Immigration, Refugees and Citizenship Canada | Immigration, Réfugiés et Citoyenneté Canada
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Archived: June 2, 2025 11:37:18 AM
From: Immigration Representatives / Représentants immigration (IRCC)
Sent: Tue, 4 Mar 2025 18:57:44
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: FW: Guidance on Express Entry Profile – [redacted] - REP-2025-0440 - 10-Mar-25
Importance: Normal
Sensitivity: None

Hello,

[redacted] to Immigration, Refugees and Citizenship Canada's Immigration Representatives mailbox. We appreciate your patience.

Question:

For an applicant with an LMIA-exempt employer specific work permit, the guidance for additional points under Express Entry states:

- ** if you have a valid work permit for a NOC TEER 0, 1, 2 or 3 job that is exempt from needing an LMIA, and you:*
  - ** are currently working for an employer specified on the work permit*
  - ** **have one year of full-time work experience (or an equal amount of part-time work) for that employer under any work permit***
  - ** have a valid job offer from that employer for at least one year after we issue your permanent resident visa*

However, for an applicant who is 'restarting' with an employer, who has not worked for the employer for a full year in the immediately proceeding past year, the extra 50 points are not being added in the portal. They could have worked for the employer for the past 10 years, have taken 6 months off last year and they don't qualify. When you do a test run on the "Express Entry: Calculate your points" it does include the additional points.

I think the problem is that the actual portal the question is: "Has [the applicant] been working full time for the employer under their current work permit for at least one year".

This just seems inconsistent to the guidance, and I am wondering if I am missing something? The applicant can have a full year of work with the employer, be qualified for Canadian Experience Class, but because they took a break at some point in between, these points aren't being included.

I would appreciate your thoughts as to whether I am missing something in the guidance or if there is something in the portal that I am missing?

Answer:

Please be advised that the guidance provided on our website regarding arranged employment with an LMIA-exempt employer-specific work permit is consistent with the regulations outlined in subparagraph 29(2)(a)(iii) of the Ministerial Instructions respecting the Express Entry system. Please note that the subparagraph does not specify the type of work authorization required for one year of work experience for the employer who made the job offer. It is also not specified that the period of one year of work experience must immediately precede the current period of employment without a gap. For example, it is possible to obtain one year of work experience for an employer on an open work permit, have a break in employment, then return to work for the same employer, obtain a new employer specific-work permit and an eligible job offer.
Please note that in the Express Entry Profile Builder the applicant is asked whether they have one year of work experience for the employer on their current work permit, meaning the employer named on their current work permit, the same

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employer who made them an offer of arranged employment. The question is not meant to be interpreted whether that one year of work experience was obtained under the applicant's current work permit. An applicant who is restarting their employment with an employer after a break may, therefore, answer "yes" to the question and be assigned points for a job offer if they meet all the other requirements.
We trust that this information will be of assistance to you.

Sincerely,

Immigration Representatives Mailbox

From:
Sent: [redacted] 7, 2025 5:05 PM
To: Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.IRCC[redacted] Immigration Representatives / Représentants immigration (IRCC)
[redacted]
Cc:
Subject: Guidance on Express Entry Profile – LMIA-Exempt Job Offer

[redacted]

I am seeking guidance regarding the Express Entry profile system.

For an applicant with an LMIA-exempt employer specific work permit, the guidance for additional points under Express Entry states:

- ** if you have a valid work permit for a NOC TEER 0, 1, 2 or 3 job that is exempt from needing an LMIA, and you:*
  - ** are currently working for an employer specified on the work permit*
  - ** **have one year of full-time work experience (or an equal amount of part-time work) for that employer under any work permit***
  - ** have a valid job offer from that employer for at least one year after we issue your permanent resident visa*

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I would appreciate your thoughts as to whether I am missing something in the guidance or if there is something in the portal that I am missing?

Thank you in advance for your time and assistance. I look forward to your response.

Sincerely,

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est retenue en vertu de l'article

19(1)

of the Access to Information Act

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