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As the voice of regulated immigration consultants, CAPIC has taken the liberty of highlighting some challenges when using the Job Bank from an immigration law perspective. The most crucial of these challenges are mentioned below.

Under the new Job Bank system, a job advertisement can be active for a maximum of 30 days. However, under the previous version of the Job Bank, a second option presented employers with the opportunity to select the Foreign Worker option and keep the advertisement active for 120 days, until the LMIA decision had been made. In order to ensure that the job advertisement on the Job Bank website remains active until the LMIA decision has been made, CAPIC strongly recommends that ESDC reintroduces this option on the new Job Bank so that employers may be able to keep advertisements active for 120 days.

On another matter, it has also been noted that the trade of Heavy Duty Mechanics does not have a "Red Seal" option available to be selected under the heading "Credentials". This is an urgent matter that should be addressed, as it is preventing employers from place an appropriate advertisement on the new Job Bank for Heavy Duty Mechanics.

It has also been noted that under the new Job Bank, the option of 200 free characters is not available to employers. As a result, employers cannot place specific requirements in the advertisement. Given that LMIA applications have very specific instructions needing to be followed, even the smallest detail omitted will likely lead to a refusal of the application. For instance, some terminology under the menu selection, such as 'crane' is vague, and additional characters would be required to clarify the employer's requirements and provide more details when an employee with highly specialized skills is being sought.

These challenges have several direct implications for the Canadian economy. Firstly, they lead to the refusal of LMIA applications that cannot be completed accurately. They also create a false impression among Canadians applying for positions for which they believe they qualify, whereas in fact they do not have the required specialized skills, given that these skills are omitted in the job description. This in turn creates additional work for Human Resource representatives and employers to perform the work.

Yours truly,

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President