



Hiring International Students: An FAQ Review for Employers

This information is current as of **January 16, 2024**. For the most up to date information, please refer to the [IRCC website](#) directly or consult the IRCC Contact Centre at 1-888-242-2100 to confirm or clarify immigration-related information and requirements.

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Disclaimer



Before starting studies at NBCC

No, an international student can only start working in Canada once their program of study has started. They cannot start working in Canada before they have started their studies.

Resource link: [Work off campus as an international student - Canada.ca](https://www.canada.ca/en/immigration-refugee-protection/services/working-in-canada/work-off-campus-as-an-international-student.html)

To [apply for a SIN to work off campus](#), a student must have one (1) of these conditions printed on their study permit:

May work 20 hours per week off campus or full-time during regular breaks if meeting criteria outlined in [paragraph 186\(v\)](#) of the Immigration and Refugee Protection Regulations.

May accept employment on or off campus if meeting eligibility criteria, per [paragraph R186\(f\), \(v\) or \(w\)](#) and must cease working if no longer meeting these criteria.

Resource link: [Work off campus as an international student - Canada.ca](https://www.canada.ca/en/immigration-refugee-protection/services/working-in-canada/work-off-campus-as-an-international-student.html)



While at NBCC

To work in Canada, an international student must have a statement on their study permit that indicates they may accept employment on or off campus if meeting eligibility criteria, per [paragraph R186\(f\), \(v\) or \(w\)](#) and must cease working if no longer meeting these criteria.

If a student does not have that statement: they will need to submit a request for an [amendment](#) of their study permit. The [processing times](#) for an amendment are approximately one month, but can take longer. A student may benefit from urgent processing if they have a pending job offer.

If a student has that statement: they will also need to meet the following criteria:

- be a full-time student with a valid study permit
- be enrolled at a [designated learning institution \(DLI\)](#) at the post-secondary level; and
- be studying in a program that:
 - o is academic, vocational or professional training
 - o leads to a degree, diploma or certificate
 - o is at least 6 months long.

Resource link: [Do you need a work permit to work in Canada? - Canada.ca](#)

NEW Temporary policy in effect from November 15, 2022 ~~April 30, 2024~~
Immigration, Refugees and Citizenship Canada [announced](#)



A: The numbers of hours that a student can work varies depending on whether it is during regular school terms or scheduled breaks, and if the work is off-campus or on-campus.

Off-campus work: During regular school terms, an international student is able to work up to 20 hours per week. They are able to work more than one (1) job to make up these hours as long as they continue to meet the conditions of their study permit. They are able to work full-time during scheduled breaks (see question below). Working more than 20 hours per week off-campus is a violation of study permit conditions and could impact future immigration applications.

On-campus work: During regular school terms and scheduled breaks, an international student can work as many hours as available, in addition to working off campus, as long as they continue to meet the [eligibility requirements for working on campus](#).

NEW Temporary policy in effect from November 15, 2022 ~~April 30, 2024~~

Immigration, Refugees and Citizenship Canada [announced](#) that from November 15, 2022 until December 31, 2023, international students who are in Canada and who have [off-campus work authorization on their study permit](#) will not be restricted by the 20-hour-per-week rule. However, there are many important eligibility criteria that you need to be aware of, including that you must be [studying full-time](#) (ie. the hours worked cannot interfere with your scheduled NBCC classes; students must have full-time student status to remain eligible).

On December 7, 2023, Immigration, Refugees and Citizenship Canada (IRCC) announced that it had extended this temporary policy to April 30, 2024. You can see the details here: [Revised requirements to better protect international students - Canada.ca](#).

You can see more details on the criteria here: [Work off campus as an international student - Canada.ca](#).

Resource link:

[Work off campus as an international student - Canada.ca](#)

[Work on campus - Canada.ca](#)



Resource link: [Work off campus as an international student - Canada.ca](https://www.nbcc.ca/work-off-campus-as-an-international-student)

A: Yes, an international will require a *co-op or intern work permit* to complete any work that is a required component of their program of study. A student may have been issued this document when they entered Canada or may need to apply for it from inside Canada.

The co-op or intern work permit will allow a student to complete a practicum/internship with full-time hours and it can be paid or unpaid. NBCC hosts webinars every term on this requirement. Students can learn more by emailing international@nbcc.ca.

Resource link: [Work as a co-op student or intern - Canada.ca](https://www.nbcc.ca/work-as-a-co-op-student-or-intern)



After Graduation

A:

