s.19(1)

Immigration, Refugees and Citizenship Canada
Information disclosed under the Access
L'information divulguée en vertu de la loi sur l'accès à l'information

Archived: June 3, 2025 7:56:13 AM
From: Immigration Representatives / Représentants immigration (IRCC)
Sent: Wed, 2 Apr 2025 17:06:20
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: FW: Clarification on Job Offer Requirement for Arranged Employment Points - REP-2025-0558 - Due 17-03-2025
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.

***

The intent of the requirements set out for arranged employment is to ensure that candidates demonstrate that they have long term employment established in Canada.

A work experience letter confirming ongoing, permanent employment may be an acceptable alternative to a formal job offer, if it satisfies the requirements of the program.

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.

***

[redacted]

The Immigration Representatives Mailbox

From:
Sent: [redacted] 15, 2025 1:17 PM
[redacted] Immigration Representatives / Représentants immigration (IRCC)
[redacted]
Subject: Clarification on Job Offer Requirement for Arranged Employment Points

[redacted]

My Party ID is , and my RCIC number is

[redacted]

Immigration, Refugees and Citizenship Canada | Immigration, Réfugiés et Citoyenneté Canada
Information disclosed under the Access to Information Act
L'information divulguée en vertu de la loi sur l'accès à l'information

I would like to request clarification on the job offer requirement for applicants seeking arranged employment points in Express [redacted] it [redacted] that an applicant, [redacted] for their [redacted] and [redacted] accumulated one year of experience—is required to obtain a formal job offer for a position that extends at least one year beyond their PR approval, for a job they are currently already employed and working in.

This requirement causes significant confusion for both applicants and employers:

- The applicant is **already employed** in the role, making a job offer redundant.
- Employers often struggle to understand why they must issue a job offer to someone who is already working for them, and has been continually working for them on permanent basis
- In practice, many applicants have successfully submitted a **work experience letter** instead, confirming their employment and the ongoing nature of their role beyond a year—without a formal job offer, and have been successful.
- Why the applicants must be issued a new job offer for the same position in which they are currently working.
- Businesses cannot realistically **guarantee** a position will be available at least one year after PR approval, given the uncertainty of processing times and market conditions.

I understand the intent may be to ensure the offer is genuine and not created solely for immigration purposes. However, in reality, **legitimate employers find this requirement unusual and redundant and are skeptical as you can imagine.** Could you clarify:

1. Why the job offer requirement is structured this way for applicants who have already accumulated one year of experience with their employer?
2. Whether a **work experience letter confirming ongoing, permanent employment** is an acceptable alternative to a formal job offer?

I appreciate your time and look forward to your clarification.

Sincerely,