

Global Immigration alert

June 2025

Canada

Ontario shifts OINP to employer-driven process in major overhaul to OINP Employer Job Offer streams

Executive summary

On 2 July 2025, the Ontario Immigrant Nominee Program (OINP), which supports Permanent Residence to the province, will shift the focus of the Employer Job Offer category from being an employee-initiated category to a category that is initiated by employers. Employers wishing to support their employees under one of the OINP's Employer Job Offer streams will need to access a new Employer Portal to initiate the process. Employees will only be permitted to register their Expression of Interest (EOI) after their employer has completed the necessary steps in the Employer Portal.

The creation of the Employer Portal will change how employees can register for their EOIs. It will also impact individuals with existing EOIs waiting for invitations, as current EOI profiles will be removed from the system in advance of this change.

What has changed

Currently, individuals interested in applying for Permanent Residence through the OINP Employer Job Offer streams first submit an EOI as the initial step. Employers are not required to provide any supporting documents until an individual has received an invitation from the OINP. This employee-driven process led some employers to be caught off-guard when an employee approached them after an invitation was received; their prior consent or knowledge was not required for the EOI. Additional pressure was created as applicants only had 14 days to submit their applications upon invitation.

The OINP's Employer Portal has reversed this process, now to be led by employers. Employees will not be able to create an EOI unless their employer has submitted their job offer details in the Employer Portal. This change ensures that both employers and employees must agree upon OINP support at the outset of the application, with action items required for both parties.

Action steps for employers and employees

Starting 20 June 2025, individuals will not be able to register new EOIs as the OINP prepares to launch the new Employer Portal. Any existing EOIs created by the employee under the Employer Job Offer streams will be automatically withdrawn on 21 and 22 June 2025.

After the Employer Portal launches on 2 July 2025, employers will be able to access and input job offer information. Individuals whose employers have completed this step will then be able to register a new EOI to be considered for Employer Job Offer stream invitations. The OINP is expected to provide additional details about the Employer Portal, including the details that must be inputted and the process to link job offer details with an EOI, in the coming weeks.

Employers who are interested in supporting their employees under the OINP Employer Job Offer stream must submit the required job offer information in the Employer Portal. Discussions should be conducted with employees in advance of the 2 July 2025 launch date so all parties are

prepared to complete the action steps: inputting job offer details in the Employer Portal, followed by a new EOI created by the employee.

It is worth taking note that while individuals may have been able to register their EOIs without their employer's input under the current system, this will no longer be possible after the Employer Portal is launched. Individuals with existing EOIs should be aware that their current registration will be removed on 21 or 22 June 21. They will only be able to re-register their EOI after their employer has submitted the required information in the Employer Portal.

It is also worth keeping in mind that the total number of spots being awarded through the OINP is being greatly reduced in 2025 as compared to 2024. With fewer spots available, the competition for selection under the OINP is challenging.

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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