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Archived: June 2, 2025 2:38:56 PM
From: Immigration Representatives / Représentants immigration (IRCC)
Sent: Tue, 25 Mar 2025 12:39:46
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: TR: Clarification on "Continuous" Work Experience for Arranged Employment Points - REP-2025-0557 - Due 17-03-2025
Importance: Normal
Sensitivity: None

Good day,

Thank you for contacting the **Immigration Representatives Mailbox**

Please note that this mailbox is intended for general guidance and does not provide responses to case-specific inquiries but have provided the following information as guidance.. If you have case specific questions about a file, you are encouraged to submit the IRCC Web form.

Please see our response to your question:

Question:

I am seeking clarification regarding the requirement for one year of work experience under an LMIA-exempt work permit to qualify for arranged employment points in Express Entry.

I appreciate the recent clarification that the required one year of work experience can be accumulated under any valid work permit. However, I have noted a discrepancy between the publicly available guidance and the program delivery instructions.

The public job offer requirements page (updated February 12, 2025) does not specify that the one year of work experience must be continuous: : https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/permanent-residence/economic-classes/federal-skilled-workers/arranged-employment/awarding-points-applications-received-on-after-may-4-2013.html

However, the program delivery instructions, which have not been updated in over a year, state that the experience must be for a "continuous" period of work: https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/permanent-residence/economic-classes/federal-skilled-workers/arranged-employment/awarding-points-applications-received-on-after-may-4-2013.html

Could you please confirm whether "continuous" work experience is still required, and if so, how IRCC defines this term? Specifically:

- Would termination be considered a break in continuity?
- Are vacation periods, leaves of absence, maternity leave, or modified duties (e.g., due to medical reasons) considered part of a continuous employment period?

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- For applicants who have had temporary interruptions in work but remain with the same employer in a permanent role, should officers rely on the most recent public guidance from February 12, 2025, or the older program delivery instructions referencing "continuous" employment?

Answer:

Please note that our website provides general information regarding our programs. Please refer to the Immigration and Refugee Protection Act (IRPA) and Regulations (IRPR), as well as the Ministerial Instructions respecting the Express Entry system to consult the full text of the immigration provisions.

Arranged employment selection criteria points for the Federal Skilled Worker Program are described in subsection 82(2) of IRPR. To be awarded selection criteria points under 82(2)(b), the skilled worker must have accumulated at least one year of full-time work experience, or the equivalent in part-time work, over a continuous period of work for that employer. This is also specified in the "Arranged employment under paragraph R82(2)(b)" section of our program delivery instructions.

The continuous requirement applies both to full-time work and its part-time equivalent. It means that periodic, intermittent, seasonal, infrequent, or brief employment may not meet the requirements set out for arranged employment.

A termination would constitute the end of a period of continuous employment. However, vacation periods, regular sick leave and other standard paid leave entitlements as provided for in collective agreements, workplace legislation and/or individual employer policies are not necessarily considered interruptions in continuous employment.

Please be advised that the assessment of an application is conducted on a case-by-case basis, taking into consideration the specific circumstances and the supporting documentation available to the officer. It is the applicant's responsibility to provide sufficient documentation to demonstrate that they meet the requirements.

We trust that this information will be of assistance to you.

Sincerely,

The Immigration Representatives Mailbox

From:
Sent: [redacted] 15, 2025 1:12 PM
To: Immigration Representatives [redacted] Représentants immigration (IRCC) [redacted] Immigration Representatives / Représentants immigration (IRCC) [redacted]
Subject: Clarification on "Continuous" Work Experience for Arranged Employment Points

[redacted]

My Party ID is , and my RCIC number is

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Thank you so much for your time and clarification.

Sincerely,