

## Info Sheet 6 Work Permits for Academics and Students

There are certain exemptions from the rule that HRSD confirmation is required before a work permit can be approved that apply to academics and students.

### Student Employment

#### Internship as part of Studies in Canada

HRSD confirmation exempt work permits can be issued to:

Foreign students, excluding medical interns and externs and resident physicians, (but not those in the field of veterinary medicine), whose intended employment forms an essential and integral part of their **course of study in Canada** (i.e. they are enrolled at a Canadian educational institution) and this employment has been certified as such by a responsible academic official of the training institution and where the employment practicum does not form more than 50% of the total program of study.

#### Student/Youth exchange programs

See our detailed information under [www.canada.de](http://www.canada.de)

#### Post-graduation employment

Students may accept education-related employment for a maximum period of one year following successful completion of their studies **in Canada**, without the need for HRSD confirmation.

Eligibility criteria:

The student must have graduated from a program at a post-secondary institution in Canada.

- ▶ Whether the student received a “degree”, a “diploma” or a “certificate” is not an issue. However, they must have completed and passed their course of study or program, and the full-time program of study must have been of a duration of at least 8 months.
- ▶ The student must still be in possession of a valid study permit upon application.
- ▶ The employment must be consistent with the recently completed course of study.
- ▶ The employment must commence within 90 days of issuance of notification from the institution [explained above].
- ▶ The student must not have been formerly issued a work permit under this exemption following any other course of study.

#### Self-funded researchers

Persons who are doing self-funded research (for example foreign students doing research in Canada for their diploma/thesis in their home country) may meet the definition of business visitor and thus, **be eligible to work without having to obtain a work permit**. There should be no displacement of Canadian or permanent resident workers, or employer-employee relationship. In addition, the individual or the Canadian institution must not receive remuneration for the research. These persons can enter Canada as visitors, see our detailed information on self-funded researchers under [www.canada.de](http://www.canada.de)

## **Academic Employment**

### **Guest lecturers**

Work permits exempt from HRSD confirmation may be issued to guest lecturers. They are defined as persons invited by a post-secondary institution to give a series of lectures and who occupy a temporary position of a non-continuing nature (which does not comprise a complete academic course) for a period of less than one academic term or semester.

### **Visiting Professors**

Visiting professors may be issued work permits without HRSD confirmation. They are people working for a period of not more than two academic years to take a position with a post secondary institution and who retain their position abroad.

### **Post-doctoral fellows and award recipients**

Post-doctoral fellows hold a doctorate degree (Ph.D.) or its equivalent. They would be appointed to a time-limited position granting a stipend or a salary to compensate for periods of teaching, advanced study and/or research. It is work designed to obtain the highest expertise possible in a particular discipline and candidates are chosen on the basis of academic excellence.

The applicant must have completed their doctorate and be working in a related field to that in which they earned their Ph.D. to be exempt from HRSD confirmation. The person must have graduated, but there is no restriction with regard to date of graduation. Note that physicians who are conducting post-graduate research, and who have no patient contact, may be included in this category.

### **Research award recipients paid by Canadian institutions**

Also eligible for an HRSD confirmation exempt work permit are holders of academic research awards involving work and remuneration by Canadian institutions where the award is granted strictly on the basis of academic excellence. The candidate must be the direct recipient of the award, i.e., the candidate must have significant role to play or value to add to a particular research project, and not just be a member of a research team (doing data collection or principally involved in the more mundane aspects of the research being conducted).

### **Research award recipients paid by foreign institutions**

Holders of academic research awards of a foreign country and invited by Canadian institutions to conduct their activities in Canada, but who are supported by their own country, are also eligible for an HRSD confirmation exempt work permit.

### **Canada Research Chair Program**

Persons accepted on a "Canada Research Chair" position do not require individual HRSD confirmation. Applicants should submit with their applications for a work permit a letter confirming their acceptance to a Canada Research Chair position, issued by SSHRC and in addition a letter from the university offering the position.