



	A	B	C	D
1	IMPORTANT - This guide serves as a REFERENCE and INDEX ONLY to the TEMPORARY FOREIGN WORKER GUIDELINES (FW1), the Act and Regulations. All criteria and policies outlined in the FW1 must be reviewed prior to applying the exemption. Hyperlinks to the relevant sections have been provided for this purpose.			
2	Occupation or Category	Work Permit	LMO	FW1 Ref
3	Agreements			
4	Canada-International (non-Trade)	required	exempt (T11)	Table 5.27
5	Canada-International Free Trade Agreements			App. B & G and 5.27
6	Business Visitors	exempt R186(a)	n/a	
7	Intra-Company Transferees	required	exempt (T24)	
8	Investors	required	exempt (T22)	
9	Professionals	required	exempt (T23)	
10	Traders	required	exempt (T21)	
11	Canada-Provincial/Territorial TFW Annexes	required	exempt (T13)	5.27
12	Provincially Selected TFWs R204(c); Provincially Nominated (PNP)			
13	Alberta:			
14	Pilot - open WPs for Working-age Dependent Children (of NOC 0, A or B principals) - Special Program Code 'WDP' - Pilot ends July 30, 2012 (OB 122)			
15	Pilot - open WPs for Spouses of Long-Haul Truck Drivers - Special Program Code 'LTD' - Pilot ends July 30, 2012 (OB 146)			
16	British Columbia:			
17	Pilot - open WPs for Working-age Dependent Children (of principals working all NOC levels) - Special Program Code 'WDP' - Pilot ends February 15, 2013 (OB 337)			
18	Pilot - open WPs for spouses/common-law partners of NOC C and D principals - Special Program Code 'LSS' - Pilot ends February 15, 2013. (OB 337)			
19	Ontario:			
20	Pilot - open WPs for Working-age Dependent Children (of NOC 0, A or B principals) - Special Program Code 'WDP' - Pilot ends July 30, 2012 (OB 123)			
21	Pilot - open WPs for Spouses and dependent children of CC/PR who are either health professionals or academics for post-secondary public institutions returning to work in Ontario - Special Program Code 'RCS' - Pilot ends March 15, 2012 (OB 229)			
22	General Agreement on Trade in Services (GATS)			App. D
23	Business Visitors	exempt R186(a)	n/a	
24	Intra-Company Transferees	required	exempt (C12)	5.31
25	Professionals (Groups 1 & 2)	required	exempt (T33)	App. D
26	Airline Personnel			13.1
27	Flight Crews (NOC 6432)	exempt R186(s)	n/a	



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28	Operational, Ground & Technical Personnel	required	exempt (T11)	
29	Security Guards, on aircraft (NOC 6651)	exempt R186(s)	n/a	
30	Security Guards, at airport (NOC 6651)	required	exempt (C10)	
31	Aviation Accident or Incident Inspectors	exempt R186(r)	n/a	5.19
32	Bermuda, Professional Trainees (Canada-Bermuda MOU)	required	exempt (T11)	5.27
33	Business Visitors			
34	Sales	--	--	App. H.
35	Hired by a Canadian employer or Canadian company contracts foreign company	required	required	
36	Working for foreign employer and/or contracting Canadian company	exempt R186(a)	n/a	5.2
37	Camp Counsellors (NOC 5254)			
38	Paid	required	required	13.2
39	In training	exempt (R2)	n/a	13.3
40	Volunteer	required	exempt (C50)	13.2
41	Camp Owners (majority or equal share owner)/Directors & Spouse (NOC 0632)	required	exempt (C11)	13.4
42	Including Outfitters (e.g. fishing, hunting)			
43	Minor share owner	required	required	
44	Canada World Youth Program (administered through CIDA)	required	exempt (C20)	5.36
45	Civil Aviation Inspectors	exempt R186(q)	n/a	5.18
46	Clergy			
47	Preacher/ordained minister/lay person	exempt R186(l)	n/a	5.13
48	Charitable and religious work	required	exempt (C50)	5.39
49	Counsellor/staff at religious or charitable camp	required	exempt (C50)	5.39
50	(see section 5.39 for difference in volunteers and charitable worker)			
51	Conditions and Validity Periods			11
52	Conditions - R183; R185(b)			
53	Validity periods - general rules			11.1
54	Categories of work with validity periods which may not be exceeded			Table 11.2
55	Conventions, Exhibitions & Meetings			
56	Delegates/Participants	exempt R186(a)	n/a	5.2
57	Exhibitors:			
58	displaying only or sales to other than the general public	exempt R187(2)c	n/a	App. H
59	sales to the general public	required	exempt (C10)	App. H
60	Guest/public speakers	exempt R186(j)	n/a	5.11
61	Guest sports instructors teaching weekend seminars	required	required	
62	Seminar leaders - no fees charged; research or university discussions; conference of specialists (no more than 5 days)	exempt R186(j)	n/a	
63	Commercial speakers - charge fees, take registrations (if no more than 5 days)	exempt R186(j)	n/a	
64	If hired by a Canadian entity to provide training services	required	required	
65	Show/Event Service Contractors (e.g. A/V services, decorating or installation/building services)	required	required	



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66	Organizers/planners/administrative support staff NOT working for a Canadian event (NOC 1226).	exempt R186(k)	n/a	5.12
67	Crew			
68	Maritime, air, highway or rail	exempt R186(s)	n/a	5.20
69	Diplomats & Officials Accredited to Canada (Foreign Representatives)			
70	Service Staff or private servant, if accredited	exempt R186(b)	n/a	5.3
71	if Domestic applies as LCP	required	required	App. C
72	Locally engaged staff	required	exempt (C20)	App. C
73	Representatives of non-diplomatic or semi-official agencies	required	exempt (C12)	App. C
74	Direct Sales Organizations	exempt R186(a)	n/a	App. H
75	Educational Institutions			
76	Canada Research Chair Positions (CRC) & Canada Excellence Research Chair (CERC)	exempt R205(c)(i)	exempt (C30)	5.37
77	Evaluators & Examiners	exempt R186(n)	n/a	5.15
78	Guest Lecturers	required	exempt (C22)	5.35
79	Foreign Medical/Dental Residents and Medical Research Fellows	required	exempt (C45)	5.38F
80	Post-doctoral Fellows & Award Recipients	required	exempt (C44)	5.38D
81	Self-funded Researchers	exempt R186(a)	n/a	5.2
82	Teachers: Elementary and Secondary	required	exempt (C20)	5.35
83	Visiting Professors	required	exempt (C22)	5.35
84	Emergency Repair Personnel	required	exempt (C13)	5.32
85	Emergency Service Providers			
86	Protection of life or property	exempt R186(t)	n/a	5.21
87	Incidents of non-emergency nature (i.e. under Public Safety Agreements)	required	exempt (T11)	5.27
88	Entrepreneurs/Self-employed Persons	required	exempt (C11)	5.30
89	Evaluators & Examiners (see Educational Institutions)			
90	Expert Witnesses or Investigators	exempt R186(o)	n/a	5.16
91	Family of:			
92	Exchange Teachers, where reciprocity exists	required	exempt (C20)	5.33
93	Foreign Representatives, accredited	exempt R186(c)	n/a	5.3/App.C
94	Military Personnel, where reciprocity exists	required	exempt (C20)	5.5/App.F
95	Skilled temporary workers (Levels 0, A & B)(spouses only)	required	exempt (C41)	5.38A
96	U.S. Government Employees	required	exempt (C20)	13.7
97	Farm Workers (NOC 8431)	required	required	
98	Self-employed (e.g. harvester owners) or 'work' which is expected to be under 4 weeks	exempt (not 'work'), R2	n/a	5.1
99	Fishing Guides (NOC 6442)			13.5
100	Border lakes	required	exempt (C20)	
101	Canadian employers	required	required	
102	Self-employed (where no employer on either side exists)	required	exempt (C11)	
103	Foreign Representatives not Accredited to Canada	required	exempt (C12)	App. C
104	Freelance Individuals	exempt (not 'work'), R2		5.1



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105	Government Officers (foreign)	exempt R186(e)	n/a	5.6
106	American Cross-Border Maritime Law Enforcement Officers	exempt R186(e)	n/a	
107	In-Flight Security Officers (IFSOs)	exempt R186(e)	n/a	
108	Family members: where reciprocity exists	required	exempt (C20)	
109	where reciprocity does not exist	required	required	
110	Group of Employers (Pilot program until December 2012)	required	see OB 181	5.25
111	Immigration Warrants (Individuals named in)			8.1
112	Information Technology Workers (for BC and Quebec, see OB 225B)	required	required	5.25
113	International Agreements			Table
114	Canada-International (non-Trade)	required	exempt (T11)	5.27
115	Canada-International Free Trade Agreements (including NAFTA, Peru, Chile)			App. B & G and 5.27
116	Business Visitors	exempt R186(a)	n/a	
117	Intra-Company Transferees	required	exempt (T24)	
118	Investors	required	exempt (T22)	
119	Professionals	required	exempt (T23)	
120	Traders	required	exempt (T21)	
121	General Agreement on Trade in Services (GATS)			App. D
122	Business Visitors	exempt R186(a)	n/a	
123	Intra-Company Transferees	required	exempt (C12)	5.31
124	Professionals (Groups 1 & 2)	required	exempt (T33)	App. D
125	International Experience Canada (IEC)	required	exempt (C21)	5.34/App. E
126	Working Holiday - Special Program Code 'WHP'			
127	International Co-op - Special Program Code 'ICP'			
128	Young Professionals - Special Program Code 'YPP'			
129	Intra-Company Transferees (see also NAFTA & other FTAs)	required	exempt (C12)	5.31
130	Executives and managers - maximum total stay = 7 years; 3 years max. for initial WP; unless start-up then 1 year max.			
131	Specialized knowledge - maximum total stay = 5 years; 3 years max. for initial WP; unless start-up then 1 year max.			
132	Recaptured time: documented time spent outside Canada can be recaptured.			
133	Judges, Referees & Other Similar Officials			
134	Amateur sport competitions; international artistic or cultural event or competition; an animal or agricultural competition	exempt R186(m)	n/a	5.14
135	Professionals working sporting competitions	required	required	
136	Except: In reciprocal arrangements (i.e. NHL, NBA, etc.)	required	exempt (C20)	
137	Language Requirements (assessment of)			8.3
138	Live-in Caregivers (NOC 6474)	required	required	OP14/IP4



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139	eligible under in-Canada PR class (NOC 1111.2)	required	exempt (A70)	5.41
140	LMO Validity and Duration of Employment			6
141	Malaysia, Professional Accounting Trainees	required	exempt T11	5.27
142	Media (working for foreign companies)			5.10
143	Announcers & Broadcasters (as part of foreign crew)	exempt R186(i)	n/a	
144	Blimps (and crew)	exempt R186(i)	n/a	
145	News Correspondents (not including managerial or clerical staff, unless working for a special event that is 6 months or less in duration.	exempt R186(i)	n/a	
146	News Reporters and reporting crews	exempt R186(i)	n/a	
147	Media Crews on tourism promotional tours (if not 186(a) or C10)	required	required	
148	if not entering Canadian market as per work description (Business Visitor)	exempt 186(a)	n/a	
149	if not meeting 186(a), assess for significant benefit	required	exempt (C10)	
150	Medical Requirements (assessment of)			9
151	Medical Professions			
152	Post-doctoral Fellows & Award Recipients	required	exempt (C44)	5.38D
153	Foreign Medical/Dental Residents and Medical Research Fellows	required	exempt (C45)	5.38F
154	Military Personnel			5.5/App.F
155	International Training Programs, non-VFA participants	exempt (not 'work')		
156	Military Training Assistance Program, non-VFA	exempt (not 'work')		
157	NATO	exempt R186(d)	n/a	
158	if staying long term	optional	exempt (T11)	
159	<i>Visiting Forces Act</i> (VFA)	exempt R186(d)	n/a	
160	Family members, where reciprocity exists	required	exempt (C20)	
161	Oceans Act (working aboard marine installation)	required	required	13.6
162	OECD (exchange arranged in Canada through the Public Service Commission)	required	exempt (T11)	5.27
163	Official Development Assistance Program (Caribbean)	required	exempt (C30)	5.37
164	Open Work Permit			10
165	Outfitters (see Camp Owners)			
166	Performing Arts Occupations			5.8/App.A
167	Actors, Artists, Technicians (Canadian Film, TV, Theatre)	required	required	
168	interviewed for TV or Radio or benefit show	exempt R186(g)	n/a	
169	film co-production (international/intergovernmental agreement)	required	exempt (T11)	
170	Adjudicators, Artistic Field	exempt R186(m)	n/a	5.14
171	Air Show Performers (NOC 5232)	exempt R186(g)	n/a	
172	American Federation of Musicians (5232)	required**	exempt (C20)	App. A
173	Buskers (5232)	exempt R186(g)	n/a	
174	Circus Acts and Performers (and crew)	exempt R186(g)	n/a	
175	if employer is Canadian	required	required	
176	Cirque de Soleil (performers and crew)	required	exempt (C10)	



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177	Conductors (5132)			
178	if guest conductor	exempt R186(g)	n/a	
179	if hired full-time by Canadian orchestra	required	required	
180	DJs (if working outside a bar or restaurant)	exempt R186(g)		
181	Exotic/Erotic Dancers (under contract)(NOC 5232)	required	required	
182	Film Co-production (film funded entirely from abroad)	exempt R187	n/a	5.27
183	Film & recording studio users	exempt R187	n/a	
184	Guest Artists (contracted for one or two performances)	exempt R186(g)	n/a	
185	Guest Artists under contract	required	required	
186	Guests interviewed for nominal remuneration	exempt R186(g)	n/a	5.8
187	Musical & Theatre groups or individuals & essential crew			
188	performing outside bars, pubs or restaurants	exempt R186(g)	n/a	
189	performing in bars, pubs or restaurants	required	required	
190	Permanent position in performing arts venue	required	required	
191	Rodeo contestants (e.g. Bronco riders, steer ropers)	exempt R186(g)	n/a	
192	Rodeo performers/side show workers (i.e. rodeo clowns and announcers, horsemanship or trick riding displays, 'half-time acts' and other specialty act entertainers)	required	required	
193	Visual artists (coming in to create or display their own work)	exempt R186(g)		
194	World Wrestling Entertainment performers	exempt R186(g)	n/a	
195	Persons subject to an unenforceable removal order	required	exempt (S62)	5.40
196	Professionals			
197	hired by a Canadian employer	required	required	
198	NAFTA and other FTAs - hired by a Canadian employer	required	exempt (T23)	App. B & G
199	GATS Professionals (Groups 1 & 2)	required	exempt (T33)	App. D
200	Protected Persons (in-Canada Class)	required	exempt (A70)	5.41
201	Provincial Nominees (for PR)	required	exempt (T13)	5.27
202	Quebec Program (CAQs)			12
203	Rail Workers			
204	grinder operators, rail welders or other specialized track maintenance workers (short durations only)	required	exempt (C10)	13.8
205	Reciprocal Employment R205(b) (through academic institutions or employers)	required	exempt (C20)	5.33
206	Refugee Claimants	required	exempt (S61)	5.40
207	Religious and Charitable Workers (see Clergy)			
208	Sales Representatives/Agents (see Business Visitors)			App. H
209	Servants/Personal Assistants (with visiting employer)	exempt R187(3)(a)(b)		5.2
210	Sport, Occupations in			
211	Athletes (NOC 5251)			5.9
212	Amateur (includes Major Junior A, B Hockey) - Visitor Record required	exempt R186(h)	n/a	



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213	Individual competitions (for prize money)	exempt (not 'work')		
214	Professional or semi-professional			
215	Canadian-based team	required	exempt (C20)	
216	Foreign-based team	exempt R186(h)	n/a	
217	Coming for trials			
218	before contract is awarded	exempt R186(h)	n/a	
219	once contract is signed	required	exempt (C20)	
220	Racing Car Drivers	exempt R186(h)		
221	Recreation Athletes	exempt R186(h)		
222	Spouses	required	exempt (C41)	
223	Coaches (NOC 5252) - full or part-time, professional or semi-professional			5.9
224	Canadian employer	required	exempt (C20)	
225	Foreign employer	exempt R186(h)	n/a	
226	Dog Handlers	exempt R186(h)	n/a	5.9
227	Guest sports instructors teaching weekend seminars	required	required	5.11
228	Horse-Racing: Jockeys, Agents, & Stable Personnel			
229	Canadian-based stables	required	required	
230	Foreign-based stables	exempt R186(h)		
231	Freelance jockeys working in western provinces only (BC, AB, SK, MB)	required	exempt (C11)	13.9
232	Officials: Referees, umpires, judges (NOC 5253)			5.14
233	international amateur sporting event	exempt R186(m)	n/a	
234	professional/semi-professional events (except NHL, NBA, MLB)	required	required	
235	Trainers (NOC 5252) and Sports Therapists			5.9
236	Canadian employer	required	exempt (C20)	
237	Foreign employer	exempt R186(h)	n/a	
238	Wrestlers (professional) (see Performing Arts)			
239	Spouses/Common-Law Partners of Skilled Workers	required	exempt (C41)	5.38A
240	Strike Situations			8.2
241	Students (also coming in for training or research)			OP 12
242	Atomic Energy of Canada Ltd.	required	exempt (C30)	5.37
243	CIDA (NOC 9999)	required	exempt (C30)	5.37
244	Destitute (NOC 9999)	required	exempt (H81)	5.42A
245	Employment integral part of course of study (Co-op Program)	required	exempt (C30)	5.37
246	Health Care Students: Clinical Clerkships	exempt R186(p)	n/a	5.17
247	Intern	required	required	
248	International Development Research Centre of Canada (IDRC)	required	exempt (C30)	5.37
249	International Experience Canada (IEC) (see International Experience Canada section for Special Program Codes)	required	exempt (C21)	5.34/App. E
250	National Research Council of Canada (NRC)	required	exempt (C30)	5.37



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251	Natural Sciences and Engineering Research Council	required	exempt (C30)	5.37
252	Off-Campus	required	exempt (C25)	OP 12
253	On-Campus	exempt R186(f)	n/a	OP 12
254	Post-graduate	required	exempt (C43)	OP 12
255	Spouses/Common Law Partners of International Students	required	exempt (C42)	5.38B
256	Teachers: Pre-school, Elementary & Secondary (see Professionals)			
257	Reciprocal Exchange Agreements	required	exempt (C22)	5.35
258	Temporary Resident Permit Holders			
259	Trainers & Trainees (see Business Visitors)	required	exempt (H82)	5.42B
260	Translation/Interpretation Personnel (See Business Visitors)			
261	USA Government Personnel	required	exempt (T11)	13.7
262	short-term entry	exempt R186(a)	n/a	
263	family members of USA Government Personnel	required	exempt (C20)	
264	Volunteers (part-time)	exempt (not 'work')		5.1



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Citizenship and
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