



Citizenship and
Immigration Canada

Citoyenneté et
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FW 2

Temporary Foreign Worker: Quick Reference Guide



Occupation or Category	Work Permit	HRSD Confirmation	Details	FWI	Ref
Academic Exchanges (see Educational Institutions)					
Accident or Incident Inspectors (Aviation)	exempt R186(r)	n/a	under authority of Canadian Transportation Accident Investigation and Safety Board Act	5.19	
Accountants (see Professionals)(1111.2)					
Airline Personnel Flight Crews (6432) Operational, Ground & Technical Personnel Station Managers (0713.1) Security Guards, on aircraft (6651) Security Guards, at airport (6651)	exempt R186(s) required required exempt R186(s) required	n/a exempt (T10) exempt (C12) n/a exempt (C10)	IATA, ICAO, etc. if qualify as intra-company transferee	13.1	
After-Sales/After-Lease Services (See Business Visitors)			no hands-on building/construction work; no operating		
Architects (see Professionals)(2151)					
Artists Residencies Programme (Canada/USA/Mexico)	required	exempt (T10)	letter req.; DFAIT (613) 992-5965 for clarification	5.27	
Atomic Energy of Canada Ltd.	required	exempt (C30)	distinguished scientists or post-doctoral fellows	5.37	
Bermuda, Professional Trainees	required	exempt (T10)		5.27	
Business Visitors			After-Sales Service, Distribution, General Service; Growth, Manufacture & Production; Marketing; Research & Design; Sales	App. H	
hired by a Canadian employer	required	required			
working for foreign employer	exempt R186(a)	n/a	primary source of remuneration & principal place of business remain outside Canada	5.2	
Buyers (See Business Visitors)					
Canada-Chile Free Trade Agreement Business Visitors Intra-Company Transferees Investors Professionals Traders	exempt R186(a) required required required required	n/a exempt (T24) exempt (T22) exempt (T23) exempt (T21)	activities covered by CCFTA Appendix K-03.I.1 executive, managerial or specialized knowledge owner, executive, supervisor or essential skill position professionals identified in CCFTA Appendix K-03.IV.1 executive, supervisory or essential skills	App. B	
Canada World Youth Program	required	exempt (C20)	fee exempt; medical required	5.36	
Camp Counsellors (5254) paid in training volunteer	required exempt (R2) required	required n/a exempt (C50)	require medical only if resided in designated country do not meet definition of work see guidelines for R205(d) in FW1 (5.40)	13.2 13.3 13.2	
Camp Owners/Directors (& spouse) (0632)	required	exempt (C11)	see guidelines for R+D63205(a) in FW1 (5.30)	13.4	
Civil Aviation Inspectors	exempt R186(q)	n/a	employed by recognized aeronautical authority	5.18	
Clergy (See Religious & Charitable workers)				5.13	



Computer Specialists/Systems Analyst (see Professionals or Business Visitors: After-Sales Service)				
Consultants (See Professionals)				
Conventions, Exhibitions, & Meetings				
Delegates/Attendees	exempt R186(a)	n/a		5.12
Exhibitors displaying only or sales to other than the general public	exempt R187(2)c required	n/a exempt (C10)	sales aimed at wholesalers, retailers & institutions	App. H
sales to the general public	exempt R186(j) required	n/a required	Seminar does not last longer than 5 days	App. H 5.11
Guest speakers or Seminar Leaders	exempt R186(k)	n/a	does not apply to 'hands-on' service providers	5.12
Show/Event Service Contractors				
Organizers/planners/administrative support staff (1226)				
Crew	exempt R186(s)	n/a	international transport: vehicles of foreign ownership & registry (limits on loading/unloading: see 5.20)	5.20
Designers (see Professionals)			graphic, industrial, interior, urban planners	
Diplomats & Officials accredited to Canada				
Service Staff or private servant, if accredited if Domestic applies as LCP	exempt R186(b) required	n/a required	see Appendix C for limitations and requirements	5.3
Locally engaged staff	required	exempt (C20)	require FAC 'no objection' letter	App. C
Reps of non-diplomatic or semi-official agencies	required	exempt (C12)	may be considered intra-company transferee	App. C
Direct Sales Organizations	exempt R186(a)	n/a	training/motivation, assisting recruits, taking orders	App. H
Domestics (see Live-in Caregiver, or Business Visitor--if accompanying visiting employer)				
Drivers: Bus, moving van, pilot cars, etc. (see Crew)				
			goods/passengers b/w Canada & foreign country	
Educational Institutions				
Canada Research Chair Positions (4121)	required	required**	** National Confirmation Letter	5.25
Evaluators & Examinors	exempt R186(n)	n/a		5.15
Graduate Assistants	exempt R186(f)	n/a	on-campus work	5.7
Guest Lecturers	required	exempt (C22)	period of less than 1 academic term/semester	5.35
Post-doctoral Fellows & Award Recipients	required	exempt (C44)		5.39D
Self-funded Researchers	exempt R186(a)	n/a	must not displace Canadian or PR workers	5.2
Teachers: Elementary and Secondary	required	exempt	if reciprocal employment agreement exists	5.35
Visiting Professors (4121)	required	exempt (C22)	not more than 2 academic years	5.35
Emergency Repair Personnel	required	exempt (C13)	for industrial equipment, preventing disruption	5.32
Emergency Services				
	Protection of life or property			
	exempt R186(t)	n/a		5.21
Emergency Preparedness Canada	exempt R186(t)	n/a		5.21
conditions not urgent but covered by Agreement	required	exempt (T10)		5.27
Engineers (see Professionals)				
Entrepreneurs/Self-employed Persons	required	exempt (C11)	temporary/seasonal; providing jobs/significant benefit	5.30



Examiners & Evaluators (see Educational Institutions)				
Exotic/Erotic Dancers (5232.1)	required	required		
Expert Witnesses or Investigators	exempt R186(o)	n/a		5.16
Family of: Exchange Teachers, where reciprocity exists Foreign representatives, accredited Military Personnel, where reciprocity exists Skilled temporary workers (Levels O,A & B)(spouses only) U.S.A. Government Employees	required exempt R186(c) required required required	exempt (C20) n/a exempt (C20) exempt (C41) exempt (C20)	Australian & British require FAC 'no objection' letter NOC Skill Levels O,A, or B fee exempt under code (E03)	5.33 5.3/App.C 5.5/App.F 5.39A 13.7
Farm Workers (8431) self-employed (eg. harvester owners)	required exempt (not 'work'), R2	required	includes Caribbean/Mexican seasonal workers supervising harvesting crew admitted under app. law	5.1
Financial Services Personnel (See Business Visitors)			insurers, bankers, investment brokers	
Fishing Guides (6442) at border lakes Canadian employer self-employed (where no employer on either side exists)	required required required	exempt (C20) required exempt (C11)	if activities attract tourism or benefit Canadians & PRs	13.5
Foreign Representatives (see Diplomats)				
Foreign Representatives not accredited by FAC	required	exempt (C12)	senior officials who meet R205(a) requirements only	App. C
Freelance Individuals	exempt (not 'work'), R2		eg. writers (no employer-employee relationship)	5.1
General Agreement on Trade in Services (GATS) Business Visitors	exempt R186(a)	n/a		App. D
Intra-Company Transferees	required	exempt (C12)		5.31
Professionals (Groups 1 & 2)	required	exempt (T33)	Engineers, Agrologists, Architects, Forestry & Geomatics Professionals, Land Surveyors, Foreign Legal Consultants, Urban Planners, Senior Computer Specialists	Ap. D
Government Officers (foreign) Family members: where reciprocity exists where reciprocity does not exist	exempt R186(e) required required	n/a exempt (C20) required	may qualify as spouse of skilled worker (C41)	5.6
Guest Speakers	exempt R186(j)	n/a	includes academic speakers & commercial speakers (event must be less than 5 days)	5.11
Health Care Students (see Medical Professions)				
Household Service Workers (see App. C if working for diplomat)	required	required		
Information Technology Workers	required	required**	** National Confirmation Letter for specific job titles	5.25
International Agreements not listed	required	exempt (T10)	not incl. diplomatic agreements w/UN (see Ap. C)	5.27
International Development Research Centre of Canada	required	exempt (C30)		5.37
International Youth Exchange Programs	required	exempt (C21)	fee exempt	5.34/App. E
Intra-Company Transferees (see also NAFTA & CCFTA)	required	exempt (C12)	senior managers & specialized knowledge workers	5.31
Investor (see CCFTA or NAFTA)				



Judges (sport & cultural competitions) (see Sport, Occupations in)	exempt R186(m)	n/a		5.14
Lawyers, Notaries & Paralegals (see Professionals)				
Legal Consultants (Foreign) (see Professionals)				
Live-in Caregivers (6474.2) eligible under in-Canada PR class (1111.2)	required required	required exempt (A70)	includes family members in Canada	5.42
Malaysia, Professional Accounting Trainees	required	exempt T10	refer to FW1 for MOU eligibility	5.27
Media (working for foreign companies) Announcers & Broadcasters (as part of foreign crew) Blimps (and crew) News Correspondents & Reporters News Reporting Crews Media Crews on tourism promotional tours North American Media Crews, < 3 weeks North American Media Crews, > 3 weeks Non-North American Media Crew, < 6 weeks Non-North American Media Crew, > 6 weeks	exempt R186(i) exempt R186(i) exempt R186(i) exempt R186(i) required required required required	n/a n/a n/a n/a exempt (C10) required exempt (C10) required	total crew size must not exceed 3 people total crew size must not exceed 3 people	5.10
Medical Professions (see Professionals/Emergency Situations) Health Care Students: Clinical Clerkships Interns	exempt R186(p) required	n/a required	Dentists, MDs, RNs, Therapists, Technologists req. medical exam (R30)	5.17
Military Personnel International Training Programs, non-VFA participants Military Training Assistance Program, non-VFA NATO if staying long term <i>Visiting Forces Act</i> (VFA) Family members, where reciprocity exists	exempt (not 'work') exempt (not 'work') exempt R186(d) optional exempt R186(d) required	n/a exempt (T10) n/a exempt (C20)	req. study permit if >6mos. May req. TRV req. study permit if >6mos. May req. TRV includes civilian component other exemptions (passport, TRV, medical) may apply	5.5/App.F
National Research Council of Canada (NRC)	required	exempt (C30)	distinguished scientists or scholars	5.37
Natural Sciences and Engineering Research Council	required	exempt (C30)	distinguished scientists or scholars	5.37
News Reporters (see Media)				
North American Free Trade Agreement (NAFTA) Business Visitors Intra-Company Transferees Investors Professionals Traders	exempt R186(a) required required required required	n/a exempt (T24) exempt (T22) exempt (T23) exempt (T21)	For Citizens of Canada, United States and Mexico activities covered by NAFTA Appendix 1603.A.1 executive, managerial or specialized knowledge owner, executive, supervisor or essential skill position professions identified in NAFTA Appendix 1603.D.1 executive, supervisory or essential skills	App. G
Oceans Act (working aboard marine installation)	required	required	see 13.6 for activities req. HRSDC	13.6
OECD (exchange arranged in Canada through PSC)	required	exempt (T10)	may qualify for WP exemption under R186(e)	5.27



Official Development Assistance Program (Caribbean)	required	exempt (C30)	from Commonwealth Caribbean countries	5.37
On-Campus Employment (see Students)				
Performing Arts Occupations				5.8/App.A
Actors, Artists, Technicians (Canadian Film, TV, Theatre) interviewed for TV or Radio or benefit show film co-production (international/inter-gov agreement)	required exempt R186(g) required	required n/a exempt (T10)	Telefilm Canada 1.800.567.0890	5.14
Adjudicators, artistic field	exempt R186(m)	n/a		App. A
Air Show Performers (5232)	exempt R186(g)	n/a		
American Federation of Musicians (5232)	required**	exempt (C20)	** may be able to apply R186(g)	
Buskers (5232)	exempt R186(g)	n/a		
Circus Acts and Performers (and crew) (5232) if employer is Canadian	exempt R186(g)	n/a		
Cirque de Soleil (exception)	required	required		
Conductors (5132) if guest conductor	required	exempt (C10)		
if hired full-time by Canadian orchestra	exempt R186(g)	n/a		
Exotic/Erotic Dancers (under contract)(5232)	required	required		
Film producers (film funded entirely from abroad)	required	required		
Film & recording studio users	exempt R187	n/a	business visitors	5.27
Guest Artists (contracted for one or two performances)	exempt R187	n/a	purchasing services or renting equipment in Canada	
Guest Artists under contract	exempt R186(g)	n/a		
Guests interviewed for nominal remuneration	required	required	for full run of production	
Musical & Theatre groups or individuals & essential crew performing outside bars, pubs or restaurants	exempt R186(g)	n/a		
performing in bars, pubs or restaurants	required	required		
Permanent position in performing arts venue	required	required	temporary contract	
World Wrestling Entertainment performers	exempt R186(g)	n/a		
Persons subject to an unenforceable removal order	required	exempt (S62)	fees apply	5.41
Professionals			eg. Accountants, Consultants, Computer Specialists, Designers, Engineers, Insurance, Legal & Medical Professionals, Managers, Scientists, Teachers	
hired by a Canadian employer	required	required		
CCFTA/ NAFTA hired by a Canadian employer	required	exempt (T23)	professions identified in NAFTA Appendix 1603.D.1	App. B & G
GATS Professionals (Groups 1 & 2)	required	exempt (T33)	Engineers, Agrologists, Architects, Forestry & Geomatics Professionals, Land Surveyors, Foreign Legal Consultants, Urban Planners, Senior Computer Specialists	App. D
Protected Persons (in-Canada Class)	required	exempt (A70)	includes family members in Canada	5.42
Provincial Nominees (for PR)	required	exempt (T10)		5.27



Public Relations/Advertising Personnel (See Business Visitors)				
Public Speakers (see Guest Speakers)				
Rail Grinders (Sperry or other specialized track maintenance)	required	exempt (C10)	under contract to Canadian company	
Reciprocal Programs not listed	required	exempt (C20)	reciprocity demonstrated by Canadian employer	5.33
Refugee Claimants	required	exempt (S61)	fee exempt	5.41
Religious and Charitable Workers				
Clergy and related workers	exempt R186(l)	n/a		5.13/5.40
Missionaries (4212)	exempt R186(l)	n/a		5.40
Persons who carry out non-spiritual roles	required	exempt (C50)	fee exempt	5.40
Researchers (see Business Visitors, Educational Institutions)			Technical, scientific & statistical	
Sales Representatives/Agents (See Business Visitors)			taking orders/negotiating contracts for goods/services	App. H
Scientists (see Professionals)				
Self-Employed Persons (see Entrepreneurs)				
Servants/Personal Assistants with visiting employer	exempt R187(3)(a)(b)		business visitor, unless employer stays >6 months	5.2
Sport, Occupations in				
Athletes (5251)				5.9
Amateur (includes Junior A, B Hockey)	exempt R186(h)	n/a		
Individual competitions (for prize money)	exempt (not 'work')			
Professional or semi-professional				
Canadian-based team	required	exempt (C20)		
Foreign-based team	exempt R186(h)	n/a		
Coming for trials				
before contract is awarded	exempt R186(h)	n/a		
once contract is signed	required	exempt (C20)		
Racing Car Drivers	exempt R186(h)			
Recreation Athletes	exempt R186(h)			
Coaches (5252)				5.9
Canadian employer	required	exempt (C20)		
Foreign employer	exempt R186(h)	n/a		
Dog Handlers	exempt R186(h)	n/a	pet owners entering their own animals in a show	5.9
Foreign-based Teams	exempt R186(h)	n/a		
Horse-Racing: Jockeys, Agents, & Stable Personnel				
Canadian-based stables	required	required		
Foreign-based stables	exempt R186(h)			
Officials: Referees, umpires, judges (5253)				5.14
international amateur sporting event	exempt R186(m)	n/a		
professional/semi-professional events	required	required**	** unless reciprocity applies	



Trainers and Sports Therapists (5252) Canadian employer Foreign employer	required exempt R186(h)	exempt (C20) n/a		5.9
Wrestlers (professional) (See Performing Arts)				
Spouses/Common-Law Partners of Skilled Workers	required	exempt (C41)	principal applicant at NOC Skill Level 0,A, or B	5.39A
Students				
CIDA (9999)	required	exempt (C30)		5.37
Destitute (9999)	required	exempt (H81)	if on-campus employment [R186(f)] insufficient	5.43A
Employment integral part of course of study (Co-op program)	required	exempt (C30)	course requirement for Canadian institutions	5.38
Off-Campus (Pilot)	required	exempt (C25)	see FW1 5.39 for pilot-project details	5.39E
On-Campus	exempt R186(f)	n/a	see FW1 5.7 for eligibility & def'n of 'campus'	5.7
Post-graduate	required	exempt (C43)	see FW1 5.39 for pilot-project details	5.39C
Spouses/Common Law Partners of Foreign Students	required	exempt (C42)	spouse must be full-time student	5.39B
Student Work Abroad Program (SWAP)	required	exempt (C21)	fee exempt	5.34/App.E
Teachers: pre-school, elementary & secondary (see Professionals) Reciprocal Exchange Agreements	required	exempt (C22)		5.35
Teachers: University, College and Seminary (see Professionals)				
Temporary Resident Permit Holders	required	exempt (H82)		5.43B
Tour Guides & Bus Operators (See Business Visitors)(6441)				
Traders (see CCFTA or NAFTA)				
Trainers & Trainees (see Business visitors)				5.2
Translation/Interpretation Personnel (See Business Visitors)(5125)				
USA Government Personnel short-term entry Family members of USA Government Personnel	required exempt R186(a) required	exempt (T10) n/a exempt (C20)	work permit case type 20-Worker (not 22-Official) <i>may</i> be admitted as a business visitor fee exempt under code (E03)	13.7
Volunteers (part-time)	exempt (not 'work')		for full-time 'volunteers' see 5.40	5.1
Working Holiday Program (WHP)	required	exempt (C21)	fee exempt	5.34/App.E