

IMMIGRATION LEVELS PLAN - UPDATES

October 10, 2025

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Work Permit - Types



LMIA Supported

This type of WP requires extensive advertising and recruitment and a submission to IRCC and ESDC to show that the employer has made every effort to try to find and hire a Cdn/CPR for the job

Immigration Levels Plan Updates



LMIA Exemptions

Defined set of eligibility criteria allowable for academia must be met to be exempt from the requirements of the LMIA process for a WP – i.e. C44 = PDS/PDSA, C43 = PGWP, C52 = Award /Scholarship Recipients

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WP Exemptions

Work that can be performed in Canada without the need for a WP. Duration and type of work is restricted for academia to 120 calendar days for research work only.



LMIA = Labour Market Impact Assessment

WP = Work Permits

IRCC = Immigration, Refugees & Citizenship Canada

ESDC = Employment & Social Development Canada

LMIA Supported = Temporary Foreign Worker Program (TFWP) work permits

LMIA Exempt = International Mobility Program (IMP) work permits

PDS/PDSA = Postdoctoral Scholars (funded by Waterloo) / Postdoctoral Scholar Associates (externally funded)

PGWP = Post-Graduation Work Permit

LMIA vs. LMIA Exempt vs. Work Permit Exempt

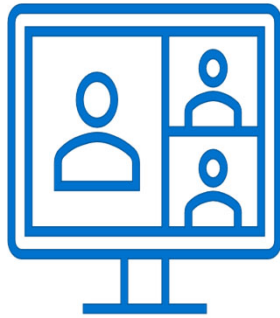
LMIA – done for faculty appts only; extensive advertising for position must be done along with bona fide recruitment & interview process

* Both are used to support the WP application

LMIA Exempt – for most visiting & research related and staff positions; categories of exemption are limited

Work Permit Exempt – used for visiting research positions only; period of visit is exact and limited with requirement to physically leave Canada after visit period ends

Updates as of November 2024



- LMIA's for "low-wage" occupations – refuse to process by ESDC & IRCC for all Census Metropolitan Areas (CMAs) where the unemployment rate is 6% or higher – Waterloo Region's rate is 7.5%⁺
- "Low-wage" occupations are now determined to be any occupation~ where the regional median wage offered is below the provincial / territorial median hourly wage plus 20%

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⁺ Employment Insurance Economic Region of Kitchener:

<https://srv129.services.gc.ca/eiregions/eng/kitchen.aspx>

~ "Occupation" is defined as the profession, not the position being offered

[^] Hire a TFW in a high-wage or low-wage position:

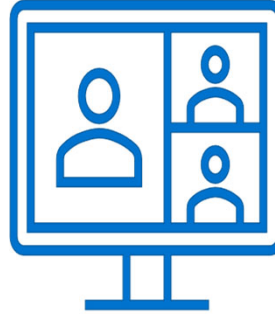
<https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage.html>

^{*} Wages in Kitchener-Waterloo-Barrie Region:

<https://www.jobbank.gc.ca/wagereport/location/geo27236>

Updates as of November 2024 - cont'd

- “High-wage” occupations are now determined to be any occupation~ where the regional median wage offered is above the provincial / territorial median hourly wage plus 20%
- Ontario median wage: \$36.00[^] + 20% = \$43.20/hr or \$78,624/yr – i.e. Research Associates regional median wage = \$35.00/hr or \$63,700/yr* is now deemed a “low-wage” occupation



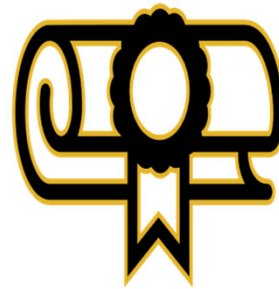
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* Wages in Kitchener-Waterloo-Barrie Region as of Nov. 2024:
<https://www.jobbank.gc.ca/wagereport/location/geo27236>

Updates as of November 2024 – cont'd

- New additional eligibility requirements when applying for PGWP for university graduates:
 - Must complete & meet a minimum CLB score of 7 in all 4 categories[^]
 - “Flagpoling” to apply for PGWP or any other type of WP no longer possible^{*}
 - Maximum total duration of PGWP issued is 3 years – no exceptions
 - Accompanying SOWP limited to “high-skilled” occupations with employment duration of 16+ months only[^]



[^] <https://www.canada.ca/en/immigration-refugees-citizenship/news/2024/09/strengthening-temporary-residence-programs-for-sustainable-volumes.html>

^{*} <https://www.canada.ca/en/immigration-refugees-citizenship/news/2024/06/canada-improves-fairness-for-applicants-by-ending-post-graduation-work-permit-flagpoling.html>

Updates as of November 2024 - cont'd



- Temporary Work Permit #s to be reduced to 5% of population by end of 2026*
- 2025 Worker #'s: reduction to 367,750 where only 285,750 will be allocated to the IMP WPs (LMIA exempt supported WPs) & 80,000 allocated to LMIA supported WPs
- As of July 1, 2025 – TFWs make up 7.3% of the population

Immigration Levels Plan Updates

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* <https://www.canada.ca/en/immigration-refugees-citizenship/news/2024/09/strengthening-temporary-residence-programs-for-sustainable-volumes.html>

* <https://www.cicnews.com/2024/10/breaking-canada-to-cut-immigration-by-20-in-2025-1047596.html#gs.h6rg5t>

Immigration.ca most recent data: Jan. to Oct. 2024 - TFWP issued 162,100 WPs, IMP issued 627,460 WPs

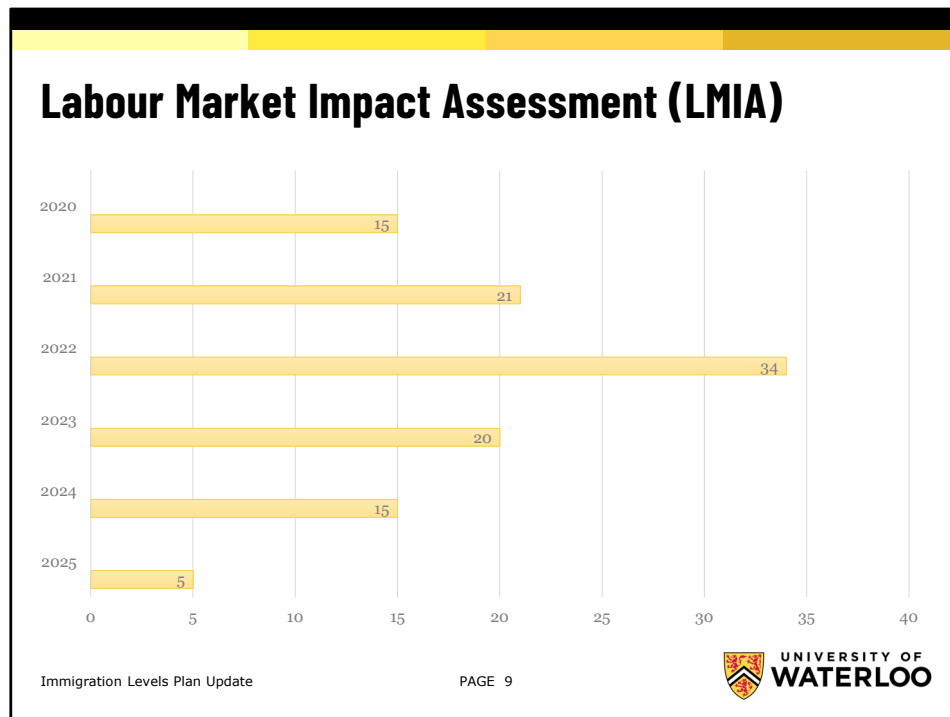
Waterloo, in 2024, applied for 18 TFWP (aka LMIA supported) WPs (15 w/ start dates of 2024 & 3 in 2025) & 326 IMP (LMIA exempt) WPs

Updates as of November 2024 - cont'd

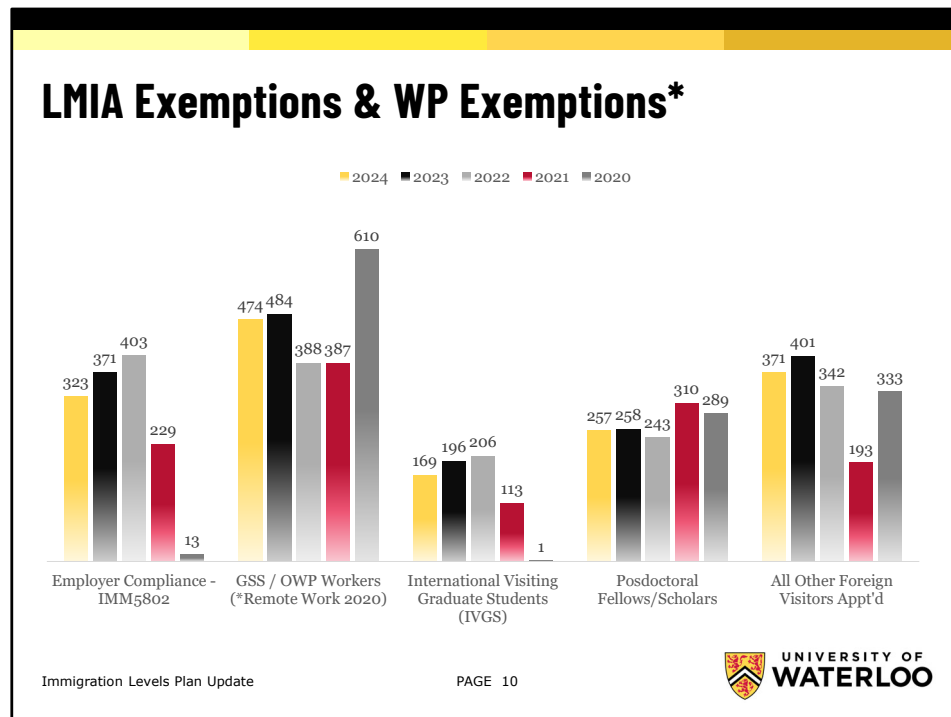
- 2026 Worker #'s: reduction to 210,700 where only 128,700 allocated to the IMP WPs (LMIA exempt supported WPs) & 82,000 for TFWP WPs (LMIA supported WPs)
- 2027 Worker #'s: increase to 237,700 where 128,700 allocated to the IMP WPs (LMIA exempt supported WPs) & 109,000 for TFWP WPs (LMIA supported WPs)



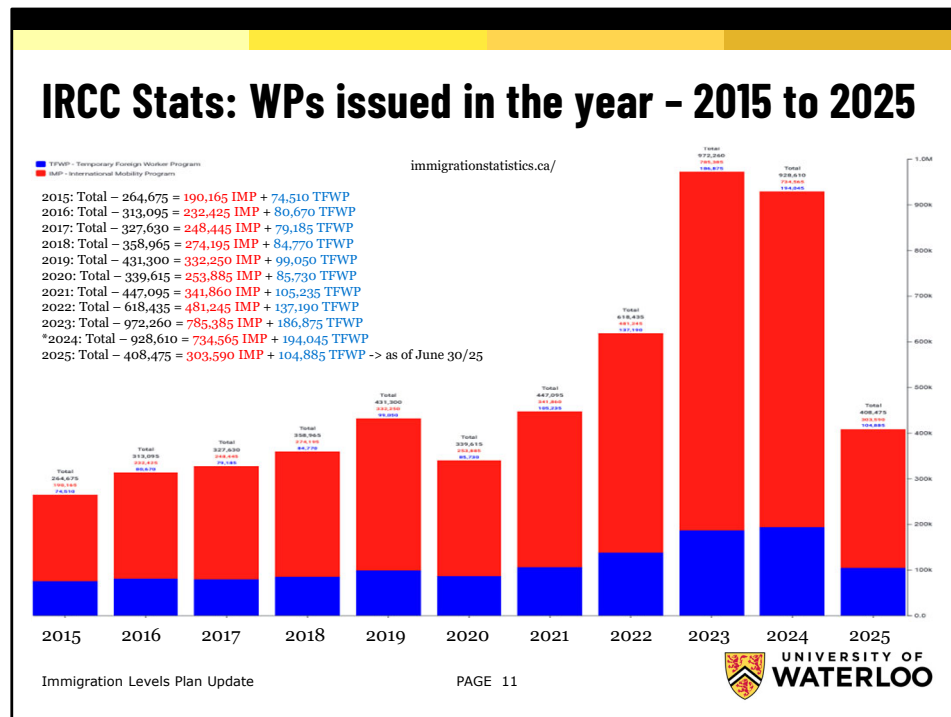
2026 – remaining 82,000 for LMIA supported WPs
2027 – remaining 109,000 for LMIA supported WPs



2025 – Out of the 5 LMIA's applied for, 2 were for re-appts – only 3 were for new faculty appts.

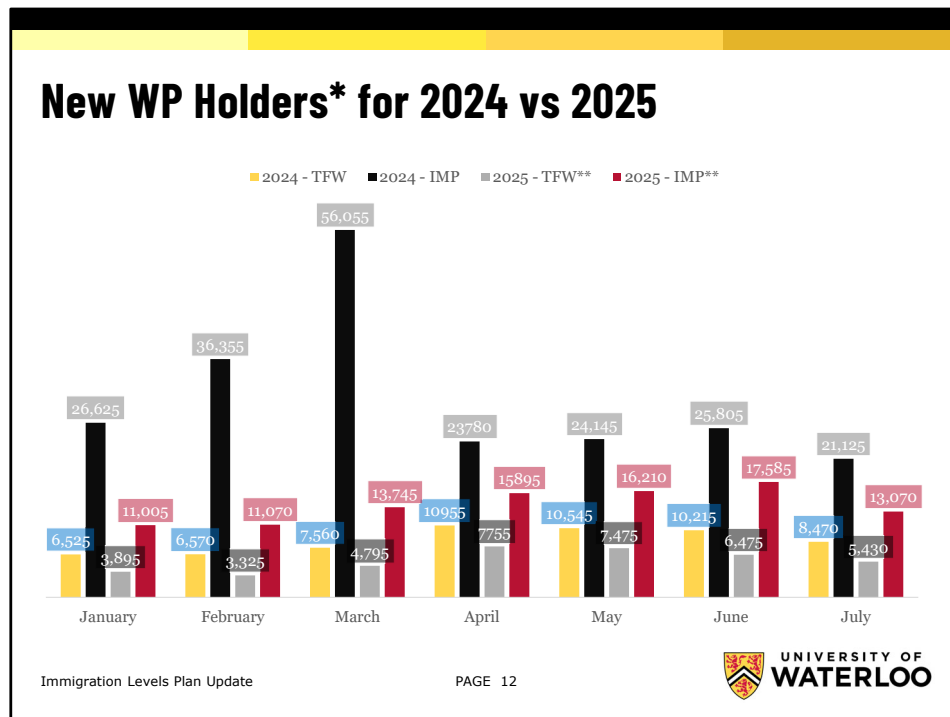


*Data gathered from IRCC's Annual Report: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/reports-statistics/statistics-open-data/immigration-stats/students-workers.html>



*StatsCan total number of WP holders in Canada as of 2024 shows 5,467,687 – a discrepancy of 4,529,077

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1710012101>



*Data gathered from IRCC Annual Report: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/reports-statistics/statistics-open-data/immigration-stats/students-workers.html>

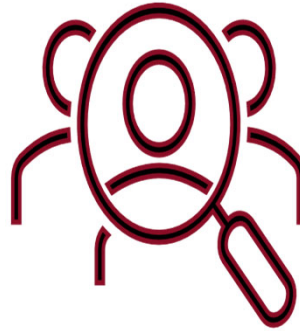
New WP Holders refers to those who applied anew outside Cda – does not consider new appls made from w/in Cda or at POEs – i.e. protected persons/refugee claimants, Temp Public Policy applicants, TRV exempt applicants

**Contributing factors for significant decline to TFWs & IMPs not just due to quota cap but to the loss of reputation of Canada as a welcoming country to work & settle in and to higher rates of application refusals.

2024	TFW	IMP
August	7,115	18,965
September	7,975	21,650
October	6,915	18,355
November	6,040	15,295
December	4,735	11,845

Updates as of November 2024 - cont'd

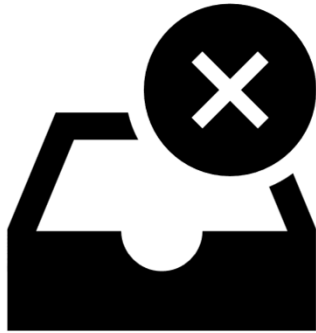
- Permanent Resident #s to be decreased over next 3 years*
 - from 485k in 2024 to 395k for 2025 where 124,680 allocated to federal high skilled economic immigration
 - 380k for 2026 where 123,230 are allocated to federal high skilled economic immigration
 - 365k for 2027 with 118,730 are allocated to federal high skilled economic immigration
 - (originally announced Nov. 2023 to be increased to 500k for both 2025 & 2026)



* <https://www.canada.ca/en/immigration-refugees-citizenship/news/2024/10/government-of-canada-reduces-immigration.html>

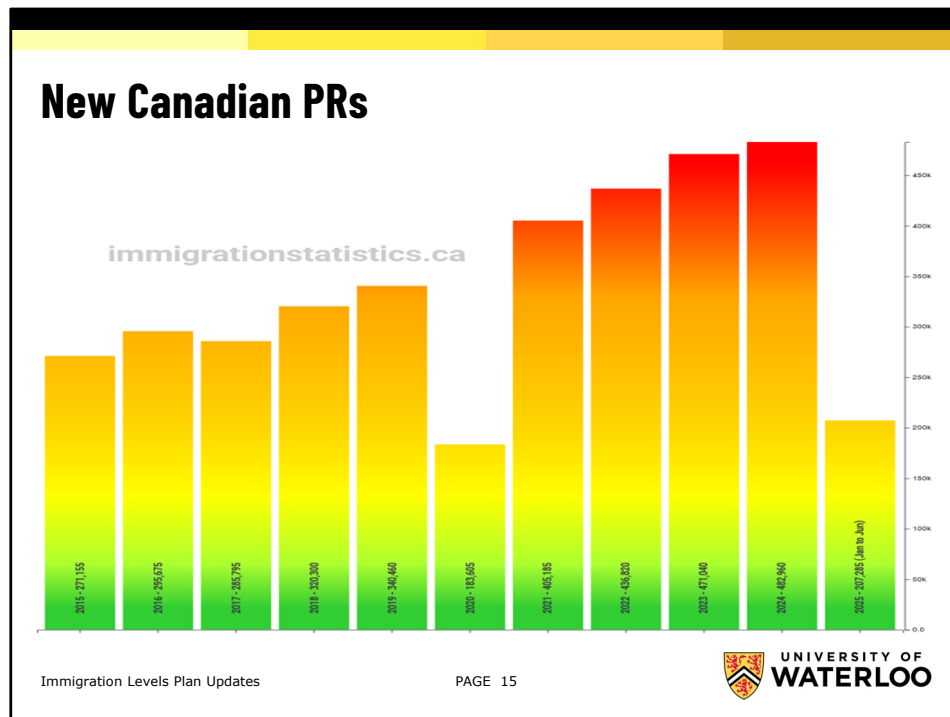
*<https://www.cicnews.com/2024/10/breaking-canada-to-cut-immigration-by-20-in-2025-1047596.html#gs.h6rg5t>

Updates as of Dec. 2024



- LMIA supported job offers will no longer receive CRS points under Express Entry*
- Arranged Employment CRS points can only be gained by way of completing 1 year full-time work experience in Canada
- Targeted ITAs for NOCs in Education section do NOT include 41200 & 41201

* <https://www.canada.ca/en/immigration-refugees-citizenship/news/2024/12/canada-takes-action-to-reduce-fraud-in-express-entry-system.html>



2015: 271,155
2016: 295,675
2017: 285,795
2018: 320,300
2019: 340,460
2020: 183,605
2021: 405,185
2022: 436,820
2023: 471,404
2024: 482,960
2025: 207,285 → as of June 30, 2025

In Summary



The 2025-2027 Immigration Levels Plan is a more controlled approach to foreign worker admissions, with significant changes to caps, stricter eligibility criteria and new limitations on spousal work permits.



LMIA's to be applied for only tenured or tenure-track faculty positions due to high-wage requirement*



International Mobility Program (IMP) WPs will be limited – quota to be shared amongst all employers throughout Canada ^~+



Fewer opportunities to be able to hire internationally with expectation of “guaranteed” immigration approval

* Faculty position offers made with a start date greater than 9 months should not be approved – have candidate re-apply in next year's round of recruitment

^ Consider looking at our newly graduated PhDs and/or PDS' (who have applied for & will receive PR) as potential new faculty hires

~ IVGS, visiting scholars/researchers/professors/scientists – do they really need to be here for more than 120 calendar days? What is their purpose for being here – to advance their own research (i.e. collaborative research project w/ PI here) or contribute to the University's research as a whole?

+visiting appts should not be used as a means to fill “labour gaps”

Websites of Interest



+ Employment Insurance Economic Region of Kitchener:

- <https://srv129.services.gc.ca/eiregions/eng/kitchen.aspx>

^ Hire a TFW in a high-wage or low-wage position:

- <https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage.html>

* Wages in Kitchener-Waterloo-Barrie Region:

- <https://www.jobbank.gc.ca/wagereport/location/geo27236>

Temporary Work Permit #s

- <https://www.cicnews.com/2024/10/breaking-canada-to-cut-immigration-by-20-in-2025-1047596.html#gs.h6rg5t>

Websites of Interest

On-campus Immigration Information:

- <https://uwaterloo.ca/legal-and-immigration-services/visa-and-immigration-support/information-employers>

Information for Foreign Visitors – including visiting students:

<https://uwaterloo.ca/legal-and-immigration-services/visitors-including-visiting-students-scholars-researchers>

IRCC Processing Times:

- <http://www.cic.gc.ca/english/information/times/index.asp>

IRCC TFWP Manual:

- <http://www.cic.gc.ca/english/hire/worker.asp>



Immigration Info Sessions 2025

- Immigration Levels Plan Update – October 10, 2025 – NH 3308 @ 1:30pm
- LMIA Exemptions – October 29, 2025 – NH 3308 @ 10am
- Work Permits & Work Permit Exemptions – November 12, 2025 - NH 3308 @ 10am
- LMIAs – Recruiting & Hiring – December 5, 2025 – NH 3308 @ 10am

Recording of today's Information Session: Immigration Levels Plan Update will be available here: <https://uwaterloo.ca/legal-and-immigration-services/visa-and-immigration-support>

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