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Archived: June 2, 2025 2:56:09 PM
From: Immigration Representatives / Représentants immigration (IRCC)
Sent: Fri. 28 Mar 2025 11:58:01
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: TR: Arranged Employment - LMIA high-wage - does 6 month expiry on LMIA matter - REP-2025-0523 - Due 13-03-2025
Importance: Normal
Sensitivity: None

Good day,

[redacted] **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:

Scenario: Open Work Permit holder receives positive LMIA under high-wage stream for 3-year employment. This is not a dual-intent LMIA, supporting PR.

However, there LMIA has a validity of 6 months from date of issued. While the worker will apply to extend their stay and change conditions to an LMIA work permit, this will take 4-6 months to process.

Worker gets an ITA as a Canadian Experience Class applicant, using the positive LMIA high-wage approval. Still holds open work permit at the time of submission of PR. Therefore, falls under section 82(1) of Regs, section (i) – offer is supported by valid assessment…

At the time of PR submission, the LMIA validity has only 5 months remaining on it.

Question:

Does the worker still receive the 50 points for Arranged employment, IF:

- PR eligibility decision is made after the LMIA-High-Wage validity of 6 months has passed; AND
- The applicant still holds an open work permit, since there LMIA work permit has not yet been approved

In other words, does IRCC "lock in" the LMIA High-wage (not dual intent LMIA) as valid for Arranged Employment at the time of the PR application submission, provided they got the ITA and submitted their PR within the validity of the LMIA? It

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doesn't matter if the LMIA expires.

If the PR must be approved before the LMIA expires, will the Arranged Employment points count if the worker gets their LMIA work permit during the PR process? And thus falling under 82(1) (ii)?

Answer:

Please note that the requirements for being assigned Comprehensive Ranking System (CRS) points for arranged employment are described in the Ministerial Instructions respecting the Express Entry system subsection 29(2).

In order to be assigned CRS points for arranged employment, the job offer must be supported by a valid LMIA, or a valid employer-specific work permit, and meet all the other requirements. The LMIA or the employer-specific work permit must be valid at the time the invitation to apply is received (ITA) and at the time the application for permanent residence is made (APR). There is no requirement for the LMIA to be valid past those dates; if an LMIA expires after APR, such change will not affect the job offer CRS points.

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] 12, 2025 7:20 PM
To: Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.IRCC[redacted]
Subject: Arranged Employment - LMIA high-wage - does 6 month expiry on LMIA matter

[redacted]

I would appreciate your feedback on the following:

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Thank you