

## Work in Canada

In almost all cases you must have a valid work permit to work in Canada.

These steps must be followed before you apply for a work permit:

1. An employer must first offer you a job.
2. Human Resources and Skills Development Canada (HRSDC) must normally provide a labour market opinion or 'confirmation' of your job offer. However, some types of work are exempt of this process.
3. After HRSDC confirms that a foreign national may fill the job, you apply to CIC for your work permit.

### Exemption categories of work

#### International Agreement

North American Free Trade Agreement professionals, traders and investors entering under regulation do not need a confirmation from Human Resources and Skills Development Canada (HRSDC). This regulation also allows the issuance of work permits to people who enter Canada under other types of international agreements.

#### Entrepreneurs, Company Transfers

Some types of entrepreneurs, intra-company transferees and other types of workers, who will provide significant benefit to Canadians or permanent residents by working in Canada do not need a confirmation from HRSDC.

#### Exchange Programs

Persons whose employment in Canada provides similar employment to Canadians abroad, such as participants in youth exchange programs, exchange teachers and other reciprocal programs do not need a confirmation from HRSDC.

#### Students Doing Co-op

Foreign students studying in Canada who need to work in order to fulfil co-op placements do not need a confirmation from HRSDC.

#### Spouses

Spouses and common-law partners of skilled foreign workers, spouses and common-law partners of certain foreign students, spouses and common-law partners of a person doing post-graduation employment for certain foreign students and post-doctoral fellows do not need a confirmation from HRSDC.

#### Religious Work

Persons undertaking charitable or religious work do not need a confirmation from HRSDC.

#### Some Exceptions

Certain persons who need to support themselves while they are in Canada for other reasons such as the refugee determination process do not need a confirmation from HRSDC. Certain persons who have been accepted for permanent residence in Canada do not need a confirmation from HRSDC.

To get a work permit, you must fill out an Application for Work Permit. This application is for persons outside Canada who are not Canadian citizens or permanent residents of Canada and who want to work temporarily in Canada. A work permit is issued if the application is accepted. A temporary resident visa may also be required (you can see the list of the countries and territories whose citizens require visas in order to enter Canada as visitors on the web page [www.cic.gc.ca/english/visit/visas.html](http://www.cic.gc.ca/english/visit/visas.html)). Submit the application to a visa office at a Canadian embassy, high commission or consulate abroad.

Prior to submitting your application, contact the visa office to see if you need to fill out any additional forms or provide any additional documents.

A work permit is issued if the application is approved.

You cannot immigrate with a work permit. If you want to come and live in Canada as a permanent resident based on your work skills or experience, see if you qualify for the Skilled Worker Program.

Skilled workers have education, work experience, knowledge of English and/or French and other abilities that will help them to establish themselves successfully as permanent residents in Canada.

You can find more information about the Skilled Worker Program on the web page [www.cic.gc.ca/english/skilled/index.html](http://www.cic.gc.ca/english/skilled/index.html). Foreign workers may do some jobs in Canada without a permit. Here is the list of work permit exemptions:

- Business Visitors
- Foreign Representatives
- Family Members of Foreign Representatives
- Military Personnel
- Foreign Government Officers
- On-Campus Employment
- Performing Artists
- Athletes and Coaches
- News Reporters
- Public Speakers
- Convention Organizers
- Clergy
- Judges and Referees
- Examiners and Evaluators
- Expert Witnesses or Investigators
- Health Care Students
- Civil Aviation Inspector
- Accident or Incident Inspector
- Crew Members
- Emergency Service Providers

Because of certain free trade agreements, business people may work in Canada without a work permit.

The Worker's Role: Temporary workers must also meet the requirements that apply to all temporary residents in order to come to Canada.

The Job Offer: You must be offered a job in Canada before you apply for your work permit.

Where to Apply: You may apply for a work permit at a Canadian embassy, high commission or consulate at any time. There are also situations in which you may apply for a work permit upon entering Canada or once you are within Canada.

Applying for a Work Permit at the Canadian Border:

You can only apply for a permit when you arrive in Canada if:

- You are from the U.S.A., Greenland or St. Pierre and Miquelon.
- You do not need a Temporary Resident Visa (TRV) to visit Canada and your job does not need confirmation from Human Resources and Skills Development Canada (HRSDC).
- You do not need a Temporary Resident Visa to visit Canada, your job requires you to have HRSDC confirmation and it has been issued by the time you arrive.

Applying for a Work Permit From Inside Canada:

You may apply for a work permit after coming to Canada if:

- You, or your parents, have a study permit or work permit.
- You are authorized to do one job in Canada without a work permit but want a permit to do another job. To qualify for this, you must not be a business visitor.
- You have a Temporary Resident Permit (TRP) that is valid for six or more months.
- You are in Canada because you have an inland application for permanent residence. However, you will have to pass certain stages in the principal application before you are eligible to receive a work permit.

Spouses and Dependents: Spouses (wife, husband or common-law partner) and dependents who come to Canada with a foreign worker need to have their own work permit if they want to work in Canada. In many cases, you may apply for a work permit without having to obtain an HRSDC job confirmation.

Changing your Permit: Once in Canada, you need to apply to change your permit if:

- your job changes;
- your work will take longer than planned; or
- you need to change jobs or employers.

Employment and Labour Standard: Each province and territory has laws to protect employers and employees. Labour standards include minimum wages, overtime, holidays, vacations, hours of work, rest periods and days of rest. If you have any questions, difficulties or complaints, please call or visit the ministry responsible for labour or employment standards in your province or territory.

You can view the guide how to apply for Work Permit on the web page [www.cic.gc.ca/english/guides/5487ETOC.html](http://www.cic.gc.ca/english/guides/5487ETOC.html).

You can find the Application for Work Permit on the web page [www.cic.gc.ca/english/pdf/kits/forms/IMM1295B.PDF](http://www.cic.gc.ca/english/pdf/kits/forms/IMM1295B.PDF).

You can find the Canadian Immigration Assessment Form for Independent (Skilled Workers) Immigration on the web page [www.workpermit.com/canada/assessment\\_form.htm](http://www.workpermit.com/canada/assessment_form.htm).