



[Canada.ca](#) › [Immigration and citizenship](#) › [Live in Canada](#)

› [Immigrate through Express Entry](#) › [Immigrate through Express Entry: Documents](#)

Express Entry

- ☐ [Who can apply.](#)
- ☐ [Check your score](#)
- ☐ [Get your documents ready.](#)
 - ☐ [Language test results](#)
 - ☐ [Education credential assessment](#)
 - ☐ Job offer
 - ☐ [Proof of funds](#)

- [Police certificates](#)
- [Create your profile](#)
- [Rounds of invitations](#)
- [Apply for permanent residence](#)
- [After you apply](#)
- [If we approve your application](#)

Job offer

On this page

- [Job offer basics](#)
- [Other requirements by program](#)
- [Who needs an LMIA](#)
- [Ability to do the work](#)

Job offer basics



We no longer give points for job offers

As of March 25, 2025, we're removing job offer points from the Comprehensive Ranking System for current and future candidates in the Express Entry pool. This includes job offers:

- classified under Major Group 00 of the National Occupation Classification (for example, senior management positions) **(200 points)**
- in any other skilled occupation **(50 points)**

It may take a few days for your score to show correctly.

▼ What isn't changing

If having a valid job offer is part of your eligibility criteria, this won't change. This includes:

- the Federal Skilled Trades Program
- the Federal Skilled Worker Program
- some streams under provincial nominee programs

You should still include the details of any job offers in your Express Entry profile so you stay eligible for these programs.

If you have a **new** job offer (offer of arranged employment), you need to update your Express Entry profile in your IRCC secure account with the:

- start date
- employer name and address
- labour market impact assessment (LMIA) number (if you have one)
- National Occupational Classification (NOC) code related to the job

Your job offer must:

- be recent
- be in writing
- not be from an embassy, high commission or consulate in Canada
- set out details of the job they're offering you, such as:
 - your pay and deductions
 - your duties
 - the conditions of employment, like your hours of work

A work permit on its own is not a job offer, even if it is an open work permit.

Your job offer must also meet other criteria to be valid under the Express Entry program you qualify for below.

▼ If you're a physician with a job offer in Canada

We introduced a temporary public policy for foreign national physicians who:

- were invited to apply for permanent residence through Express Entry on or after April 25, 2023, and submitted an application
- have a job offer to provide publicly funded medical services in Canada

Under the policy, your job offer:

- is valid under the Federal Skilled Worker Program (FSWP) even if the job being offered is not continuous and does not last for at least 1 year after we issue your permanent resident visa
- allows you to earn points:
 - for arranged employment under the FSWP selection factors
 - toward your total Express Entry score in the Comprehensive Ranking System (CRS).

[Learn more about our updated requirements for a valid job offer to work as a physician.](#)

Other requirements by program

▼ Federal Skilled Workers Program

If you don't have a valid job offer, you'll need to provide proof of funds to be approved. A valid job offer has to be:

- from 1 employer
- continuous
- paid
- full-time (at least 30 hours a week)
- not seasonal
- for at least 1 year if you're accepted as a permanent resident
- in a NOC TEER category 0, 1, 2 or 3

It must also be made:

- by an employer with a new positive LMIA that approves the offer and names you and your position, **OR**
- if you're currently working in Canada in a NOC TEER 0, 1, 2 or 3 job on a work permit that was issued based on an LMIA, and:
 - you're working for the employer listed on your work permit
 - you're authorized to work in Canada on the day you apply for a permanent resident visa, and when the visa is issued
 - your current employer made you an offer to give you a full-time job for at least 1 year if you're accepted as a permanent resident,**OR**
- if you have a valid work permit for a NOC TEER 0, 1, 2 or 3 job that is exempt from needing an LMIA, and you:

- are currently working for the employer specified on the work permit
- have 1 year of full-time work experience (or an equal amount of part-time work) for that employer under any work permit
- have a valid job offer from that employer for at least 1 year if you're accepted as a permanent resident

▼ Federal Skilled Trades Program

If you don't have a valid job offer, **you'll need** a certificate of qualification in your skilled trade. A valid job offer has to be:

- made by up to 2 employers
- for continuous, paid, full-time work (at least 30 hours a week)
- for at least 1 year
- for a job under one of these NOC 2021 TEER 2 and 3 categories:
 - Major Group 72, technical trades and transportation officers and controllers:
 - excluding Sub-Major Group 726, transportation officers and controllers
 - Major Group 73, general trades
 - Major Group 82, supervisors in natural resources, agriculture and related production
 - Major Group 83, occupations in natural resources and related production

- Major Group 92, processing, manufacturing and utilities supervisors, and utilities operators and controllers
- Major Group 93, central control and process operators and aircraft assembly assemblers and inspectors, excluding Sub-Major Group 932, aircraft assemblers and aircraft assembly inspectors
- Minor Group 6320, cooks, butchers and bakers
- Unit Group 62200, chefs

It also must be made:

- by employer(s) who have a new positive LMIA that approves the offer and names you and your position, **OR**
- if you're currently working in Canada in a skilled trade job a work permit that was issued based on a positive LMIA, and:
 - you're working for an employer listed on your work permit
 - you're authorized to work in Canada on the day you apply for a permanent resident visa and when the visa is issued
 - your current employer(s) offered you a full-time job if you're accepted as a permanent resident, in a job that is in the same three digit level of the NOC as your current job, for at least one year, **OR**
- you have a valid work permit for 1 of the listed skilled trade occupations exempt from needing an LMIA, and you:

- are currently working for an employer specified on the work permit
- have 1 year of full-time work experience (or an equal amount of part-time work) for the employer(s) on your work permit who made the offer, and
- have a valid job offer from that employer for at least 1 year if you're accepted as a permanent resident

Examples of a valid and non-valid job offer

In both examples, the LMIA supports the job offer as set out above, or is exempt from needing an LMIA.

▶ Example of a valid job offer

▶ Example of a non-valid job offer

▼ Canadian Experience Class

You don't need a job offer to be eligible, but your employer may choose to give you one.

▼ Provincial Nominee Program

You may need a valid job offer, depending on the Provincial Nominee Program you're eligible for, to be considered.

Who needs an LMIA

In most cases, your employer needs a Labour Market Impact Assessment (LMIA) to support your job offer for Express Entry.

Your future employer is responsible for getting you an LMIA if you need one.

Your employer must get a new LMIA if:

- you don't already have a work permit
- your work permit has expired
- you're working on an open work permit
- you have a job offer from an employer not listed on your work permit

There are **only 2 reasons** the employer making you the offer **doesn't** need to get a new LMIA:

1. if you've already been working full-time (or an equal amount of part-time) for them with a work permit based on an LMIA, and you have a valid job offer
2. if you work in a job that doesn't need an LMIA

▼ Who doesn't need an LMIA

Your employer doesn't need an LMIA to support your job offer if:

1. you've been working full-time for the employer(s) on your work permit for at least 1 year (or an equal amount of part-time work)
2. you have a valid job offer, **and**
3. you have a valid work permit that is exempt from an LMIA under:
 - a. **an international agreement** (like CUSMA or GATS, and non-trade agreements)
 - This includes professionals, traders and investors.
 - b. **a federal-provincial agreement**
 - This includes "significant investment" projects.
 - c. **"Canadian interests" reasons**, including:
 - i. **significant benefit**: Your employer must show that hiring you will bring social, cultural, or economic benefits to Canada. This includes:
 - self-employed engineers, artists, and technical workers
 - intra-company transferees with specialized knowledge that will benefit Canada
 - workers under the Francophone Mobility program
 - ii. **reciprocal employment**: If Canadians have similar opportunities abroad, you may get a job in Canada. This includes:
 - professional coaches and athletes for Canadian teams

- exchange programs, like professors and visiting lecturers
- iii. **designated by the Minister:** This includes:
 - academics (researchers, lecturers, and professors) under a recognized federal program
 - post-doctoral fellows, medical residents, and people with academic awards from Canadian schools
- iv. **charity and religious work:** This doesn't include volunteers.

Ability to do the work

You must convince our officers that you will:

- be capable of doing the work you're offered
- likely qualify to be licensed or certified by the relevant regulatory body once you're in Canada (if the job is regulated in Canada)

Each province and territory designates their professions and trades in their jurisdiction. Requirements to be designated or certified vary by province.

Get more information on [licensing and regulatory requirements for specific professions](#) or contact the [relevant body](#) in the province/territory where you plan to live.

Proof of funds ➡

Date modified:

2025-04-02