Evaluation of the Federal High-Skilled Economic Immigration Programs

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Executive summary

This report presents the findings of Immigration, Refugees and Citizenship Canada's (IRCC) Evaluation of the Federal High-Skilled (FHS) Economic Immigration Programs. The evaluation assessed the performance of the Federal Skilled Worker (FSW), Federal Skilled Trades (FST), and Canadian Experience Class (CEC) programs, as well as the Express Entry (EE) system. The evaluation was undertaken to support policy and program development and fulfills requirements under the Treasury Board's *Policy on Results*.

Overall, the evaluation found that FHS economic Principal Applicants (PAs) are generally integrating well and securing employment consistent with their qualifications. Express Entry (EE) was found to be effective in selecting immigrants who can integrate economically in Canada, with EE-screened PAs generally outperforming those not screened through EE. Further, Comprehensive Ranking System (CRS) core factors, which prioritize human capital indicators associated with economic performance, generally had stronger links to earnings than bonus criteria. However, the evaluation also found persistent gender differences in labour market outcomes, despite comparable human capital between male and female PAs.

The evaluation found that the characteristics of FHS PAs have evolved over time, with more recent cohorts demonstrating higher levels of education and language proficiency and a more balanced gender distribution. It also observed that occupational retention among FHS PAs was generally strong, and early evidence suggests that Category-Based Selection (CBS) has improved IRCC's ability to target candidates in shortage occupations. However, while Francophone immigration increased through CBS, the evaluation found evidence that French-speaking PAs face challenges in their initial labour market integration, and many are not staying in Francophone Minority Communities (FMCs).

Finally, the evaluation observed that the EE system continues to support timely processing and offers substantial flexibility for managing intake and aligning selection with IRCC priorities. Nonetheless, some clients are dissatisfied with the timeliness of application processing and experience challenges finding information about the application process. Further, challenges were identified with program integrity, and evidence highlighted the absence of an integrity framework and standardized training and quality assurance (QA) for EE, as well as difficulties with program guidance.

In response to the findings, the evaluation proposes four recommendations for IRCC:

Recommendation 1: Refine CRS selection criteria to strengthen alignment with evaluation and research evidence on economic performance, including ensuring that core human capital factors continue to be the focus of the CRS and that the potential impacts of CRS refinements on gender balance are considered.

Recommendation 2: Build upon and refine its approach to improve the selection of French-speaking immigrants who are likely to successfully integrate and remain in FMCs.

Recommendation 3: Monitor the profile and outcomes of selected PAs under EE and CBS to ensure that selection processes continue to be effective and aligned with policy objectives.

Recommendation 4: Develop and implement a strategy to strengthen program integrity and QA for FHS economic immigration programming to support consistency in decision-making and minimize integrity issues. The strategy should include:

a) **Identification of roles, responsibilities and coordination mechanisms across groups responsible for functional guidance and application processing; and**

b) **A program integrity framework, common QA processes and consistent guidance and training.**

Management Response Action Plan

The evaluation found that Comprehensive Ranking System (CRS) core factors, which prioritize human capital indicators associated with economic performance, such as first official language proficiency and higher education, generally had stronger links to earnings than bonus criteria, which often reflect broader policy objectives. The evaluation also highlighted structural gender-based disparities in labour market outcomes**.** Despite comparable human capital profiles among male and female Principal Applicants (PAs), female PAs consistently earned less than their male counterparts, were more likely to be employed in lower-skilled occupations, and reported weaker alignment between their job and their qualifications. While these disparities mirror patterns observed in the broader Canadian labour market, they are relevant in the economic immigration context, as earnings are a key measure in the design of the CRS and the assessment of selection processes. As the department finalizes its review of CRS factors, it will be important to ensure that selection mechanisms do not inadvertently reinforce existing gender inequities, disadvantaging women.

Recommendation 1:

IRCC should refine CRS selection criteria to strengthen alignment with evaluation and research evidence on economic performance, including ensuring that core human capital factors continue to be the focus of the CRS and that the potential impacts of CRS refinements on gender balance are considered.

Response: IRCC agrees with this recommendation.

Informed by the findings of this evaluation, additional research, and consultations with partners, stakeholders, and the public, IRCC is considering changes to the Federal High Skilled programs and Express Entry's (EE) CRS. The focus is on simplifying and modernizing these selection tools to ensure that EE is properly calibrated to select the best talent in the world and achieve strong economic outcomes, while enhancing client service and achieving operational efficiencies.

To align the CRS with available evidence on economic outcomes, IRCC is exploring the possibility of maintaining core human capital factors, introducing new points for Canadian work experience or job offers in high wage occupations, and removing or refining factors shown to be relatively weaker predictors of economic outcomes.

Throughout the development of policy proposals, IRCC has assessed potential impacts on different groups (including male and female candidates), and taken steps to mitigate potential unintended consequences (e.g. gender or geographic disparities in certain occupations).

Action	**Accountability**	**Completion Date**
Action 1A: IRCC will consider and incorporate recent research and evaluation findings on the economic outcomes of Express Entry principal applicants in policy proposals related to potential changes to Express Entry's programs and CRS.	Lead: Permanent Economic and Chief International Talent Office (PECITO) Support: Planning and Research Branch (PRB) and Audit and Evaluation Branch (AEB)	Completed
Action 1B: Develop policy advice to senior management on the potential introduction of new points for Canadian work experience or job offers in high wage occupations.	Lead: PECITO	Q3 2026-2027
Action 1C: Develop policy advice to senior management on broader changes to further align the CRS with the best predictors of economic outcomes.	Lead: PECITO	Q3 2026-2027

The evaluation found that EE, and most notably Category-Based Selection (CBS), have contributed considerably to increased admissions of French speaking newcomers outside of Quebec. However, evidence highlighted challenges in identifying candidates with high human capital and maintaining an adequate pool of qualified candidates, as well as with the successful economic establishment and retention of selected French-speaking PAs in Francophone Minority Communities (FMCs). Evidence suggested a need for improvement in the areas of selection and integration supports to help address these challenges. In terms of selection, there is a need for mechanisms to better reflect the realities of immigrating into a linguistic minority context. In terms of integration supports, no specific recommendations are made here, as a separate evaluation was being conducted at the time of report development to examine associated issues.

Recommendation 2:

IRCC should build upon and refine its approach to improve the selection of French-speaking immigrants who are likely to successfully integrate and remain in FMCs.

Response: IRCC agrees with this recommendation.

IRCC's Policy on Francophone Immigration, as well as the Government of Canada's 2023-2028 Action Plan for Official Languages, reiterate commitments to continue refining and strengthening selection mechanisms for French speaking Permanent Residents (PRs) so that they can contribute to the economic and demographic vitality of FMCs.

Since the launch of EE in 2015, IRCC has relied heavily on the selection system to support Francophone admissions targets, including the introduction of additional CRS points for strong French language skills (since 2017) and a French-language proficiency category (since 2023). While these efforts have allowed the Department to increase admission volumes, EE does not align with some of the broader objectives of Francophone immigration to enhance the vitality of FMCs, including through better regionalization and meeting their specific labour-market needs

Additionally, IRCC has developed two targeted economic immigration pilots: the Francophone Minority Communities Student Pilot (FMCSP) (launched in 2024) and the Francophone Community Immigration Pilot (FCIP) (launched in 2025), as well as launched the Centre for Innovation in Francophone Immigration (2022), which finances various innovative projects via the Francophone Immigration Support Program (launched in 2024).

IRCC will continue to work with Francophone stakeholders and provincial/ territorial partners to identify further ways that selection mechanisms for Francophone immigration could be improved to support settlement and retention of French-speaking PRs in FMCs, while contributing to the economic well-being of Canada.

Action	Accountability	Completion Date
Action 2A :Identify and present policy and programming options to enhance the selection of French-speaking immigrants through pathways outside of EE (including both economic and non-economic programs).	Lead: PFI Support: PECITO, OPS, SHP, TRB, RFHB	Q1 2026-2027
Action 2B: Develop annual reviews and 5-year updates for the Policy's Implementation Plan, including measures to further refine the selection of French-speaking immigrants.	Lead: PFI	Annual reviews: Q1 2026-2027 (and on an annual basis) 5-year updates on IRCC's Francophone Immigration Plan: Q1 2029-2030

The evaluation found that selection mechanisms using the CRS under EE as well as CBS have generally been effective. However, these mechanisms continue to evolve, and evidence related to CBS reflect early outcomes only. Consequently, continued monitoring of PA outcomes is important to ensure that those who are most likely to successfully establish economically are selected, and selection mechanisms do not unintentionally reinforce existing inequities for certain groups.

Recommendation 3:

IRCC should monitor the profile and outcomes of selected PAs under EE and CBS to ensure that selection processes continue to be effective and aligned with policy objectives.

Response: IRCC agrees with this recommendation.

As part of the policy development process, including for category development and changes to program eligibility and CRS factors, the Department conducts simulation analysis, including through a GBA Plus lens, to explore the possible effects that changes may have on the profiles of candidates to be invited.

IRCC also conducts analysis to examine permanent resident admissions under EE and CBS to ensure that selection processes continue to be effective and aligned with policy objectives and to assess the impacts on diversity and gender.

While there are currently no labour market outcomes (IMDB income) data available on PAs selected through EE categories as CBS was launched in June 2023, this data will be incorporated into the department's on-going analysis as it becomes available (expected 03-2028)

General disaggregated data on Express Entry admissions and labour market outcomes will continue to be made available publicly through the Express Entry Year-End report. As labour market outcomes data becomes available on PAs selected through category-based selection, it will also be incorporated into this report.

Action	Accountability	Completion Date
Action 3A: Finalize a CBS Performance Measurement Framework to provide measurement indicators for assessing the impacts of CBS categories on economic and operational outcomes, including diversity and gender	Lead: PECITO Support: CDO, PRB	Q4 2026-2027
Action 3B: Monitor and provide disaggregated data on EE, profiles, admissions and labour market outcomes through the Express Entry Year-End report.	Lead: PECITO Support: CDO	Q1 2027-2028
Action 3C:Establish a pre-IMDB survey of newly landed economic immigrants to help measure their immediate labour market outcomes post landing, before IMDB data becomes available.	Lead: PECITO Support: AEB	Q4 2026-2027
Action 3D: Explore establishing database linkages to track and identify economic outcomes of CBS PAs through their income earnings, intended destination, and employment incidence. Once CBS linkages to the IMDB are established, monitor and provide labour market outcomes data of candidates selected through CBS through the Express Entry year-end reports.	Lead: PECITO Support:, CDO	Q4 2027-2028

The evaluation identified persistent challenges related to program integrity within EE application processing. Evidence highlighted the absence of an integrity framework and standardized training and Quality Assurance (QA) for EE, as well as challenges with program guidance. These challenges have become more pronounced with the introduction of CBS, which has added complexity to eligibility assessment and verification processes.

Recommendation 4:

IRCC should develop and implement a strategy to strengthen program integrity and QA for FHS economic immigration programming to support consistency in decision-making and minimize integrity issues. The strategy should include:

a) **Identification of roles, responsibilities and coordination mechanisms across groups responsible for functional guidance and application processing; and**
b) **A program integrity framework, common QA processes and consistent guidance and training.**

Response: IRCC agrees with this recommendation.

Recent realignments and evolving program volumes underscore the need for clarified accountabilities, consistent integrity controls, and common QA processes to support consistency in decision-making and reduce integrity risks across FHS economic programs.

To this end, the Department will develop and implement a program integrity framework that includes a clear Responsible, Accountable, Consulted, Informed (RACI) matrix to delineate roles and responsibilities related to program integrity controls, functional guidance, and application processing across relevant sectors; a common QA process, standardized tools and methodologies, and enhanced monitoring of decision-making trends and risks.

Findings from QA and enhanced monitoring activities will be used to inform ongoing updates to guidance, training, and program design, supporting continuous improvement across FHS economic programming.

Action	Accountability	Completion Date
Action 4A: Develop a program integrity framework that includes: • A RACI matrix outlining roles and responsibilities related to program integrity controls, functional guidance, and application processing; • Defined coordination mechanisms across sectors to support consistent implementation; • Common QA processes; • Standardized program integrity tools and methodologies; and • Enhanced monitoring tools to support oversight of decision-making trends and risks.	Operational Planning and Support (OPS) Branch; Immigration Operations Branch (IOB); Risk and Integrity Authority Branch (RIAB); International Platform Branch (IPB); and PECITO	Q4 2026-2027
Action 4B: Develop and implement a comprehensive QA plan, including processes to ensure consistent application of program integrity measures and to inform ongoing updates to guidance and training.	Operational Planning and Support (OPS) Branch; Immigration Operations Branch (IOB); Risk and Integrity Authority Branch (RIAB); IPB; and PECITO	Q4 2026-2027

List of acronyms

CBS	Category-Based Selection
CEC	Canadian Experience Class
CLB	Canadian Language Benchmark
COPS	Canadian Occupational Projection System
CRS	Comprehensive Ranking System
EE	Express Entry
ESDC	Employment and Social Development Canada
FHS	Federal High-Skilled
FIFO	First In, First Out
FMC	Francophone Minority Communities
FST	Federal Skilled Trades
FSW	Federal Skilled Worker
GBA+	Gender-Based Analysis Plus
GCMS	Global Case Management System
IMDB	Longitudinal Immigration Database
IRCC	Immigration, Refugees and Citizenship Canada
IRPA	Immigration and Refugee Protection Act
IPB	International Platform Branch
ITA	Invitation to Apply
MEC	Minimum Entry Criteria
MI	Ministerial Instructions
NOC	National Occupational Classification
OL	Official Language
PA	Principal Applicant
PECITO	Permanent Economic and Chief International Talent Office
PNP	Provincial Nominee Program
PR	Permanent Residence / Permanent Resident
PT	Provincial/Territorial / Province/Territory
QA	Quality Assurance
TEER	Training, Education, Experience and Responsibilities
TR	Temporary Residence / Temporary Resident

Program overview

Three **federal high-skilled (FHS) economic immigration programs** are available to newcomer applicants intending to reside outside of Quebec; they are the Federal Skilled Worker (FSW), Federal Skilled Trades (FST) and Canadian Experience Class (CEC) programs. Applications to these programs, as well as a portion of the Provincial Nominee Program (PNP), are managed under Express Entry (EE).

Introduced on January 1st, 2015, EE is an electronic application management system which allows Immigration, Refugees and Citizenship Canada (IRCC) to select, among a pool of eligible candidates, skilled workers who are most likely to succeed in Canada. EE has three primary objectives:

- Flexibility in selection and application management;
- Responsiveness to labour market and regional needs; and
- Efficiency in application processing.

Selection through EE is based on a Comprehensive Ranking System (CRS). It is an evidence-based points system designed to identify candidates most likely to achieve high employment earnings and maximize their economic performance in the Canadian labour market.

EE process and CRS

Prospective candidates create an EE profile where they provide information related to their education, language proficiency, work experience and other attributes. Those who meet the Minimum Entry Criteria (MEC), by virtue of being eligible for at least one of the FHS programs, are entered into a pool. Candidates are assigned a CRS score based on the information reported in their profile.

IRCC determines the number and frequency of Invitations to Apply (ITA) required to meet the Immigration Levels Plan. At the time of any given round, eligible candidates are ranked according to their CRS score, and the top among them are invited to apply until the desired number of invitations for that round are reached. The score of the last candidate invited is often referred to as the “cut off score”.

Between 2015 and 2023, ITAs were issued to top-ranked candidates under rounds that were either general (in the pool overall) or program-specific (only those eligible for a specific immigration program managed under EE, e.g., the CEC). In June 2023, Category-Based Selection (CBS) was introduced, which allows IRCC to issue ITAs to top-ranked candidates with specific skills, training or language ability, meeting eligibility requirements for a category (e.g., healthcare).

Candidates who receive an ITA can apply online for permanent residence (PR) and have their CRS score, program eligibility, category eligibility (where applicable), and admissibility assessed. If eligibility and admissibility criteria are met, and they still meet the CRS cut off score for that round, they are approved for PR.

CRS factors are generally grouped under two categories, under which candidates can be awarded up to 600 points each.[1]

Core points:

- **Human capital factors:** referring to characteristics of the specific candidates themselves (e.g., age, level of education, language proficiency).
- **Spouse/common-law factors:** referring to characteristics of the candidate’s partner (e.g., spouse’s level of education and Canadian work experience).
- **Skill transferability factors:** assigned based on the understanding that the interaction between certain factors increases a candidate’s potential for positive economic outcomes (e.g., strong language proficiency and post-secondary education).

Additional/ Bonus Points:

Awarded to candidates based on policy objectives, including:

- Provincial/territorial (PT) nomination
- Arranged offers of employment
- Post-secondary education in Canada
- Having a sibling who is a citizen or PR in Canada
- French language skills

[1] Overviews of the FHS immigration economic programs (FSW, FST and CEC) and key changes to EE and the CRS during the evaluation period are provided in Annexes A and B.

Evaluation context

This report presents the results of the Evaluation of the FHS Economic Immigration Programs, which assessed the performance of the FSW, FST and CEC programs, as well as the EE application management system – in relation to the expected outcomes of the programs, the goals of EE, and their contribution to Francophone immigration objectives. The evaluation was conducted to provide evidence in support of policy and program development, and fulfills Treasury Board requirements under the *Policy on Results*.

Evaluation scope and focus

The evaluation covered the period from the start of EE in January 2015 until the end of 2024. It assessed results for FHS economic immigrants[2] screened and not screened through EE during this period in the short (one to three years after admission) and medium (four to seven years after admission) term. EE and non-EE cohorts were selected through the same FHS economic programs, with non-EE cohorts beginning in 2014 to allow for more fulsome comparisons.[3]

Further, the evaluation considered (to the extent possible) early results related to CBS implementation (June 2023 to December 2024), and applied a Gender-Based Analysis Plus (GBA+) lens.

The **primary focus** was to examine program performance in relation to the expected outcomes of *timely selection of potential economic immigrants* under the three FHS economic immigration programs, *their employment and economic independence in Canada*, and the *associated economic benefits to Canada* in terms of economic performance. In this work, the evaluation considered specific results for French-speaking immigrants outside of Quebec.

The **secondary focus** was to examine the extent to which the EE system is achieving its goals for flexibility in selection and application management and efficiency in application processing, as well as responsiveness to labour market needs.

Evaluation questions

1. **To what extent are federal high-skilled economic immigrants under Express Entry establishing economically? How does their economic performance vary and compare to those not screened through Express Entry?**
2. **How has the profile of federal high-skilled economic immigrants changed over time? To what extent has it been aligned with Canada's labour market needs?**
3. **How do federal high-skilled economic programs and the Express Entry system contribute to Francophone Immigration objectives? To what extent do French-speaking economic immigrants establish economically?**
4. **To what extent is application processing for the FSW, FST and CEC programs under Express Entry timely and efficient? How well is program integrity being maintained during application processing?**
5. **To what extent does the Express Entry system provide flexibility in selection and application management for the FSW, FST and CEC programs?**

IRCC's definition of **high-skilled work** is based on the National Occupational Classification (NOC) system. Before November 16, 2022, it included work in a 0, A or B skill level occupation, and since this date, it has included work in a Training, Education, Experience and Responsibilities (TEER) category 0, 1, 2 or 3 occupation.

At the time of the evaluation, IRCC's Permanent Economic and Chief International Talent Office (PECITO) was conducting a review of the FHS programs and CRS factors, with the goal of focusing on the strongest predictors of economic success, reducing program overlap, duplication and complexity, and promoting fairness and integrity.

[2] The evaluation did not examine results related to the EE portion of the PNP which includes high-skilled streams, as this was covered under a separate evaluation of the PNP.
[3] Some applications under the FHS economic immigration programs were being processed outside of EE (submitted prior to January 1, 2015) during the evaluation period.

Methodology

Document review

Over 120 documents were reviewed, including legislative and regulatory documents, Ministerial Instructions, IRCC program documents (e.g., policies, functional guidance, performance measurement), information from ESDC's Canadian Occupational Projection System (COPS), academic research, evaluation and stakeholder reports and correspondence among stakeholders.

Key informant interviews

A total of 23 interviews were conducted with 27 IRCC program representatives. Interviewees were asked questions about the flexibility and efficiency of the EE system, program integrity, and the effectiveness of functional guidance and training. They were also asked about communication and coordination mechanisms, as well as how the system's selection process addresses labour market needs and supports francophone immigration objectives.

Focus groups

Five focus group sessions were conducted with 13 IRCC processing staff. Focus group sessions focused on application processing challenges, including issues related to functional guidance and training and program integrity measures.

Administrative data analysis

Data from the **Global Case Management System** (GCMS) were analyzed to develop a socio-demographic profile of FHS principal applicants (PA) and related dependants admitted to Canada between from 2014 to 2024.

Data tables from Statistics Canada based on the **Longitudinal Immigration Database** (IMDB; 2014 to 2022 tax years) were analyzed to examine incidence of employment income and social assistance as well as median total employment earnings[4] by years since admission[5] for FHS principal PA tax filers admitted as PRs to Canada during the same period.

Client survey

A survey was administered online in English and French via Qualtrics to 431,073 PAs who were admitted under the FHS economic immigration programs between 2014-2024 and who had a valid email. The survey received 36,612 responses, for a response rate of 9%. Overall, respondents were well aligned with the population (within ±5%) across most major demographic characteristics, including province/territory, program stream, prior temporary residence (TR), admission year, education, official languages and gender.

CBS consultation survey

IRCC's PECITO administered a consultation survey online in French and English via Qualtrics to a wide range of stakeholders. [6] Questions related to effectiveness were added for the evaluation on the timely selection of immigrants, Canada's labour market needs, and the selection of French-speaking immigrants. In total, 194 stakeholders provided input, with 11 francophone organizations providing input specifically on the selection of French-speaking immigrants.[7]

[4] Includes wages, salary and commissions, as well as self employment earnings, and adjusted to 2022 constant Canadian dollars.
[5] For the IMDB analysis, years since admission aggregated admission cohorts based on their years accumulated in Canada (e.g., year 0 included the 2015 to 2022 EE and 2014 to 2022 non-EE cohorts; year 1 included the 2015 to 2021 EE and 2014 to 2021 non-EE cohorts; year 2 included the 2015 to 2020 EE and 2014 to 2020 non-EE cohorts; and so on).
[6] Before establishing a new category in EE, the Immigration and Refugee Protection Act (IRPA) requires the Minister to gather feedback from provincial and territorial representatives, as well as members of industry, unions, employers, workers, worker advocacy groups, settlement provider organizations, and immigration researchers and practitioners. As part of this process, a consultation survey is administered to gather perspectives on priorities and categories for EE. For the 2025 report, see: https://www.canada.ca/en/immigration-refugees-citizenship/corporate/transparency/consultations/2025-consultations-express-entry-selection-report.html
[7] Of the 337 organizational representative respondents, the evaluation analyzed responses from a targeted subset, including academic institutions, businesses, chambers of commerce, economic development organizations, government, healthcare organizations, industry councils, labour unions, regulatory bodies, and francophone organizations.

Limitations and mitigation strategies

The evaluation used complementary methods, collecting quantitative and qualitative data. Limitations were generally mitigated through triangulating results to converge on findings. Specific limitations are described below.

Client survey

While client survey respondents were generally well aligned with the population of FHS economic PAs, there were three areas where the difference in percentages was higher than 5%, though differences were minimal: the 35-44 age group was slightly over-represented at 5.2%, NOC TEER 1 by 7.6%, and NOC TEER 2 slightly under-represented at 5.3%.[8] To mitigate potential issues, client survey results were triangulated with results from the IMDB analysis and recent research conducted by IRCC.

Comparisons between EE and Non-EE PAs

The IMDB analysis and client survey included non-EE PAs to enable comparisons of economic outcomes between EE and non-EE groups and help assess the effectiveness of the EE selection process. Non-EE respondents made up a smaller group (about 14% of the population and about 16% of survey respondents), and were mostly admitted in earlier years (between 2014 and 2016), so had been in Canada longer, which created a potential bias for related results. To mitigate this, both IMDB and survey results were analyzed by years since admission, and results were triangulated with IRCC research using regression analyses where appropriate.

Obtaining views of employers and industry stakeholders

Obtaining labour market insights was challenging as contact information for employers and industry stakeholders was not readily available. To mitigate this, the Evaluation Team collaborated with PECITO on their CBS consultation survey to access stakeholders in these domains. Specific questions were added to this survey to solicit views on EE's responsiveness to labour market needs.

Focus groups

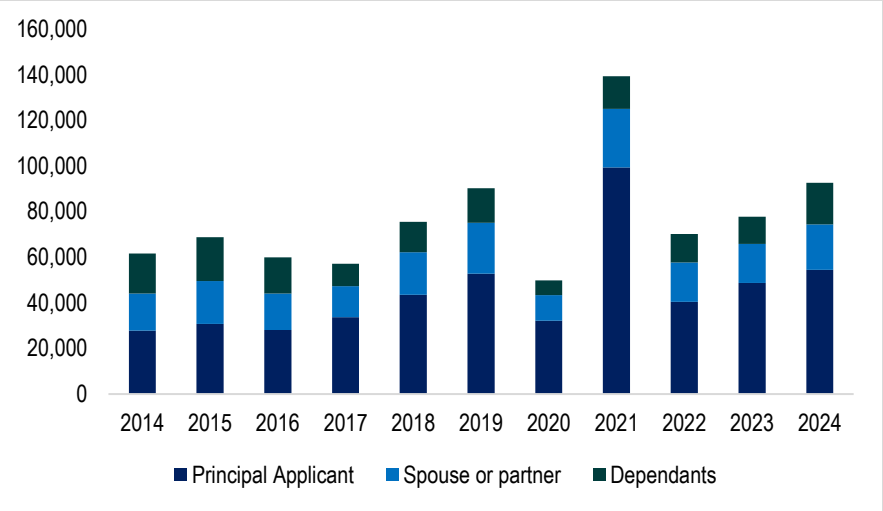
Focus groups predominantly reflected in-Canada processing experiences. To mitigate this, the evaluation engaged International Platform Branch (IPB) and other stakeholders with international processing experience in the interviews to ensure inclusion of this perspective.

[8] A profile of survey respondents relative to the population of FHS economic PAs is provided in Annex C.

Profile of admissions

Between 2014 and 2024, **492,298 PAs**, 196,582 spouses/ partners and 154,610 dependants, were admitted to Canada as PRs under the FHS economic immigration programs (FSW, CEC and FST).

Figure 1: Number of admissions by year and family status



Principal applicants

- 86% were admitted under EE and 14% were admitted outside of the EE process (i.e., non-EE).[9]
- 59% were admitted under the CEC, 40% under FSW and 1% under FST.
- 59% were males and 41% were female.
- 74% were between the ages of 25 and 34, 17% were between 35 and 44, 6% were between 18 and 24%, and the remainder were over 45.
- 54% were single, 41% were married and 4% were in a common-law relationship at the time of admission.[10]
- In terms of Canada's official languages, 91% spoke English only at admission and 7% were bilingual.[11]
- Most PAs held university degrees, including bachelor's, master's and doctoral degrees (89%).
- Ontario (66%) and British Columbia (18%) and Alberta (11%) were the most common intended PT destinations.
- Two-thirds had a work permit and 45% had a study permit prior to becoming a PR.
- 46% held Indian citizenship, followed by Chinese citizenship (7%) and Nigerian citizenship (5%).

Spouses and partners

- 61% of spouses/partners were female and 39% were male.
- 92% were between the ages of 25 and 44, 3% between 18 and 24, and the remainder were over 45.
- 89% spoke English only at admission, 5% were bilingual, 2% spoke French only and 2% spoke neither language.[12]
- 43% had a work permit and 11% had a study permit prior to becoming a PR.

Dependants

- 51% of dependants were male and 49% were female.
- 96% were under the age of 18.
- 61% spoke English only at admission, 7% spoke French only, 4% were bilingual, 27% spoke neither language.[13]

[9] The number of non-EE PAs admitted decreased over time, with most admitted in 2014 to 2016: 27,844 in 2014; 25,396 in 2015; 13,959 in 2016; and 3,587 in 2017 to 2024.
[10] Note: The remainder were primarily divorced, separated or widowed at the time of admission.
[11] Note: Based on the French speaking indicator variable, 95% of PAs were non-French speakers and 5% were French speakers.
[12] Note: 1% of spouses/partners had *Not stated* as their official language.
[13] Note: About 2% of dependants had *Not stated* as their official language. Percentage does not add up to 100% due to rounding.

Evaluation findings

Employment outcomes of FHS economic PAs

Finding 1: Most FHS economic PAs successfully secure employment; however, some have challenges finding work that aligns with their education, skills and experience.

Analysis of IMDB data and client survey results showed that the majority of FHS economic PAs achieve strong employment outcomes.

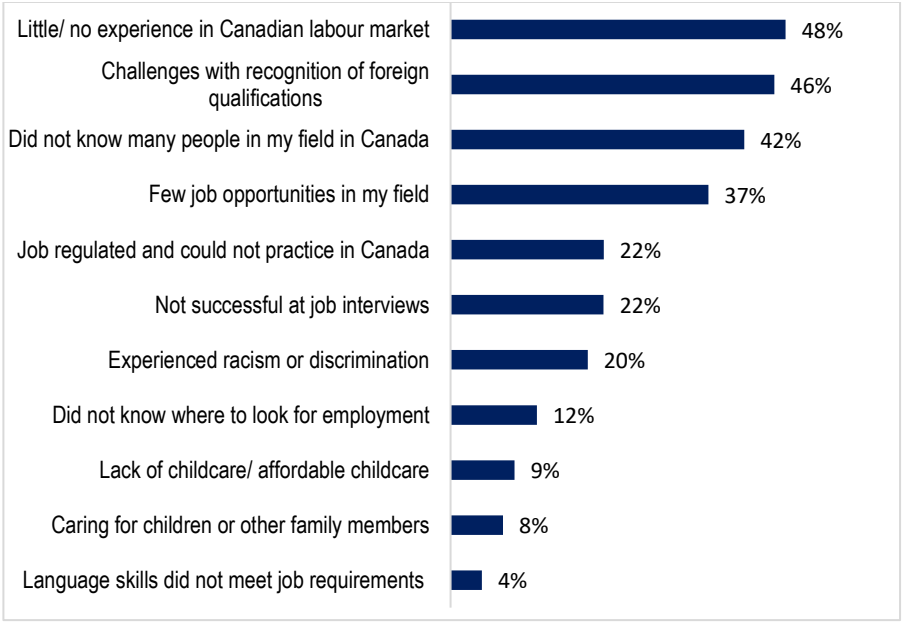
- Based on IMDB data, incidence of employment was consistently high, exceeding 90% across all years following admission.
- Of surveyed PAs living in Canada, about 98% indicated having worked for pay since becoming a PR; of which 93% reported being currently employed.
- Of those currently employed, 76% reported being employed in their intended occupation[14], with 55% *securing a job in their intended occupation* prior to becoming a PR and 28% within one year of admission.
- Additionally, 88% of those currently employed believed that their job matched their education, skills and experience *to a moderate or great extent*.

However, while most FHS economic immigrants secure employment, some face challenges in finding work that aligns with their qualifications.

- About 24% of all surveyed PAs reported difficulty in *finding suitable employment or integrating into the workforce in Canada*.
- Of those not currently employed, 46% indicated they had *trouble finding suitable employment*.
- Of those who were currently employed, some indicated that their job matched their education, skills and experience *to a small extent* (7%) or *not at all* (4%). Further, 16% reported that it took more than a year *to secure a job in their intended occupation*.
- Additionally, employment-related issues also appeared to influence mobility, as 58% of surveyed PAs who relocated outside of Canada cited job-related reasons for their move.

Reviewed documents, interviews, and client survey results highlighted persistent barriers contributing to these challenges, including limited Canadian work experience and undervaluation of foreign work experience, lack of professional networks, complex and lengthy credential recognition processes, and experiences of racism and discrimination. Notably, surveyed PAs with employment-related difficulties indicated a variety of issues (Figure 2).

Figure 2: Employment challenges reported by surveyed PAs



Client survey results showed PAs having issues with recognition of foreign qualifications across both regulated and non-regulated occupations, with this challenge more frequently reported by those working in non-regulated fields (56%, compared to 39% in regulated fields; 5% were unsure if occupation was regulated in Canada).

[14] Survey respondents' *intended occupation* was defined as having the same NOC category as indicated on the their PR application.

Economic performance: EE versus non-EE

Finding 2: Generally, FHS economic PAs screened through EE have better economic outcomes in the short and medium term compared to their counterparts not screened through EE, though differences were observed by program stream and individual attributes.

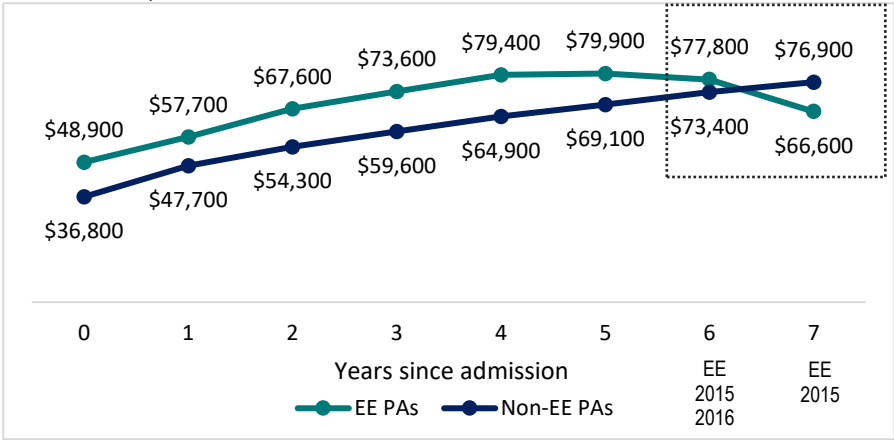
Comparisons by EE screening

Evidence suggests that EE screening supports the selection of FHS economic PAs who can integrate more quickly into the labour market, and have higher earnings potential.

Analysis of IMDB data showed that EE-screened PAs had a higher incidence of employment, particularly in the early years following admission to Canada. The difference in incidence of employment income ranged from about 8% one year after admission to 4% three years after admission for an average of 6%. There were no major differences in the incidence of social assistance between EE and non-EE PAs (less than 2% in all years since admission).

IMDB analysis also showed that median total employment earnings were generally higher for EE PAs compared to those of non-EE PAs in the short and medium term (**Error! Reference source not found.**). However, six to seven years after admission, median earnings showed a decrease for EE PAs, which was likely attributable to COVID-related economic conditions and the characteristics of PAs included in the IMDB for these years. Notably, only the 2015 and 2016 cohorts of EE PA tax filers were represented, and they were working under 2021 and 2022 economic conditions. Further, they were selected under a different CRS regime, whereby they could be awarded 600 bonus points for arranged employment, facilitating their selection. In fact, 76% of EE PAs in the 2015 cohort (the only cohort in year 7) were awarded these points. Thus, while their median total CRS score was high (819), their median core score, reflecting human capital, was quite low (290). Further, the 2015 cohort was relatively small, with a comparably higher share of FST and CEC PAs (79%) as well as those with TEER 2 and 3 primary occupations (71%).[15] Bonus points for arranged employment were reduced in November 2016, rebalancing the CRS more on human capital for more recent admission cohorts.

Figure 3: Median total employment earnings of FHS economic PAs by EE screening. Client survey results also highlighted that EE PAs less frequently reported issues in *finding suitable employment or integrating into the workforce*, compared to their non-EE counterparts (22% versus 27% of non-EE PAs).



Recent research comparing labour market outcomes of EE and non-EE PAs was consistent with the evaluation's IMDB analysis, revealing a higher incidence of employment income and higher employment income among EE immigrants compared to their non-EE counterparts.[16] Further, regression analyses conducted as part of this research found that EE immigrants were 44% more likely to have employment income and earned 16% more employment income than non-EE immigrants, after controlling for individual characteristics. Client survey results also highlighted that EE PAs less frequently reported issues in *finding suitable employment or integrating into the workforce*, compared to their non-EE counterparts (22% versus 27% of non-EE PAs).

Comparisons by program stream

When program stream was considered alongside EE screening, differences became more nuanced. While results suggested a clear advantage of EE

[15] Primary occupation is the NOC category of the primary work experience which was leveraged as part of the PA's PR application.
[16] Zhang, H & Zhong, J. (2026). *Labour Market Outcomes of Express Entry and non-Express Entry Economic Immigrants.* This research was also based on analysis of IMDB data (2015 to 2022), but looked at economic outcomes in 2022 by admission cohort, and included PAs admitted under the PNP.

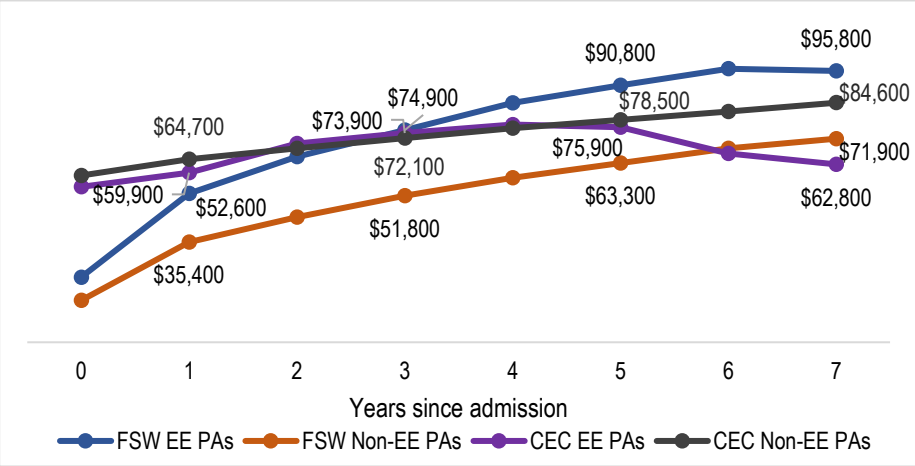
screening for FSW PAs in terms of employment outcomes, the picture was less clear for CEC PAs (Figure 4).[17]

- FSW PAs screened through EE had a higher incidence of employment income in the early years following admission compared to their non-EE counterparts. However, there were no major differences based on EE screening for CEC PAs in terms of incidence of employment income.
- EE-screened FSW PAs had consistently higher median total employment earnings than their non-EE counterparts. However, differences in median earnings were less pronounced for CEC PAs for most years after admission. Notably, EE-screened CEC PAs six to seven years after admission (the 2015 and 2016 cohorts) had particularly low median CRS core scores (287 and 262 respectively), which is consistent with the lower median total employment earnings observed in these years.
- Further, EE-screened CEC PAs had higher median total employment earnings in the short term, but were surpassed by EE-screened FSW PAs three years after admission.

Individual attributes

The IMDB analysis also found differences in median total employment earnings for EE and non-EE PAs based on individual attributes, such as education and TEER levels. While median total employment earnings generally increased over time and with each level of education at the university level[18] for PAs irrespective of EE screening, these earnings were higher for EE PAs compared to their non-EE counterparts. Further, median total employment earnings were highest for PAs with TEER 1 primary occupations compared to those with TEER 0, 2 and 3 primary occupations, irrespective of EE screening. However, earnings differences were more pronounced for EE PAs with TEER 0, 1 and 2 primary occupations, compared to their non-EE counterparts.

Figure 4: Median total employment earnings of FHS economic PAs by EE screening and program stream



Challenges

Client survey results suggested the value of prior Canadian work experience in mitigating challenges to labour market integration. For example, a smaller share of CEC PAs who had indicated challenges settling in Canada noted *finding suitable employment or integrating into the workforce* as an issue (40% vs 63% of FSW PAs). Similarly, a smaller share of CEC PAs reported facing *difficulties having foreign qualifications recognized* (39% vs 51% of FSW PAs). Further, while no major differences were found between CEC and FSW PAs in terms of their current employment matching their education, skills and experience, a greater share of CEC PAs with a job in their intended occupation at the time of survey were already working in it prior to becoming a PR (72% vs 25% of FSW PAs).

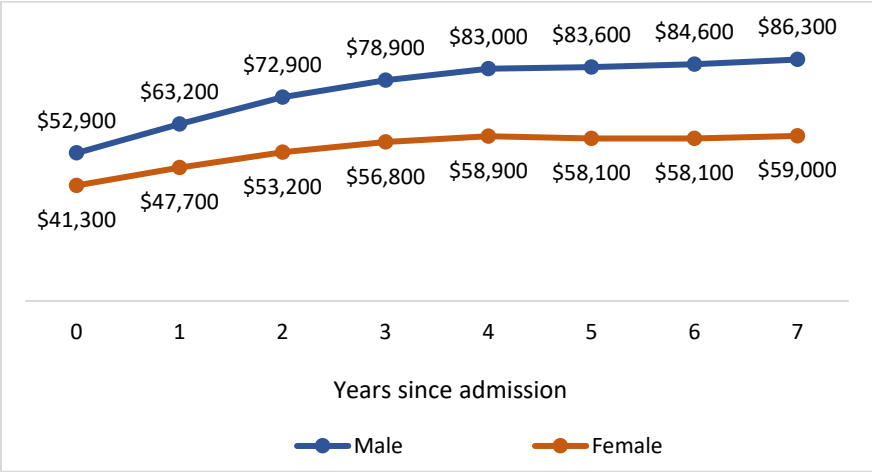
[17] FST results not shown in the figure. They showed a reverse trend for FST PAs. Median total employment earnings were lower for EE-screened FST PAs compared to their non-EE counterparts. However, results should be interpreted with caution due to low counts for these groups.
[18] Education groups at the university level were: Bachelor's, Master's or some post-graduate, and Doctorate.

Economic performance: Gender differences

Finding 3: In spite of comparable human capital, female PAs under the FHS economic immigration programs earn less and experience more challenges in finding suitable employment compared to their male counterparts.

Analysis of IMDB data showed no major differences by gender in incidence of employment or social assistance for FHS economic PAs. However, female PAs had consistently lower median total employment earnings than male PAs in the short and medium term, and this earnings gap widened over time – with female PAs earning 25% less one year after admission and 32% less seven years thereafter (Figure 5). Client survey results also showed female PAs reporting lower annual salaries[19] compared to male PAs, with this trend holding across education and TEER levels.

Figure 5: Median total employment earnings of FHS economic PAs by gender



In addition to earnings, client survey results suggested other challenges related to the quality of employment for female PAs. For example, a greater share of female PAs were working in less skilled occupations[20] at the time of the survey (41% versus 33% of male PAs). Further, a smaller share of female PAs reported that their job matched their education, skills, and experience *to a great extent* (60% versus 68% of male PAs) and a greater share of female PAs with challenges settling in Canada noted *finding suitable employment or integrating into the workforce* as an issue (54% versus 48% of male PAs).

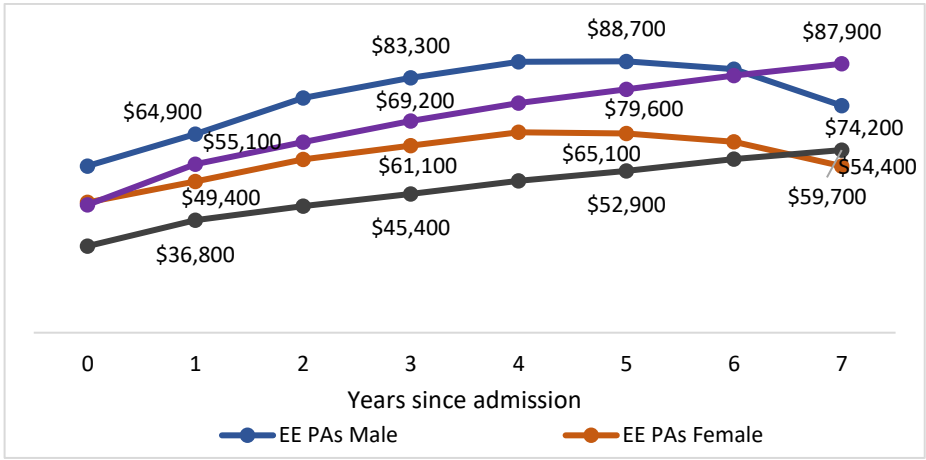
Program stream and individual attributes of EE PAs

Further analysis of IMDB results for EE-screened PAs revealed that compared to female PAs, male PAs had higher median total

Comparisons by EE screening

When EE screening was considered, differences in incidence of employment were minimal for EE PAs, but were slightly larger for non-EE PAs, though diminished over time. Median total employment earnings for female EE PAs were higher than those of female non-EE PAs, but were generally below those of male PAs irrespective of EE screening (Figure 6).

Figure 6: Median total employment earnings of FHS economic PAs by gender and EE screening

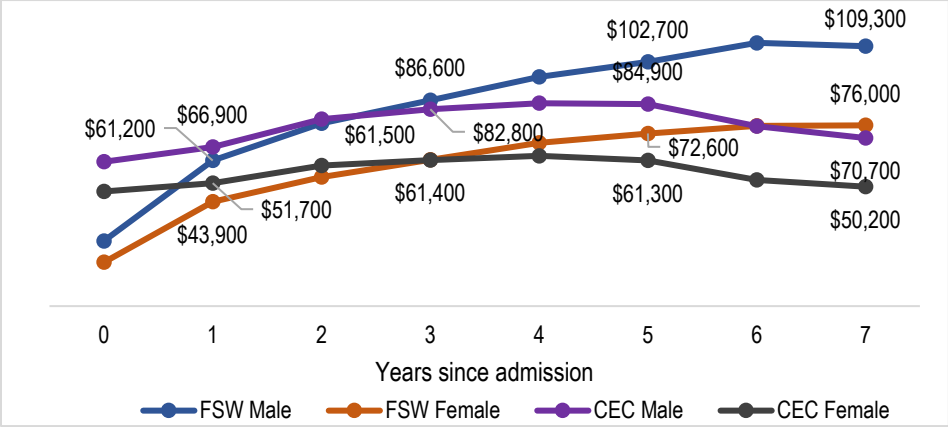


[19] An annual salary was extrapolated for respondents from survey responses on income. Overall, 82% of employed survey respondents reported their salary.

[20] NOC codes for the client survey were based on the 2011 version of the NOC system, as most clients would have applied for PR while this version was still used by the department (until November 2022). Thus, *less skilled occupations* were defined as NOC B, C, and D. Some jobs had to be manually coded based on additional survey information.

employment earnings across CLB language groups,[21] TEER levels of primary occupation, and program streams (Figure 7).[22] However, earnings gaps were larger for those with higher CLB language (CLB 7-8 and 9-12) and TEER levels (TEER 0 and 1), and for FSW PAs.

Figure 7: Median total employment earnings of EE PAs by gender and program stream



Male PAs also generally had higher earnings across education groups and Canadian work experience groups, as well as across age groups, though the gap was smaller among those aged 15 to 24.[23]

The IMDB analysis also considered **CRS core scores**, as they are generally understood to reflect the level of an individual's human capital. It showed that female PAs consistently had lower median total employment earnings than male PAs across all CRS core score point ranges.[24] Notably, CRS core scores for female PAs were generally the same or slightly higher than those of male PAs across years since admission, suggesting that the observed earnings gap is not attributable to lower human capital (Table 1).

Table 1: Median CRS core scores of EE PAs by program stream and gender

	Overall		FSW		CEC	
Years since admission	Male	Female	Male	Female	Male	Female
0	441	446	458	459	435	438
1	441	445	455	456	436	439
2	446	450	454	455	441	444
3	444	449	453	453	438	441
4	442	448	453	454	435	441
5	439	451	460	460	428	438
6	398	456	466	466	280	302
7	282	313	467	461	261	267

While the earnings gap between male and female FHS economic PAs is similar to trends in the overall Canadian population and is likely structural,[25] it is still an important consideration in the context of FHS economic immigration. Earnings are a key measure in the design of the CRS, and assessing effectiveness of selection processes. Thus, implications related to gender differences in earnings need to be carefully considered in program design and improvement processes.

[21] CLB language groups were: CLB 5-6, CLB 7-8 and CLB 9-12, and were based on the lowest level of the four competencies (speaking, understanding, writing and reading).
[22] FST results not shown in the figure and table, but were consistent in terms of trends related to median total employment earnings and CRS core scores.
[23] Age groups were: 15-24, 25-34, 35-49, and 50-64. Education groups were: Secondary or less, Some post-secondary, Bachelor's, Master's or some post-graduate, and Doctorate. Canadian work experience groups were: None or less than a year, 1-2 years, 3-4 years, and 5 or more years.
[24] CRS core score point ranges were: 1-300, 301-325, 326-350, 351-375, 351-375, 376-400, 401-425, 426-450, 451-475, 476-500, and 501-600.
[25] In Canada, women earned 27% less than men in 2022, based on the median gender pay ratio. Source: Statistics Canada. Table 14-10-0324-01 *Average and median gender pay ratio in annual wages, salaries and commissions.*

Economic performance: EE and the CRS

Finding 4: Overall, EE PAs with higher CRS core scores have better economic outcomes than their counterparts with lower scores. While CRS factors based on human capital tend to contribute to higher earnings, bonus points related to French language proficiency, having a sibling or post-secondary education in Canada do not.

Analysis of IMDB data showed that EE PAs under the FHS economic immigration programs with CRS core scores **above 400 points** had consistently higher median total employment earnings compared to those with scores of 400 or less. While the earnings pattern was clustered for EE PAs in lower CRS core score ranges (1–400; Figure 8), making it difficult to distinguish any meaningful trends, a clearer picture emerged for those in higher ranges (401-600; Figure 9), showing increases in median total employment earnings with years since admission and each point interval.

Figure 8: Median total employment earnings for EE PAs by CRS core scores (400 or less)

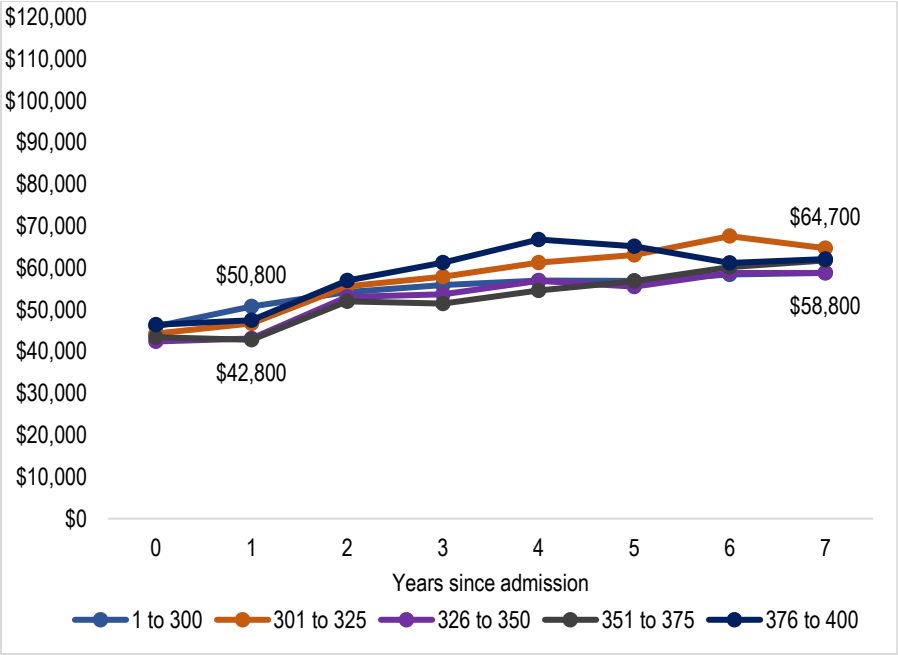
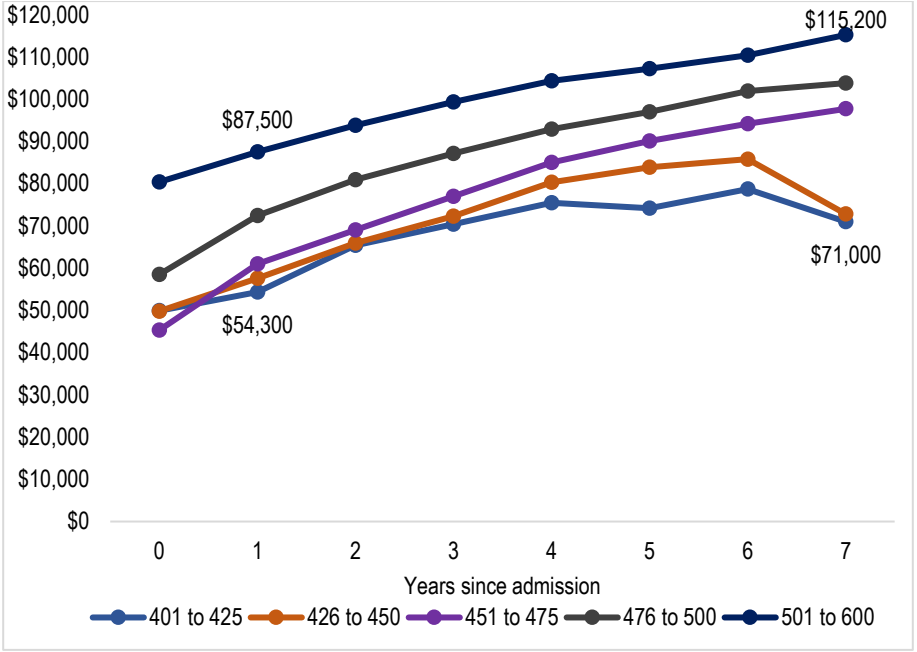


Figure 9: Median total employment earnings for EE PAs by CRS core scores (401-600)



Core points

Differences based on individual CRS factors were explored through the IMDB analysis, and showed positive results for median total employment earnings related to higher first official language proficiency, higher education level and having skills transferability points. This analysis also showed that EE PAs with one or more years of Canadian work experience had higher earnings at least in the short term, but those without or with less than a year of this experience started to catch up by three years after admission.

Recent research also examined CRS factors and labour market outcomes using regression analyses; it showed that:[26]

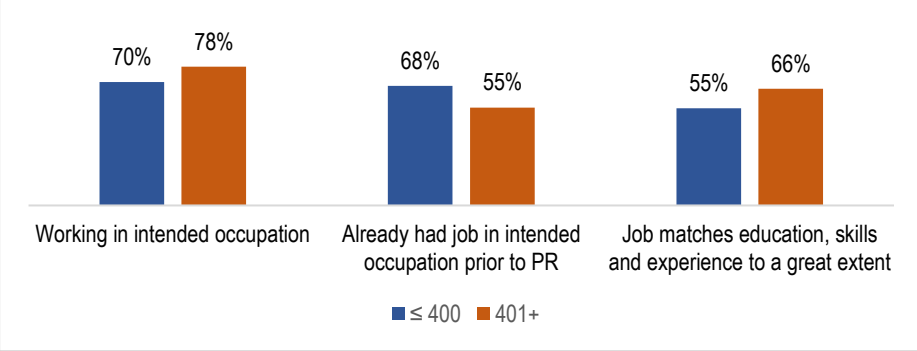
- First official language proficiency is a strong predictor of post-admission employment income among EE immigrants, with higher proficiency linked to higher earnings.
- EE immigrants with higher education generally earn more after admission, with the highest returns observed for those holding a master's degree.
- Post-admission employment income increases with pre-admission Canadian work experience overall, but additional gains taper off after 4 years of experience for most immigration categories, except for the CEC.

Research also showed that EE immigrants with pre-admission TR earnings at higher levels ($50,000 or more) have higher post-admission PR earnings, compared to those with no TR earnings.

Client survey results highlighted better employment outcomes for EE PAs with higher CRS core scores (Figure 10). Those with higher CRS core scores (401+) reported higher median annual salaries[27] ($88,400 compared to $65,000), as well as were more frequently working in their intended occupation and in roles matching their education, skills, and experience, compared to those with lower CRS core scores (≤400). While a smaller share with higher CRS core scores had secured a job in their intended occupation prior to PR, many still reported finding such employment within a year of admission.

At the same time, results were comparable for EE PAs with higher and lower CRS core scores in terms of indicating challenges settling in Canada (47% versus 48%) and noting *finding suitable employment or integrating into the workforce* as one of these challenges (49% for both groups). This suggests that while higher CRS core scores are associated with better earnings and job alignment after admission, they do not necessarily reduce settlement or employment challenges.

Figure 10: Employment outcomes of EE PAs by CRS core scores



Bonus points

The IMDB analysis generally showed that EE PAs with CRS bonus points for French language proficiency, having a sibling in Canada, or completing post-secondary education in Canada, had lower median total employment earnings that those without these points. Recent research was consistent, suggesting that bonus points for having post-secondary education or a sibling in Canada and French proficiency are weak predictors of short-term labour market success. However, the IMDB analysis found that having arranged employment was associated with higher median total employment earnings for those in senior management and other NOC occupations (awarded 200 and 50 points respectively).

[26] Zhong, J. & Zhang H. (2026). *Are Comprehensive Ranking System Factors Good Predictors of Labour Market Outcomes for Express Entry Immigrants?* and *Labour Market Outcomes of Express Entry and non-Express Entry Economic Immigrants.* This research was also based on analysis of IMDB data (2015 to 2022), but looked at economic outcomes in 2022 by admission cohort, and included PAs admitted under the PNP.

[27] An annual salary was extrapolated for respondents from survey responses on income. 83% of employed EE survey respondents reported their salary.

Profile changes

Finding 5: The profile of FHS economic PAs evolved over the evaluation period, with more recent cohorts having higher human capital and being more gender balanced. However, differences were observed in those admitted during the COVID-19 pandemic.

Analysis of administrative data indicated that the **profile of FHS economic PAs** has changed over time, showing increased shares of individuals with higher education levels, language proficiency and CRS core scores.

- The share of all PAs holding post-secondary degrees grew. In 2015, 74% of admitted PAs held bachelor's or master's degrees, compared to 93% in 2024.
- The proportion of EE PAs demonstrating advanced language proficiency (i.e., CLB score of 9 to12) generally increased over time, from 27% in 2015 to 52% in 2024 (
- Figure 11).
- Similarly, median CRS core scores generally increased, from 289 in 2015 to 462 in 2024.

Further, the proportion of female PAs increased from 33% in 2015 to 46% in 2024, reflecting a trend towards greater gender balance.

Pandemic cohort differences

The profile of FHS economic PAs **admitted in 2021** differed from other years.[28] This cohort had:

- A lower proportion of PAs with master's degrees (22%) and higher shares with bachelor's degrees and some post-secondary education (57% and 17% respectively).
- A higher share of EE PAs with intermediate language proficiency (CLB scores between 5 and 8; 76%) and a smaller share of PAs with advanced language proficiency (24%) (
- Figure 11),
- A higher proportion of PAs in TEER 2 or 3 occupations (which typically require a college diploma or apprenticeship; 61%), and a lower proportion of PAs in TEER 1 occupations (which require a university degree; 28%) (
- Figure 12).
- The second lowest median CRS core score for the evaluation period at 432, which was slightly lower than those of the admission cohorts preceding and following this cohort (down from 456 in 2020 and lower than 463 in 2022).

Figure 11: Changes in CLB language proficiency from 2015 to 2024

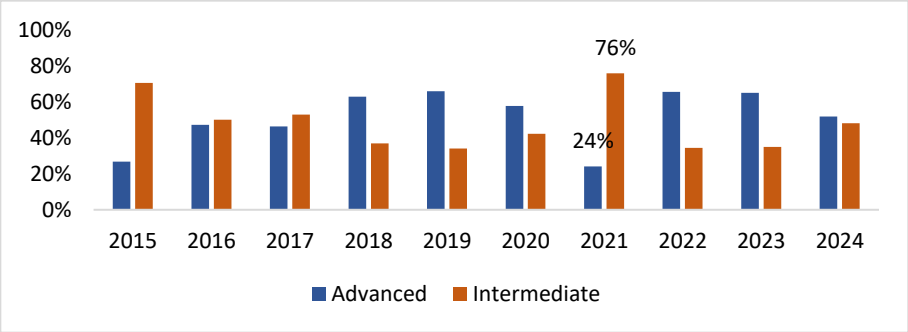
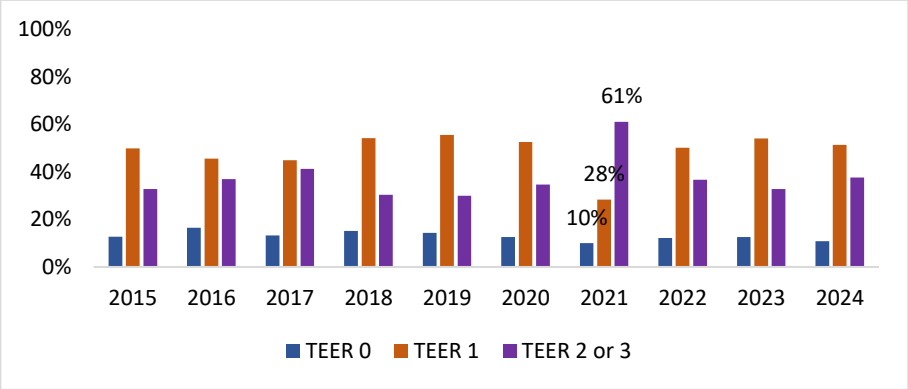


Figure 12: Changes in TEER level from 2015 to 2024



[28] Notably, a large round focused on the CEC program was conducted on February 13, 2021, through which more than 27,000 ITAs were issued to all CEC-eligible candidates in the pool at that time, over 90% of whom were already in Canada and employed.

Occupational retention and alignment with labour market needs

Finding 6: Generally, occupational retention among FHS economic PAs is strong, with most reporting working in the same or higher skill level as their intended occupation. Results also suggest that early retention in shortage occupations for CBS-selected PAs is strong.

Occupational retention

Occupational retention was examined in a broad sense through the client survey. Surveyed PAs who indicated currently being employed were asked if they were working in the occupation indicated on their application for PR. Overall, 76% reported working in their intended occupation, with more EE PAs doing so (77% vs 71% of non-EE PAs). However, findings varied by program stream, with CEC PAs having the highest retention (79%), followed by FSW (72%) and FST (66%) PAs.

Survey information from those who changed occupations (24%) was used to identify a 2-digit NOC for their current occupation.[29] This analysis showed a mixed pattern of occupational mobility: 30% transitioned to a higher NOC skill level, 27% remained at the same level, and 28% moved to a lower level, while 15% did not have a known skill level. While upward and downward mobility were observed with almost equal frequency among those who changed occupations, overall results reflected occupational stability for the majority of PAs.

Recent research also looked at occupational retention. While this research showed a lower retention rate overall compared to evaluation results, it similarly found stronger occupational stability among EE immigrants compared to non-EE immigrants, as well as more stability among CEC PAs compared to FSW PAs.[30]

Labour market needs

Early results suggested that CBS rounds have been more effective than non-CBS rounds in targeting labour market shortages at the selection stage. Between 2023 and 2024, 73% of CBS occupational category admissions intended to work in shortage occupations, compared to only 20% of non-CBS admissions and 18% of CBS francophone admissions.[31] Survey results also suggested that early retention in shortage occupations is high, with 81% of surveyed PAs from CBS occupational categories indicating currently working in their intended occupation.

However, several challenges may limit CBS's long-term effectiveness. Interviewees expressed concerns that the short work experience requirement (six months at the time of the evaluation) could lead CBS-selected PAs to transition out of targeted shortage occupations, as these candidates may not have demonstrated sufficient experience or commitment to the occupation under which they applied. Additionally, barriers such as credential recognition (e.g., for physicians, nurses) could prevent CBS-selected candidates from securing employment in their intended occupation, potentially undermining CBS objectives.

Many employers and industry stakeholders who were surveyed on the effectiveness of EE as part of the CBS consultation process felt that all three FHS economic immigration program streams contributed to addressing labour market needs, with 61% reporting that CEC contributed to filling labour market needs *to a moderate or great extent*, compared to 55% for FSW and 48% for FST. When asked about the effectiveness of CBS in filling labour market needs, views were mixed, with half believing in its contribution *not at all or to a small extent*, and the other half *to a moderate or great extent*. Views on CBS prioritization were similarly divided, with 42% of stakeholders believing CBS should be prioritized, 33% preferring an equal focus on CBS and program-specific rounds, and 24% favoring greater emphasis on program-specific rounds.

[29] If not working in the occupation indicated on their PR application, survey respondents were asked a series of questions about their current job based on the 2011 National Occupational Classification (NOC) system. Major occupational categories were manually imputed where possible for those who indicated *Other* (3%) using additional information on job title and main duties. As not a self-reported NOC code, these efforts introduced the potential for interpretation error.
[30] Zhang, H. et al. (2026). *Occupational Mobility and Wage Consequences of Express Entry and Non-Express Entry Immigrants*. This research was based on linked data from the 2021 Census and the IMDB (2015 to 2020 PA cohorts); it used a 3-digit NOC, compared EE and non-EE PAs and included PAs under the PNP.
[31] This analysis compared the NOC codes for intended occupations of EE PAs to information in the Canadian Occupational Projection System (COPS) 2022-2031.

Francophone immigration: Selection

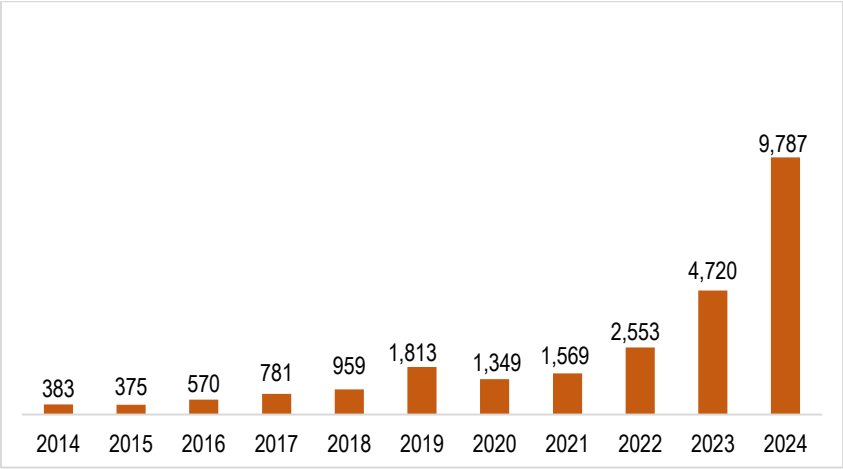
Finding 7: Francophone immigration has increased considerably as a result of targeted selection through EE and CBS, but there are challenges in ensuring sufficient pool size and selecting candidates with high human capital.

Admissions growth

Between 2014 and 2024, 24,859 French-speaking PAs were admitted to Canada under the FHS economic immigration programs, representing approximately 5% of total admissions for these programs (Figure 13). The vast majority (97%) were screened through EE, of which 38% were admitted under CBS rounds.

IRCC's efforts to increase Francophone admissions outside of Quebec have been successful, with targets met in 2022, and exceeded in 2023 and 2024. Interviewees and Francophone organizations surveyed as part of the CBS consultation process recognized that the introduction of additional points for French proficiency and the creation of the Francophone category through the implementation of CBS in 2023 strengthened efforts to select and admit French-speaking immigrants. Interviewees particularly emphasized the positive impact of CBS.

Figure 13: Admissions of French-speaking FHS economic PAs by admission year (2014-2024)



Selection challenges

Despite these gains, ambitious Francophone immigration targets were seen as placing pressure on economic immigration programs to identify as many French-speaking candidates as possible, potentially distorting the original intent of EE. Interviewees and focus group participants noted challenges with maintaining and replenishing the limited pool of French-speaking candidates amid rising targets. Interviewees also suggested that targeted promotional efforts may be needed to attract and sustain the pool of qualified candidates.

Interviewees and focus group participants also raised concerns about human capital, noting that high Francophone immigration targets have shifted EE's focus from broader human capital to French language proficiency. Correspondingly, analysis of administrative data (2023 to 2024 admission cohorts) showed that the median CRS core score for EE PAs in CBS Francophone rounds was 397, which was lower than:

- Median scores for all EE PAs in CBS Occupation rounds (456) and non-CBS rounds (471); and
- Median scores specifically for French-speaking EE PAs in CBS Occupation rounds (428) and non-CBS rounds (465).

Further, analysis of administrative data for pre-CBS rounds (2015 to 2022 admission cohorts) showed that the median CRS core score for French-speaking EE PAs (459) was higher than the median score for those in the CBS Francophone rounds.

Thus, while CBS has made an important contribution to the department's ability to meet targets for Francophone admissions outside of Quebec, the human capital level of those selected under this mechanism has decreased, which could lead to issues for their longer term economic establishment.

Francophone immigration: Economic integration

Finding 8: French-speaking FHS economic PAs, particularly those selected through CBS, show weaker labour market outcomes in the short term. However, evidence suggests that outcomes improve in the medium term for those screened through EE.

Analysis of IMDB data showed that the median total employment earnings varied by knowledge of official languages (OL) for FHS economic PAs, with lower earnings for those with knowledge of French only compared to those with knowledge of English only and knowledge of both French and English. Further analysis by EE screening showed that EE PAs generally had higher median total employment earnings, compared to non-EE PAs, across the three OL knowledge groups, and that earnings differences were considerably larger for those with knowledge of French only. Recent research using regression analyses was consistent, showing EE and non-EE PAs with knowledge of French only earning less than their counterparts with knowledge of English only (27% and 21% less, respectively).[32]

Within the EE population, IMDB analysis highlighted the interplay between OL knowledge and overall human capital. EE PAs with knowledge of both OLs consistently had the highest median core CRS scores (456 to 474), and correspondingly the highest median total employment earnings one to seven years after admission. However, in spite of having consistently higher CRS core scores, EE PAs with knowledge of French only had lower median total employment earnings than EE PAs with knowledge of English only in their early years of PR, but caught up five years after admission (Figure 14).[33]

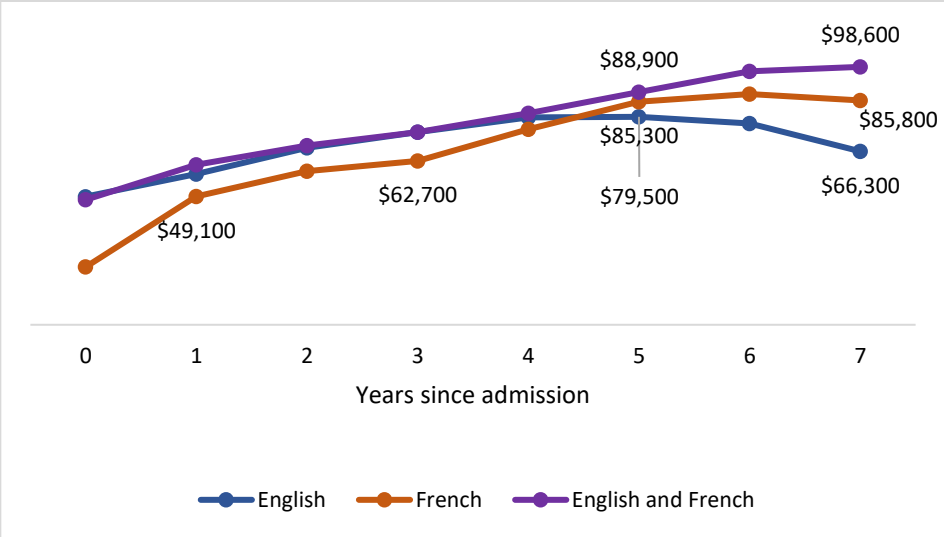
Notably, median total employment earnings decreased for EE PAs with knowledge of English only six to seven years after admission, consistent with differences in human capital for the 2015 and 2016 EE admission cohorts, described earlier. Most PAs in these cohorts had knowledge of English only, and their median CRS core scores were lower than those of PAs with knowledge of French only at year 6 (English: 426; French: 471) and year 7 (English: 288; French: 320).

Client survey results revealed possible challenges for French-speaking FHS economic PAs.[34] Smaller shares reported being employed in their intended occupation and believed that their job matched their education, skills, and experience. They also reported a lower median annual salary, compared to English-speaking PAs.[35]

The 2023 and 2024 cohorts were examined further for possible differences based on CBS. This analysis found that PAs from CBS Francophone rounds, compared to those from CBS Occupation and non-CBS rounds, had a lower median annual salary ($49,660, compared to $73,320 and $75,000), and were less frequently:

- Employed since becoming a PR (79%, compared to 94% and 97%);
- Employed full-time (75%, compared to 85% and 88%); and
- Employed in intended occupation (57%, compared to 84% and 87%).

Figure 14: Median total employment earnings of EE PAs by official language knowledge



[32] Zhang, H. & Zhong, J. (2026). *Labour Market Outcomes of Express Entry and non-Express Entry Economic Immigrants*. This research was also based on analysis of IMDB data (2015 to 2022), but looked at economic outcomes in 2022 by admission cohort, and included PAs admitted under the PNP.
[33] Note: The number of PAs with knowledge of French only was relatively low in the IMDB, particularly in the later years after admission. Results should be interpreted with caution.
[34] French-speakers in the survey analysis identified *French only* as their OL of communication, or identified *both French and English* but being *most at ease in French*. n=1,087.
[35] An annual salary was extrapolated for respondents from survey responses on income. 89% of employed French-speaking survey respondents reported their salary.

Mobility and francophone immigration

Finding 9: Overall, retention of FHS economic PAs in PTs of destination is high, with lower retention in less frequent PT destinations. Notably, retention among PAs who are French-speaking is relatively low, with many relocating to Quebec after admission to Canada.

Overall retention patterns

FHS economic PAs are destined to PTs outside of Quebec, and IMDB analysis showed that while there is some interprovincial mobility between these PTs, overall retention has been very high at about 98%. Similarly, client survey results showed that 96% of surveyed FHS economic PAs, still in Canada, remained in PTs outside of Quebec.[36]

In terms of retention within individual PT/regions, IMDB analysis showed high retention in Ontario (91%), British Columbia (86%) and Alberta (83%), destination provinces for the vast majority of FHS economic PAs, though lower retention for less frequent PT/regional destinations.[37] Client survey results also showed that most surveyed FHS economic PAs (78%) remained in their intended PT.

French-speaking FHS economic PAs

However, client survey results showed that 51% of French-speaking PAs remained in their intended PT, compared to 80% of English-speaking PAs. Of French-speaking PAs who relocated within Canada, 83% moved to Quebec, with 36% wanting to live in a more French environment (

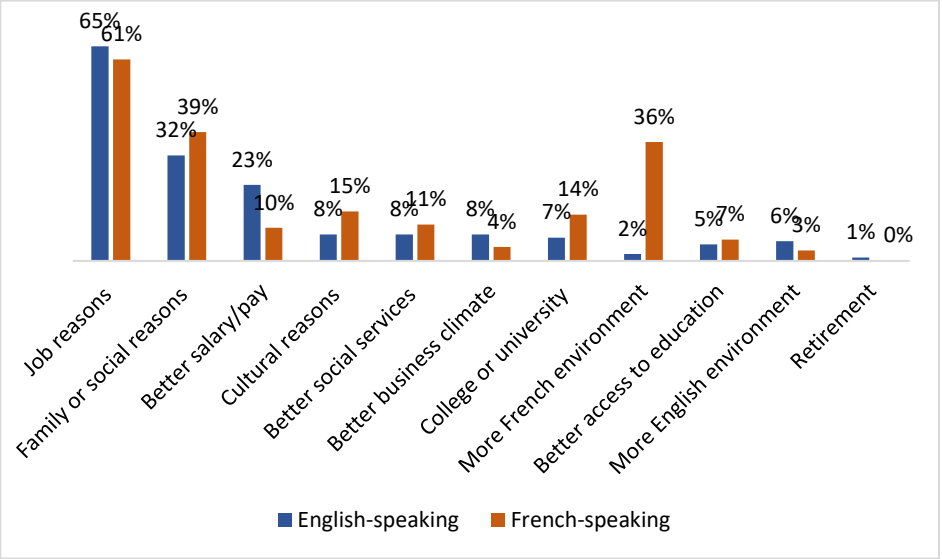
Figure 15). IMDB analysis also found lower retention and higher migration rates to Quebec among PAs with knowledge of French only, compared to those with English and French and English only. Notably, the overall numbers relocating were quite small, but as a share of French-speaking newcomers selected, they were meaningful.

Interviews and client survey results highlighted that French-speaking FHS economic PAs experience greater integration challenges than English-speaking PAs. Sixty-two percent of surveyed French-speaking PAs reported challenges, compared to 47% of English-speaking PAs. They also pointed to three main barriers: difficulty finding suitable employment, particularly for PAs who do not speak English; limited access to essential services in French; and the need to learn a new, or improve, official language skills.

Interviewees noted that some French-speaking PAs expect to live, work, and access services in French across Canada; however, opportunities to do so vary greatly by region. In many communities, it is not possible to live and work solely in French, and individuals without English proficiency face significant barriers to employment and integration. Client survey results underscored these challenges: over one-third of surveyed French-speaking PAs reported being able to use French *to a small extent* or *not at all* at work and when accessing essential services.

Thus, while EE and CBS have contributed to increasing admissions of French-speaking newcomers outside Quebec, issues with retention, coupled with challenges related to early economic establishment, highlight the need for improvement in the areas of selection and integration supports to contribute more effectively to immigration objectives for Francophone Minority Communities (FMCs).

Figure 15: Reasons of surveyed PAs for moving to a different PT



[36] About 5% of surveyed PAs indicated not currently living in Canada (n=1,789), of which 75% indicated that this was a temporary situation at the time of the survey.
[37] GCMS data showed that about 4% of FHS economic PAs were destined to Manitoba, Saskatchewan, the Territories and the Atlantic region during the evaluation period, and IMDB analysis showed an average retention rate of about 56% for these provinces/regions.

Timeliness and EE process

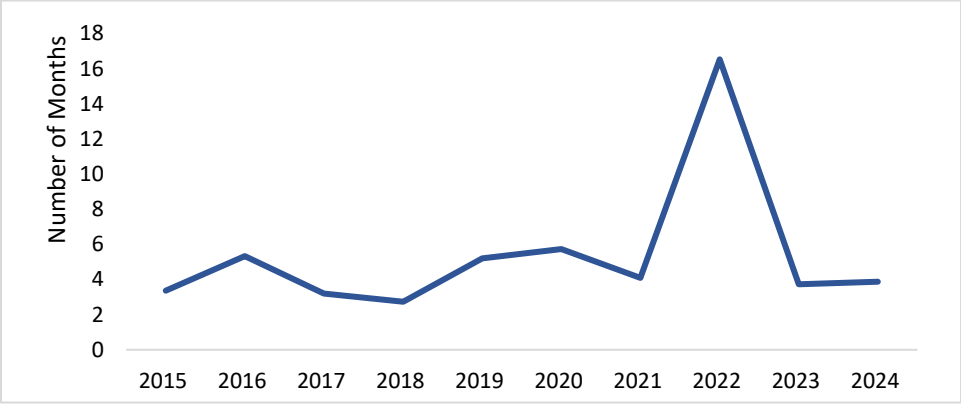
Finding 10: EE application processing generally meets service standards; however, client satisfaction with the timeliness of the EE process is mixed.

Processing timeliness

Administrative data indicated that processing times under EE have improved significantly compared to pre-EE. The previous evaluation noted that 80% of applications were processed within 88 months prior to EE. Since EE's introduction, the service standard for application processing (80% within six months) was consistently met, with median processing times remaining below this threshold for all years, except 2022 (Figure 16).

Despite meeting service standards, client satisfaction was mixed. Client survey results showed that 58% of surveyed FHS economic PAs were *satisfied* or *very satisfied* with the time taken to complete the EE process, while 23% were neutral and 19% expressed dissatisfaction. This is considerably lower from the previous evaluation where 78% were *satisfied* or *very satisfied* with the timeliness of processing. Among those who were dissatisfied, the most common reason was that it took too long to process their application for PR, cited by 78% of surveyed PAs. Other frequently reported issues included difficulty finding out the status of their application (43%), delays in receiving an ITA (37%), and lack of clear information about how long the entire EE process would take (34%).

Figure 16: Median processing time of PA applications by year of admission



While views on the timeliness of application processing were generally positive, interviewees and focus group participants noted that complex applications, such as those requiring secondary verification for eligibility and admissibility from missions or the Canada's Border Services Agency, often face delays. Some interviewees expressed concerns that some cases can be deprioritized as officers focus on applications that can be finalized quickly to meet admission targets.

Experience with the EE process

Client survey results suggested that most FHS economic PAs found the EE process relatively easy. However, similar to the previous evaluation, some clients reported challenges (Table 2), specifically:

- 10% found the two-step process difficult to understand.
- 12% found creating an EE profile difficult, and 16% found the application process challenging.

Table 2: Top difficulties reported by surveyed PAs

Top difficulties with creating an EE profile	Top difficulties with applying for PR
• Communication with IRCC • Finding information about the process • Creating a profile is time-consuming • Understanding eligibility requirements	• Gathering necessary documents • Technical issues with the website • Finding information about the documents required

Furthermore, 36% of surveyed PAs received help with creating an EE profile and completing their application, primarily from lawyers and immigration consultants.

Flexibility and efficiency

Finding 11: EE offers significant flexibility in intake and processing, enabling IRCC to align selection with priorities and manage inventory. However, technical and operational constraints limit responsiveness.

Flexibility in intake and processing

Evidence from documents and interviews indicated that EE is highly flexible and responsive to departmental priorities. This flexibility has allowed IRCC to manage intake and select candidates based on evolving needs through general, program-specific, and category-based rounds. EE replaced the traditional First-In-First-Out (FIFO) approach, enabling IRCC to better align intake with admission targets and reduce backlogs.

Interviewees emphasized the enabling role of Ministerial Instructions (MIs) under IRPA section 10.3, which provide authority to conduct invitation rounds and set foundational rules for EE. The use of MIs supports rapid, targeted changes, such as modifying eligible occupations or language requirements, without lengthy regulatory processes.

The introduction of CBS in 2023 was widely cited as a major enhancement to flexibility. CBS allowed IRCC to select candidates with specific attributes (e.g., healthcare experience or French proficiency) to address labour shortages and other emerging priorities. Interviewees noted that EE's expression-of-interest model could serve as a blueprint for other programs because it aligns selection with levels planning and policy objectives.

Employers and industry stakeholders also reported that FHS programs contributed to timely selection of immigrants, with stronger support expressed for CEC compared to FST and FSW. Two-thirds of stakeholders surveyed for the CBS consultation reported that CEC contributed to timely selection over the last five years *to a moderate or great extent*, compared to 53% for FSW and 40% for FST.

EE's flexibility also extended to adapting selection during operational challenges. For example, during the COVID-19 pandemic, IRCC prioritized in-Canada applicants through CEC-only draws and overseas applications were temporarily paused. When borders re-opened, ITAs were paused to allow processing of existing FSW inventory.

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Efficiency of EE workflow

Interviewees highlighted that EE represents a substantive shift from the previous FIFO approach to just-in-time intake and inventory control. IRCC can "turn the tap on and off" to manage admissions relative to levels space, select candidates proactively from the pool, and triage files to meet targets.

Operationally, EE's standardized workflows supported triaging, case transfers, and multi-officer processing of complex files, contributing to efficiency. Interviewees and focus group participants credited upfront documentation (e.g., medical exams, police certificates) and the uniform system across lines of business with enabling efficient processing. Overall, EE was described as a "gold star" system for just-in-time intake and inventory control, offering both operational and policy flexibility that was not previously possible.

Limits to flexibility and efficiency

Despite these strengths, interviewees noted several constraints that limit EE's flexibility and efficiency. IT infrastructure challenges were frequently cited, with the system described as outdated and resource-constrained. Technical changes require extensive time and testing, reducing responsiveness. Operational bottlenecks also posed challenges, including delays in security screening, slow responsiveness from missions, rigid work-sharing protocols between processing teams, and inconsistent ITA rounds which can lead to officers not having enough files for processing to meet targets

Program integrity, guidance and training

Finding 12: The absence of an integrity framework and standardized training and quality assurance for EE, as well as challenges with program guidance, sometimes lead to inconsistent decision-making in application processing and creates risks for program integrity.

Program integrity

Reviewed documents, interviews, and focus groups highlighted persistent concerns about program integrity, although data quantifying the extent of fraud is limited. Central to these concerns is the absence of a standardized approach or dedicated resources for measuring integrity issues.

Guidance and training

Interviewees and focus group participants raised concerns about the clarity of guidance available to support decision-making across processing offices.

Complexity of CBS applications

The complexity of CBS applications added further challenges to program integrity. Interviewees and focus group participants explained that CBS categories attracted applicants from diverse countries, which complicated verification processes.

Conclusions and recommendations

Overall, the evaluation found that EE and the FHS economic immigration programs are largely achieving their objectives. Most PAs establish economically and secure employment consistent with their qualifications. Further, those screened through EE generally outperform their non-EE counterparts, showing that EE continues to be an effective tool for selecting immigrants who can integrate economically in Canada.

The evaluation observed that the profile of PAs admitted under EE has evolved over time, with increases in education levels, language proficiency, and gender balance. The introduction of CBS has further supported selection by allowing IRCC to more precisely target candidates aligned with labour market and Francophone objectives. The evaluation also found that the EE application management system remains efficient and flexible, enabling IRCC to manage intake and respond to operational and policy priorities.

However, opportunities exist to strengthen EE and FHS economic immigration programs in four main ways: (1) refining CRS factors to better align selection criteria with research and evaluation findings, (2) developing an approach to better select French-speaking immigrants most likely to succeed in the Canadian labour market outside of Quebec, (3) continued monitoring of PA outcomes to ensure alignment with policy and program objectives, and (4) reinforcing program integrity, training and guidance through more structured oversight mechanisms.

CRS factors and gender

The evaluation found that CRS core factors, which prioritize human capital indicators associated with economic performance, such as first official language proficiency and higher education, generally had stronger links to earnings than bonus criteria, which often reflect broader policy objectives. For example, it showed that PAs with higher CRS core scores had higher earnings than their counterparts with lower scores in the short and medium term, but did not find a positive contribution to earnings for bonus criteria based on siblings and post-secondary education in Canada, or French proficiency. It did, however, find evidence of the contribution of bonus points for arranged employment, but only for later PA cohorts who still had high core scores and received more modest bonus points under revised criteria. Overall, the evaluation found opportunities to further refine CRS selection criteria to ensure that they continue to align with the best predictors of longer-term economic success.

The evaluation also highlighted structural gender-based disparities in labour market outcomes**.** Despite comparable human capital profiles among male and female PAs, female PAs consistently earned less than their male counterparts, were more likely to be employed in lower-skilled occupations, and reported weaker alignment between their job and their qualifications. While these disparities mirror patterns observed in the broader Canadian labour market, they are relevant in the economic immigration context, as earnings are a key measure in the design of the CRS and the assessment of selection processes. As the department finalizes its review of CRS factors, it will be important to ensure that selection mechanisms do not inadvertently reinforce existing gender inequities, disadvantaging women.

Recommendation 1:

IRCC should refine CRS selection criteria to strengthen alignment with evaluation and research evidence on economic performance, including ensuring that core human capital factors continue to be the focus of the CRS and that the potential impacts of CRS refinements on gender balance are considered.

Francophone immigration

The evaluation found that EE, and most notably CBS, have contributed considerably to increased admissions of French-speaking newcomers outside of Quebec. However, evidence highlighted challenges in identifying candidates with high human capital and maintaining an adequate pool of qualified candidates, as well as with the successful economic establishment and retention of selected French-speaking PAs in FMCs. Evidence suggested a need for improvement in the areas of selection and integration supports to help address these challenges. In terms of selection, there is a need for mechanisms to better reflect the realities of immigrating into a linguistic minority context. In terms of integration supports, no specific

recommendations are made here, as a separate evaluation was being conducted at the time of report development to examine associated issues.[38]

Recommendation 2:

IRCC should build upon and refine its approach to improve the selection of French-speaking immigrants who are likely to successfully integrate and remain in FMCs

Continued monitoring

The evaluation found that selection mechanisms using the CRS under EE as well as CBS have generally been effective. However, these mechanisms continue to evolve, and evidence related to CBS reflect early outcomes only. Consequently, continued monitoring of PA outcomes is important to ensure that those who are most likely to successfully establish economically are selected, and selection mechanisms do not unintentionally reinforce existing inequities for certain groups.

Recommendation 3:

IRCC should monitor the profile and outcomes of selected PAs under EE and CBS to ensure that selection processes continue to be effective and aligned with policy objectives.

Program integrity

The evaluation identified persistent challenges related to program integrity within EE application processing. Evidence highlighted the absence of an integrity framework and standardized training and QA for EE, as well as challenges with program guidance. These challenges have become more pronounced with the introduction of CBS, which has added complexity to eligibility assessment and verification processes.

Recommendation 4: IRCC should develop and implement a strategy to strengthen program integrity and QA for FHS economic immigration programming to support consistency in decision-making and minimize integrity issues. The strategy should include:

a) **Identification of roles, responsibilities and coordination mechanisms across groups responsible for functional guidance and application processing; and**

b) **A program integrity framework, common QA processes and consistent guidance and training.**

[38] The present evaluation focused on results related to the selection and economic performance of French-speaking immigrants under the FHS economic immigration programs, and did not consider results related to francophone settlement services, as this was being covered under a separate evaluation of the Francophone Integration Pathway.

Annex A: Overview of the FHS Economic Immigration Programs

Programs	General Description	Selection Criteria
Federal Skilled Workers (FSW)	Class of individuals who: • Are skilled workers and intend to reside in a province other than Quebec.; and • May become PRs on the basis of their ability to become economically established in Canada.	Applicants are assessed against the following selection criteria (pass/fail) requiring a minimum of 67 points: Points are awarded for six selection factors: • Education (up to 25) • Official language (OL) proficiency (up to 28) • Work experience (up to 15) • Age (up to 12) • Arranged employment (up to 10) • Adaptability[39] (up to 10) Eligible applicants must have a total score equal to or greater than the pass mark set by the Minister.[40] In addition, minimum requirements apply, including at least one year of skilled work experience, secondary-level education, and a minimum language proficiency threshold set by the Minister.
Federal Skilled Trades (FST)	Class of individuals who: • Are qualified in a skilled trade and intend to reside in a province other than Quebec; and • May become PRs on the basis of their ability to become economically established in Canada.	Applicants are assessed against the following selection criteria (pass/fail): • Qualifying work experience in a skilled trade occupation – at least 2 years of full-time work experience (or equivalent part-time) in the skilled trade occupation specified in the application during the five years before the application date; • Minimum proficiency levels in English or French; • Employment requirements in a skilled trade occupation – meet all relevant requirements, except that of a certificate of qualification issued by a competent PT authority; • Offer of employment or certificate of qualification in a skilled trade occupation; and • Settlement funds (waived if they have a qualifying offer of arranged employment under EE).
Canadian Experience Class (CEC)	Class of individuals with skilled work experience in Canada. • Developed for temporary foreign workers and foreign graduates with qualifying Canadian work experience. • Applicants must intend to reside in a province other than Quebec to be eligible.	Applicants are assessed against the following selection criteria (pass/fail): • Qualifying skilled work experience in Canada – at least 12 months of full-time, Canadian skilled work experience (or equivalent part-time) within the 36 months before the application received date; • Minimum proficiency levels in English or French – for the occupational skill type or level in which they obtained most of their qualifying work experience; and • Maintenance of temporary resident status during any periods of work experience used to qualify.

[39] Under adaptability, points can be awarded for: OL proficiency of an accompanying spouse/common-law partner; previous Canadian study and work of the PA and accompanying spouse/common-law partner; having relatives in Canada; and the PA's arranged employment.
[40] Under EE, the applicant must also pass the A11.2 assessment. Under section 11.2 of IRPA, an officer may not issue a visa to an applicant who either: (1) did not meet the EE MEC; (2) did not possess the qualifications for which they received their CRS score; or (3) did not meet the category criteria (if applicable) at the time of the ITA issuance, or receipt of the PR electronic application by IRCC.

Annex B: Overview of key changes to EE and the CRS

A number of changes to EE and the CRS have been implemented since it was launched in 2015. Key changes between 2015 and 2025 included the following, in descending chronological order:

- Temporary removal of arranged employment points within EE's CRS due to the risk of fraud for job offers and associated Labour Market Impact Assessments (2025).
- Increased emphasis on inviting candidates with Canadian work experience (2024), with federal economic class draws prioritizing CEC candidates.
- The launch of CBS (2023), and subsequent review and establishment of categories on an annual basis.
- Changes to facilitate access to EE for physicians working in Canada's public health care (2023). Previously, some physicians were ineligible for EE's work experience and arranged employment points as they were considered to be self-employed.
- Update to EE to align with NOC 2021 (2022). IRCC implemented the latest iteration of ESDC and Statistics Canada's NOC 2021 version. This meant 16 new occupations (e.g. truck drivers) became eligible for the programs managed through EE.
- Bonus points for candidates with strong French-language skills (introduced in 2017, increased in 2020) to support Government of Canada targets related to French-speaking admissions.
- Points introduced for Canadian study credentials for former international students (2016).
- Reduced points for arranged employment (2016), so more candidates were invited based on their human capital.

The Department continues to monitor EE and explore opportunities to further strengthen it. At the time of the evaluation, IRCC was conducting a review of the FHS economic immigration programs and the CRS to ensure their continued support of Government of Canada priorities and objectives.

Annex C: Profile of Client Survey Respondents

Profile Dimension	Overall Population (n=492,298)	Survey Respondents (n=36,612)*	% Difference
Gender			
Another Gender	0.0%	0.0%	0.0%
Female	41.4%	39.4%	2.0%
Male	58.6%	60.6%	-2.0%
Education Level at Admission (Derived)			
Secondary or Less	3.0%	2.7%	0.3%
Some Post-Secondary Education	8.1%	5.5%	2.6%
Bachelor's Degree	46.1%	43.0%	3.1%
Master's Degree	39.2%	42.5%	-3.3%
Doctoral Degree	3.5%	6.2%	-2.7%
Missing	0.2%	0.1%	0.1%
Admission Year			
2014	5.7%	7.0%	-1.3%
2015	6.3%	6.6%	-0.3%
2016	5.7%	6.1%	-0.4%
2017	6.9%	6.9%	0.0%
2018	8.9%	10.7%	-1.8%
2019	10.7%	11.3%	-0.6%
2020	6.5%	7.7%	-1.2%
2021	20.2%	16.3%	3.9%
2022	8.2%	6.6%	1.6%
2023	9.9%	8.6%	1.3%
2024	11.1%	12.2%	-1.1%
Age at Admission			
Under 18	0.0%	0.0%	0.0%
18 to 24	6.1%	3.9%	2.2%
25 to 34	74.2%	70.1%	4.1%
35 to 44	17.0%	22.2%	-5.2%
45 to 54	2.2%	3.1%	-0.9%
55 to 64	0.3%	0.6%	-0.3%

65 and over	0.0%	0.1%	-0.1%
Marital Status			
Annulled Marriage	0.0%	0.0%	0.0%
Common Law	3.8%	4.4%	-0.6%
Divorced	1.5%	1.8%	-0.3%
Married	40.6%	42.3%	-1.7%
Not Stated	0.0%	0.0%	0.0%
Separated	0.5%	0.5%	0.0%
Single	53.6%	50.8%	2.8%
Widowed	0.1%	0.1%	0.0%
Ever Had Work Permit			
No	33.9%	32.0%	1.9%
Yes	66.1%	68.0%	-1.9%
Ever Had Study Permit			
No	55.0%	58.9%	-3.9%
Yes	45.0%	41.1%	3.9%
Official Language			
Bilingual	7.1%	8.8%	-1.7%
English	91.2%	90.0%	1.2%
French	1.2%	0.8%	0.4%
Neither	0.5%	0.3%	0.2%
Not Stated	0.1%	0.0%	0.1%
French Speaking			
No	95.0%	95.0%	0.0%
Yes	5.0%	5.0%	0.0%
Immigration Category			
CEC	59.0%	58.9%	0.1%
FST	0.9%	0.5%	0.4%
FSW	40.1%	40.5%	-0.4%
NOC 2021 TEER			
Missing	0.8%	0.6%	0.2%
0	12.6%	13.1%	-0.5%
1	46.2%	53.8%	-7.6%
2	29.2%	23.9%	5.3%
3	10.9%	8.5%	2.4%
4	0.2%	0.2%	0.0%

5	0.1%	0.1%	0.0%
EE Flag			
Not EE	14.4%	15.8%	-1.4%
EE	85.6%	84.2%	1.4%
Province/Territory			
Alberta	10.8%	11.9%	-1.1%
British Columbia	18.4%	18.7%	-0.3%
Manitoba	1.1%	1.4%	-0.3%
New Brunswick	0.7%	0.8%	-0.1%
Newfoundland and Labrador	0.0%	0.3%	-0.3%
Northwest Territories	0.0%	0.1%	-0.1%
Nova Scotia	1.1%	1.2%	-0.1%
Nunavut	0.0%	0.0%	0.0%
Ontario	66.4%	64.1%	2.3%
PEI	0.2%	0.1%	0.1%
Saskatchewan	1.1%	1.4%	-0.3%
Yukon	0.1%	0.1%	0.0%

* Excluding 192 who indicated not being a PR or citizen