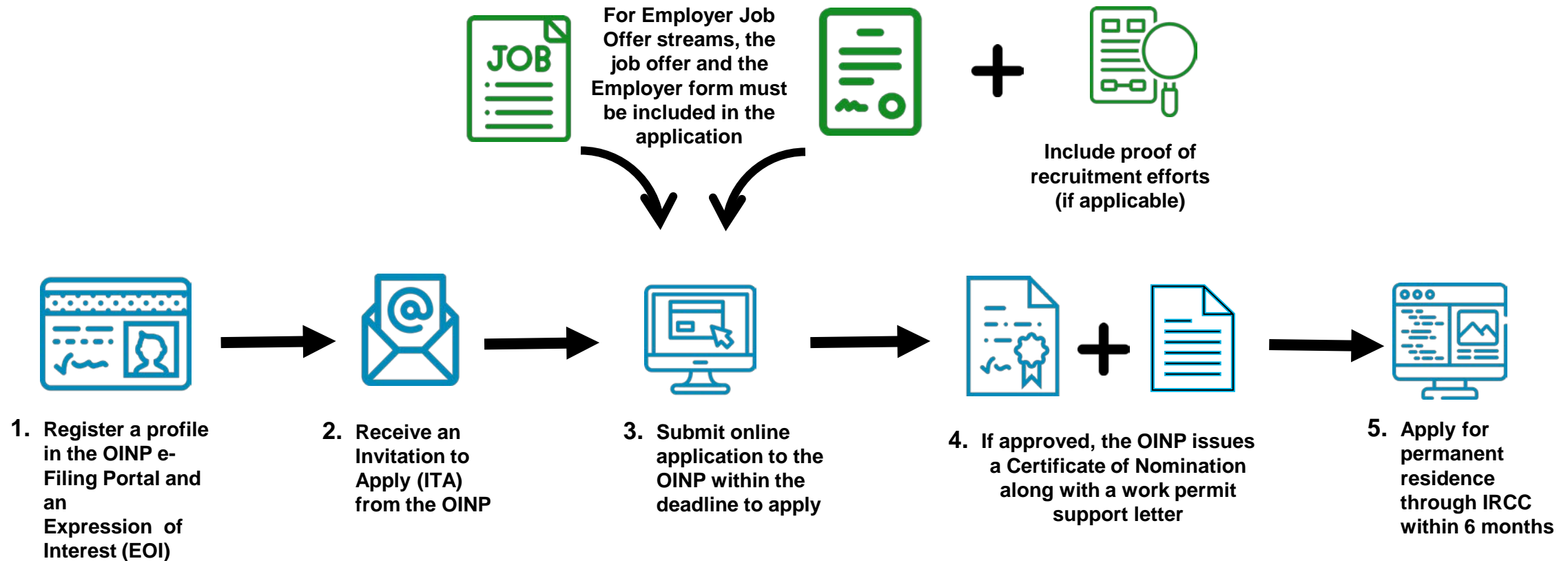
Age: 25
Country of origin: India
Currently residing in: Sudbury, ON
Occupation: Animal Health Technician

- Graduated in June 2023 with a 2-year college diploma from a College in Ontario;
- An animal hospital offers Anika a permanent full-time position as an Animal Health Technician with a wage of \$16.55 per hour.

Employer Job Offer: International student

- ✓ Eligible permanent full-time job offer in a skilled occupation at TEER category 0, 1, 2 or 3 of the NOC, from an employer in Ontario;
- ✓ Wage equal or higher than the lower wage for the region;
- ✓ Company in active business for at least 3 years;
- ✓ Business has a gross annual revenue of \$500,000 for the previous fiscal year*;
- ✓ Business has 3 full time permanent residents or Canadian citizens employees working at the same location*;
- ✓ Applicant has 2-year degree or diploma** from an eligible Canadian institution, completed within two years of application submission.

Employer Job Offer Category: Application Process



Human Capital Category:

Ontario Express Entry (OEE)

French Speaking Skilled Worker Stream

for French speaking foreign workers with strong English language abilities

Please visit the [OINP website](#) for information about additional streams available under the Human Capital Category

Example Scenario

Human Capital: OEE French-Speaking Skilled Worker Stream



Ahmadou

Age: 35

Country of origin: Senegal

Currently residing in: Dakar

Occupation: Animal Health Technologist

- Has worked for Groupe Vétérinaire in Dakar for 2 years;
- Ahmadou has a Bachelor's degree in Animal Science with concurrent studies in Animal Nursing from Dakar university;
- Ahmadou is bilingual in French and English;
- He is single and has \$13,757 available in his savings account;
- He created an Express Entry profile and selected Ontario as region of interest to settle in Canada.

French-Speaking Skilled Worker Program

- ✓ At least one year of continuous full time work experience in TEER Category 0,1,2 or 3 within the last 5 years;
- ✓ The equivalent of a Canadian bachelor's, Master's or PhD Degree;
- ✓ Able to understand, read, write and speak French at a CLB 7 or higher and English at a CLB 6 or higher;
- ✓ Applicant has sufficient settlement funds to support himself and his dependents (if applicable);
- ✓ Applicant has a valid profile in IRCC's Express Entry system.

Ontario Express Entry streams Process

Create a profile in
IRCC's Express
Entry system



Express Entry
selection pool



IRCC selects and
invites prospective
applicant



Notes:

Canada's Express Entry system uses a Comprehensive Ranking System (CRS) score to rank candidates in the Express Entry selection pool.

An applicant may apply from inside or outside of Canada. If inside Canada, they must have legal status



Receive a Notification
of Interest from
Ontario through an
IRCC online account



Submit
application to
OINP



Certificate of
Nomination
(if approved)



+ 600 Points
to CRS Score



Invitation
to apply
from IRCC



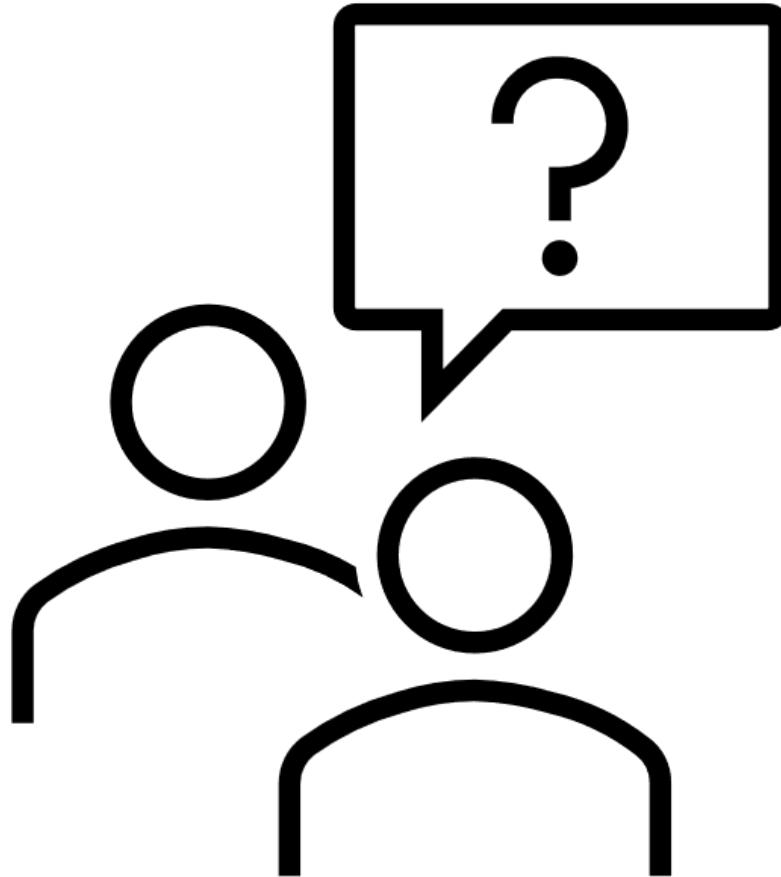
Apply to IRCC for
permanent
residence

How we can help

We offer one-on one consultations for Ontario employers who want to explore immigration options to attract or retain skilled talent



Questions?



Thank you!

Immigration Promotion and Employer Outreach Unit
Ministry of Labour, Immigration, Training and Skills Development

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Links and Resources

- [Ontario Immigrant Nominee Program expression of interest system streams | ontario.ca](#)
- [Ontario's Express Entry System streams | ontario.ca](#)
- [Ontario Immigrant Nominee Program employer job offer streams: employer guide | ontario.ca](#)
- [National Occupational Classification - Canada.ca \(esdc.gc.ca\)](#)
- [Search wages - Job Bank](#)

Appendix

- OINP Streams: Processing Times and Application Fees
- Key Terms & Definitions
- TEER Categories and Examples

OINP Streams: Processing Times and Application Fees

Category	Stream	Processing Times*	Application Fee
Employer Job Offer	International Student	90-120 days	\$1500
	Foreign Worker	90-120 days	<ul style="list-style-type: none"> The fee is \$1,500 if the job offer is outside of the Greater Toronto Area The fee is \$2,000 if the job offer is within the Greater Toronto Area (City of Toronto, Durham, Halton, York and Peel regions)
	In-Demand Skills	90-120 days	
Human Capital	Ontario Express Entry (OEE) Human Capital Priorities	70-100 days	\$1,500
	OEE French Speaking Skilled Workers	70-100 days	
	OEE Skilled Trades	90-120 days	
	Masters Graduate	90-120 days	\$1,500
	PhD Graduate	90-120 days	

Key terms and Definitions

Term	Definition
Canadian Language Benchmark (CLB)	Describes 12 levels of ability in each of four different language skills – Listening, Speaking, Reading and Writing. There are three stages in the CLB. Stage I covers basic language ability (benchmarks 1 to 4). Stage II covers intermediate language ability (benchmarks 5 to 8). Stage III covers advanced language ability (benchmarks 9 to 12).
Labour Market Impact Assessment (LMIA)	<p>A document that employers may be required to obtain from Employment and Social Development Canada before hiring a foreign worker. A positive LMIA shows that there is a need for a foreign worker to fill the job. Employes are not required to have a positive LMIA to apply to the OINP. However, they must demonstrate that reasonable efforts were made to recruit a Canadian citizen or a permanent resident prior to offering the position to the applicant, unless:</p> <ul style="list-style-type: none">• the applicant already has a valid work permit to work in Ontario• the employer has a positive Labour Market Impact Assessment (LMIA) for the position• the employer is supporting an applicant under the Employer Job Offer: international student stream
National occupational classification (NOC)	<p>Canada's national system that describes and categorizes occupations based on the training, education, experience and responsibilities (TEER) they require. The NOC is composed of unit groups, each represented by a five-digit code.</p> <ul style="list-style-type: none">• For Employer job offer: Foreign worker and Employer Job offer: International Student the NOC codes must fall into TEER category 0,1,2 or 3 of the NOC• For Employer job offer: In-demand stream the eligible NOC codes are in specific in-demand occupations such as in agriculture, construction, and other select occupations at TEER category 4 and 5 listed on the OINP website.
Median wage level	For the Employer Job offer: Foreign worker stream and the Employer Job Offer: In-demand stream, the wage offered to the foreign worker must meet or be higher than the median wage level for the occupation, in their specific region of Ontario. The median wage can be found on Job Bank's website.
Low wage level	For the Employer Job offer: international Student stream, the wage offered to the international graduate must meet or be higher than the low wage level for the occupation, in their specific region of Ontario. The low wage can be found on Job Bank's website.

TEER Categories and Examples

TEER	Occupation types	Examples
TEER 0	Management occupations	Advertising, Marketing and public relations managers Financial manager
TEER 1	Occupations that usually require a university degree	Financial advisors Software engineers
TEER 2	Occupations that usually require <ul style="list-style-type: none">a college diplomaapprenticeship training of 2 or more years, orsupervisory occupations	Computer network and web technicians Medical laboratory technologists
TEER 3	Occupations that usually require <ul style="list-style-type: none">a college diplomaapprenticeship training of less than 2 years, ormore than 6 months of on-the-job training	Bakers Dental assistants and dental laboratory assistants
TEER 4	Occupations that usually require <ul style="list-style-type: none">a high school diploma, orseveral weeks of on-the-job training	Home childcare providers Retail salespersons and visual merchandisers
TEER 5	Occupations that usually need short-term work demonstration and no formal education	Landscaping and grounds maintenance labourers Delivery service drivers and door-to-door distributors

*source: [Find your National Occupation Classification \(NOC\) - Canada.ca](#)