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

Archived: June 3, 2025 9:16:51 AM
From: [redacted] Representatives / Représentants [redacted] (I[redacted]
Sent: Tue, 8 Apr 2025 15:06:24
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: FW: Clarification Request on Work Experience Eligibility for Teachers Under the Federal Skilled Worker (FSW) Program - REP-B-2025-0008 - Due 23-Apr-25
Importance: Normal
Sensitivity: None

Hello,

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

Answer:

Please be advised that we are not able to answer case-specific enquiries or intervene on a decision made by a delegated officer, as we must adhere to appropriate procedures. Case-specific enquiries should be routed via the IRCC Web form.

To be eligible towards the minimum selection criteria of the Federal Skilled Worker program, the qualifying work experience must be obtained during continuous employment. The continuous requirement applies both to full-time work and its part-time equivalent. It is meant to make periodic, intermittent, seasonal, infrequent, or brief employment ineligible for the minimum selection criteria under the program.

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 [redacted]

To qualify under these programs, an applicant must obtain a set minimum number of hours of skilled work experience over a continuous period of employment. For example, one year is calculated as 1560 hours of work at no more than 30 hours per week. For the purposes of this requirement the work hours are calculated only when the applicant performs the duties under their occupation. Periods of leave or rest do not count as hours of performing the duties.

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] 10, 2025 9:54 PM
To: Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.[redacted]gc.ca>
Cc:
Subject: Clarification Request on Work Experience Eligibility for Teachers Under the Federal Skilled Worker (FSW) Program

> **CAUTION:** This email originated from outside the Government of Canada. Do not click on links or open attachments unless you recognize the sender and know the content is safe.
> **ATTENTION:** Ce courriel provient de l'extérieur du gouvernement du Canada. Ne cliquez pas sur les liens et n'ouvrez pas les pièces jointes sauf si vous reconnaissez l'expéditeur et sachez que le contenu est sûr.

Good day,
This is I , I am a Regulated Canadian Immigration Consultant based in
I am writing to seek clarification on the **eligibility of teachers under the Federal Skilled Worker program**, particularly in cases where the applicant holds a 12-month employment contract but is only paid for 10 months due to standard

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

industry practices.

Background & Industry Practice

In many countries, including China and other jurisdictions, teachers in primary and secondary schools are employed under annual contracts (12 months), but their salary is structured around the 10-month academic calendar. This means that:

- * Teachers remain **officially employed for the full year (e.g., August 1, 2022 – July 31, 2023)**, even though active classroom instruction takes place over **10 months**.
- * The unpaid summer months are part of the contract structure, and **teachers are not considered unemployed or terminated during this period.**
- * In some cases, teachers continue receiving employee benefits (e.g., social security, health insurance) during the summer months, reinforcing their continuous employment status.

Question for Clarification

Given that the **FSW program requires one year (12 months) of continuous, full-time paid work experience**, I would like to confirm how IRCC assesses teachers in this situation. Specifically:

1. 1. If teachers remain officially employed during the summer (unpaid) and retain employee status (e.g., eligible for benefits), does this meet the requirement of continuous employment?
2. 2. Does IRCC assess work experience based on the total employment contract duration (12 months), or does it require continuous salary payment across all months? If that's the case, it seems many teachers wouldn't qualify for FSW.

We would appreciate IRCC's guidance on how to properly document and assess such cases, as this structure is common in the teaching profession.

[redacted] and assistance. I look forward to your response. Please let me know if any additional information is required.

Sincerely,