

PERMANENT RESIDENCY FAQ – POSTDOCTORAL ASSOCIATES

What is the NOC code for Post-Doctoral appointments?

NOC 4011. Please review the [IRCC](#) website for more details.

In particular:

“Occupational code

For post-doctoral fellows who are employed by a Canadian university or educational institution, the NOC code should be 4011.”

We strongly advise Postdocs applying for Permanent Residence to include a cover letter explaining that NOC 4011 is the correct NOC for Post-Doctoral appointments as explained on IRCC’s own website. Also include a print screen of IRCC’s webpage indicating this information and the link to the webpage (link above).

Can my Post-Doc appointment be extended?

The ability to extend your post-doc appointment is dependent upon your PI (supervisor) and the post-doc office. Please connect with your supervisor directly to enquire about the possibilities of extending your post-doc appointment.

How do I get an Employment Verification Letter from UCalgary for my PR application?

[Please submit a form](#). This Employment Verification Letter contains a summary of position(s) held at the University of Calgary, with the following information for each position:

- Position/Title
- Department/Faculty
- National Occupational Classification (NOC) Code
- Position Type (Regular/Temporary and Full or Part-time)
- Employment Dates (start date and end date for each employment record, when applicable)
- Standard Hours of Work per Week
- Salary (stated in Annual/Semi-Monthly/Hourly Rate depending the appointment)
- Group Benefit Eligibility

For confirmation of your duties and responsibilities you must contact your manager or supervisor directly and ask them for a support letter.

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Can HR Immigration offer me PR support?

Unfortunately, our HR Immigration team does not have the capacity to support limited term/temporary employment positions, such as post-docs. We have included basic information about the PR process below, to supplement the slide deck from IRCC .

Will my experience as a Post-Doc count as Canadian work experience for the purpose of Permanent Residence?

As described below, there are three (3) types of Postdoctoral scholar appointments at the University of Calgary and even though we assign different names to those appointments, they all fall under NOC 4011.

Please note that **only** the Immigration Officer assessing your Permanent Residence application will be able to make a final decision if your work experience under any of the appointments described below will be considered as ‘Canadian work experience’.

<p><u>Postdoctoral Associate</u></p>	<ul style="list-style-type: none"> ✓ An employee who receives funding through a supervising faculty member’s grant, a University grant, some external postdoctoral fellowships (e.g. Alberta Innovates, Mitacs, etc.), or an endowment/donation administered by the University. ✓ The salary is subject to deductions for statutory benefits such as Canadian Pension Plan (CPP), Employment Insurance (EI) and income tax from each semi-monthly pay. At the end of the tax year, a T4 slip will be issued to the Postdoctoral Associate. ✓ Postdoctoral associates receive employer-paid benefits (“Plan C Benefits”)
<p><u>Postdoctoral Fellowship Holder</u></p>	<ul style="list-style-type: none"> ✓ An individual who is awarded a fellowship from an external granting agency following a competitive process. ✓ The University administers funds on behalf of the granting agency. These individuals do not have an employment relationship with the University. The stipend (fellowship earnings) is not subject to CPP and EI deductions. The fellowship earnings are considered income for Canada Revenue Agency (CRA) purposes, but the University does not deduct income tax from each semi-monthly paycheque. At the end of the tax year, University payroll will issue a T4A slip to the Postdoctoral Fellowship Holder. ✓ Postdoctoral Fellowship Holders are not eligible for Plan C Benefits. Insurance can be purchased through an insurance broker and the supervisor has the option to reimburse the Postdoctoral Fellowship Holder.

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<p><u>Guest Postdoctoral Scholar</u></p>	<ul style="list-style-type: none"> ✓ An individual who is awarded a fellowship from an external granting agency following a competitive process. The University does not administer funds on behalf of the granting agency. ✓ These individuals do not have an employment relationship with the University. The stipend (fellowship earnings) is not subject to CPP or EI deductions. The fellowship earnings are considered income for CRA purposes, but the granting agency does not deduct income tax at source. At the end of the tax year, the granting agency will issue a T4A slip to the Guest Postdoctoral Scholar. ✓ Guest Postdoctoral Scholars are not eligible for Plan C Benefits. Insurance can be purchased through an insurance broker and the supervisor has the option to reimburse the Guest Postdoctoral Scholar.
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Express Entry System

In order to be Invited to Apply (ITA) under the Express Entry system, you must meet the eligibility requirements under the Federal Skilled Worker and/or Canadian Experience Class category **AND** have a minimum of around 450-470 under the Comprehensive Ranking System (CRS).

<p><u>Federal Skilled Worker category requirements</u></p>	<p>To be eligible under the Federal Skilled Worker category, you must meet the minimum requirements and also make sure you can obtain a minimum of 67 out of 100 points based on the selection criteria below:</p> <ul style="list-style-type: none"> ▪ Minimum requirements ▪ Selection criteria
<p><u>Canadian Experience Class category requirements</u></p>	<p>To be eligible under the Canadian Experience Class category, you have to meet these minimum requirements</p>
<p><u>Comprehensive Ranking System (CRS)</u></p>	<p>To see what your potential CRS points would be, we would encourage you to utilize the CRS calculator tool</p> <p>The CRS cut-off score is established by Immigration, Refugees and Citizenship Canada (IRCC) and it varies in each invitation round. Please find information about previous rounds below.</p> <ul style="list-style-type: none"> ▪ Current invitation round ▪ Previous invitation rounds

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Alberta Immigrant Nominee Program (AINP)

Alberta Opportunity Stream (AOS)

The AINP is a Provincial program for Permanent Residence and you can find details about the Alberta Opportunity Stream (AOS)'s requirements in this link: <https://www.alberta.ca/ainp-selection-criteria.aspx>

Please note that at this point (May 2020), individuals that hold a work permit based on the Postdoc LMIA exemption C44 do NOT qualify under the AINP, Alberta Opportunity Stream.

Please note that this stream is not part of the Express Entry system and the application must be mailed directly to the AINP.

Alberta Express Entry stream

The AINP also has an 'Express Entry' stream but please note that individuals **cannot** apply under this stream unless their Online Profile in the Express Entry system is chosen.

If you have an Online Profile in the Express Entry system, you will know if you are chosen by the AINP, Express Entry stream when you receive a Letter of interest in your online account under 'messages'.

If your Online Profile is chosen and you meet the AINP, Express Entry stream requirements, the AINP will issue a Nominee Certificate through your online account (under 'messages') and once you accept it, you will be granted 600 points. You will then be required to submit your Permanent Residence application through the Express Entry online system once you receive an Invitation to Apply.

When are Postdocs granted points for Arranged employment (valid Job Offer) under the Express Entry system?

<i>Individuals that hold a LMIA-exempt work permit under C44</i>	
Postdocs that hold a work permit based on LMIA-exemption C44 will only be granted Arranged employment points IF:	<ul style="list-style-type: none"> ✓ They hold a Job Offer that is valid for at least one (1) year after the Permanent Residence application is approved (keep in mind that processing time under the Express Entry system is 6 months for 80% of the applications), AND ✓ They have worked for the same employer listed on their work permit and on the Job Offer for at least one (1) year

Individuals that hold an Open Work Permit including a Post-graduation work permit

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| <ul style="list-style-type: none">✓ Open work permit holders will NOT be granted Arranged employment points even if they have a Job Offer that is valid for at least 1 year after the Permanent Residence application is approved.✓ Please note that UCalgary does not apply for LMIA's to support Permanent Residence applications. |
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Additional Resources

We would also encourage you to look into the various community resources that are in Calgary, some of which offer PR advising services (under [Immigrant Serving Agencies](#)):

Finally, if you were hoping to hire a representative to complete the application for you:

- Immigration Consultants of Canada Regulatory Council's [website](#)
- Law Society of Alberta's [website](#)