Ministry of Labour

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Ontario

Our File – Notre référence
G-2021-00396 / LAM
Your File – Votre référence

June 9, 2021

Kriek Jacobus,
RCIC

Dear Mr. Jacobus:

I am responding to your request made under the *Freedom of Information and Protection of Privacy Act (FIPPA)* for access to the following information:

The Ontario Immigrant Nominee Program (OINP) expression of interest system implemented a new Expression of Interest (EOI) System on 28 April 2021. Please provide copies of internal guidelines, or internal policies or internal directives that guide officers about the EOI system including how the points are calculated. I am only interested in the most recent policies and not drafts of the policy that was not implemented – For the time period from January 1, 2020 to April 28, 2021.

This is to inform you that access has granted in part to the records. Some information contained in the records is protected from release under the *FIPPA*.

It was necessary to sever and withhold portions of several ministry decision notes and slide decks pursuant to the advice to government exemption in section 13 of *FIPPA*.

It was also necessary to sever a portion of a ministry decision note pursuant to the section 19 solicitor-client privilege exemption of *FIPPA*.

Under section 50(1) of the Act, you may request that the Information and Privacy Commissioner review this decision. Please note that you have 30 days from the receipt of this letter to request a review. Please be aware that there is a $25 appeal fee. The Commissioner's office is located at 2 Bloor Street East, Suite 1400, Toronto Ontario, M4W 1A8, and can be reached by phone at 416-326-3333.

If you have any questions, please contact Program Advisor, Larissa Migus at larissa.migus@ontario.ca

Sincerely,

Jude Gurudevan
Manager, Freedom of Information, Privacy and
Information Management Office

MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT

DECISION NOTE

ASSESSMENT OF EXPRESSION OF INTEREST SELECTION FACTORS

1.0   PURPOSE

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2.0   KEY INFORMATION

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3.0   ANALYSIS

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4.0   RECOMMENDATION

5.0   NEXT STEPS

6. 0   BACKGROUND

- The Ontario Immigrant Nominee Program (OINP) introduced its base streams between 2007 and 2010. These program streams were intended to be open year-round so that employers could have access to the program to meet pressing labour needs that were not met with domestic labour. As the program grew over the years with an increasing nomination allocation, significant demand caused the program to close the impacted streams for most of the year.

- To strategically manage the high demand for the program's base streams, an EOI system is currently being developed and is expected to launch the Employer Job Offer: International Student stream in April 2021. The EOI system will change the application process from a "first come, first served" process to an invitational process where only select individuals will be issued an invitation to apply (ITA).

- The EOI system will be implemented by way of amendments to the regulations made under the *Ontario Immigration Act, 2015* (Act) to create a new application process and stream criteria. In order to have their application approved, EOI applicants will be required to meet a new prescribed criterion established under Ontario Regulation 422/17 (General) by being required to have demonstrated that they had the qualifications to which they attested under section 3.1 of Ontario Regulation 421/17 (Approvals Under the Ontario Immigrant Nominee Program and Other Matters) made under the Act, on the basis of which the director ranked their expression of interest and issued to the applicant the invitation to apply for a certificate of nomination.

- The additional "qualifications" will be based upon revisions to Ontario Regulation 421/17 (Approvals under the Ontario Immigrant Nominee Program and Other Matters) that will set out a process for scoring and ranking process for individuals who submit an EOI, based on selection factors published on the OINP website. The new process will authorize either "general" ITAs or "targeted" ITAs based on one or more labour market or human capital attributes (see Appendix for additional details).

- The program intends to utilize 'general' ITAs for the first draws and then progress to issue 'targeted' ITAs, where the assessment will be based on selection factors and additional targeted draw criteria (for example e.g. IT work experience).

- The design of the EOI system aims to meet the following three objectives:

    1. Increase the program's labor market responsiveness in fluctuating economic situations and regional labour market needs;

2. Strategically manage high demand for the program while creating more predictability for applicants and employers; and
3. Prioritize the most suitable applicants.

- To achieve those three objectives, registrants in the EOI system will be scored and ranked based on points assigned to specific selection factors across the following five categories, varying by stream:

  1. Education - level and field of education and where they completed their studies
  2. Language - proficiency in English or French
  3. Regionalization - intention to settle inside or outside of the Greater Toronto Area (regionalization)
  4. Labour Market/Employment - skill and work experience level, earnings history and any other factor relevant to their employment prospects
  5. Strategic Priorities - immediate labour market needs in the province or a region of the province (strategic priorities)

- The EOI for the Employer Job Offer: International Student stream is the first of the base streams intended to be launched and will have a total of 13 selection factors to be taken into account in addition assessing the general prescribed criteria: NOC skill level, NOC type, job offer wage, Canadian work experience (length), Canadian work experience: NOC skill level, Canadian work experience (earnings history), highest level of education, field of study, Canadian education experience, official language ability, knowledge of both official languages, location of job offer and location of study.

- The EOI for the Employer Job Offer: Foreign Worker stream and In-Demand Skills stream (to be launched by June) will have a total of 7 selection factors in addition to the general prescribed criteria: NOC skill level, NOC type, job offer wage, Canadian work experience (length), Canadian work experience: NOC skill level, Canadian work experience (earnings history) and location of job offer.

- The EOI for the Masters Graduate and PhD streams (to be launched by June) will have a total of 8 selection factors in addition to the general prescribed criteria: Canadian work experience (length), Canadian work experience: NOC skill level, Canadian work experience (earnings history), field of study, Canadian education experience, official language ability, knowledge of both official languages and location of study.

Regulatory Amendments (EOI)

O. Reg. 421/17

1. Ontario Regulation 421/17 is amended by adding the following sections:

Certificate of nomination: expression of interest categories

3.1 The following process applies to applicants in the foreign worker with a job offer category, international student with a job offer category, in-demand skills category, master's graduate category and Ph.D. graduate category:

1. Prior to applying for a certificate of nomination, an applicant must first register an expression of interest by attesting that the applicable eligibility criteria listed in Ontario Regulation 422/17 (General) made under the Act are satisfied and that the applicant has the qualifications set out in their expression of interest, and providing supporting information.

2. The director shall decide for each category whether to issue general or targeted invitations to apply for a certificate of nomination in respect of the category.

3. If the director decides to issue general invitations to apply in respect of a category, the director shall rank applicants in the category and issue invitations to apply to the highest-ranking applicants in that category.

4. If the director decides to issue targeted invitations to apply in respect of a category, the director shall rank only the applicants who have one or more labour market or human capital attributes that would satisfy the targets established by the director for the category, and shall issue invitations to apply only to the highest ranking applicants in that category who have those attributes.

5. The ranking referred to in paragraphs 3 and 4 shall be done within each category by awarding points to applicants, as published on the Ministry's website, based on the following attributes:

    i. The person's level and field of education and where they completed their studies.
    ii. The person's proficiency in English or French.
    iii. Whether the person intends to settle outside of the Greater Toronto Area.
    iv. The person's skill and work experience level, earnings history, and any other factor relevant to their employment prospects in the Ontario labour and employment market.
    v. Immediate labour market needs in the province or region of the province.

O. Reg. 422/17

Sections 5, 6, 7, 8, 9 of the Regulation is amended by adding the following paragraphs:

0.1 The applicant must have been issued an invitation to apply for a certificate of nomination from Ontario and have applied for the certificate within the deadline determined by the director, which will be published on the Ministry's website.

0.2 The applicant must have demonstrated that they had the qualifications to which they attested under section 3.1 of Ontario Regulation 421/17 (Approvals Under the Ontario Immigrant Nominee Program and Other Matters) made under the Act, and on the basis of which the director ranked their expression of interest and issued to the applicant the invitation to apply for a certificate of nomination.

NON-EOI related Reg changes:

O. Reg. 421/17

2. Subsections 5 (1) and (2) of the Regulation are revoked and the following substituted:

Applications

(1) In an application for an approval, the applicant shall provide information that is accurate, correct and not misleading.

(2) A representative who assists or advises an applicant in making an application shall make reasonable efforts to ensure that the information provided in the application is accurate, correct and not misleading.

MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT

DECISION NOTE

EOI BILINGUALISM SCORING FACTOR: MINIMUM CANADIAN LANGUAGE BENCHMARK

1.0   PURPOSE

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2.0   KEY INFORMATION

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3.0   ANALYSIS

s.13

4.0   OPTIONS

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5.0 NEXT STEPS

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6.0   BACKGROUND

- To strategically manage the high demand for the program's base streams, an EOI system is currently being developed and will be implemented in April 2021.
- To achieve the objectives of the EOI system, EOI registrants will be scored on specific selection factors across the following five domains, varying by stream:
  - Labor Market / Employment
  - Education
  - Language
  - Regionalization
  - Strategic Priorities
- For English tests, the OINP currently accepts the following test reports:
  - International English Language Testing (IELTS) (General Training test only)
  - Canadian English Language Proficiency Index Program (CELPIP) (General test only)
- For French tests, the OINP currently accepts the following test reports:
  - Test d'évaluation de français pour le Canada (TEF)
  - Test de connaissance du français pour le Canada (TCF)

7.0 APPENDIX: Canadian Language Benchmarks – Language Competencies

Overview of CLB and NCLC competency levels
Aperçu des niveaux de compétence NCLC et CLB

CLB and NCLC treat each skill separately. There is no collective descriptor for an overall CLB or NCLC benchmark. In the tables on the next few pages are short descriptions of competency levels that should be achieved by learners at the end of each CLB and NCLC level in each skill. For complete descriptions, the CLB-NCLC documents must be be consulted.

Stage I - Basic Language Ability

Benchmark and Ability Level	Listening	Speaking	Reading	Writing
CLB 1: Initial CLB 2: Developing CLB 3: Adequate CLB 4: Fluent	Interpreting simple spoken communication in routine, non-demanding contexts of language use within the four Competency Areas.	Creating simple spoken communication in routine, non-demanding contexts of language use within the four Competency Areas.	Interpreting simple written communication in routine, non-demanding contexts of language use within the four Competency Areas.	Creating simple written communication in routine, non-demanding contexts of language use within the four Competency Areas.

Stage II - Intermediate Language Ability

Benchmark and Ability Level	Listening	Speaking	Reading	Writing
CLB 5: Initial CLB 6: Developing CLB 7: Adequate CLB 8: Fluent	Interpreting moderately complex spoken communication in moderately demanding contexts of language use within the four Competency Areas.	Creating moderately complex spoken communication in moderately demanding contexts of language use within the four Competency Areas.	Interpreting moderately complex written communication in moderately demanding contexts of language use within the four Competency Areas.	Creating moderately complex written communication in moderately demanding contexts of language use within the four Competency Areas.

Stage III - Advanced Language Ability

Benchmark and Ability Level	Listening	Speaking	Reading	Writing
CLB 9: Initial CLB 10: Developing CLB 11: Adequate CLB 12: Fluent	Interpreting complex spoken communication in demanding contexts of language use within the four Competency Areas.	Creating complex spoken communication in demanding contexts of language use within the four Competency Areas.	Interpreting complex written communication in demanding contexts of language use within the four Competency Areas.	Creating complex written communication in demanding contexts of language use within the four Competency Areas.

Page 1 / 18   🔍 ＋

For more information: Overview of CLB and NCLC competency levels – Centre for Canadian Language Benchmarks

Prepared by: Marina Rudenko, Investigator/Analyst, OINP Operations
                    Alex Lovell, Senior Program Advisor, OINP Business Services
Approved by: Jennifer Whittaker, Manager
Approved by: Morgan Owen, Director
Approved by: Ken Nakahara, ADM
Date:

MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT

DECISION NOTE

EOI SCORING OF EDUCATION FIELD OF STUDY

1.0   PURPOSE

s.13

2.0   KEY INFORMATION

s.13

3.0   ANALYSIS

s.13

4.0   OPTIONS

s.13

s.13

s.13

5.0 NEXT STEPS

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6.0 BACKGROUND

- The Ontario Immigrant Nominee Program (OINP) introduced its base streams between 2007 and 2010. These program streams were intended to be open year-round so that employers could have access to the program to meet pressing labour needs that were not met with domestic labour. As the program grew over the years with an increasing nomination allocation, significant demand caused the program to close the impacted streams for most of the year.

- To strategically manage the high demand for the program's base streams, an EOI system is currently being developed and is expected to launch the Employer Job Offer: International Student stream in April 2021.

- The design of the EOI system aims to meet the following three objectives:

  o Increase the program's labour market responsiveness in fluctuating economic situations and regional labour market needs;
  o Strategically manage high demand for the program while creating more predictability for applicants and employers; and
  o Prioritize the most suitable applicants.

- To achieve those three objectives, registrants in the EOI system will be scored on specific selection factors across the following five domains, varying by stream:

  o Labor Market / Employment
  o Education
  o Language
  o Regionalization
  o Strategic Priorities

- The EOI for the Employer Job Offer: International Student stream is the first of the base streams to be launched and has a total of 13 selection factors in addition to the general prescribed criteria: NOC skill level, NOC type, job offer wage, Canadian work experience (length), Canadian work experience: NOC skill level, Canadian work experience (earnings history), highest level of education, field of study, Canadian education experience, official language ability, knowledge of both official languages, location of job offer and location of study.

APPENDIX

Legal Authority (EOI)

O. Reg. 421/17

1. Ontario Regulation 421/17 is amended by adding the following sections:

Certificate of nomination: expression of interest categories
3.1 The following process applies to applicants in the foreign worker with a job offer category, international student with a job offer category, in-demand skills category, master's graduate category and Ph.D. graduate category:

1. Prior to applying for a certificate of nomination, an applicant must first register an expression of interest by attesting that the applicable eligibility criteria listed in Ontario Regulation 422/17 (General) made under the Act are satisfied and that the applicant has the qualifications set out in their expression of interest, and providing supporting information.

2. The director shall decide for each category whether to issue general or targeted invitations to apply for a certificate of nomination in respect of the category.

3. If the director decides to issue general invitations to apply in respect of a category, the director shall rank applicants in the category and issue invitations to apply to the highest ranking applicants in that category.

4. If the director decides to issue targeted invitations to apply in respect of a category, the director shall rank only the applicants who have one or more labour market or human capital attributes that would satisfy the targets established by the director for the category, and shall issue invitations to apply only to the highest ranking applicants in that category who have those attributes.

5. The ranking referred to in paragraphs 3 and 4 shall be done within each category by awarding points to applicants, as published on the Ministry's website, based on the following attributes:
    i. The person's level and field of education and where they completed their studies.
    ii. The person's proficiency in English or French.
    iii. Whether the person intends to settle outside of the Greater Toronto Area.

      iv.   The person's skill and work experience level, earnings history, and any other factor relevant to their employment prospects in the Ontario labour and employment market.

      v.   Immediate labour market needs in the province or region of the province.

Prepared by: Alex Lovell, Senior Program Advisor
Approved by: Jennifer Whittaker, Manager
Approved by: Morgan Owen, Director
Approved by: Ken Nakahara, ADM
Date:

MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT

DECISION NOTE

EOI SCORING OF CANADIAN AND/OR INTERNATIONAL HIGHEST LEVEL OF EDUCATION

1.0   PURPOSE

s.13

2.0   KEY INFORMATION

s.13

3.0   ANALYSIS

s.13

4.0   RECOMMENDATION

s.13

s.13

5.0   NEXT STEPS

s.13

6.0   BACKGROUND

- The Ontario Immigrant Nominee Program (OINP) introduced most of its base streams between 2007 and 2010. These program streams were intended to be open year-round to enable employers and international students to meet pressing labour needs that could not be met with domestic labour. As the program grew over the years with an increasing nomination allocation, significant demand caused the program to close the impacted streams for most of the year.

- To strategically manage the high demand for the program's base streams, an EOI system is currently being developed and is expected to launch the Employer Job Offer: International Student stream in April 2021.

- The design of the EOI system aims to meet the following three objectives:

    o Increase the program's labor market responsiveness in fluctuating economic situations and regional labour market needs;
    o Strategically manage high demand for the program while creating more predictability for applicants and employers; and
    o Prioritize the most suitable applicants.

- To achieve those three objectives, registrants in the EOI system will be scored on specific selection factors across the following five domains, varying by stream:

    o Labor Market / Employment
    o Education
    o Language
    o Regionalization
    o Strategic Priorities

- The EOI for the Employer Job Offer: International Student stream is the first of the base streams to be launched and has a total of 13 selection factors in addition to the general

prescribed criteria: NOC skill level, NOC type, job offer wage, Canadian work experience (length), Canadian work experience: NOC skill level, Canadian work experience (earnings history), highest level of education, field of study, Canadian education experience, official language ability, knowledge of both official languages, location of job offer and location of study.

APPENDIX

Legal Authority (EOI)

O. Reg. 421/17

1. Ontario Regulation 421/17 is amended by adding the following sections:

Certificate of nomination: expression of interest categories
3.1 The following process applies to applicants in the foreign worker with a job offer category, international student with a job offer category, in-demand skills category, master's graduate category and Ph.D. graduate category:

1. Prior to applying for a certificate of nomination, an applicant must first register an expression of interest by attesting that the applicable eligibility criteria listed in Ontario Regulation 422/17 (General) made under the Act are satisfied and that the applicant has the qualifications set out in their expression of interest, and providing supporting information.

2. The director shall decide for each category whether to issue general or targeted invitations to apply for a certificate of nomination in respect of the category.

3. If the director decides to issue general invitations to apply in respect of a category, the director shall rank applicants in the category and issue invitations to apply to the highest ranking applicants in that category.

4. If the director decides to issue targeted invitations to apply in respect of a category, the director shall rank only the applicants who have one or more labour market or human capital attributes that would satisfy the targets established by the director for the category, and shall issue invitations to apply only to the highest ranking applicants in that category who have those attributes.

5. The ranking referred to in paragraphs 3 and 4 shall be done within each category by awarding points to applicants, as published on the Ministry's website, based on the following attributes:
    i. The person's level and field of education and where they completed their studies.
    ii. The person's proficiency in English or French.
    iii. Whether the person intends to settle outside of the Greater Toronto Area.
    iv. The person's skill and work experience level, earnings history, and any other factor relevant to their employment prospects in the Ontario labour and employment market.
    v. Immediate labour market needs in the province or region of the province.

Prepared by: Alex Lovell, Senior Program Advisor
Approved by: Jennifer Whittaker, Manager
Approved by: Morgan Owen, Director
Approved by: Ken Nakahara, ADM
Date:

3.1.3 SELECTION FACTORS

⚖️*Reference: Section 3(1)(1) of Ontario Regulation 421/17*

> Prior to applying for a certificate of nomination, an applicant must first register an expression of interest by attesting that the applicable eligibility criteria listed in Ontario Regulation 422/17 (General) made under the Act are satisfied and that the applicant has the qualifications set out in their expression of interest, and providing supporting information.

⚖️*Reference: Sections 5, 6 and 7 (02) of Ontario Regulation 422/17*

> The applicant must have demonstrated that they had the qualifications to which they attested under section 3.1 of Ontario Regulation 421/17 (Approvals Under the Ontario Immigrant Nominee Program and Other Matters) made under the Act, and on the basis of which the director ranked their expression of interest and issued to the applicant the invitation to apply for a certificate of nomination.

The Expression of Interest (EOI) system was implemented by way of amendments to the regulations made under the *Ontario Immigration Act, 2015* (Act) to create a new application process and program criteria.

The regulations state that EOI applicants are required to meet a new prescribed criterion established under Ontario Regulation 422/17 (General) and demonstrate that they had the qualifications (i.e. selection factors) to which they attested under section 3.1 of Ontario Regulation 421/17 (Approvals Under the Ontario Immigrant Nominee Program and Other Matters) made under the Act, on the basis of which:

- the director ranked their expression of interest; and
- issued to the applicant the invitation to apply for a certificate of nomination.

Ontario Regulation 421/17 (Approvals under the Ontario Immigrant Nominee Program and Other Matters) sets out the process for scoring and ranking individuals who submit an EOI, based on selection factors published on the OINP website.

The design of the EOI system aims to meet the following three objectives:

1. Increase the program's labour market responsiveness in fluctuating economic situations and improve its ability to meet regional labour market needs.
2. Strategically manage high demand for the program in the context of relatively unchanging allocations, thereby creating more predictability for applicants and employers; and
3. Manage program intake in a way that prioritizes the most suitable applicants and not necessarily those first through the door.

To achieve these three objectives, registrants in the EOI system will be scored and ranked based on points assigned to specific selection factors across the following five categories / domains listed in section 3(1)(5) of O. Reg. 421/17: Approvals under the Ontario Immigrant Nominee Program and Other Matters:

1. Labour Market / Employment: The person's skill and work experience level, earnings history, and any other factor relevant to their employment prospects in the Ontario labour and employment market
2. Education: The person's level and field of education and where they completed their studies
3. Language: The person's proficiency in English or French
4. Regionalization: Whether the person intends to settle outside of the Greater Toronto Area
5. Strategic Priorities: Immediate labour market needs in the province or region of the province. O. Reg. 191/21, s. 1

The timeline below is an illustration of the EOI process from the applicant's perspective.

| EOI Profile | EOI Pool | EOI Candidate Selection | Invitation to Apply | Application Submission | Application Assessment | Nomination for PR |

- Interested individuals will register and be placed in a selection pool. As part of this process, individuals will be required to provide basic personal information and answer questions about their education, skills and work experience.
- An individual's online profile will be scored based on several factors that would earn them points.
- The electronic EOI system tool will score and rank individuals based on the self-declared information provided in their EOI profile
- Individuals must receive an Invitation to Apply (ITA) before applying to the program. Once invited, applicants have 14 calendar days to submit a complete application to the program.

Before processing an application under the EOI system, it is important for the processing staff (IAs and SPOs) to understand what information they see in CMOD. The EOI Summary tab in CMOD summarizes the applicant's own responses to the EOI questionnaire

The EOI Scoring Tab in CMOD is essentially similar to the EOI Summary Tab; however, it has the ability for the officer to enter comments and revise the score. In addition, it is equally important to understand what the applicant views when creating and filling in their EOI profile. Access this document for sample screenshots of how the EOI information is displayed in the eFiling system and CMOD.

A document that outlines the 'EOI Application Process Flow' can be found here.

💡 The attestation date captured in the screenshot below will be used by processing officers (I/As and SPOs) for selection factor assessment. While in the EOI pool, applicants can access their EOI profile information and update it. Each time the EOI is updated, the applicant must re-attest and fill in the 'Attestation Page' OR 'Disclaimer Tab' above. The previous information is overridden, and the attestation date is updated. The applicant can only update/re-attest until they are ITAed. Once an applicant is invited to apply, the applicant has 14 calendar days to submit an application and upload supporting documentation to demonstrate that they meet prescribed program criteria and selection factors for the points claimed in their EOI.

Attestation Page

General User Profile Labour Market / Employment Factors Education Language Regionalization

Strategic Priorities Confirmation Disclaimer

Attestation that I Meet Ontario Immigrant Nominee Program (OINP) Stream Criteria and Have the Qualifications set out in this EOI

My full legal name is * ███████

My date of birth is * | 01/01/1980 |

Today's date is * | 16/03/2021 |

By entering my name in the signature box below I attest/confirm that as of today's date:

1. I meet all the prescribed stream criteria necessary to be approved under the Job Offer Stream Nominee - International Student, including all of the criteria specified in Ontario Regulation 422/17: General.
2. I have the qualifications set out in this EOI.

By entering my name in the signature box below I also acknowledge that if I am issued an invitation to apply I will be required to demonstrate that I had the qualifications that I attested to above in order for my application to be approved.

Signature Box: *

███████

Previous   Start Over   Submit

4

3.1.3.1 INTERNATIONAL STUDENT

The EOI for the Employer Job Offer: International Student stream has a total of **13** selection factors in addition to core prescribed program criteria:

Labour Market / Employment		Education	Language	Regionalization
Job Offer	Canadian Work Experience	7. Field of Study	10. Knowledge of Both Official Languages	12. Job Offer Location
1. NOC Skill Level	4. NOC Skill Level	8. Highest Level of Education	11. Highest Official Language Ability	13. Location of Study
2. NOC Skill Type	5. Length of Employment	9. Canadian Education Experience: Number of Credentials		
3. Hourly Wage	6. Earnings History			

Assessment Instructions

The I/A will verify each selection factor claimed in the EOI profile after assessing the core prescribed program criteria for this stream (i.e. employer criteria, job offer criteria and applicant criteria: mandatory licence or authorization, education, language, intention to reside and legal status).

Once core prescribed program criteria have been assessed, the I/A will conduct a comparative analysis to assess if the points claimed by the applicant in their EOI correspond with the information and supporting documentation provided with their application.

If a language or ECA report is submitted with the application, ISOs are responsible for verifying the authenticity of the results in the language test / education databases and will enter a note in the Notes Tab. However, the I/A will verify that the language level (and score) corresponds with the one claimed in the EOI. If the language documentation is missing at assessment stage, I/As may request it and flag it to the Team Lead for next steps.

📎 A <mark>processing resource</mark> is available for I/As that lists the selection factor, breakdown of points and verification activity.

LABOUR MARKET / EMPLOYMENT FACTORS

1. Job Offer: NOC Skill Level
   - The I/A will review the NOC skill level in the Employer Form and job offer letter against the NOC information listed on the ESDC website.
   - Applicants can claim 10 points for NOC A skill level and 8 points for NOC B skill level.

2. Job Offer: NOC Skill Type
   - The I/A will review the NOC skill type in the Employer Form and job offer letter against the NOC information listed on the ESDC website.
   - Applicants can claim 10 points for the following NOC Skill Types: 0 – 3 (0, 1, 2, or 3) and 9.
   - Applicants can claim 5 points for the following NOC Skill Types: 4 – 8 (4,5,6,7 or 8).
   - The NOC Skill Type corresponds to the first digit of the NOC code.

💡 All Skill Type 0 (management) occupations are automatically classified as NOC Skill Level A.

3. Job Offer: Hourly Wage
   - The I/A will review the hourly wage listed in the Employer Form and job offer letter to assess against the wage threshold indicated below.
   - Applicants can claim 10 points for an hourly base wage equal to or greater than $40/h and 5 points for an hourly wage between $20/h to $39/h.

4. Canadian Work Experience: NOC Skill Level
   - The I/A will review work experience letters against the NOC information listed on the ESDC website.
   - Applicants can claim 3 points for NOC A skill level.

5. Canadian Work Experience: Length of Employment

- The I/A will review the work experience letters in the past 5 years against the attestation date.
- Applicants can claim 4 points for 1 year or more of work experience within 5 years prior to the attestation date.

6. Canadian Work Experience: Earnings History
- The I/A will only review the highest Notice of Assessment(s) (NOA) in the last 5 years. Other documentation to demonstrate the earnings history will not be reviewed for this selection factor.
- Applicants can claim 3 points for an annual NOA amount of equal to or greater than $40,000/year.

EDUCATION

7. Field of Study
- The I/A will use the education tool to verify the field of study. The field of study is taken from the Canadian transcript used to support the application/education criterion.
- The I/A will review the applicant's educational credentials to verify whether the applicant completed the degree/diploma/certificate requirements before the attestation date and that their credentials were obtained within the 2-year eligibility window before the application submission.
- Applicants can claim:
    - 10 points for engineering / engineering technology and health care;
    - 9 points for mathematics / computer and information sciences;
    - 7 points for business administration / trades, services, natural resources and conservation;
    - 6 points for science / science technology, social and behavioural sciences / legal and professional studies / education and teaching;
    - 5 points for arts and humanities.

8. Highest Level of Education
- The I/A will review Canadian education credentials or ECAs. If the applicant is claiming education from abroad in their EOI profile, they must provide an ECA to equivalate to Canadian education credentials.
- Applicants can claim 10 points for PhD, 8 points for Masters, 6 points for bachelor's degree or equivalent and 5 points for College Diploma or Trade Certificate.

9. Canadian Education Experience: Number of Credentials
- The I/A will review the applicant's Canadian education credentials. ECAs or foreign education credentials are NOT accepted for this selection factor.
- Applicants can claim 10 points for more than one Canadian credential and 5 points for one credential.

LANGUAGE

10. Knowledge of Both Official Languages
- The I/A will review the applicant's language test results to verify whether the test was taken before the attestation date and is still valid at application submission. Knowledge of both official languages means a CLB 7 in one official language and CLB 6 in the second official language.
- Applicants can claim 10 points for 2 official languages and 5 points for one official language.

11. Highest Official Language Ability
- The I/A will review the applicant's language test results to verify whether the test was taken before the attestation date.
- Applicants can claim 10 points for CLB 9+, 6 points for CLB 8 and 4 points for CLB 7. This means that the applicant must score:
    - CLB 7 or higher in each competency for 4 points
    - CLB 8 or higher in each competency for 8 points
    - CLB 9 or higher in each competency for 10 points

REGIONALIZATION

12. Job Offer Location
- The I/A will review the Employer Form and job offer letter to confirm the job offer location.
- Applicants can claim 10 points for a job offer location outside the GTA and 6 points for a job in the GTA.

13. Location of Study
- The I/A will use the education tool to verify the location of study. This information is taken from the Canadian transcript used to support the application/education criterion.
- Applicants can claim 10 points for a location of study outside the GTA and 6 points for a location of study in the GTA.

✓ If the selection factor points correspond with the information and supporting documentation provided with the application, the I/A will:

- 'check mark' the information for each selection factor claimed in the EOI Score Tab; and
- assess that the selection factor criterion listed in the assessment template is met.

✉ The I/A will issue an IRL and request further information and/or documentation if the supporting documentation to substantiate the points for a specific selection factor in the EOI has not been provided by the applicant. For example, the I/A will request a language test if the applicant is claiming points for language but has not provided a language test to substantiate this claim.

💡 If one or more of the core prescribed program criteria are not met, then, as a result, the Job Offer: Skill Level selection factor related to it would not be met as well. For example, if the duties listed in the job offer do not align with the NOC6332 (Bakers) job description from the ESDC website, the job offer prescribed criterion is not met, and consequently the I/A will not award the additional 8 points claimed in the EOI profile for a NOC B skill level.

If the review of the information/documentation provided in response to the IRL indicates that the applicant has a score within the range of the ITA scores issued for the applicant's ITA round, the I/A will assess that the **selection factor criterion is met**.	If the review of the information/documentation provided in response to the IRL indicates that the applicant has a score below the range of the ITA scores issued for the applicant's ITA round, the I/A will include comments to explain and assess that the **selection factor criterion is not met**.

🚩 If it appears that the applicant provided information in their EOI , that is false, misleading or would lead to an error in the administration of the Act or its regulations, the I/A will connect with the Team Lead for consultation and potential referral to the Program Integrity and Quality Assurance Unit.

💡 If a selection factor is not met, the I/A will include comments in the EOI Score Tab and Assessment Template explaining why the score has been revised.

Decision Instructions

To determine whether the 'selection factor' criterion is met, the SPO will review:

- the assessment notes under the 'EOI Selection Factor' section of the 'Assessment' Tab;
- the information and comments listed in the EOI Summary Tab;
- documentation submitted in response to an IRL (if applicable).

✓ If the selection factor points correspond with the information and supporting documentation provided with the application, the SPO will review the EOI Score Tab and if all selection factors have a check mark without further comments by the I/A, the SPO will determine that the selection factor criterion is met.

Instructions on how to use the EOI Score tab can be found in Chapter 7 – How to record assessment and decisions in CMOD.

The SPO will issue a NOIR if the review indicates that the EOI score for a specific selection factor in the EOI has not been substantiated by the applicant.
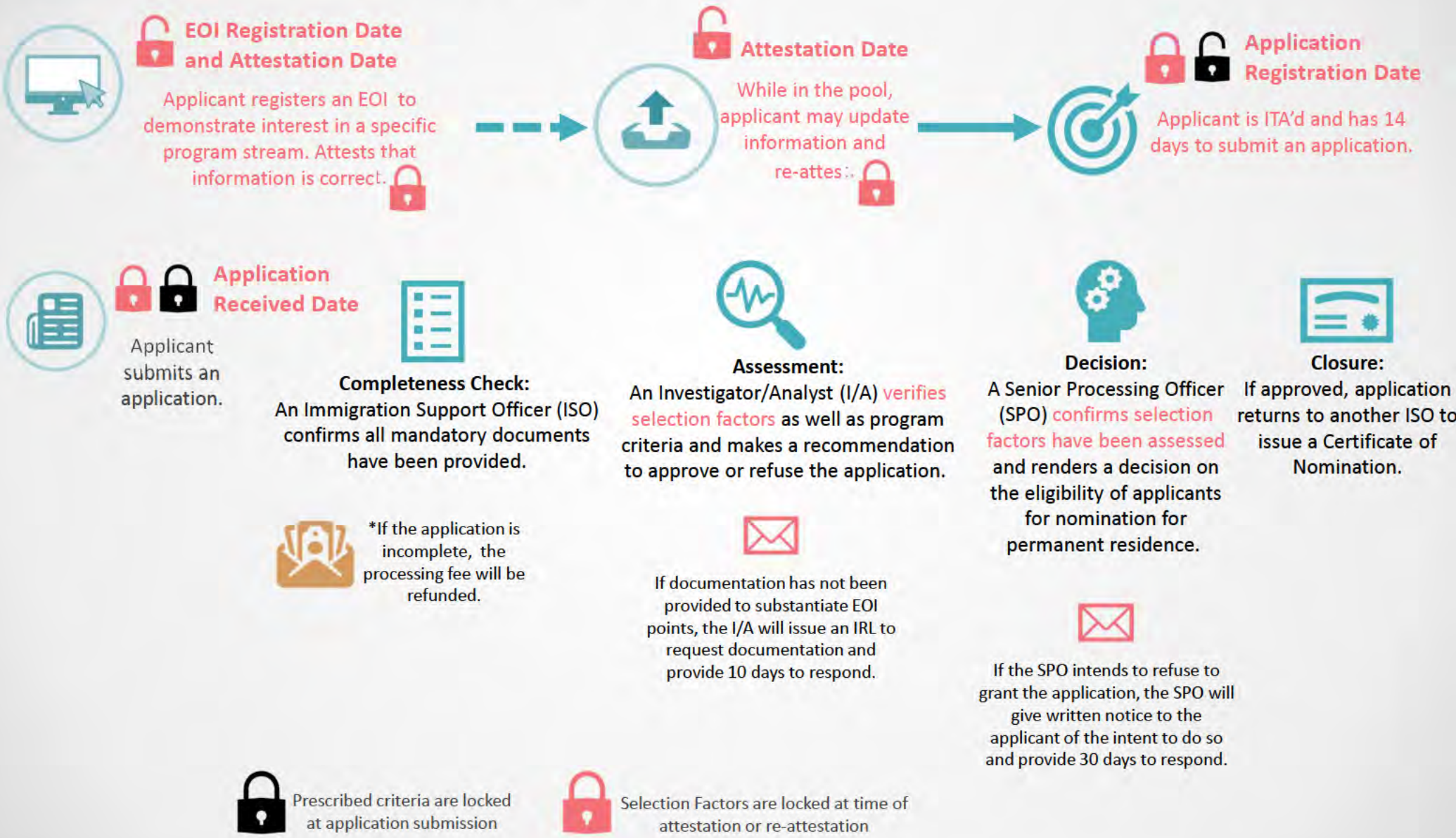
If the review of the information/documentation provided in response to the NOIR indicates that the applicant has a score within the range of the ITA scores issued for the applicant's ITA round, the SPO will determine that the **selection factor criterion is met.**	If the review of the information/documentation provided in response to the NOIR indicates that the applicant has a score below the range of the ITA scores issued for the applicant's ITA round, the SPO will include rationale and determine that the **selection factor criterion is not met.**

⚑ If it appears that the applicant provided information in their EOI that is false, misleading or would lead to an error in the administration of the Act or its regulations, the SPO will connect with the Team Lead for consultation and potential referral to the Program Integrity and Quality Assurance Unit.

Expression of Interest (EOI) Application Process Flow

EOI Registration Date and Attestation Date

Applicant registers an EOI to demonstrate interest in a specific program stream. Attests that information is correct.

Attestation Date

While in the pool, applicant may update information and re-attest.

Application Registration Date

Applicant is ITA'd and has 14 days to submit an application.

Application Received Date

Applicant submits an application.

Completeness Check:
An Immigration Support Officer (ISO) confirms all mandatory documents have been provided.

*If the application is incomplete, the processing fee will be refunded.

Assessment:
An Investigator/Analyst (I/A) verifies selection factors as well as program criteria and makes a recommendation to approve or refuse the application.

If documentation has not been provided to substantiate EOI points, the I/A will issue an IRL to request documentation and provide 10 days to respond.

Decision:
A Senior Processing Officer (SPO) confirms selection factors have been assessed and renders a decision on the eligibility of applicants for nomination for permanent residence.

If the SPO intends to refuse to grant the application, the SPO will give written notice to the applicant of the intent to do so and provide 30 days to respond.

Closure:
If approved, application returns to another ISO to issue a Certificate of Nomination.

Prescribed criteria are locked at application submission

Selection Factors are locked at time of attestation or re-attestation

Employer Job Offer: Foreign Worker

- *Applicable Domains:*
  - ➢ *Labour Market/ Employment (max. 40 points)*
  - ➢ *Regionalization – Job Offer Location only (max. 10 points)*
  - ➢ *Strategic Priorities (max. 10 points)*
  - ➢ ***Maximum Score: 60 points***

1) Gerald
   - ➢ Labour Market/ Employment
     - i. NOC Skill Level: 8
     - ii. NOC Skill Type: 5
     - iii. Job Offer Wage: 0
     - iv. CWE Length: 4
     - v. CWE NOC Skill Level: 0
     - vi. CWE Earnings History: 0
   - ➢ Regionalization
     - i. Job Offer Location: 10
   - ➢ Strategic Priorities   N/A
   - ➢ **Total EOI Score: 27**

2) Abigail
   - ➢ Labour Market/ Employment
     - i. NOC Skill Level: 8
     - ii. NOC Skill Type: 5
     - iii. Job Offer Wage: 5
     - iv. CWE Length: 0
     - v. CWE NOC Skill Level: 0
     - vi. CWE Earnings History: 0
   - ➢ Regionalization
     - i. Job Offer Location: 10
   - ➢ Strategic Priorities   N/A
   - ➢ **Total EOI Score: 28**

3) Luiz
   - ➢ Labour Market/ Employment
     - i. NOC Skill Level: 10
     - ii. NOC Skill Type: 10
     - iii. Job Offer Wage: 10
     - iv. CWE Length: 0
     - v. CWE NOC Skill Level: 0

   vi. CWE Earnings History: 0
- ➢ Regionalization
   i. Job Offer Location: 6
- ➢ Strategic Priorities   N/A
- ➢ **Total EOI Score:**   **36**

Employer Job Offer: International Student

- *Applicable Domains:*
- ➢ *Labour Market/ Employment (max. 40 points)*
- ➢ *Education (max. 30 points)*
- ➢ *Language (max. 20 points)*
- ➢ *Regionalization (max. 20 points)*
- ➢ *Strategic Priorities (max. 10 points)*
- ➢ ***Maximum Score: 120 points***

4) Jason
- ➢ Labour Market/ Employment
   i. NOC Skill Level: 10
   ii. NOC Skill Type: 5
   iii. Job Offer Wage: 5
   iv. CWE Length: 4
   v. CWE NOC Skill Level: 3
   vi. CWE Earnings History: 3
- ➢ Education
   i. Highest Level of Education: 6
   ii. Field of Study: 10
   iii. Canadian Ed. Experience: 5
- ➢ Language
   i. Official Language Ability: 10
   ii. Knowledge of Both Off. Langs.   10
- ➢ Regionalization
   i. Job Offer Location: 6
   ii. Location of Study: 6
- ➢ Strategic Priorities   N/A
- ➢ **Total EOI Score:**   **83**

5) Fatima
- ➢ Labour Market/ Employment
   i. NOC Skill Level: 8
   ii. NOC Skill Type: 5
   iii. Job Offer Wage: 5

- iv. CWE Length: 0
- v. CWE NOC Skill Level: 0
- vi. CWE Earnings History: 0
- ➢ Education
  - i. Highest Level of Education: 5
  - ii. Field of Study: 7
  - iii. Canadian Ed. Experience: 10
- ➢ Language
  - i. Official Language Ability: 10
  - ii. Knowledge of Both Off. Langs. 5
- ➢ Regionalization
  - i. Job Offer Location: 6
  - ii. Location of Study: 6
- ➢ Strategic Priorities N/A
- ➢ **Total EOI Score:** **67**

6) David
- ➢ Labour Market/ Employment
  - i. NOC Skill Level: 8
  - ii. NOC Skill Type: 5
  - iii. Job Offer Wage: 0
  - iv. CWE Length: 4
  - v. CWE NOC Skill Level: 0
  - vi. CWE Earnings History: 0
- ➢ Education
  - i. Highest Level of Education: 6
  - ii. Field of Study: 5
  - iii. Canadian Ed. Experience: 5
- ➢ Language
  - i. Official Language Ability: 10
  - ii. Knowledge of Both Off. Langs. 10
- ➢ Regionalization
  - i. Job Offer Location: 10
  - ii. Location of Study: 10
- ➢ Strategic Priorities 10
- ➢ **Total EOI Score:** **83**

Employer Job Offer: In-Demand Skills

- *Applicable Domains:*
  - ➢ *Labour Market/ Employment (max. 40 points)*
  - ➢ *Regionalization – Job Offer Location only (max. 10 points)*
  - ➢ *Strategic Priorities (max. 10 points)*

> ➢ *Maximum Score: 60 points*

7) Jagdeep
   - ➢ Labour Market/ Employment
       - i.   NOC Skill Level: 0
       - ii. NOC Skill Type: 5
       - iii. Job Offer Wage: 0
       - iv. CWE Length: 0
       - v.   CWE NOC Skill Level: 0
       - vi. CWE Earnings History: 0
   - ➢ Regionalization
       - i.   Job Offer Location: 6
   - ➢ Strategic Priorities   N/A
   - ➢ **Total EOI Score: 11**

8) Marisol
   - ➢ Labour Market/ Employment
       - i.   NOC Skill Level: 0
       - ii. NOC Skill Type: 5
       - iii. Job Offer Wage: 0
       - iv. CWE Length: 4
       - v.   CWE NOC Skill Level: 0
       - vi. CWE Earnings History: 0
   - ➢ Regionalization
       - i.   Job Offer Location: 10
   - ➢ Strategic Priorities   N/A
   - ➢ **Total EOI Score: 19**

International Graduates: Masters & PhD

- *Applicable Domains:*
  - ➢ *Labour Market/ Employment – CWE Factors only (max. 10 points)*
  - ➢ *Education – Field of Study and Canadian Education Experience (max. 20 points)*
  - ➢ *Language (max. 20 points)*
  - ➢ *Regionalization – Location of Study only (max. 10 points)*
  - ➢ *Strategic Priorities (max. 10 points)*
  - ➢ *Maximum Score: 70 points*

9) Darren
   - ➢ Labour Market/ Employment
       - i.   CWE Length: 0
       - ii. CWE NOC Skill Level: 0

- iii. CWE Earnings History: 0
- ➢ Education
  - i. Field of Study: 9
  - ii. Canadian Ed. Experience: 10
- ➢ Language
  - i. Official Language Ability: 6
  - ii. Knowledge of Both Off. Langs. 5
- ➢ Regionalization
  - i. Location of Study: 10
- ➢ Strategic Priorities NA
- ➢ **Total EOI Score:** **40**

10) Amudha
- ➢ Labour Market/ Employment
  - i. CWE Length: 4
  - ii. CWE NOC Skill Level: 0
  - iii. CWE Earnings History: 3
- ➢ Education
  - i. Field of Study: 6
  - ii. Canadian Ed. Experience: 10
- ➢ Language
  - i. Official Language Ability: 10
  - ii. Knowledge of Both Off. Langs. 5
- ➢ Regionalization
  - i. Location of Study: 6
- ➢ Strategic Priorities NA
- ➢ **Total EOI Score:** **44**

EOI Scoring Challenge

INSTRUCTIONS:

- One member of your group will need to be Screen Sharer- decide amongst yourselves who it will be. The Screen Sharer will first share this document with the team to read through these instructions together. Once that is done, the Screen Sharer will share the *Introduction to EOI* powerpoint presentation on their screen for the team to view. (This presentation is attached to today's meeting invite.)

- One member of your group will need to be the Scribe. Decide amongst yourselves who it will be. The Scribe will record the team's answer to each question on this sheet, and then email the sheet to the Challenge Master: yared.mehzenta@ontario.ca Please come up with a Team Name and include it in your email.

- The information needed to answer each of the questions can be found on slides 11 – 15 of the slide deck.

- When calculating the NOC Skill Level, please note that any management occupations (i.e. the first digit of the NOC is a 0) are automatically considered Skill Level A. For all other non-management occupations, consult the second digit of the NOC to determine the Skill Level:
    - If the second digit is 0 or 1, the occupation is Skill Level A.
    - If the second digit is 2 or 3, the occupation is Skill Level B.
    - You can find additional information about NOC Skill Levels here: https://noc.esdc.gc.ca/Training/SkillLevel/d5036626a6a744d1a36d506498 62119d

- You will have 45 minutes to complete the questions as a team and submit your answers to the Challenge Master. Once you are done answering the questions, please return from your Breakout Room to the main room.

- The team with the highest score will win a prize! If there is a tie, the tie will be broken based on how quickly the winning teams completed the challenge. All teams (ISOs, IOs, IAs, SPOs) will compete against each other for the prize! Prize details will be shared at a later date.

- Good luck!

EOI Scoring Challenge: QUESTIONS

Employer Job Offer: Foreign Worker

1) Gerald has a job offer from an Ontario employer in the food service sector. The position is classified under NOC 6311: Food service supervisors. The wage level for the position is $14.25/hour. The applicant has previously worked for the same Ontario employer for two years as a Cashier (NOC 6611). His highest earnings during that period were $22,000/ year. The location of his job offer is in Peterborough, ON.
   - What is Gerald's EOI score? _____

2) Abigail has a job offer from a daycare in Ottawa as an Early Childhood Educator (NOC 4214). The hourly wage is $25.00/hour. Previously, she worked as a retail sales supervisor (NOC 6211) at a clothing store in Halifax for 7 months. Her total earnings during that 7-month period were $11,000. She also previously received a college diploma from a college in Nova Scotia in business administration.
   - What is Abigail's EOI score? _____

3) Luiz has a job offer from a major Canadian bank as a financial services manager (NOC 0111) where he will earn a wage level of $67.00/hour. The job is located in downtown Toronto. He does not have any Canadian work experience or Canadian education.
   - What is Luiz's EOI score? _____

Employer Job Offer: International Student

4) Jason has a job offer as an environmental policy researcher (NOC 4161) at a non-profit organization in Toronto. The hourly wage is $30.00/hour. He has been working in the same job with the same employer for 14 months, earning $60,000 in the previous year. He holds a bachelor's degree in Environmental Engineering from York University. He is also proficient (CLB 9) in both official languages.
   - What is Jason's EOI score? _____

5) Fatima has a job offer as a machinist (NOC 7231) at an automotive parts company in Mississauga. The hourly wage is $27.50/hour. She has no Canadian work experience, but she has a Mechanical Engineering Technician diploma from Sheridan College, and a post-graduate certificate in Business Administration also

from Sheridan. She is using her post-graduate certificate as the basis for her JOIS application, so that is the credential she will be scored on for Field of Study. She is fluent (CLB 9) in English but not French.

- What is Fatima's EOI score? _____

6) The OINP has established a Strategic Priority of promoting immigration in Northern Ontario and will award 10 EOI points to individuals who have a Job Offer in Northern Ontario. David has a job offer for a Baker position (NOC 6332) at a bakery in Sudbury. The wage level for the position is $15.00/hour. He has 1.5 years of previous work experience as a Cook (NOC 6322) during which he earned $25,000 in the most recent year. David has a bachelor's degree in French literature from Laurentian University. He is fluent (CLB 9) in French and English.

- What is David's EOI Score? _____

Employer Job Offer: In-Demand Skills

7) Jagdeep has a job offer as a transport truck driver (NOC 7511) from a trucking company based in Milton, ON. The hourly wage is $18.00/hour. He has no Canadian work experience, and a Bachelor's degree in Mechanical Engineering from a university in India.

- What is Jagdeep's EOI score? _____

8) Marisol has a job offer as a live-in caregiver (NOC 4412) with a wage level of $17.50/hour. The position is located in Sarnia. She has 18 months of Canadian work experience doing the same job at a different location in Windsor.

- What is Marisol's EOI score? _____

International Graduates: Masters

9) Darren has recently completed a Masters degree in Computer Science at Queen's University. Previously, he also completed a Bachelor's degree in Computer Science at the same university. He has no Canadian work experience. He is proficient in English with a CLB 8 in all categories on his IELTS test.

- What is Darren's EOI score? _____

International Graduates: PhD

10) Amudha has completed a PhD in Law at Osgoode Hall in Toronto. Previously, she completed an law degree from the same institution. She has 1.5 years of Canadian experience working as a paralegal (NOC 4211) and earned $55,000 in the last year. Her English language test shows she has a CLB 9 in all categories, but she is not fluent in French.

- What is Amudha's EOI score? _____

EOI: Verification and Confirmation of Factors

OINP Staff Training

May 2021

Five Scoring Domains

- Labour Market/ Employment
- Education
- Language
- Regionalization
- Strategic Priorities

Domain #1: Labour Market/ Employment

- Job Offer NOC Skill Level
- Job Offer NOC Skill Type
- Job Offer Hourly Wage

- Canadian Work Experience Length
- Canadian Work Experience Skill Level
- Canadian Work Experience Earnings History

Job Offer: NOC Skill Level

This scoring factor is applicable to the following streams:

- Employer Job Offer: Foreign Worker
- Employer Job Offer: International Student
- Employer Job Offer: In-Demand Skills

Skill Level	EOI Points
Skill Level A	10
Skill Level B	8
Skill Level C, D	0

Documents used to verify this factor:

- Signed job offer letter with description of job duties
- Employer form
- The officer will consult the job duties listed in the job offer letter to verify that they are consistent with the NOC listed on the employer form.
- The Skill Level is determined by the second digit of the NOC code: 0 or 1 = Skill Level A, 2 or 3 = Skill Level B.
- If the first digit of the NOC Code is 0 (i.e. a Management Skill Type), the NOC is a Skill Level A, regardless of the second digit.

Job Offer: NOC Skill Type

This scoring factor is applicable to the following streams:

- Employer Job Offer: Foreign Worker
- Employer Job Offer: International Student
- Employer Job Offer: In-Demand Skills

Documents used to verify this factor:

- Signed job offer letter
- Employer form

The NOC Skill Type corresponds to the first digit of the NOC code.

Skill Type	EOI Points
0 – Management	10
1 – Business, finance, administration	
2 – Natural and applied sciences and related	
3 – Health	
9 – Manufacturing & utilities	
4 – Law, social, community and gov't services	5
5 – Art, culture, recreation and sport	
6 – Sales and service occupations	
7 – Trades, transport and equipment operators and related	
8 – Natural resources, agriculture and related production	

Job Offer: Hourly Wage

Hourly Wage	EOI Points
$40.00/hour or higher	10
$20.00/hour – $39.99/hour	5
Less than $20.00/hour	0

This scoring factor is applicable to the following streams:

○ Employer Job Offer: Foreign Worker

○ Employer Job Offer: International Student

○ Employer Job Offer: In-Demand Skills

Documents used to verify this factor:

○ Signed job offer letter with description of job duties

○ Employer form

Canadian Work Experience: Length

- This factor is applicable to **ALL** base streams.

- Canadian work experience must have been obtained within the **last five years** preceding the attestation date to be eligible for EOI points.

- Work experience can be full-time or part-time equivalent (PTE). PTE is calculated in the same way as is done for existing program criteria.

- Work experience can be **cumulative,** i.e. gaps are allowed.

- The officer will review the following documents to verify the applicant's score for this factor:

  - Employment reference letter(s)

CWE Length	EOI Points
1 year or more	4
Less than 1 year	0

- Canadian work experience obtained in **any occupation** is allowed for this scoring factor.

Canadian Work Experience: NOC Skill Level

○ This factor is applicable to **ALL** base streams.

○ Canadian work experience must have been obtained within the **last five years** preceding the attestation date to be eligible for EOI points.

○ The officer will review the following documents to verify the applicant's score for this factor:

  ○ Employment reference letter(s)

CWE Skill Level	EOI Points
A	3
B,C,D	0

NOTE: there is **no minimum duration** for this factor. Any Skill Level A Canadian work experience obtained within the last five years can be counted, regardless of how long the applicant worked in that occupation.

Canadian Work Experience: Earnings History

- This scoring factor is applicable to **ALL** base streams.

- Canadian work experience must have been obtained within the **last five years** preceding the attestation date to be eligible for EOI points.

- The officer will review the following documents to verify the applicant's score for this factor:
  - CRA Notice of Assessment

- The officer will review any Notices of Assessment provided for tax years that fall wholly or partly within the last five years preceding the attestation date.

Highest Earnings	EOI Points
$40,000 or higher	3
Less than $40,000 or docs not provided	0

Example:
- The date of attestation is March 31, 2021
- The five-year eligibility window for Canadian Work Experience is April 1, 2016 – March 31, 2021
- Any Notice of Assessment for the tax years 2016, 2017, 2018, 2019 or 2020 is eligible.
- The officer will review any/all eligible Notices of Assessment provided to verify whether the applicant earned $40,000 or more in total income in any of the last five years.

Domain #2: Education

- Highest Level of Education
- Field of Study
- Canadian Education Experience

Highest Level of Education

○ This scoring factor is only applicable to the Employer Job Offer: International Student stream.

○ The officer will review the following documents to verify the applicant's score for this factor:

  ○ Degree, diploma or certificate, **OR**

  ○ Educational Credential Assessment (ECA)

○ Education obtained in Canada or abroad is eligible for this factor. Foreign education requires an ECA.

NOTE: any ECAs provided will be verified by an Immigration Support Officer at the Completeness Check stage.

Highest credential	EOI Points
PhD degree	10
Masters degree	8
Bachelor's degree or equivalent	6
College diploma or trade certificate	5

Field of Study

Field of Study	EOI Points
Engineering and engineering technology	10
Health care	10
Mathematics and computer and information sciences	9
Business and administration	7
Trades, services, natural resources and conservation	7
Social and behavioural sciences	6
Legal professions and studies	6
Science and science technology	6
Arts and humanities	5

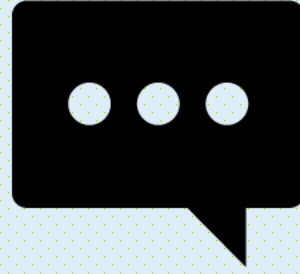This scoring factor is applicable to the following streams:

- Employer Job Offer: International Student
- International Graduates: Masters
- International Graduates: PhD

The officer will review the following documents to verify the applicant's score for this factor:

- Copy of transcripts

Field of Study (continued)

- The officer will consult the Educational Search Tool to match the educational program to the appropriate field of study.

- Field of Study is scored on the basis of Canadian educational credentials only. ECAs are not used to verify this scoring factor.

- Field of Study is scored based on the educational credential that the applicant is using to meet program criteria. If the applicant has multiple educational credentials, the officer will score this factor using the credential that forms the basis of the application.

- Example:
  - NMAS applicant has a bachelor's degree in Mathematics, and a master's degree in Computer Science
  - The master's degree is the credential being used to meet NMAS program criteria.
  - Therefore, the officer will consider the Field of Study to be Computer Science for the purpose of awarding EOI points under this factor.

Field of Study Search Tool

The Education Search Tool includes a Field of Study Search Tool which allows officers to search from a list of post-secondary programs in Canada to identify the EOI Field of Study.

Field of Study Search Tool

Field of Study	EOI Field of Study
Drama/theatre arts and stagecraft	Arts and humanities

Type in Applicant's Program Name from Transcript Above

About
Field of Study is based on the Classification of Instructional Programs (CIP) framework developed and maintained by Statistics Canada.

For more information about this framework, see: **https://www150.statcan.gc.ca/n1/en/catalogue/12-590-X**

Last updated: February 18, 2021
Updated by: Alex Lovell (alex.lovell@ontario.ca)

Canadian Education Experience

This scoring factor is applicable to the following streams:

○ Employer Job Offer: International Student

○ International Graduates: Masters

○ International Graduates: PhD

The officer will review the following documents to verify the applicant's score for this factor:

○ Copy of degree/ diploma/ certificate

○ NOTE: as a Canadian educational credential is a prescribed criterion for each of the applicable streams, all EOIs to which this factor applies will have at least one Canadian credential.

Number of credentials	EOI Points
More than one Canadian credential	10 points
One Canadian credential	5 points

Domain #3: Language

- Official Language Ability
- Knowledge of Both Official Languages

Official Language Ability

This scoring factor is applicable to the following streams:

- Employer Job Offer: International Student

- International Graduates: Masters

- International Graduates: PhD

The officer will review the following documents to verify the applicant's score for this factor:

- Language test (IELTS, CELPIP, TEF, TCF)

<u>The officer will consult the IRCC Conversion Chart</u> to convert the applicant's language test scores to the Canadian Language Benchmark (CLB) for each language competency (reading, writing, listening, speaking).

CLB Level	EOI Points
9 or higher	10
8	6
7	4

International English Language Testing System (IELTS) - General Training - Test score equivalency chart

CLB Level	Reading	Writing	Listening	Speaking
10	8.0	7.5	8.5	7.5
9	7.0	7.0	8.0	7.0
8	6.5	6.5	7.5	6.5
7	6.0	6.0	6.0	6.0
6	5.0	5.5	5.5	5.5
5	4.0	5.0	5.0	5.0
4	3.5	4.0	4.5	4.0

Official Language Ability (continued)

- The officer will verify the EOI points for this factor based on **the highest CLB that is met or exceeded in all four language competencies**.

- Example:

  - An applicant has a CLB 7 in reading, a CLB 8 in writing, CLB 8 in listening and CLB 9 in speaking.

  - The highest CLB that is met or exceeded in all four language competencies is CLB 7.

  - The applicant receives 4 points for this scoring factor.

NOTE: any language tests provided will by verified by an Immigration Support Officer at the Completeness Check stage.

Knowledge of Both Official Languages

This scoring factor is applicable to the following streams:

- Employer Job Offer: International Student
- International Graduates: Masters
- International Graduates: PhD

Languages	EOI Points
2 official languages	10
1 official language	5
No test provided	0

The officer will review the following documents to verify the applicant's score for this factor:

- Language test(s) (IELTS, CELPIP, TEF, TCF)

The officer will count 5 points for the first official language if the language test demonstrates scores of **CLB 7 or higher** in all four language competencies.

The officer will count an additional 5 points (10 points total) for two official languages if the second language test demonstrates scores of **CLB 6 or higher** in all four language competencies.

Domain #4: Regionalization

- Job Offer Location
- Location of Study

Job Offer Location

This scoring factor is applicable to the following streams:

○ Employer Job Offer: Foreign Worker

○ Employer Job Offer: International Student

○ Employer Job Offer: In-Demand Skills

Job Offer Location	EOI Points
Outside of the GTA	10 points
Inside the GTA	6 points

The officer will review the following documents to verify the applicant's score for this factor:

○ Signed job offer letter

○ Employer form

The officer will identify the location where the applicant will work (or, if working in multiple locations, the location where they will report to work) and determine if it is in one of the following five municipalities: City of Toronto, York Region, Peel Region, Durham Region, Halton Region. If so, 6 points will be counted. If not, 10 points will be counted.

Location of Study

This scoring factor is applicable to the following streams:

- Employer Job Offer: International Student
- International Graduates: Masters
- International Graduates: PhD

Location of Study	EOI Points
Outside of the GTA	10 points
Inside the GTA	6 points
Outside of Ontario	0 points

The officer will review the following documents to verify the applicant's score for this factor:

- Copy of transcripts

This scoring factor is based on the educational credential that is being used to meet program criteria. (e.g. for an NMAS application, the score will be based on the masters degree).

The officer will consult the transcript to identify the location of the university or college campus where the applicant studied. The officer can use the Education Search Tool to determine if the campus is inside or outside the GTA.

Location of Study Search Tool

The Education Search Tool includes a Location of Study Search tool which allows officers to search from a list of postsecondary campuses to determine if the location of study is inside or outside the GTA.

Location of Study Search Tool

Institution Name	Census Divison	GTA
Seneca	▾ ork	GTA
	Peterborough	Outside GTA
	Toronto	

About

Applicants were informed to identify their location of study only if they **physically attended an eligible institution in Ontario**.

Last updated: February 18, 2021
Updated by: Alex Lovell (alex.lovell@ontario.ca)

NOTE: points are only counted for studies within Ontario. For JOIS applicants, it is possible that they may have completed their studies in a Canadian province outside of Ontario. Those applicants would not receive points for location of study.
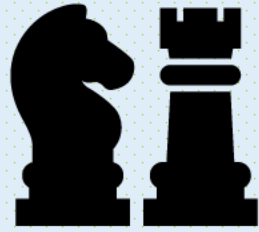
Domain #5: Strategic Priorities

- This scoring factor is currently not applicable to any streams. Strategic priorities may be identified in the future, as determined by the ministry.
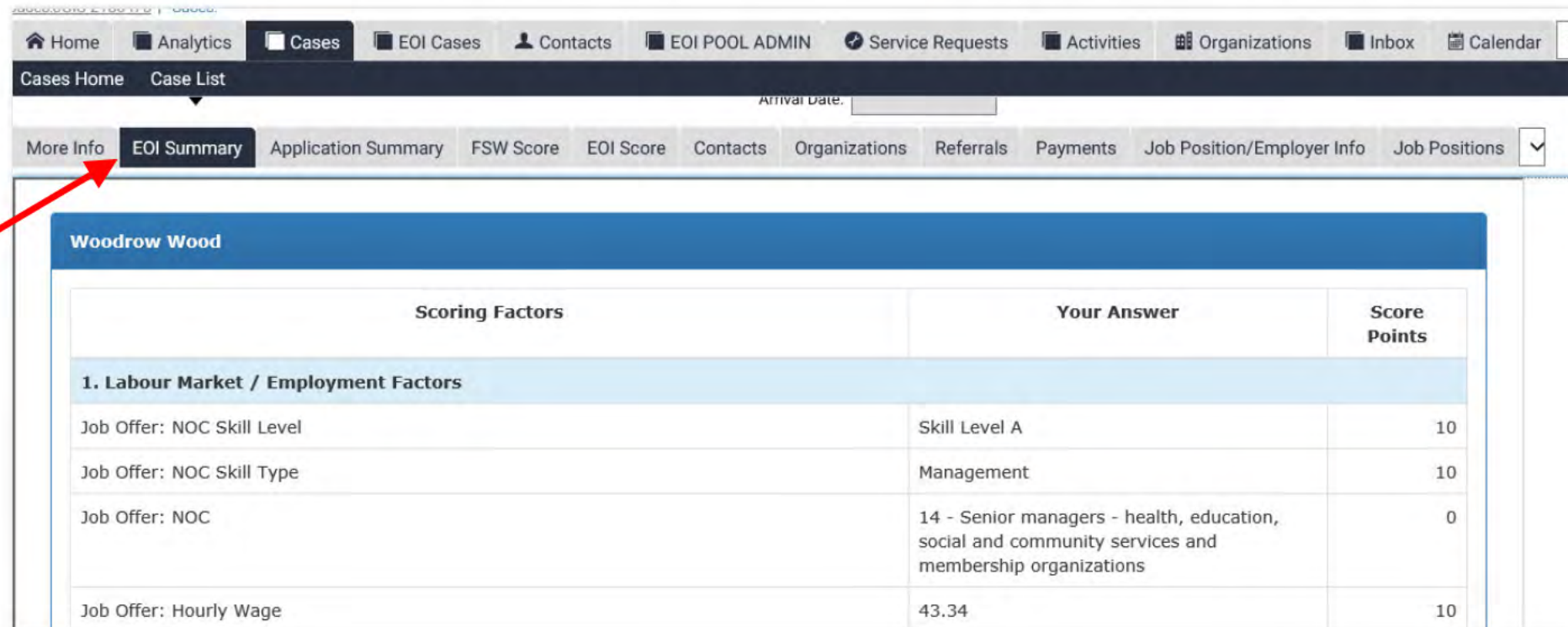
EOI Summary Tab

The EOI Summary Tab is a new feature in CMOD that allows officers to see all of the information provided by the applicant in their EOI at a glance. This tab cannot be edited.
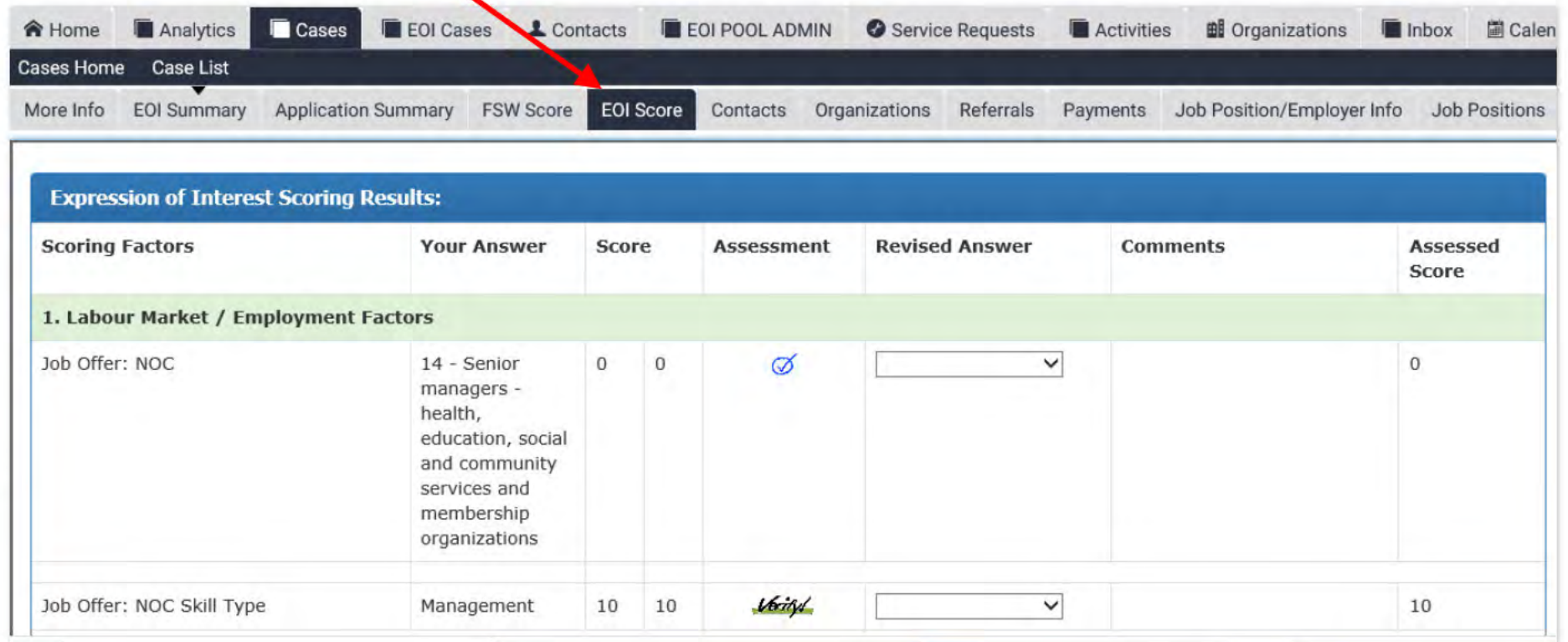
EOI Score Tab

There is also a new tab called EOI Score. This tab is very similar in design to the FSW Score tab.

The EOI Score tab is used by officers to record the scores they have verified after reviewing supporting documentation.

IA Verification

- Investigator Analysts will verify the applicant's EOI scores and update the EOI Score tab. Once complete, IAs will click "Save" at the bottom of the EOI Score tab.

- If the applicant has not provided documentation to support a score claimed in their EOI, the IA will send an Information Request Letter requesting the missing document(s).

- If the IA verification indicates that the applicant's claimed EOI score is correct, **OR** that there is a discrepancy, but the verified score still falls within the range of scores that were captured in the applicant's ITA draw, the IA will assess that **the selection factor criterion is met** in the Assessment tab.

- If the IA verification indicates that the applicant's claimed EOI score is incorrect, such that the applicant should not have received an ITA in that draw, the IA will assess that **the selection factor criterion is not met** in the Assessment tab and recommend refusal.

SPO Confirmation

- Senior Processing Officers will review:
  - The IA's notes in the "EOI Selection Factor" row of the Assessment tab,
  - The verified score in the EOI Score tab,
  - The information provided by the applicant in the EOI Summary tab; and
  - All supporting documentation provided by the applicant.
- If the SPO finds any discrepancy in the verified score, they will revise the EOI Score tab and include comments explaining the revision, then click "Save" at the bottom.
- If the confirmed EOI score indicates that the applicant's score is correct OR there is a minor discrepancy that would not have affected their ITA, the SPO will determine that **the selection factor criterion is met** in the Decision tab.
- If the confirmed EOI score indicates that the applicant's claimed score is incorrect such that they should not have received an ITA, the SPO will **issue a Notice of Intent to Refuse the Application.**

Program Integrity

- If at any stage an officer suspects that an applicant has provided information in their EOI that is false, misleading or would lead to an error in the administration of the Act or its regulations, they should consult with a Team Lead.

- Such EOIs may be referred to the Program Integrity and Quality Assurance Unit for further investigation.

Questions?

Senior Program Advisor: yared.mehzenta@Ontario.ca

Team Leads: Luiza.cornea@Ontario.ca, Cameron.ferrie@Ontario.ca,

david.wood@Ontario.ca

EOI Training Quiz

Answer the following 25 questions with your group as fast as you can! Good luck!

TEAM NAME: _____

1. If an applicant has applied under the Employer Job Offer: International Student stream and has a job offer located in St. Catharine's, Ontario – how many EOI points would they get for Job Offer Location? ANSWER:

2. What document would an officer consult to verify/ confirm the applicant's Canadian Work Experience: Earnings History? ANSWER:

3. An NMAS applicant has provided an IELTS test showing the following scores:

   o Reading: 6.5
   o Writing: 7.0
   o Listening: 8.5
   o Speaking: 6.0
   o How many EOI points would they receive for Official Language Ability? ANSWER:

4. What is the name of the new tab in CMOD that officers will use to record verified EOI scores? ANSWER:

5. Which OINP streams does the Canadian Education Experience factor apply to? ANSWER:

6. What is the eligibility window when calculating an applicant's EOI score for Canadian Work Experience: Length? ANSWER:

7. If a JOIS applicant completed their bachelor's degree at the University of British Columbia, how many EOI points would they receive for Location of Study? ANSWER:

8. What is the minimum CLB level needed in all four competencies for an applicant to receive EOI points for their second official language? ANSWER:

9. True or false: the Field of Study factor is scored for both Canadian and foreign educational credentials. ANSWER:

10. How many EOI points would an applicant get for Field of Study if their educational credential was in computer science? ANSWER:

11. If a Senior Processing Officer confirms the applicant's EOI score to be lower than the score that was claimed by the applicant, but higher than the cutoff score in the applicant's ITA draw, what should they do? ANSWER:

12. If an Investigator Analyst verifies the applicant's EOI score and it is lower than the cutoff score in the applicant's ITA draw, what should they do? ANSWER:

13. How many EOI points would a JOFW applicant receive for NOC Skill Type if their job offer was for the position of Food Service Supervisor? ANSWER:

14. How does one determine the NOC Skill Level of a job offer? ANSWER:

15. What is the lowest wage level that an applicant can have on their job offer and still receive EOI points for Job Offer: Hourly Wage? ANSWER:

16. How many scoring domains exist under the new EOI system in total? ANSWER:

17. What are the two scoring factors that officers can use the Education Search Tool to help verify? ANSWER:

18. Which group of officers is responsible for verifying language tests provided to support EOI scores? ANSWER:

19. What is the one scoring factor that is only applicable to ONE stream? ANSWER:

20. Under what tab in CMOD can you find an overview of the applicant's claimed EOI scores at-a-glance? ANSWER:

21. How many EOI points would an applicant receive under Canadian Work Experience: NOC Skill Level if they had Canadian experience as a Cook?

22. What is the name of the scoring domain that is not yet applicable to any streams? ANSWER:

23. What documentation would officers use to verify an applicant's Location of Study? ANSWER:

24. Which scoring domain contains the most number of scoring factors? ANSWER:

25. What should an officer do if they suspect an applicant may have willfully misrepresented their EOI score? ANSWER:

Purpose

1. To provide OINP staff with an overview of the Expression of Interest (EOI) system: what it is and how it works.

2. To inform OINP staff of changes to processing procedures that will be implemented as a result of the EOI system.

Ontario

What is EOI?

- EOI stands for **Expression of Interest**.

- It is a new system that will allow OINP to better manage the intake of applications to our Base Streams.

- Base Streams are the streams that are **not** administered through Express Entry.

- These include those under the Employer Job Offer category:
  - Employer Job Offer: Foreign Worker Stream (**JOFW**)
  - Employer Job Offer: International Student Stream (**JOIS**)
  - Employer Job Offer: In-Demand Skills Stream (**JOID**)

- And those under the International Graduates category:
  - International Graduates: Masters Stream (**NMAS**)
  - International Graduates: PhD Stream (**NPHD**)

Ontario

What Does Expression of Interest Mean?

- Currently, the OINP opens and closes streams periodically throughout the year to manage workflow and processing times.

- The OINP website indicates which streams are accepting applications, and which streams are closed.
  - When a stream is **open**, applicants can submit an application at any time.
  - When a stream is **closed**, applicants cannot submit an application. They must check the OINP website regularly for updates on when the stream will re-open.

- This situation is not ideal for applicants: they do not know when a closed stream will re-open, or when an open stream may close.

- It is also not ideal for the OINP: when we open streams, we often receive a large influx of applications in a short period of time, which has led to technical difficulties in the past.

- Under EOI, **streams will not open or close**.

- Instead, prospective applicants will be able to register an **expression of interest** in their preferred stream at any time.

- The OINP will then periodically **invite registrants to apply**, based on a predetermined set of selection factors.

Ontario

Expression of Interest System Objectives

The design and development of an Expression of Interest (EOI) system for the Ontario Immigrant Nominee Program (OINP) aims to meet the following objectives:

Increase the program's labor market responsiveness in fluctuating economic situations, and do a better job of responding to regional labour market needs
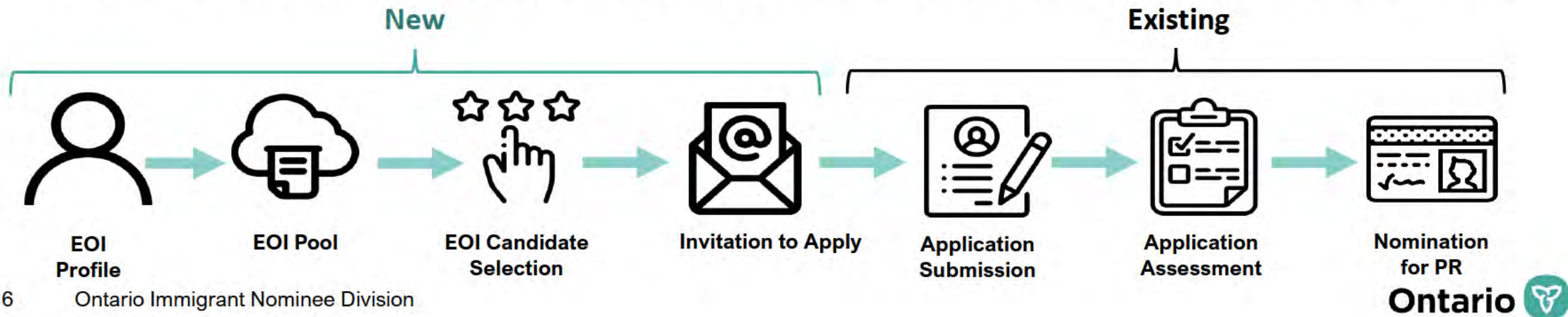
Strategically manage high demand for the program in the context of relatively unchanging allocations; thereby creating more predictability for applicants and employers

Prioritize the most suitable applicants and not necessarily those first through the door

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How the Expression of Interest System Will Work

- **Interested individuals will register and be placed in a selection pool.** As part of this process, individuals will be required to provide basic personal information and answer questions about their education, skills and work experience.

- An individual's **online profile would be scored on the basis of a number of factors that would earn them points**, for example education level and language ability and for Employer Job Offer streams, employment related factors (see next slide for proposed factors).

- The electronic EOI system tool will **score and rank individuals** based on information provided in their EOI profile.

- The program will identify draw parameters and conduct draws, issuing an **Invitation to Apply** to successful candidates.

- Individuals who received an Invitation to Apply may **submit an application for nomination.**

- The OINP will then **process the application** and **issue a nomination** to individuals who meet existing stream criteria.

New

Existing

| EOI Profile | EOI Pool | EOI Candidate Selection | Invitation to Apply | Application Submission | Application Assessment | Nomination for PR |

Ontario Immigrant Nominee Division

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How the Scoring Factors were Established

The domains and factors being proposed were identified through a rigorous process involving:

1) Research and literature review

2) Jurisdictional scan and analysis

3) Data analysis and modeling

4) Operational and program integrity assessment

5) Consultations with government stakeholders

The established evidence on outcomes of economic immigrants shows that:

1) In the short-term **Canadian work experience** and **language** are the most meaningful factors of success;

2) In the long term, **educational attainment** and **skill level** are strong predictors of success;

3) **Job location** and **community ties** are key factors for attracting and retaining newcomers outside of traditional settlement areas.

Ontario

Conducting EOI Draws

The OINP proposes to conduct draws from the EOI selection pool in the following ways:

1. **General Draws: Selecting the top scoring candidates in a particular stream.**

   - Candidates are identified by their EOI score only.

2. **Targeted Draws: Selecting the top scoring candidates in a particular stream, who also meet a specific criterion, such as: occupation, job offer in a specific region, etc.**

   - Enables the ministry to target individuals with specific attributes deemed necessary for labour market/ministry priorities, and based on supporting labour market information/success indicators.

Operating Principles

- The size and frequency of each draw will vary and depend on operational processing capacity, progress toward meeting the annual nomination allocation, response rates and ministry priorities.

- A minimum score and other draw parameters will be set for each draw: minimum scores will vary depending on the size of the draw and the scores of candidates in the pool. OINP will publish draw parameters on its webpage.

Example of a Draw Scenario

- OINP is seeking 500 applications with work experience in skilled trades occupations
- Staff conduct a proxy draw to search the EOI pool for skilled trades workers
  - The proxy (test) draw identifies over 1,500 ideal candidates
- Staff invites the top-scoring 550+ candidates to apply based on historical information on likely response rates to the invitation
- The program receives 500 applications from the invited candidates
- The remaining candidates remain in the pool for the next opportunity

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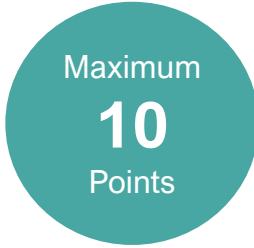
General Draw Schedule & Expected Results

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EOI Domains and Scoring Factors

EOI Scoring Factors and Domains

The EOI system will score prospective applicants on 5 evidence-based domains:

Labour Market / Employment	Education	Language	Regionalization	Strategic Priorities
• Job Offer Skill Level, Type, and Wage • Canadian Work Experience: Length, Skill Level, and Earnings	• Highest Level of Education • Field of Study • Canadian Education Experience	• Official Language Ability • Knowledge of Both Official Languages	• Job Offer Location • Location of Study	• As directed by the Director of the Program under the Act • This factor will be used by the program to be responsive to in-demand sectors that have lower scoring EOIs
Maximum **40** Points	Maximum **30** Points	Maximum **20** Points	Maximum **20** Points	Maximum **10** Points

EOIs will be <u>scored by stream</u> (e.g., EOIs for In-Demand Skills will **not** be scored against EOIs for International Student) and the **factors will be applied differently across streams** (not all scoring factors apply to all streams).

Ontario Immigrant Nominee Division

Ontario

EOI Scoring Factors: Labour Market / Employment

Job Offer			Canadian Work Experience		
NOC Skill Level	**NOC Type[1]**	**Hourly Wage**	**Length of Employment**	**NOC Skill Level**	**Earnings History**
• Skill Level A **(10 Points)** • Skill Level B **(8 Points)** • Skill Level C,D **(0 Points)**	• Type 0-3,9 **(10 Points)** • Type 4-8 **(5 Points)**	• =>$40 **(10 Points)** • $20-$39 **(5 Points)** • <$20 **(0 Points)**	• >=12 Months **(4 Points)** • <12 Months **(0 Points)**	• Skill Level A **(3 Points)** • Skill Level B,C,D **(0 Points)**	• >=$40k **(3 Points)** • No proof or less than $40k **(0 Points)**

= **Maximum 40 Points**

Verification Documents

- Signed Job Offer Letter with Description of Duties and Employer Form
- Employment Reference Letters, Pay Slips, Resume
- Copies of Previous Contracts
- T4/A Tax Filing / Notice of Assessment / Pay Slips

List of NOC Types

0. Management occupations
1. Business, finance and administration positions
2. Natural and applied sciences and related occupations
3. Health occupations
4. Occupations in education, law and social, community and government services
5. Occupations in art, culture, recreation and sport
6. Sales and service occupations
7. Trades, transport and equipment operators and related occupations
8. Natural resources, agriculture and related production occupations
9. Occupations in manufacturing and utilities

EOI Scoring Factors: Education

Highest Level of Education

- PhD
  (10 Points)

- Masters Degree
  (8 Points)

- Bachelors Degree or Equiv.
  (6 Points)

- College Diploma or Trade Certificate
  (5 Points)

Field of Study

Field of Study	Points
Science and science technology	6
Engineering and engineering technology	10
Mathematics and computer and information sciences	9
Business and administration	7
Arts and humanities	5
Social and behavioural sciences	6
Legal professions and studies	6
Health care	10
Education and teaching	6
Trades, services, natural resources and conservation	7

Canadian Education Experience

- More than one Canadian credential
  (10 Points)

- One Canadian credential
  (5 Points)

= **Maximum 30 Points**

Verification Documents

- Transcript

- Diploma/Degree/Certificate

- Educational Credential Assessment (ECA)

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EOI Scoring Factors: Language and Regionalization

Official Language Ability

- CLB 9+
  (10 Points)
- CLB 8
  (6 Points)
- CLB 7
  (4 Points)

Knowledge of Both Official Languages

- 2 Official Languages
  (10 Points)
- 1 Official Language
  (5 Points)

= Maximum 20 Points

Verification Documents

- IELTS, CELPIP, TEF, TCF Canada Language Test Results

Job Offer Location

- Outside GTA
  (10 Points)
- GTA
  (6 Points)

Location of Study

- Outside GTA
  (10 Points)
- GTA
  (6 Points)

= Maximum 20 Points

Verification Documents

- Job Offer Letter
- Record of Employment
- School Transcript

Ontario

Applying the EOI Scoring Factors by Stream

The proposed approach is to apply the EOI factors differently across streams based on strategic objectives:

EOI Domain	EOI Factor	EJO: In Demand Skills	EJO: Foreign Worker	EJO: International Student	Masters Graduate	PhD Graduate
Labour Market/ Employment Factors	NOC Skill Level	✓	✓	✓		
	NOC Type	✓	✓	✓		
	Job Offer Wage	✓	✓	✓		
	Canadian Work Experience: Length	✓	✓			✓
	Canadian Work Experience: NOC Skill Level	✓	✓			
	Canadian Work Experience: Earnings History	✓	✓			
Education	Highest Level of Education			✓		✓
	Field of Study			✓	✓	✓
	Canadian Education Experience			✓		
Language	Official Language Ability			✓	✓	✓
	Knowledge of Both Official Languages			✓	✓	✓
Regionalization	Location of Job Offer	✓	✓	✓		
	Location of Study			✓		
Strategic Priorities	Defined by Director of the Program under the Act	✓	✓	✓		

Ontario

EOI Impacts: ISOs and IOs

- Immigration Support Officers (ISOs) will not be responsible for verifying scoring factors at Completeness Check.

- Any changes to Completeness Check procedures will be communicated at a refresher training session later in April.

- Some Immigration Support Officers may be asked to participate in EOI Draws.
  - This would involve working with a Manager or Team Lead to issue Invitations to Apply (ITAs) to candidates in the EOI pool.
  - Separate training on EOI Draws will be provided to staff on an as-needed basis.

- Inquiry Officers (IOs) will likely receive an influx of new inquiries once the EOI system is rolled out.

- A Q&A guidance document will be provided to IOs in order to respond to the most common types of questions we expect to receive.
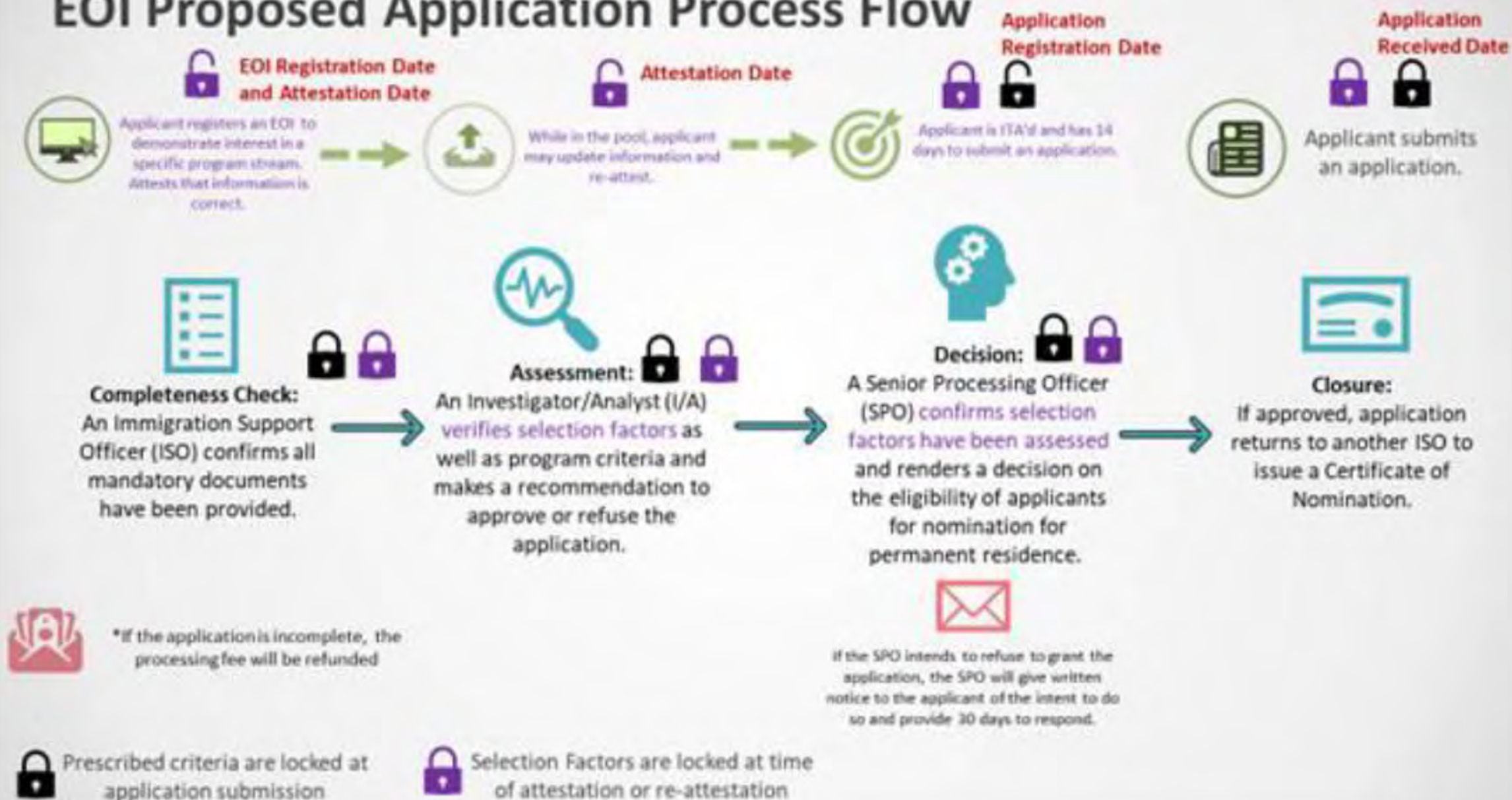
Ontario

EOI Impacts: IAs and SPOs

- Investigator Analysts (IAs) will be responsible for **verifying scoring factors** at the Assessment stage.
  - This will involve reviewing the applicant's EOI Score on the **EOI Scoring Tab** in CMOD.
  - The EOI Scoring Tab will have a similar look and feel as the FSW Scoring Tab.
  - IAs will need to review the documentation submitted by the applicant for each factor for which they have claimed EOI points.
  - The IA will verify that the score is correct.

- Senior Processing Officers (SPOs) will be responsible for **confirming scoring factors** at the Decision stage.
  - This will also involve reviewing the applicant's EOI Score in the EOI Scoring Tab in CMOD.
  - SPOs will similarly review the documentation submitted and confirm that the score is correct.

Further training on verification and confirmation of scoring factors will be provided to IAs and SPOs later in April.

Ontario

EOI Proposed Application Process Flow

EOI Registration Date and Attestation Date

Applicant registers an EOI to demonstrate interest in a specific program stream. Attests that information is correct.

Attestation Date

While in the pool, applicant may update information and re-attest.

Application Registration Date

Applicant is ITA'd and has 14 days to submit an application.

Application Received Date

Applicant submits an application.

Completeness Check:
An Immigration Support Officer (ISO) confirms all mandatory documents have been provided.

*If the application is incomplete, the processing fee will be refunded

Assessment:
An Investigator/Analyst (I/A) verifies selection factors as well as program criteria and makes a recommendation to approve or refuse the application.

Decision:
A Senior Processing Officer (SPO) confirms selection factors have been assessed and renders a decision on the eligibility of applicants for nomination for permanent residence.

If the SPO intends to refuse to grant the application, the SPO will give written notice to the applicant of the intent to do so and provide 30 days to respond.

Closure:
If approved, application returns to another ISO to issue a Certificate of Nomination.

Prescribed criteria are locked at application submission

Selection Factors are locked at time of attestation or re-attestation

Ontario

EOI Timeline

Timeline	Activity
Nov-Dec 2020	IT Requirements Gathering and Content Development
Jan-Feb 2021	IT Development
Mar 2021	User Acceptance Test
Feb-Mar 2021	Develop Training Materials and Update Staff Manual
Feb-Mar 2021	Develop Communications and Instructions for Clients
Mar 2021	Staff Training
Apr 2021	Regs in Force / Minister's Announcement
Apr 2021	EOI Instructions for Clients released on Website
Apr 2021	Training Session for Immigration Reps
Apr 2021	EOI System is Launched
Apr 2021	OINP Conducts 1st Invitation to Apply

- The EOI system is currently scheduled to go live on April 13, 2021.
- OINP expects the EOI pool to grow gradually over the following weeks.
- The first Invitations to Apply (ITAs) are expected to be sent in late April.
- Applicants will have two weeks to submit an application once they receive an ITA.
- Staff will likely then begin processing new EOI files in May.

Ontario

Questions?

Ministry of Labour, Training and Skill Development

EOI System Scoring Factors & Implementation Plan

The Ontario Immigrant Nominee Program

February 2021

Ontario

Purpose

1. To provide an overview of the Ontario Immigrant Nominee Program's (OINP) Expression of Interest (EOI) system scoring factors and domains, and implementation plan.

2. To seek Minister's Office consensus on the scoring parameters to finalize the project design and development phase and move to the implementation phase.

Ontario

Conducting EOI Draws

The OINP proposes to conduct draws from the EOI selection pool in the following ways:

1. **General Draws: Selecting the top scoring candidates in a particular stream.**

   - Candidates are identified by their EOI score only.

   - **Targeted Draws: Selecting the top scoring candidates in a particular stream, who also meet a specific criterion, such as: occupation, job offer in a specific region, etc.**

   - Enables the ministry to target individuals with specific attributes deemed necessary for labour market/ministry priorities, and based on supporting labour market information/success indicators.

Operating Principles

- The size and frequency of each draw will vary and depend on operational processing capacity, progress toward meeting the annual nomination allocation, response rates and ministry priorities.

- A minimum score and other draw parameters will be set for each draw: minimum scores will vary depending on the size of the draw and the scores of candidates in the pool. OINP will publish draw parameters on its webpage.

Example of a Draw Scenario

- OINP is seeking 500 applications with work experience in skilled trades occupations
- Staff conduct a proxy draw to search the EOI pool for skilled trades workers
  - The proxy (test) draw identifies over 1,500 ideal candidates
- Staff invites the top-scoring 550+ candidates to apply based on historical information on likely response rates to the invitation
- The program receives 500 applications from the invited candidates
- The remaining candidates remain in the pool for the next opportunity

Ontario

General Draw Schedule & Expected Results

s.13

Conducting Targeted Draws

The OIND is also planning to conduct **targeted** draws to invite applicants with specific qualifications or characteristics including:

- Individuals applying through the Regional Immigration Pilot;
- Healthcare workers, and other COVID-related priority occupations;
- Skilled trades workers, if not well-represented in general draws;
- Individuals applying through the Economic Mobility Pathway Project (EMPP);
- Regionalization factors, such as individuals with job offers in Northern Ontario;
- Other priority occupations or human capital attributes (francophones, STEM grads, etc.) as needed.

The frequency, timing and size of targeted draws will be recommended once the EOI is operational. They will be responsive to emerging provincial need, and will be recommended after considering several factors, including:

- Characteristics of the applicants in the selection pools
- Return rates and characteristics of applications received through general draws (for example, if certain occupations are under-represented in the general draws)
- Emerging labour market needs
- Operational planning considerations

The **general** draws outlined on slide 4 may be replaced by **targeted** draws to be responsive to the above-noted factors.

Ontario

EOI Scoring Factors and Domains

The EOI system will score prospective applicants on 5 evidence-based domains:

Labour Market / Employment	Education	Language	Regionalization	Strategic Priorities
• Job Offer Skill Level, Type, and Wage • Canadian Work Experience: Length, Skill Level, and Earnings	• Highest Level of Education • Field of Study • Canadian Education Experience	• Official Language Ability • Knowledge of Both Official Languages	• Job Offer Location • Location of Study	• As directed by the Director of the Program under the Act • This factor will be used by the program to be responsive to in-demand sectors that have lower scoring EOIs
Maximum **40** Points	Maximum **30** Points	Maximum **20** Points	Maximum **20** Points	Maximum **10** Points

EOIs will be scored by stream (e.g., EOIs for In-Demand Skills will **not** be scored against EOIs for International Student) and the **factors will be applied differently across streams** (not all scoring factors apply to all streams).

Ontario Immigrant Nominee Division

Ontario

EOI Scoring Factors: Labour Market / Employment

Job Offer			Canadian Work Experience		
NOC Skill Level	**NOC Type[1]**	**Hourly Wage**	**Length of Employment**	**NOC Skill Level**	**Earnings History**
• Skill Level A **(10 Points)**	• Type 0-3,9 **(10 Points)**	• =>$40 **(10 Points)**	• >=12 Months **(4 Points)**	• Skill Level A **(3 Points)**	• >=$40k **(3 Points)**
• Skill Level B **(8 Points)**	• Type 4-8 **(5 Points)**	• $20-$39 **(5 Points)**	• <12 Months **(0 Points)**	• Skill Level B,C,D **(0 Points)**	• No proof or less than $40k **(0 Points)**
• Skill Level C,D **(0 Points)**		• <$20 **(0 Points)**			

= **Maximum 40 Points**

Verification Documents

- Signed Job Offer Letter with Description of Duties and Employer Form
- Employment Reference Letters, Pay Slips, Resume
- Copies of Previous Contracts
- T4/A Tax Filing / Notice of Assessment / Pay Slips

List of NOC Types
0. Management occupations
1. Business, finance and administration positions
2. Natural and applied sciences and related occupations
3. Health occupations
4. Occupations in education, law and social, community and government services
5. Occupations in art, culture, recreation and sport
6. Sales and service occupations
7. Trades, transport and equipment operators and related occupations
8. Natural resources, agriculture and related production occupations
9. Occupations in manufacturing and utilities

EOI Scoring Factors: Education

Highest Level of Education
• PhD **(10 Points)**
• Masters Degree **(8 Points)**
• Bachelors Degree or Equiv. **(6 Points)**
• College Diploma or Trade Certificate **(5 Points)**
• Less than College / Trade Certificate **(0 Points)**

Field of Study

Field of Study	Points
Science and science technology	6
Engineering and engineering technology	10
Mathematics and computer and information sciences	9
Business and administration	7
Arts and humanities	5
Social and behavioural sciences	6
Legal professions and studies	6
Health care	10
Education and teaching	6
Trades, services, natural resources and conservation	7

Canadian Education Experience
• More than one Canadian credential **(10 Points)**
• One Canadian credential **(5 Points)**
• No Canadian credential **(0 Points)**

= Maximum **30** Points

Verification Documents

• Transcript

• Diploma/Degree/Certificate

• Educational Credential Assessment (ECA)

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EOI Scoring Factors: Language and Regionalization

Official Language Ability

- CLB 9+
  (10 Points)
- CLB 8
  (6 Points)
- CLB 7
  (4 Points)
- < CLB 7
  (0 Points)

Knowledge of Both Official Languages

- 2 Official Languages
  (10 Points)
- 1 Official Language
  (5 Points)

= Maximum 20 Points

Verification Documents

- IELTS, CELPIP, TEF, TCF Canada Language Test Results

Job Offer Location

- Outside GTA
  (10 Points)
- GTA
  (6 Points)

Location of Study

- Outside GTA
  (10 Points)
- GTA
  (6 Points)

= Maximum 20 Points

Verification Documents

- Job Offer Letter
- Record of Employment
- School Transcript

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Ontario

Applying the EOI Scoring Factors by Stream

The proposed approach is to apply the EOI factors differently across streams based on strategic objectives:

EOI Domain	EOI Factor	EJO: In Demand Skills	EJO: Foreign Worker	EJO: International Student	Masters Graduate	PhD Graduate
Labour Market/ Employment Factors	NOC Skill Level	✓	✓	✓		
	NOC Type	✓	✓	✓		
	Job Offer Wage	✓	✓	✓		
	Canadian Work Experience: Length	✓	✓	✓		✓
	Canadian Work Experience: NOC Skill Level	✓	✓	✓		✓
	Canadian Work Experience: Earnings History	✓	✓	✓		✓
Education	Highest Level of Education			✓	✓	✓
	Field of Study			✓	✓	✓
	Canadian Education Experience			✓	✓	✓
Language	Official Language Ability			✓	✓	✓
	Knowledge of Both Official Languages			✓	✓	✓
Regionalization	Location of Job Offer	✓	✓	✓		
	Location of Study			✓		
Strategic Priorities	Defined by Director of the Program under the Act	✓	✓	✓		

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Current Status, Next Steps & Timelines

- The OIND is seeking Minister's Office consensus on the proposed EOI scoring and draw approach. With approval, the OIND will finalize the design and development of the EOI system.

- The OIND is preparing to implement and operationalize the EOI system, including determining assessment processes, planning staff training, developing communications and public education materials, etc.

- IT development is proceeding according to the established timelines.

- The OIND sought and received approval for a Twice-Annual Effective Date (TAED) exemption. To align with IT timelines, the new/amended regulations will be filed mid-March 2021 to come into effect on April 1, 2021.

Timeline	Activity
Nov-Dec 2020	IT Requirements Gathering and Content Development
Jan-Feb 2021	IT Development
Mar 2021	User Acceptance Test
Feb-Mar 2021	Develop Training Materials and Update Staff Manual
Feb-Mar 2021	Develop Communications and Instructions for Clients
Mar 2021	Staff Training
Apr 2021	Regs in Force / Minister's Announcement
Apr 2021	EOI Instructions for Clients released on Website
Apr 2021	Training Session for Immigration Reps
Apr 2021	EOI System is Launched
Apr 2021	OINP Conducts 1st Invitation to Apply

Ontario

APPENDIX

Expression of Interest System Objectives

The design and development of an Expression of Interest (EOI) system for the Ontario Immigrant Nominee Program (OINP) aims to meet the following objectives:

Increase the program's labor market responsiveness in fluctuating economic situations, and do a better job of responding to regional labour market needs
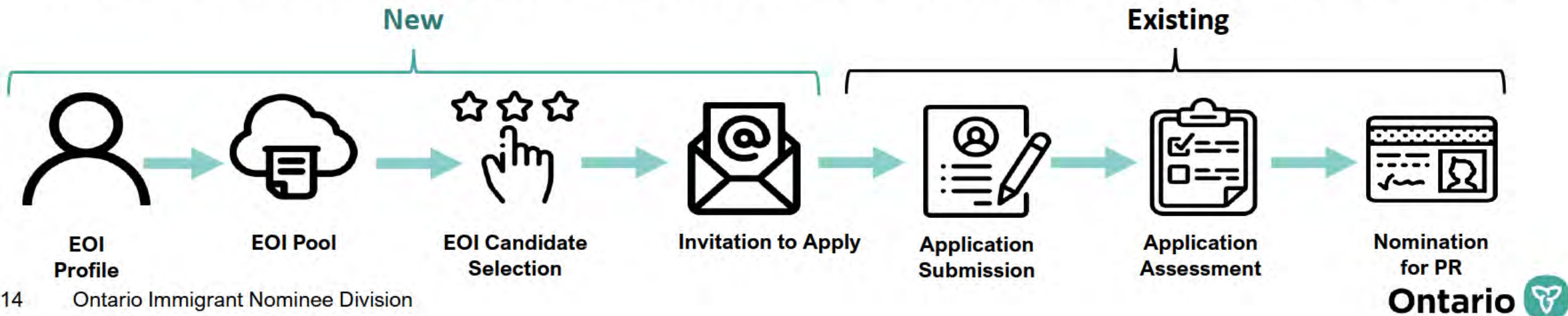
Strategically manage high demand for the program in the context of relatively unchanging allocations; thereby creating more predictability for applicants and employers

Prioritize the most suitable applicants and not necessarily those first through the door

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How the Expression of Interest System Will Work

- **Interested individuals will register and be placed in a selection pool.** As part of this process, individuals will be required to provide basic personal information and answer questions about their education, skills and work experience.

- An individual's **online profile would be scored on the basis of a number of factors that would earn them points**, for example education level and language ability and for Employer Job Offer streams, employment related factors (see next slide for proposed factors).

- The electronic EOI system tool will **score and rank individuals** based on information provided in their EOI profile.

- The program will identify draw parameters and conduct draws, issuing an **Invitation to Apply** to successful candidates.

- Individuals who received an Invitation to Apply may **submit an application for nomination.**

- The OINP will then **process the application** and **issue a nomination** to individuals who meet existing stream criteria.

New

Existing

| EOI Profile | EOI Pool | EOI Candidate Selection | Invitation to Apply | Application Submission | Application Assessment | Nomination for PR |

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How the Scoring Factors were Established

The domains and factors being proposed were identified through a rigorous process involving:

1) Research and literature review

2) Jurisdictional scan and analysis

3) Data analysis and modeling

4) Operational and program integrity assessment

5) Consultations with government stakeholders

The established evidence on outcomes of economic immigrants shows that:

1) In the short-term **Canadian work experience** and **language** are the most meaningful factors of success;

2) In the long term, **educational attainment** and **skill level** are strong predictors of success;

3) **Job location** and **community ties** are key factors for attracting and retaining newcomers outside of traditional settlement areas.

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EOI Model Results

Scoring historical case data from CMOD led to the following results:

- The number and quality of EOIs that would be available at any given time in the selection pool is unknown; however, the modelling exercise suggests that draws where up to 675 ITAs were issued would lead to applications from individuals scoring in the 90th percentile (i.e. with scores of approximately 70 and above).

Descriptives	Score Results
Cases	12,008
Min	32
Max	90
Average	60
Median	59
Standard Deviation	8
90th Percentile	73

Distribution of EOI Scores

Ontario
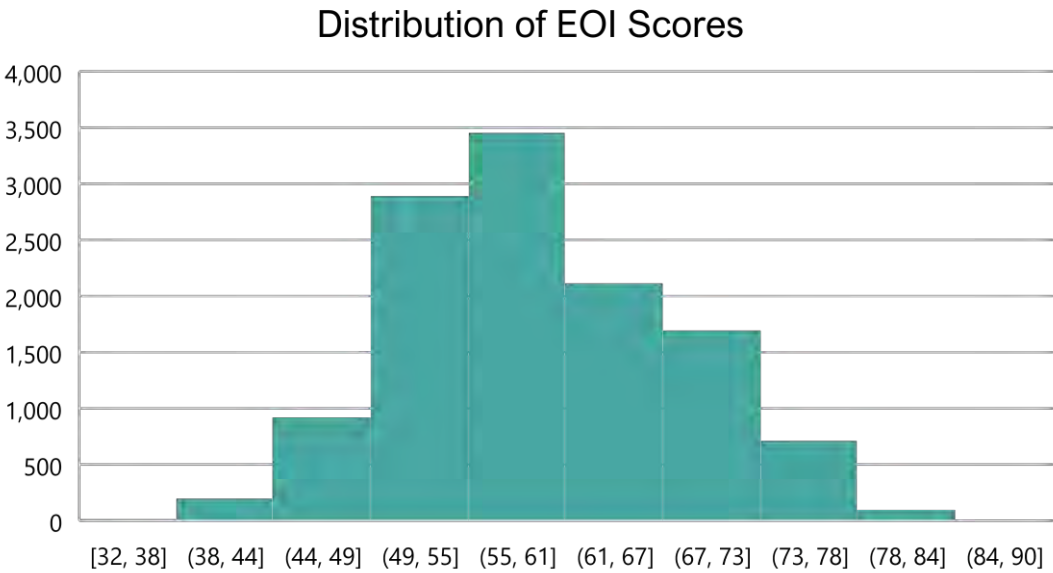
EOI Model Results: Application Results

The EOI system would lead to selection of individuals with work experience in high value occupations.

Top EJO Applications Received by Occupation Title in 2019 (Actual Intake)	N	Top EJO that would have been received in 2019 based on EOI scoring (Model Intake)	%
Food service supervisors	10.5%	Computer programmers and interactive media developers	7.7%
Cooks	6.8%	Software engineers and designers	6.7%
Supervisors, supply chain, tracking and scheduling co-ordination occupations	4.5%	Advertising, marketing and public relations managers	6.2%
Administrative assistants	3.8%	Corporate sales managers	5.5%
Retail sales supervisors	3.3%	Restaurant and food service managers	3.7%
Administrative officers	3.1%	Purchasing managers	3.2%
Advertising, marketing and public relations managers	2.9%	Financial managers	3.2%
Computer programmers and interactive media developers	2.6%	Information systems analysts and consultants	3.2%
Early childhood educators and assistants	2.6%	Computer and information systems managers	2.7%
Restaurant and food service managers	2.5%	Senior managers - financial, communications and other business services	2.7%
Chefs	1.9%	Construction managers	2.7%
Software engineers and designers	1.6%	Retail and wholesale trade managers	2.5%
Retail and wholesale trade managers	1.5%	Industrial engineering and manufacturing technologists and technicians	2.2%
Corporate sales managers	1.5%	Opticians	2.0%
Professional occupations in advertising, marketing and public relations	1.5%	Web designers and developers	2.0%

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Selection Factors

🔒 at time of attestation or re-attestation

✏️ attestation that applicant meets stream criteria and has the qualifications (i.e. selection factors) set out in the EOI

13 Selection Factors
Max Score 110

Labour Market / Employment Factors
1. Job Offer: NOC Skill Level
2. Job Offer: NOC Skill Type
3. Job Offer: Hourly Wage
4. Canadian Work Experience: NOC Skill Level
5. Canadian Work Experience: Length of Employment
6. Canadian Work Experience: Earnings History

Education
7. Field of Study
8. Highest Level of Education
9. Canadian Education Experience: Number of Credentials

Language
10. Knowledge of Both Official Languages
11. Highest Official Language Ability

Regionalization
12. Job Offer Location
13. Location of Study

JOFW / JOID

JOIS

NMAS / NPHD

7 Selection Factors
Max Score 50

Labour Market / Employment Factors
1. Job Offer: NOC Skill Level
2. Job Offer: NOC Skill Type
3. Job Offer: Hourly Wage
4. Canadian Work Experience: NOC Skill Level
5. Canadian Work Experience: Length of Employment
6. Canadian Work Experience: Earnings History

Regionalization
7. Job Offer Location

8 Selection Factors
Max Score 60

Labour Market / Employment Factors
1. Canadian Work Experience: NOC Skill Level
2. Canadian Work Experience: Length of Employment
3. Canadian Work Experience: Earnings History

Education
4. Field of Study
5. Canadian Education Experience: Number of Credentials

Language
6. Knowledge of Both Official Languages
7. Highest Official Language Ability

Regionalization
8. Location of Study

Employer Job Offer: International Student

SELECTION FACTOR	POINTS	VERIFICATION
Labour Market / Employment		
Job Offer: NOC Skill Level	A = 10 points B = 8 points	Review employer form job offer information against job offer letter and NOC information listed on ESDC website
Job Offer: NOC Skill Type	0-3,9 = 10 points 4-8 = 5 points	
Job Offer: Hourly Base Wage	=>$40 = 10 points $20-$39 = 5 points	Review employer form job offer information against job offer letter
Canadian Work Experience: NOC Skill Level	A = 3 points	Review work experience letters against NOC information listed on ESDC website
Canadian Work Experience: Length of Employment	>=1 year = 4 points	Review work experience letters in the past 5 years against attestation date
Canadian Work Experience: Earnings History	>=$40k = 3 points	Review highest Notice of Assessment(s) in the last 5 years
Education		
Field of Study	*See Field of Study slide*	Use education tool to determine the field of study (taken from Canadian transcript used to support the application/education criterion)
Highest Level of Education	PhD = 10 points; Masters = 8 points; Bachelors Degree or Equivalent = 6 points; College Diploma or Trade Certificate = 5 points	Review Canadian education credentials or ECAs
Canadian Education Experience: Number of Credentials	>1 Canadian credential = 10 points 1 Canadian credential = 5 points	Review Canadian education credentials
Language		
Knowledge of Both Official Languages	2 Official languages = 10 points 1 Official language = 5 points	Review language test results + assess whether test was taken before attestation date: CLB 7 in one official language and CLB 6 in the second official language
Highest Official Language Ability	CLB 9+ = 10 points; CLB 8 = 6 points; CLB 7 = 4 points	Review language test results + assess whether test was taken before attestation date
Regionalization		
Job Offer Location	Outside GTA = 10 points GTA = 6 points	Review employer form job offer information against job offer letter
Location of Study	Outside GTA = 10 points GTA = 6 points	Use education tool to determine the location of study (taken from Canadian transcript used to support the application/education criterion)

Employer Job Offer: Foreign Worker and In-Demand Skills

SELECTION FACTOR	POINTS	VERIFICATION
Labour Market / Employment		
Job Offer: NOC Skill Level	A = 10 points B = 8 points	Review employer form job offer information against job offer letter and NOC information listed on ESDC website
Job Offer: NOC Skill Type	0-3,9 = 10 points 4-8 = 5 points	
Job Offer: Hourly Base Wage	=>$40 = 10 points $20-$39 = 5 points	
Canadian Work Experience: NOC Skill Level	A = 3 points	Review work experience letters against NOC information listed on ESDC website
Canadian Work Experience: Length of Employment	>=1 year = 4 points	Review work experience letters in the past 5 years against attestation date
Canadian Work Experience: Earnings History	>=$40k = 3 points	Review Notice of Assessment(s)
Regionalization		
Job Offer Location	Outside GTA = 10 points GTA = 6 points	Review employer form job offer information against job offer letter

International Graduates: Masters and PhD

SELECTION FACTOR	POINTS	VERIFICATION
Labour Market / Employment		
Canadian Work Experience: NOC Skill Level	A = 3 points	Review work experience letters against NOC information listed on ESDC website
Canadian Work Experience: Length of Employment	>=1 year = 4 points	Review work experience letters in the past 5 years against attestation date
Canadian Work Experience: Earnings History	>=$40k = 3 points	Review Notice of Assessment(s)
Education		
Field of Study	*See Field of Study slide	Use education tool to determine the field of study (taken from Canadian transcript used to support the application/education criterion)
Canadian Education Experience: Number of Credentials	>1 Canadian credential = 10 points 1 Canadian credential = 5 points	Review Canadian education credentials
Language		
Knowledge of Both Official Languages	2 Official languages = 10 points 1 Official language = 5 points	Review language test results + assess whether test was taken before attestation date: CLB 7 in one official language and CLB 6 in the second official language
Highest Official Language Ability	CLB 9+ = 10 points; CLB 8 = 6 points; CLB 7 = 4 points	Review language test results + assess whether test was taken before attestation date
Regionalization		
Location of Study	Outside GTA = 10 points GTA = 6 points	Use education tool to determine the location of study (taken from Canadian transcript used to support the application/education criterion)

Field of Study – JOIS and NMAS / NPHD

Selection Factor		Verification
Field of Study	**Points**	Use education tool to determine the field of study (taken from Canadian transcript used to support the application/education criterion)
Science and science technology	6	
Engineering and engineering technology	10	
Mathematics and computer and information sciences	9	
Business and administration	7	
Arts and humanities	5	
Social and behavioural sciences	6	
Legal professions and studies	6	
Health care	10	
Education and teaching	6	
Trades, services, natural resources and conservation	7	

STANDARD INFORMATION REQUEST LETTER – APPLICANT CRITERIA

EXPRESSION OF INTEREST SELECTION FACTORS

Program Criteria	Reason for Request	Request (the "Ask")
[This should typically be brought up only in instances where documentation is missing to support claimed selection factor points] **Expression of Interest Selection Factors** You must have demonstrated that you had the qualifications to which you attested under section 3.1 of Ontario Regulation 421/17 (Approvals Under the Ontario Immigrant Nominee Program and Other Matters) made under the Act, and on the basis of which the director ranked your expression of interest and issued the invitation to apply for a certificate of nomination.	**[insert selection factor(s)]:** Canadian Work Experience: NOC Skill Level Canadian Work Experience: Length of Employment Canadian Work Experience: Earnings History Highest Level of Education Canadian Education Credentials: Number of Credentials Knowledge of Both Official Languages Highest Official Language Ability Further documentation is required to verify that you had the qualifications to which you attested to in your Expression of Interest.	**[Provide the applicant the option of submitting additional documentation to support the specific selection factor]** **[Canadian Work Experience: NOC Skill Level]** Please provide detailed employment / work experience reference letters or any other supporting documents (such as job descriptions, performance reviews and job advertisements) that describe your duties and responsibilities under NOC [enter NOC from EOI Canadian Work Experience]. **[Canadian Work Experience: Length of Employment]** Please provide detailed employment / work experience reference letters that confirms the duration of your employment including the start and end dates (mm/dd/yyyy). **[Canadian Work Experience: Earnings History]** Please provide a copy of your Notice of Assessment that shows the highest reported income that you have obtained in in the last five years. Make sure to blackout your Social Insurance Number. **[Highest Level of Education]** Please provide a copy of your highest educational credential. If you completed your highest level of education outside Canada, make sure to provide a copy of your Educational Credential Assessment and authorize the organization to share results with the OINP. **[Canadian Education Credentials: Number of Credentials]** Please provide a copy of any other Canadian credential you have completed. **[Knowledge of Both Official Languages]** Please provide copies of your language test results that were taken within two years of your EOI attestation date and that demonstrate you have a Canadian Language Benchmark (CLB) 7 in one official language and a CLB 6 in the second official language. **[Highest Official Language Ability]** Please provide a copy of your language test result that were taken within two years of your EOI attestation date.