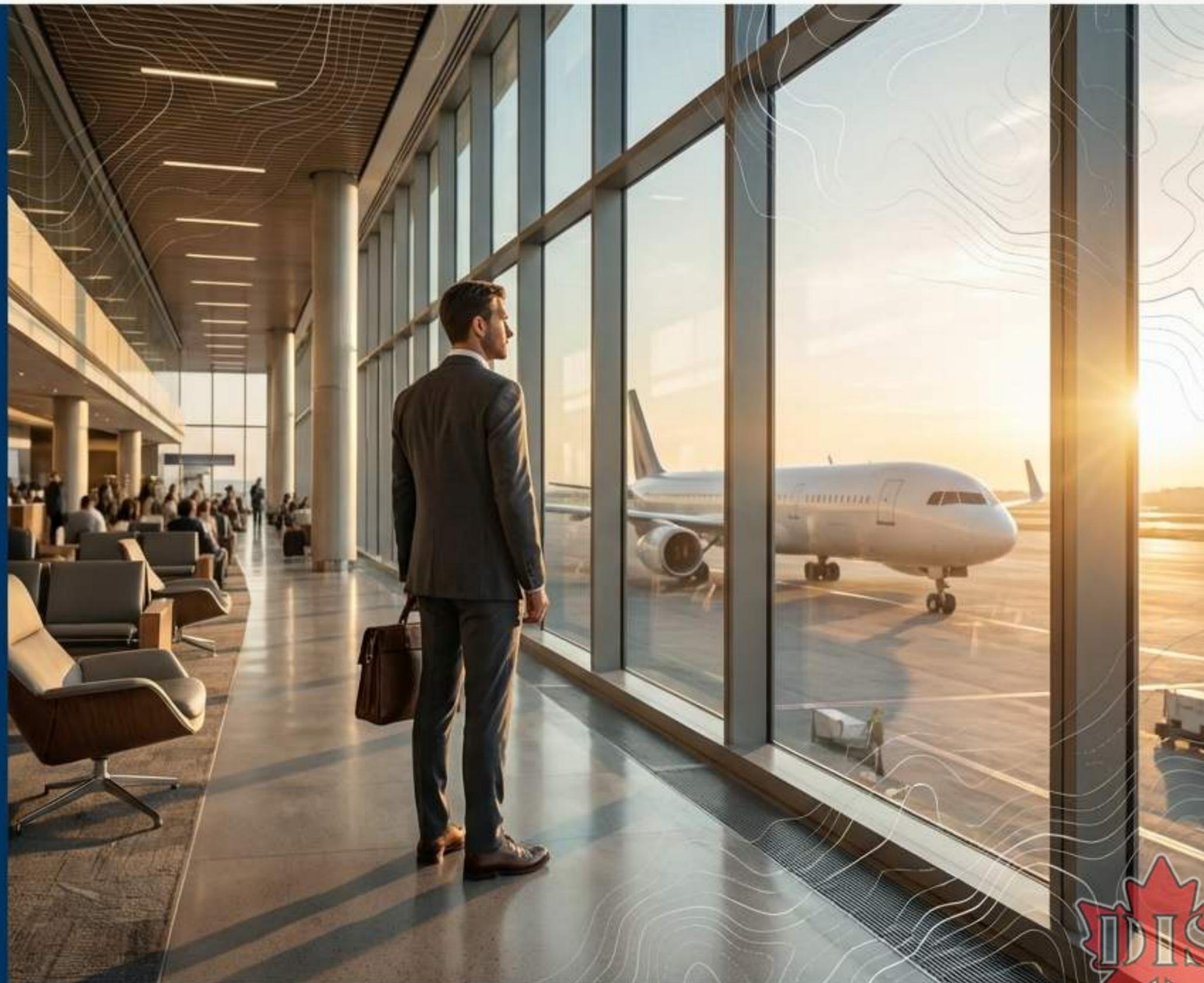


The Fast Track to Global Talent

Navigating Canadian LMIA Exempt Work Permits



A STRATEGIC GUIDE BY
DARA IMMIGRATION SERVICES



THE MODERN NAVIGATOR CONSULTANCY REPORT

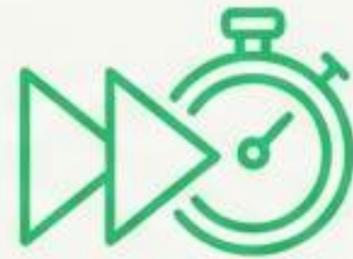
THE STRATEGY

Bypass the Red Tape and Accelerate Hiring

Securing an LMIA Exempt Work Permit is the strategic pathway for global talent.



**No Advertising
Required**



**Accelerated
Processing**



**Cost
Effective**

THE REALITY

Caution

Reality Check: Exempt ≠ Automatic. You cannot simply show up at the border. Eligibility must be proven under specific International Mobility Program (IMP) codes.

THE MODERN NAVIGATOR CONSULTANCY REPORT

Understanding the International Mobility Program (IMP)

Two distinct pathways for foreign workers in Canada.



TFWP (Temporary Foreign Worker Program)



Goal: Fill labour shortages



Requirement: Labour Market Impact Assessment (LMIA)



Process: Slow, Administrative, Advertising Mandatory

IMP (International Mobility Program)



Goal: Advance Economic & Cultural Interests



Requirement: LMIA Exempt



Process: Strategic, Fast, No Advertising

Strategic Benefit: IMP pathways validate Permanent Residence (CEC) and allow for Spousal Open Work Permits.



Selecting the Right Exemption Category

One size does not fit all. Using the correct code is critical to approval.

C16

**Francophone
Mobility**

French-speaking
workers outside
Quebec.

C12

**Intra-Company
Transferees**

Executives or
specialized staff
transferring branches.

**T23 /
T24**

**International
Trade**

CUSMA (NAFTA),
CETA, and CPTPP
professionals.

C11

**Significant
Benefit**

Entrepreneurs
generating economic
or social benefits.

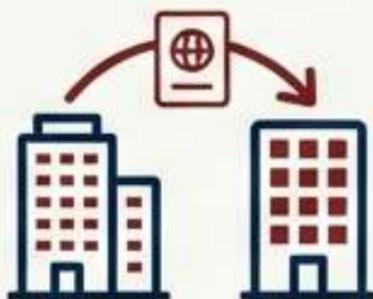
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**Bridging Open
Work Permit**

For those awaiting
PR decisions.

Pathways for Corporate Transfers and Professionals

Intra-Company Transferees (Code C12)



Who it's for: Executives or 'Specialized Knowledge' staff moving from a foreign branch to a Canadian branch.

Key Requirement: Proof of 1 year of employment with the foreign company within the last 3 years.

International Trade Agreements (Codes T23/T24)



Who it's for: Professionals covered by agreements like CUSMA (formerly NAFTA).

Key Requirement: Must possess the relevant degree and professional license (e.g., Engineer, Accountant) listed in the agreement. CUSMA lists 60+ eligible professions.

Pathways for Entrepreneurs and Francophones



Francophone Mobility (Code C16)

- Goal: Promoting French language outside Quebec.
- Key Requirement: Language test results (TEF/TCF) showing NCLC Level 5 or higher.



Significant Benefit (Code C11)

- Who it's for: Entrepreneurs and self-employed individuals.
- Key Requirement: Must prove the work will generate significant economic or social benefits for Canada.

Note: Unlike Open Work Permits, these are employer-specific permits.

The Employer's Mandatory Role

The worker cannot apply without the Offer of Employment Number.

Employer Portal Workflow

Portal Submission



Employer logs into IRCC Employer Portal and submits job offer details.

Compliance Fee



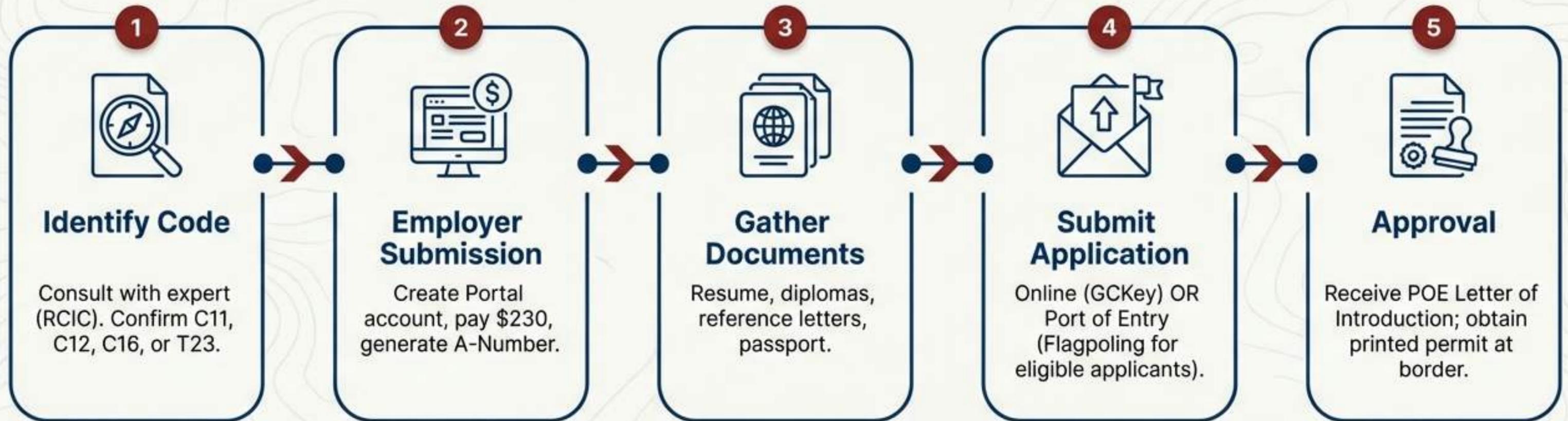
Employer pays the \$230 Compliance Fee. (Cannot be charged to the worker).

The A-Number



IRCC generates an A-Number (e.g., A1234567). This is required for the visa application.

The Step-by-Step Application Roadmap



Documenting Your Eligibility

The burden of proof is on the applicant.

1. Job Offer Letter

Must match Employer Portal details exactly.

JOB OFFER

University Degree Certificate DEGREE

2. Proof of Competence

Resumes, Diplomas, and Reference Letters proving 1-year tenure (ICT) or qualifications (CUSMA).

4. Admissibility

Valid Medical (if applicable) and clear criminal history.

PASSPORT

Reference Letters

3. Code Specifics

Language Test Results (Francophone) or Business Plan (Entrepreneur).

Estimated Costs and Timelines (2026)

Fee Structure (CAD)



Employer Compliance Fee

\$230

Paid by Employer (Mandatory)



Work Permit Fee

\$155

Paid by Worker



Biometrics Fee

\$85

Paid by Worker (Valid 10 years)



Open Work Permit Fee

\$100

Only if applying for BOWP/Spouse

Processing Timelines

Online Application



4 – 12 Weeks
(Varies by country)

Flagpoling (Border)



Immediate
(US/Visa-exempt only)

Critical Risks and Common Refusals

Scrutiny is high. Avoid these common pitfalls.



The 'Specialized Knowledge' Trap (ICT)

Refusal happens when an applicant possesses general industry knowledge rather than proprietary knowledge unique to the company.



Vague Business Plans (C11)

Entrepreneurs fail if they cannot prove the business will hire Canadians or generate revenue. A robust Business Plan is mandatory.



Portal Misalignment

If job duties in the Portal differ from Reference Letters, the application will be refused for inconsistency.

Frequently Asked Questions

- **Can I apply at the border?**

Yes, if visa-exempt (UK, Australia, US Citizen). Visa-required nationals (India, China) must apply online first.

- **Does this lead to Permanent Residence?**

Indirectly. Skilled work gains points for 'Canadian Work Experience' under Express Entry (CEC).

- **Do I need an IELTS test?**

Usually no, unless applying for the Francophone Mobility stream (French test mandatory).

- **CUSMA vs. Regular IMP?**

CUSMA is strictly for US/Mexico citizens (60+ professions). Regular IMP (like C12) is open to all nationalities.

Is Your Application Decision-Ready?

- Have we identified the specific IMP Code (C12, C16, etc.)?
- Has the employer submitted the offer in the Portal and paid the \$230 fee?
- Do the Reference Letters match the Portal job duties exactly?
- Does the applicant have the required 'suitcase' of proofs (Degree, Test Results)?
- Is the A-Number generated and included in the application?



Secure Your Strategy with Dara Immigration Services

The LMIA Exempt Work Permit is a privilege, not a right. One wrong box on the Portal can trigger a compliance audit or refusal.

- We identify the correct exemption codes.
- We ensure portal alignment and compliance.
- We prepare a decision-ready application to bypass red tape.

Don't navigate complex codes alone. Contact us today.

Get in Touch



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Services Inc.



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This presentation provides general information regarding the International Mobility Program and does not constitute legal advice. Policies change frequently.

