

Ministry of Labour, Immigration, Training and Skills Development

Hire and retain talent through the  
**Ontario Immigrant  
Nominee Program (OINP)**

Presentation for the Northern Policy Institute

*Contents are current as of February 14, 2024*

*This presentation is also available in French*

# Presentation Objective

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To share an overview of the [Ontario Immigrant Nominee Program \(OINP\)](#) – including objectives, available streams, key activities and services that our ministry delivers to support economic immigration to Ontario.

To introduce the **Immigration Promotion and Employer Outreach** team as a resource and connection to information about the OINP and the Ministry's activities to attract and retain skilled talent.



# The Ontario Immigrant Nominee Program (OINP):

- Operates in partnership with Immigration, Refugees and Citizenship Canada (IRCC).
- Nominates economic immigrants for permanent residence who have skills needed in Ontario (OINP nominees apply to IRCC for permanent residence).
- Is administered through the *Ontario Immigration Act, 2015* and its regulations.



# Objectives for the OINP

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- Nominate economic immigrants who have skills needed in Ontario's labour market (with a strong focus on skilled trades and health care).
- Offer a pathway for Ontario employers to hire and retain skilled workers or international students who are seeking permanent residence.
- Encourage and support economic immigration across Ontario, with an emphasis on regions outside of the Greater Toronto Area (GTA).
- Attract and support francophone immigration to Ontario.
- Promote the OINP in Ontario and abroad to encourage uptake by foreign workers who have the skills and experience needed in Ontario.



# OINP Nomination Targets & Categories

- OINP's annual nomination allocation is set by the federal government, and has been rising:
  - 2021: 9,000 nominations
  - 2022: 9,750 nominations
  - 2023: 16,500 nominations
- Currently operating **8 OINP streams** that offer nominations for permanent residence.
- Streams are grouped into 2 categories:
  1. **Human Capital (5 streams)** – for foreign workers or international students who have high human capital (education, language, experience) and can contribute to the economic needs in Ontario.
  2. **Employer Job Offer (3 streams)** – for foreign workers or international students who have a job offer in Ontario.



# OINP Streams

Category	Streams	Key Benefits	How to Apply
<b>Employer Job Offer (EJO)</b>	<p><i>3 streams for skilled foreign workers or international students who have a job offer in Ontario:</i></p> <ol style="list-style-type: none"> <li><a href="#">1. Foreign Worker stream</a></li> <li><a href="#">2. International Student stream</a></li> <li><a href="#">3. In-Demand Skills stream</a></li> </ol>	<ul style="list-style-type: none"> <li>The EJO streams help businesses in Ontario hire and retain skilled talent who are seeking permanent residence.</li> <li>Employers are not required to complete a Labour Market Impact Assessment (LMIA).</li> </ul>	<ul style="list-style-type: none"> <li>OINP Expression of Interest System</li> </ul>
<b>Human Capital</b>	<p><i>2 streams for international students with a masters or PhD degree from an Ontario university:</i></p> <ol style="list-style-type: none"> <li><a href="#">1. Masters Graduate stream</a></li> <li><a href="#">2. PhD Graduate stream</a></li> </ol>	<ul style="list-style-type: none"> <li>The Masters and PhD graduate streams help retain international students.</li> <li>Applicants are not required to have work experience, or a job offer, and can apply from inside or outside of Canada.</li> </ul>	<ul style="list-style-type: none"> <li>OINP Expression of Interest System</li> </ul>
<b>Human Capital</b>	<p><i>3 streams operated through the federal Express Entry system for skilled foreign workers who have skills and experience that Ontario employers need:</i></p> <ol style="list-style-type: none"> <li><a href="#">1. Human Capital Priorities stream</a></li> <li><a href="#">2. Skilled Trades stream</a></li> <li><a href="#">3. French-Speaking Skilled Worker stream</a></li> </ol>	<ul style="list-style-type: none"> <li>Ontario Express Entry (OEE) streams help attract foreign workers who have skills and experience the Ontario economy needs.</li> <li>Applicants can apply from inside or outside of Canada, and upon nomination will receive 600 additional points in their federal express entry profile.</li> </ul>	<ul style="list-style-type: none"> <li>IRCC's Express Entry System</li> </ul>

# Employer Job Offer Streams

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for employers in your community with critical hiring needs

# Employer Job Offer (EJO) Streams

## How can EJO streams help employers attract and retain talent?

For employers in Ontario who have made, or plan to make a full-time permanent job offer to a foreign worker overseas or a temporary foreign worker in Ontario, the worker may be eligible to apply for a nomination for permanent residence through one of the following streams:

EJO Stream:	Who is it for?
<a href="#">Foreign Worker Stream</a>	for skilled foreign workers with a job offer in Ontario
<a href="#">International Student Stream</a>	for recent graduates with a job offer in Ontario
<a href="#">In-Demand Skills Stream</a>	for skilled foreign workers in an in-demand occupation with a job offer in Ontario

## Each EJO stream has eligibility requirements for:

1. The job offer
2. The applicant
3. The employer





# Example Scenario

## How the OINP Employer Job Offer streams can help employers retain talent:

<b>Company details</b>	<ul style="list-style-type: none"><li>• <b>Company Name:</b> XYZ Construction</li><li>• <b>Years in operation:</b> 16 years</li><li>• <b>Number of employees:</b> 20</li><li>• <b>Location:</b> Sudbury, Ontario</li></ul>
<b>Scenario</b>	<ul style="list-style-type: none"><li>• XYZ Construction currently employs Omar as a construction labourer on a short-term contract.</li><li>• Omar has a temporary work permit that expires in six months, but he wants to stay in Sudbury to live and continue working with XYZ.</li><li>• XYZ values Omar's work and wants to offer him a permanent full-time job.</li><li>• XYZ is also concerned that if Omar leaves Canada, they will have difficulty finding a skilled worker to replace his position.</li></ul>
<b>How can the employer leverage the OINP to retain Omar?</b>	
<b>Employer Job Offer: In-Demand Skills Stream</b>	<ul style="list-style-type: none"><li>• Since Omar is working in an in-demand occupation, he may qualify for the <b>OINP EJO In-Demand Skills Stream</b>.</li><li>• <b>XYZ would support Omar's OINP application</b> by providing him with a job offer and a completed OINP Employer Form.</li><li>• If XYZ (as the employer), and Omar (as the applicant), meet the requirements of the stream:<ul style="list-style-type: none"><li>○ The OINP will provide Omar with a <b>nomination for permanent residence</b>, and a <b>Work Permit Extension Letter</b>.</li></ul></li></ul>

Please visit the [OINP website](#) for a complete list of program requirements.

# Supporting economic immigration outside of the GTA

- For the [OINP's expression of interest streams](#), prospective applicants first register an expression of interest (EOI) with information about their skills and experience.
- EOIs are scored and ranked within a pool where they will be eligible to receive an invitation to apply to the OINP.
- Scoring is designed to award maximum points to prospective applicants who:
  - have studied at an institution in Northern Ontario
  - are working or planning to work for an employer in Northern Ontario

City / Region	EOI points for location of job offer	EOI points for location of study
City of Toronto	0 points	0 points
Greater Toronto Area (GTA) – except City of Toronto	3 points	3 points
Outside GTA – except Northern Ontario	8 points	8 points
<b>Northern Ontario</b>	<b>10 points</b>	<b>10 points</b>



# EJO Streams: Employer Requirements

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To be eligible for an EJO stream, the following requirements apply to employers that are based in Northern Ontario:

- The job offer must be for a permanent full-time position with a pay that meets the wage requirement for the position and the region where the job will be based.
  - For the EJO foreign worker and in-demand skills streams, the pay of the job must meet or exceed the median wage
  - For the EJO international student stream, the pay of the job must meet or exceed the low wage
- The company must have:
  - have been in business for at least 3 years
  - had a minimum of \$500,000 in total gross revenue for the most recent complete fiscal year
  - at least 3 full-time employees who are permanent residents or Canadian citizens

Please visit the [OINP website](#) for a complete list of program requirements



# EJO Streams:

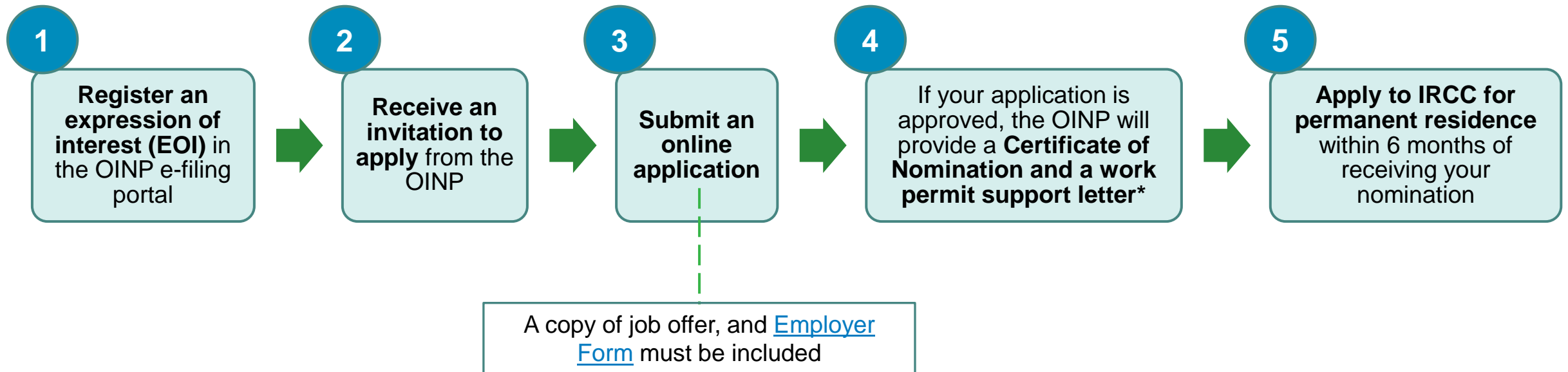
## What do employers need to know?

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- A [Labour Market Impact Assessment \(LMIA\)](#) is not required.
- While the employer must provide the applicant (job offer recipient) with a full-time permanent job offer and a completed [OINP Employer Form](#), the application process is completed and submitted by the applicant.
- If the application is approved, the OINP provides the nominee with a work permit support letter. This allows them to live and work in Ontario while applying to the federal government for permanent residence.
- To remain eligible for a nomination, the applicant will need to stay in the approved position until they receive permanent residence. If for any reason the job offer/employment is modified or terminated, the employer must inform the OINP.



# Employer Job Offer Streams: How to Apply



\* Both documents are valid for 6 months.

# Human Capital Streams

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retain skilled talent in your community

# Human Capital (HC) Streams

## How can HC streams help communities attract and retain talent?

- The OINP's HC streams are designed to nominate individuals who have skills and experience the Ontario economy needs (job offer not required).
- Three of the HC streams are managed through the federal Express Entry (EE) System: applicants who do have a job or a job offer would receive additional points in their EE profile and increase their chances of receiving an invitation to apply for permanent residence.

HC Stream:	Who is it for?
<a href="#">Ontario Express Entry: Human Capital Priorities Stream</a>	For foreign workers who have required skilled work experience, education and language abilities
<a href="#">Ontario Express Entry: Skilled Trades Stream</a>	For foreign workers with Ontario work experience in an eligible skilled trade
<a href="#">Ontario Express Entry: French-Speaking Skilled Workers Stream</a>	For French-speaking foreign workers with strong English capabilities
<a href="#">Masters Graduate Stream</a>	For international students with a Masters degree from an Ontario university
<a href="#">PhD Graduate Stream</a>	For international students with a PhD from an Ontario university



# How can we help?

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# Immigration Promotion and Employer Outreach

The IPEO unit was created to promote the Ontario Immigrant Nominee Program to address labour market needs.

**To achieve objectives, the IPEO's focuses on the following 4 pillars:**

## **Outreach and Engagement**

*Build relationships with employers and organizations that represent and/or can make referrals to desired candidates for the OINP*

## **Marketing and Promotion**

*Build awareness and promote the OINP to target audiences in Ontario and abroad*

## **Business Services**

*help Ontario employers understand federal and provincial immigration options, including the OINP, to fill labour shortages, retain international students and hire skilled workers*

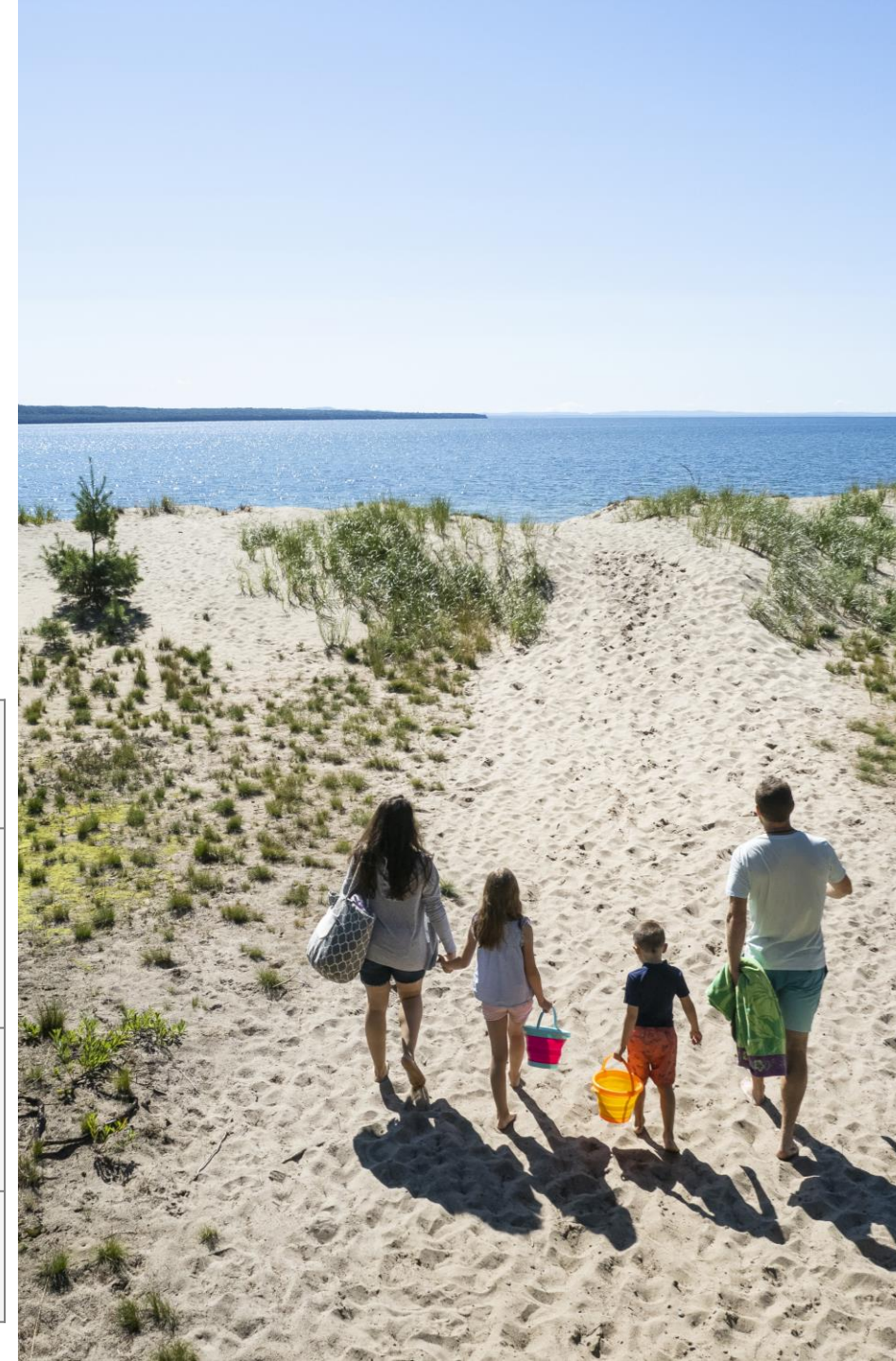
## **Special Projects**

*Manage initiatives that support economic immigration to Ontario*

# Outreach and Engagement activities in Northern Ontario

- The Immigration Promotion and Employer Outreach unit engages with employers and stakeholders across Ontario and abroad to share information about the opportunities available with the Ontario Immigrant Nominee Program.
- Examples of our team's activities in 2023/2024:

<b>Presentations</b>	<ul style="list-style-type: none"><li>• Regional economic development stakeholders, local employers, colleges and universities.</li><li>• MineConnect.</li></ul>
<b>In-person stakeholder outreach</b>	<ul style="list-style-type: none"><li>• Outreach sessions in the Northeast (Timmins, Cochrane, Kapuskasing and Hearst) in collaboration with IRCC, la Société économique de l'Ontario and le Réseau du nord en Immigration francophone.</li><li>• Upcoming sessions in the Northwest in Kenora, Fort Frances and Dryden (March 18-22, 2024).</li></ul>
<b>Event / Expo Participation</b>	<ul style="list-style-type: none"><li>• Northern Ontario Mining Showcase at PDAC (March 2024).</li><li>• Central Canada's Resource Expo, Timmins (June 5-7, 2024)</li><li>• Northern Ontario Delivery Service Association AGM, Sudbury (June 25-27, 2024.)</li><li>• Canadian Manufacturers and Exporters, Thunder Bay (September 11-13, 2024).</li></ul>
<b>Meetings with employers</b>	<ul style="list-style-type: none"><li>• Since its inception in May 2023, the IPEO unit has conducted numerous business services meetings with employers across Northern Ontario.</li></ul>



# Our services

## The Immigration Promotion and Employer Outreach team offers:

1. Meetings with employers who are seeking information about immigration programs, including the OINP, that can help them hire and/or retain employees.
  - **example:** if an employer has an employee who would like to become a permanent resident, we can help explain how the employer can support their application to one of the OINP's employer job offer streams.
2. Information sessions and tailored materials about the OINP to stakeholders (including municipalities, post-secondary institutions, business associations, etc.).
3. Referrals to Canada's [Global Skills Strategy \(GSS\)](#) (via the [Dedicated Service Channel](#) or [Global Talent Stream](#)), which offers faster application processing times, work permit exemptions and enhanced customer service for eligible employers that need immigration support to bring top talent to Ontario.



# Canada's Global Skills Strategy

Canada's [Global Skills Strategy \(GSS\)](#) helps employers who want to attract top talent and provides a fast and predictable process to do this.

The strategy features faster application processing times, work permit exemptions and enhanced customer service.

**The OINP is a referral partner to Canada's Global Skills Strategy (GSS)** and works with employers to understand hiring needs, and if eligible, to complete the referral forms thoroughly and efficiently.

The OINP can refer companies to the following GSS programs:

1. [Dedicated Service Channel \(DCS\)](#) – for companies with hiring needs who are making a significant investment in Canada
2. [Global Talent Stream \(GTS\)](#) – for innovative companies that require unique and specialized hiring needs to scale up

Connect with MLITSD's Immigration Promotion and Employer Outreach team to learn more about the GSS: [business.immigration@ontario.ca](mailto:business.immigration@ontario.ca)





# Discussion Questions

1. How can the OINP best reach employers in your community to provide information about the program?
2. How can the OINP enhance its efforts to support communities in Northern Ontario?
3. What are the most effective formats for sharing information about immigration (i.e., online, interactive, presentations, virtually, in-person, etc.)?

Ministry of Labour, Immigration, Training and Skills Development

# Thank you!

Shaloma Gauthier, Manager  
Immigration Promotion and Employer Outreach

General inquiries and request a business services call:  
[business.immigration@ontario.ca](mailto:business.immigration@ontario.ca)

# Appendix

*helpful links and resources*

# Links and Resources

Ontario Immigrant Nominee Program (OINP) website	<ul style="list-style-type: none"><li>• <a href="#">Ontario Immigrant Nominee Program (OINP)   ontario.ca</a></li></ul>
OINP – Choosing the Right Stream	<ul style="list-style-type: none"><li>• <a href="#">Ontario Immigrant Nominee Program Streams   ontario.ca</a></li></ul>
OINP – Employer Job Offer Streams	<ul style="list-style-type: none"><li>• <a href="#">OINP Employer Job Offer: Foreign Worker stream   ontario.ca</a></li><li>• <a href="#">OINP Employer Job Offer: International Student stream   ontario.ca</a></li><li>• <a href="#">OINP Employer Job Offer: In-Demand Skills stream   ontario.ca</a></li></ul>
Applicant Checklist for OINP Employer Job Offer: In-Demand Skills Stream	<ul style="list-style-type: none"><li>• <a href="#">Employer Job Offer: In-Demand Skills Stream – Applicant Checklist   OINP Document Checklists   ontario.ca</a></li></ul>
How to find the National Occupation Classification (NOC) code for your job offer	<ul style="list-style-type: none"><li>• <a href="#">Find your National Occupation Classification (NOC) - Canada.ca</a></li></ul>
Search wages for your job offer	<ul style="list-style-type: none"><li>• <a href="#">Search wages - Job Bank</a></li></ul>
Information about Education Credential Assessments (ECAs)	<ul style="list-style-type: none"><li>• <a href="#">Educational credential assessment (ECA) for Express Entry: What it is - Canada.ca</a></li></ul>



# EJO: In-Demand Skills Stream

## Eligible Occupations

The following NOCs are eligible only if the job offer is based outside of the Greater Toronto Area (GTA):	
NOC 94100	Machine operators, mineral and metal processing
NOC 94105	Metalworking and forging machine operators
NOC 94106	Machining tool operators
NOC 94107	Machine operators of other metal products
NOC 94110	Chemical plant machine operators
NOC 94111	Plastics processing machine operators
NOC 94124	Woodworking machine operators
NOC 94132	Industrial sewing machine operators
NOC 94140	Process control and machine operators, food and beverage processing
NOC 94201	Electronics assemblers, fabricators, inspectors and testers
NOC 94204	Mechanical assemblers and inspectors
NOC 94213	Industrial painters, coaters and metal finishing process operators
NOC 94219	Other products assemblers, finishers and inspectors
NOC 95102	Labourers in chemical products processing and utilities

The following NOCs are eligible regardless of where your job offer is based in Ontario (inside or outside GTA):	
NOC 44101	Home support workers, caregivers and related occupations
NOC 65202	Meat cutters and fishmongers – retail and wholesale
NOC 75110	Construction trades helpers and labourers
NOC 84120	Specialized livestock workers and farm machinery operators
NOC 85100	Livestock labourers
NOC 85101	Harvesting labourers
NOC 85103	Nursery and greenhouse labourers
NOC 94141	Industrial butchers and meat cutters, poultry preparers and related workers

# Find your National Occupation Code (NOC)

The National Occupational Classification (NOC) is Canada's national system for describing occupations. It provides a classification structure that categorizes the range of occupational activity in Canada for collecting, analyzing, and disseminating occupational data for labour market information and employment-related program administration.

## Step One

Go to the NOC website –  
[National Occupational Classification - Canada.ca \(esdc.gc.ca\)](https://www.esdc.gc.ca/noc)

## Step Two

Enter your job title and click 'search'. This will bring you to a list of NOCs associated with your job title.

## Step Three

Review the lead statement and the main duties of the NOC description to select the NOC that fits your job offer.

# Key terms and Definitions

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

# Appendix

*additional employer and applicant scenarios*

# Example Employer Scenario

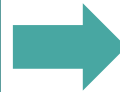
## EJO: In-Demand Skills Stream

### Company: XYZ Construction



**location:** Sudbury  
**year established:** 1989  
**number of FTEs:** 8  
**gross revenue in 2022:** \$1M

- XYZ Construction is experiencing a critical labour shortage in construction labourers.
- The company received an application from Omar, who is a foreign national currently living in Egypt.
- Omar is fluent in English and previously worked in Ontario as a construction labourer for 1 year before returning to Egypt.
- XYZ is impressed with Omar's experience and qualifications and has offered them a permanent full-time position at \$22/hour.



### With this job offer from XYZ, Omar qualifies for the EJO In-Demand Skills Stream because:

- ✓ Omar has more than 9 months of work experience in Ontario, in the same in demand position as their job offer;
- ✓ Omar can understand, read, write and speak English at a [Canadian Language Benchmark](#) (CLB) 4 or higher;
- ✓ XYZ's job offer is permanent full-time in an eligible in-demand occupation (Construction labourer [NOC 75110](#));
- ✓ XYZ offers a wage that is equal or higher than the median wage for the Northeastern Ontario region, as specified by the [Canada Job Bank](#);
- ✓ XYZ has been in active business for more than 3 years and has a gross annual revenue of more than \$500,000 in the previous fiscal year\*;
- ✓ XYZ has more than 3 full-time employees who are permanent residents or Canadian citizens\*.

\*requirement for a business located outside of the Greater Toronto Area (GTA).

# Example Employer Scenario

## EJO: Foreign Worker Stream

### Company: ABC Hospital



**location:** North Bay  
**year established:** 1951  
**number of FTEs:** 2000  
**gross revenue in 2022:** \$5M

- For the past 2 years, ABC Hospital has employed a temporary foreign worker named Sylvia as a full time Personal Support Worker on a temporary employment contract.
- Sylvia's work permit expires in 6 months, she wants to stay in Ontario to live and work permanently.
- Sylvia is an asset to the community and ABC Hospital has offered her a full-time permanent job as a Personal support Worker with a wage of \$22.03/hour.



### With this job offer from ABC, Sylvia qualifies for the EJO Foreign Worker Stream because:

- ✓ Sylvia has two (2) years of work experience in Ontario, in the same position as his job offer;
- ✓ ABC's job offer is for an eligible permanent full-time job offer in a skilled occupation (TEER from 0 to 3 of the NOC) that is based in Ontario;
- ✓ ABC has offered a wage that is equal or higher than the median wage for the Northeastern Ontario region;
- ✓ ABC has been in active business for more than 3 years and has a gross annual revenue of more than \$500,000 in the previous fiscal year\*;
- ✓ ABC has more than the minimum required 3 full time permanent residents or Canadian citizens employees working at same location\*;

*\*requirement for a business located outside of the Greater Toronto Area (GTA).*

# Example Applicant Scenario

## Human Capital: Ontario Express Entry – Human Capital Priorities Stream

### Potential applicant: Emeka



**Age:** 35  
**Country of origin:** Nigeria  
**Currently residing in:** Lagos  
**Occupation:** Teacher

- Emeka has been working for a private high school in Lagos for 2 years and has a Master's degree in Teaching from Lagos university.
- Emeka is an English-language speaker.
- He is single and has \$13,757 available in his savings account.
- He created an Express Entry profile and selected Ontario as the region of interest to settle in Canada.



### Emeka qualifies for the OEE – Human Capital Priorities stream because he has:

- ✓ at least one year of continuous full time work experience in a skilled occupation (TEER Category 0 to 3 of the NOC) within the last 5 years;
- ✓ an Educational Credential Assessment (ECA) report demonstrating the equivalence of a Canadian bachelor's, Master's or PhD Degree;
- ✓ an IELTS language test result demonstrating he can understand, read, write and speak English\* at a CLB 7 or higher;
- ✓ sufficient settlement funds to support himself and his dependents (if applicable);
- ✓ a valid profile in IRCC's Express Entry system and selected Ontario as his region of interest to settle in Canada.

*Teaching certificate from the Ontario College of Teachers is not required to apply to OEE streams but will be required to work as a Teacher in Ontario.*

*\*must be met in one of the two official languages of Canada.*

# Ontario Express Entry Streams: How to Apply

OINP Express Entry streams include the [Human Capital Priorities stream](#), the [Skilled Trades stream](#), and the [French-Speaking Skilled Worker stream](#). These streams operate through the federal government's Express Entry System.

**Note:** Canada's Express Entry System uses a Comprehensive Ranking System (CRS) score to rank candidates in the Express Entry selection pool. An applicant can apply from inside Canada (if they have legal status) or from outside of Canada.

