

Post-graduation work permit job eligibility

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BY ANTHROPIC

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i have a lead on applied work permit in canada,. recently finishes studies in canada.. can they start a new job

Based on your situation, here's what you need to know about starting a new job with a lead on an applied work permit after finishing studies in Canada:

Current Work Authorization Status

If you've recently completed studies in Canada, you likely had a study permit. The key question is whether you've already applied for a **Post-Graduation Work Permit (PGWP)** or another type of work permit.

Can They Start Working?

If PGWP is applied for:

You can typically work full-time while waiting for your PGWP decision, PROVIDED:

- You were a full-time student
- You had a valid study permit when you applied for the PGWP
- You met all PGWP eligibility requirements
- You applied before your study permit expired

This is called "implied status" or "maintained status" - you can continue working under the same conditions as your study permit allowed until a decision is made.

If it's another type of work permit:

You generally cannot start working until the permit is approved, unless you have other valid work authorization

Important Considerations

1. **Document everything:** Keep proof of your work permit application (submission confirmation, payment receipts)
2. **Employer verification:** Your employer may want to see proof that you're authorized to work. The application confirmation can serve as evidence during the implied status period.
3. **Timeline:** PGWP processing times vary but currently range from 2-5 months depending on how you applied.

Would you like me to clarify anything about work authorization during this transition period, or do you have questions about the specific type of work permit that was applied for?

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Perfect! This is excellent news for Amulya. Based on the IRCC letter dated August 31, 2025, here's the situation:

 **YES - Amulya CAN Start Working Immediately!**



Key Authorization Details:

Work Authorization Period:

- **Start:** Now (as of August 31, 2025)
- **End:** February 27, 2026 OR when a decision is made on the application (whichever comes first)

Work Conditions - COMPLETELY OPEN:

-  **Any employer** - no restrictions

-  **Any occupation** - no limitations
-  **No restrictions on hours** - can work full-time, part-time, or multiple jobs

Legal Basis:

This authorization is granted under **subsection 186(w)** of the Immigration and Refugee Protection Regulations, which provides maintained status while waiting for work permit decisions.

Important for Employment:

1. **Proof of Authorization:** This IRCC letter serves as official proof of work authorization. Amulya should:
 - Keep a copy with their Study Permit (F314675867)
 - Show this to employers as proof of legal work status
 - Keep the application number (W312614537) for reference
2. **For Employers:** They can verify that Amulya has legal authorization to work in Canada by reviewing this letter along with the study permit.
3. **Timeline:** Amulya has approximately 4 months of guaranteed work authorization (until February 27, 2026), though the work permit decision will likely come before then.

Action Items:

- Amulya can accept job offers and start working immediately
- Keep checking the online account for updates on the work permit application
- No need to wait for the physical work permit to arrive

This is the best-case scenario for someone finishing studies - complete flexibility to work while waiting for the permit decision!

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can i have her on my payroll and send them as contractors?

Yes, you can have Amulya on your payroll, but there are important distinctions to understand about employment vs. contractor relationships in Canada:

Employment vs. Contractor Structure

Option 1: Regular Employee on Payroll

This is straightforward - Amulya has full work authorization for any employer, so you can:

- Hire them as a regular employee
- Put them on payroll with standard deductions (CPP, EI, income tax)
- Issue T4 slips
- Provide any employment benefits

⚠️ Option 2: "On Payroll" BUT Treating as Contractor

This is where it gets complex. If you mean having them on your internal payroll system but classifying them as a contractor, be careful:

CRA looks at the actual working relationship, not labels:

- **Control:** Do you dictate when, where, and how work is done?
- **Tools/Equipment:** Who provides the tools and workspace?
- **Financial Risk:** Does the worker have potential for profit/loss?
- **Integration:** Are they integral to your business operations?

💣 Risk Areas:

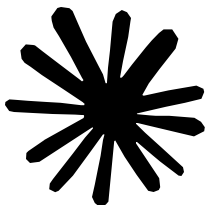
1. **Misclassification:** If CRA determines they're actually an employee despite contractor labeling:
 - You'll owe back CPP/EI contributions (both employer and employee portions)
 - Penalties and interest
 - Potential issues with employment standards
2. **For InTime eSolutions' Staffing Model:** If you're placing Amulya with clients:
 - **As your employee** → **contracted to clients:** Legal and common
 - **As independent contractor** → **subcontracted to clients:** Requires proper structure

📋 Recommended Approach:

Given your staffing business model:

1. **Hire as employee** (T4) for simplicity and compliance
2. **Then deploy to clients** on contract basis
3. **Or** ensure genuine contractor relationship with proper documentation

Would you like guidance on structuring this arrangement to align with your InTime eSolutions staffing model while maintaining compliance?



[Claude can make mistakes. Please double-check responses.](#)