

Purpose of the Interview

The Evaluation Division of Citizenship and Immigration Canada (CIC) is undertaking an evaluation of CIC's Canadian Experience Class program. The evaluation will assess program relevance, as well as performance (in terms of effectiveness and resource utilization) in relation to the program's intended results.

As part of this study, we are conducting interviews with CIC staff and senior management, as well as other key partners and stakeholders involved with the program. This broad range of perspectives will help us to have a more complete understanding of the program and its various impacts.

Your participation is voluntary. The information that you provide will be administered in accordance with the Privacy Act of Canada and other applicable laws. Comments will only be reported in aggregate form and will be used strictly for the purpose of this evaluation. No information collected during the interviews will be identified with an individual in the evaluation report.

Background

1. Please briefly describe how your work relates to the Canadian Experience Class program.
2. How did you become aware of the CEC?

Relevance

3. In your view, is there a need for an increased supply of skilled workers in Canada?
4. In your view, is there a need for a simplified process to facilitate the transition from temporary to permanent residence for international graduates and temporary foreign workers in Canada?
 - What would happen if the CEC did not exist?
5. How does CEC align with and differ from CIC's other economic programs (e.g., PNP, FSW, FST)?
6. How does CEC align with and differ from the IS and TFW programs that CEC applicants come from?

Performance (effectiveness)

7. Would you say that you know enough about the CEC program to be able to use it (e.g., to recruit a foreign worker, or to direct a client or an international student to apply)?

Evaluation of the Canadian Experience Class – Immigration Stakeholders Interview Guide

8. Do you feel that key stakeholders (in e.g. employment, education, and immigration, as well as prospective applicants) are sufficiently aware of the CEC?
 - If not, what needs to be done to increase awareness?

9. Are you taking any measures to promote the CEC within your organization?
 - If so, what are they?
 - Do you know what measures others in your industry are using?

10. Uptake for CEC was initially quite slow, but rose significantly in 2012 and has remained high since then. Can you explain this trend?

11. What impact, if any, has the CEC had on the number and type of skilled workers in Canada?

12. What impact, if any, has the CEC had in streamlining the process through which IS, TFW become Canadian PRs?

13. What do you see as the major challenges facing skilled workers (e.g., FSW, FST) in becoming economically established in Canada?
 - Are the challenges different for CEC PRs?
 - Are there any differences between the two CEC streams?

14. Is there evidence that suggests that CEC PRs are finding work more quickly than members of other economic programs?
 - Are they finding work at their skill level?

15. What do you see as the major challenges facing skilled workers (e.g., FSW, FST) in becoming socially integrated (e.g., participating in community activities, forming social networks)?
 - Are the challenges different for CEC PRs?
 - Are there any differences between the two CEC streams?

Performance (efficiency and resource utilization)

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16. Are you aware of any fraud or misuse in the CEC program?
 - If so, what kinds of program fraud or misuse have you observed?
 - How extensive have you found this fraud or misuse to be?

17. CEC program admission requirements were changed in 2013 to reduce the amount of Canadian work experience required and remove the requirement for Canadian study. What, if anything, has been the impact of these changes on your work?

18. Caps were set on CEC applications, and the set of eligible occupations was restricted, through ministerial instructions. What, if anything, has been the impact of these changes on your work?

19. Do you think that the introduction of the Express Entry process will have an impact on the objectives or role of the CEC?
 - If yes, in what way?

20. Do you know how other countries manage the transition from temporary to permanent residence?
 - Do they have programs similar to the CEC?
 - If so, how do their approaches compare with that of the CEC?