



2025 Edition

GUIDE TO RECRUITING QUALIFIED INTERNATIONAL WORKERS WHO ARE FRENCH-SPEAKING AND BILINGUAL

SIMPLIFIED TOOL FOR CANADIAN EMPLOYERS

RDÉE
Canada

Financé par :

Funded by:



Immigration, Réfugiés
et Citoyenneté Canada

Immigration, Refugees
and Citizenship Canada



NOTE TO READERS



The Réseau de développement économique et d'employabilité (RDÉE Canada) brings together 12 provincial and territorial organisations across Canada, except Quebec. These organizations serve as gateways to facilitate employability and doing business in French in the country's Francophone and Acadian communities. Together, they offer the expertise and resources needed to support businesses before, during, and after the professional integration of newcomers.

This document was prepared by RDÉE Canada for informational purposes only and has no official value. It is based on information available in August 2025.

Its purpose is to provide Canadian employers with clear and practical answers for recruiting skilled, French-speaking and bilingual international workers outside Quebec and to promote their successful integration into Canada's French-speaking and Acadian communities. For any immigration procedures, please consult the [Immigration, Refugees and Citizenship Canada](https://www.ircc.ca) (IRCC) website or an authorized representative for professional advice.

FOR INFORMATION ON THE GOVERNMENT OF CANADA PROGRAMS

Telephone: 1-800-O-Canada (1-800-622-6232)

TTY: 1-800-926-9105

USEFUL LINKS

- Immigration, Refugees and Citizenship Canada (IRCC): www.ircc.canada.ca
- Employment and Social Development Canada (ESDC): www.canada.ca/en/employment-social-development
- Government of Canada: www.canada.ca
- Service Canada : www.servicecanada.ca
- Canada Border Services Agency (CBSA): www.cbsa-asfc.gc.ca

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RDÉE Canada

August 2025

WHY RECRUIT FRENCH SPEAKERS?



Address
labour
shortages



Access a
global pool of
bilingual talent



Support the vitality
of French-speaking
communities



Improve diversity
and inclusion in
your organization

YOUR RECRUITMENT OPTIONS:

TEMPORARY:

Francophone Mobility,
International
Experience Canada,
other temporary
permits

PERMANENT:

Express Entry,
PNPs, AIP,
pilot programs

SUPPORT:

RDÉE Canada
and its provincial
and territorial
members



FRANCOPHONE AND ACADIAN COMMUNITIES IN CANADA: AN ASSET FOR RECRUITMENT

According to Statistics Canada's 2021 census, just over 10.7 million people in Canada speak French, including more than 2.7 million outside Quebec. These communities, present in all provinces and territories, constitute a unique network for welcoming and integrating newcomers.

There are more than 430,000 French-speaking businesses across the country, many of which are located in Francophone and Acadian minority communities. For employers, this means:

- An environment conducive to the integration of new French-speaking talent, thanks to existing community services, organizations and networks.
- Opportunities for economic and commercial partnerships with businesses that share the same language and often the same cultural codes.
- A lever of attractiveness for candidates seeking a living and working environment where French is valued.

By relying on these communities, you increase your chances of attracting and retaining international workers while strengthening the local economy.





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PART 1: BETTER UNDERSTANDING OF THE RECRUITMENT PROCESS

QUICK ACCESS TO DIVERSE AND QUALIFIED EXPERTISE

Recruiting qualified, diverse French-speaking and bilingual talent has never been easier!

RDÉE Canada, with its twelve provincial and territorial members, is your privileged link for connecting your business with immigrant candidates and Francophone and Acadian communities.



ARE YOU LOOKING FOR A QUALIFIED CANDIDATE?

Follow these simple first steps:



1.

Clearly define the position to be filled and the essential skills required.



2.

Check whether the position can be filled locally by a Canadian citizen or permanent resident.



3.

Contact the provincial or territorial organization that is a member of RDÉE Canada, which can assist you throughout the international recruitment process.



IMMIGRATION: A STRATEGIC DRIVER FOR YOUR BUSINESS AND CANADA

Immigration plays a vital role in Canada's economic, social and cultural growth.

With an ageing population, the ratio of workers to retirees has fallen from 7 to 1 in 1975 to a projected 2 to 1 by 2035; immigration now accounts for almost all of the growth in the labour force. It will remain the main demographic driver until 2032.

Despite some slowdown in the labour market, economic immigration remains a priority for the Canadian government. It is essential to address persistent labour shortages, exacerbated by an ageing population and declining fertility rates, which are particularly critical issues in sectors such as healthcare, where one in four workers is now an immigrant.

WHAT IF YOU CAN'T FIND CANDIDATES IN CANADA?

Recruiting internationally trained workers (ITWs) can be a strategic solution, particularly through federal, provincial, and territorial immigration programs.

RDÉE Canada member organizations are your preferred partners for identifying the program best suited to your needs and facilitating the recruitment of qualified French-speaking and bilingual talent to support the growth of your business and your projects.



SERVICE CANADA'S JOB BANK

Did you know?

The Job Bank is a bilingual service offered to Canadian employers. It connects you with international workers and provides you with tools and resources to find, hire and retain the talent you need.

This service also helps promote diversity and inclusion in the workplace by supporting the integration of newcomers to Canada.

By posting your job offers on the federal Job Bank website, you can recruit foreign candidates who are outside the country.



TYPES OF VISAS ET WORK PERMITS

When hiring an international worker, it is essential to verify their status in Canada and the type of visa or work permit they have (or will need to obtain).

If the candidate is a permanent resident of Canada

A candidate who has immigrated to Canada permanently has permanent resident status. This status entitles them to work for any employer, without restrictions related to the employer, place of work, duration or type of activity.

They will need to provide you with:

- a permanent resident (PR) card or their PR confirmation letter issued by Immigration, Refugees and Citizenship Canada (IRCC); and
- a social insurance number (SIN) issued by Service Canada.

If the candidate holds a temporary work permit

Most foreign workers must obtain:

- a temporary resident visa (TRV) or an electronic travel authorization (eTA) (to enter Canada); and
- a temporary work permit (to work).

The temporary foreign worker (TFW) will present you with:

- a work permit issued by IRCC; and
- a SIN.

There are two types of temporary work permits:

- **An employer-specific work permit (known as a "closed" permit):** this specifies the conditions of employment and indicates the name of the employer, the place of work, the type of employment and the duration of the permit.
- **An open work permit:** this allows the holder to work for any employer in Canada, subject to certain exceptions provided for in the regulations in force.



Please note:

- In some cases, the employer must obtain a positive Labour Market Impact Assessment (LMIA) before the worker can apply for a work permit.
- In other cases, the job offer may be exempt from the LMIA requirement, particularly under specific economic immigration programs.



LABOUR MARKET IMPACT ASSESSMENT (LMIA)

- An LMIA is a document that employers in Canada must usually obtain before hiring a foreign worker in a specific occupation.
- The employer must submit an LMIA application to Employment and Social Development Canada (ESDC) to determine whether they are hiring a foreign worker to fill a labour or skills shortage temporarily.
- The employer must obtain a positive LMIA confirming that no Canadian citizen or permanent resident of Canada is likely to perform the work.



IF THE CANDIDATE IS EXEMPT FROM A WORK PERMIT

In certain specific situations, a foreign worker may be exempt from the requirement to obtain a work permit to work in Canada. These exemptions are limited and meet particular criteria.

Tip:

- Consult the IRCC website or contact an authorized immigration representative to confirm whether the exemption applies.

IF THE APPLICANT IS AN INTERNATIONAL STUDENT IN CANADA OR A RECENT GRADUATE OF A CANADIAN INSTITUTION

International students contribute to Canada's social, cultural and economic diversity.

IRCC has implemented reforms to the International Student Program to strengthen the integrity of the system.

Depending on their situation, international students will present you with a SIN accompanied by one of the following documents issued by IRCC:

Study permit:

Most study permits allow international students to work without a work permit, under certain conditions:

- On campus, full-time, from the start of the program;
- Off campus, up to 24 hours per week during regular, full-time study sessions and holidays.

This work authorization is indicated directly on the study permit. It is therefore essential for employers to check the conditions.

Launched in 2024 outside Quebec, the Francophone Minority Communities Student Pilot (FMCSP), whose first university intakes took place in 2025, contributes to the decentralization of talent outside major urban centres and encourages them to put down roots through a dedicated pathway to permanent residence.

Co-op work permit:

A co-op work permit is required for students to undertake a work placement related to their study program.

Post-graduation work permit (PGWP):

Granted after graduation, this PGWP allows international students to remain in Canada to work.

This permit is:

- Open, meaning it is valid for any employer in Canada (subject to conditions);
- Valid for up to three years, depending on the length of studies completed.

An employer can therefore hire an international graduate without having to obtain a Labour Market Impact Assessment (LMIA), which simplifies the recruitment process.

To summarise:

TYPE OF CANDIDATE STATUS	DOCUMENTS TO BE VERIFIED BY THE EMPLOYER	ADVANTAGES/IMPLICATIONS
Permanent resident	<ul style="list-style-type: none"> • PR card or PR confirmation letter • SIN 	<ul style="list-style-type: none"> • No employment restrictions • May work for any employer
Closed work permit holder	<ul style="list-style-type: none"> • Closed work permit (employer name, location, duration) • SIN 	<ul style="list-style-type: none"> • Work limited to the employer indicated on the permit • LMIA may be required
Open work permit holder	<ul style="list-style-type: none"> • Open work permit • SIN 	<ul style="list-style-type: none"> • Free to work for any employer, subject to conditions • No LMIA required
Exempt from work permit	<ul style="list-style-type: none"> • Official confirmation of exemption via IRCC • SIN 	<ul style="list-style-type: none"> • No permit application required
International student - Study permit	<ul style="list-style-type: none"> • Study permit with work authorization • SIN 	<ul style="list-style-type: none"> • May work on or off campus under certain conditions • No LMIA required
International student - Co-op permit	<ul style="list-style-type: none"> • Co-op work permit • SIN 	<ul style="list-style-type: none"> • Internship related to the study program • No LMIA required
International graduate - PGWP	<ul style="list-style-type: none"> • Post-graduation work permit (PGWP) • SIN 	<ul style="list-style-type: none"> • No LMIA required • Valid for up to 3 years • Very flexible

National Occupational Classification (NOC)

The NOC is the official reference used to describe, organize and classify occupations in Canada. It is essential in several immigration programs to determine whether a job meets the eligibility criteria.

Important information about the NOC

- Identify the NOC code that most accurately corresponds to the occupation in question.
- Verify that the duties and responsibilities listed in your job offer correspond to the requirements described in the NOC.

What has changed since November 2022

The 2021 version of the NOC, developed jointly by Employment and Social Development Canada (ESDC) and Statistics Canada, came into effect on 16 November 2022. It replaced the 2016 version, which was based on skill levels (0, A, B, C, D) and a four-digit code.

Key updates:

- Classification based on the TEER model (Training, Education, Experience, and Responsibilities);
- Six levels of education and experience required (from 0 to 5);
- A five-digit code for each occupation.

WHAT IS A “HIGHLY SKILLED” JOB?

In the context of economic immigration, a job is considered ‘highly skilled’ if it corresponds to TEER categories 0, 1, 2 or 3. These categories provide access to several immigration programs.

TEER LEVELS IN THE NOC 2021

For immigration purposes, the six TEER categories (Training, Education, Experience, Responsibilities) are used to classify occupations in the NOC 2021. The second digit of the five-digit NOC code indicates the corresponding TEER category.

Here is an overview of each of the TEER categories, with examples:

TEER CATEGORY	TYPE OF EMPLOYMENT	EXAMPLE(S) OF OCCUPATION
0	Management occupations	10010 – Financial managers
1	Occupations usually require a university degree	31301 – Registered nurses
2	Occupations usually require a college diploma (2-3 years) or apprenticeship training (≥ 2 years) or supervisory occupations	62200 – Chefs; 32124 – Pharmacy technicians
3	Occupations usually require a college diploma (< 2 years) or apprenticeship training (< 2 years) or > 6 months of on-the-job training	73300 – Truck drivers
4	Occupations usually require a secondary school diploma or several weeks of on-the-job training	94141 – Industrial butchers
5	Occupations usually require short term demonstration and no formal education	75110 – Construction trades helpers and labourers

THE INTERNATIONAL FRANCOPHONIE: A WORLD OF SKILLS WITHIN YOUR REACH

Opening up to the international Francophonie means tapping into a global pool of qualified talent and offering them temporary or permanent employment opportunities in Canada.

When your workforce needs can't be met locally, several federal programs and specialized streams make it easy for you to recruit international Francophone and bilingual workers, regardless of their country of origin.

Among these options:

- **The Francophone Mobility Stream**, which allows for simplified temporary recruitment without the need for a Labour Market Impact Assessment (LMIA);
- **The Express Entry system**, supports the permanent recruitment of highly qualified skilled workers.

These programs offer a strategic opportunity to bring skilled professionals into your teams, while also contributing to the vitality of Francophone and Acadian communities outside Quebec.



WHO IS CONSIDERED A FRANCOPHONE?

When it comes to immigration, the Government of Canada prefers the term “French-speaking candidates” rather than ‘Francophones’ to reflect the diversity of linguistic profiles and avoid an overly restrictive definition.

Four important points to remember:

- French does not need to be the first official language in which the person can express themselves;
- French does not have to be the official language of the country of origin;
- French does not have to be the working language of the hiring company;
- However, the candidate must demonstrate a level of linguistic proficiency in French that meets the requirements of the immigration program in question.

When proof is required, only the following tests are recognized by IRCC:

- TEF Canada – *Test d'évaluation de français*;
- TCF Canada – *Test de connaissance du français pour le Canada*.

These tests assess Canadian Language Benchmarks (CLBs), which are used as eligibility criteria in several immigration programs.

EXAMPLES OF FRANCOPHONE COUNTRIES AND TERRITORIES AROUND THE WORLD

The Francophonie extends far beyond the countries where French is the official language. Its members include nations and territories such as: Algeria, Belgium, Benin, Burkina Faso, Burundi, Cameroon, Comoros, Côte d'Ivoire, Djibouti, Dominica, France, Gabon, Guadeloupe, Guinea, Equatorial Guinea, French Guiana, Haiti, Jersey, Luxembourg, Madagascar, Mali, Morocco, Martinique, Mauritius, Mayotte, Monaco, New Caledonia, Niger, French Polynesia, Central African Republic, Republic of the Congo, Democratic Republic of the Congo, Réunion, Rwanda, Saint Barthélemy, Saint Lucia, Saint Martin, Saint Pierre and Miquelon, Senegal, Seychelles, Switzerland, Chad, Togo, Tunisia, Aosta Valley, Vanuatu, Wallis and Futuna.

But it is essential not to limit yourself to these countries. Many French-speaking people live in countries where French does not have official status but is used as a language of education, communication or business.

There are dynamic French-speaking communities in countries such as Vietnam, India, Brazil, Mexico and many others.

These talents represent a valuable resource for the Canadian labour market. The international Francophonie is rich and diverse, and it is a strategic asset for diversifying and strengthening skills within your company.

Note: Discover the [different pools of French-speaking foreign workers](#) around the world.



FRANCOPHONE RECRUITMENT: TEMPORARY OR PERMANENT, THE CHOICE IS YOURS

Depending on your skilled labour needs, there are two main options available to you:

- Hire temporary French-speaking international workers under a simplified framework, or
- Take a long-term approach by supporting their permanent immigration to Canada.

STREAMLINED PROCESS: TEMPORARY RECRUITMENT OF INTERNATIONAL FRANCOPHONE WORKERS

As a general rule, hiring a temporary foreign worker requires a positive Labour Market Impact Assessment (LMIA) issued by Employment and Social Development Canada (ESDC).

However, for French-speaking workers, there are certain situations where recruitment is possible without an LMIA. Whether or not an LMIA is required depends on the immigration program applicable to your situation:

- Temporary Foreign Worker Program (TFWP):
 - LMIA required.
 - This program aims to address specific labour or skill shortages.
- International Mobility Program (IMP):
 - LMIA not required when hiring provides a significant benefit to Canada, as in the case of the Francophone Mobility Stream.

Support from IRCC's International Mobility Workers Unit (IMWU):

An IMWU can help you determine whether:

- Your job offer is eligible for an LMIA exemption.
- The candidate is exempt from a work permit (in exceptional cases).

To request an opinion from an IMWU, the worker must be outside Canada and be a national of a visa-exempt country.

Why avoid the LMIA when possible?

Applying for an LMIA can be a lengthy, costly and administrative process (see the LMIA fact sheet in the Appendix).

The Government of Canada has therefore put in place simplified measures to encourage the recruitment of qualified Francophones, in particular through:

- LMIA exemptions in certain sections of the IMP;
- Fast-track processing of applications.

Francophone Mobility Stream: flagship option

Since 2016, the Francophone Mobility Stream of the International Mobility Program (IMP) has allowed employers to recruit Francophone and bilingual workers without an LMIA.

Before June 15, 2023, only candidates with a French language proficiency level equal to or higher than CLB 7 in all four language skills, and who had an offer outside Quebec in TEER categories 0, 1, 2, or 3, were eligible for the Francophone Mobility Stream.

Since June 15, 2023, the Government of Canada has expanded the Francophone Mobility stream to all NOC 2021 occupations in TEER categories 0 to 5, except primary agricultural occupations, classified as TEER 4 and 5.

Important: This expansion may be modified or suspended by the government at any time.

Foreign workers must:

- Demonstrate a level of French equal to or higher than CLB 5 in speaking and listening;
- Apply for a job located in a province or territory other than Quebec;
- Have a valid job offer (excluding primary agricultural occupations in TEER categories 4 and 5).

The work permit issued is closed and tied to a specific employer.

Refer to the detailed description of the Francophone Mobility Stream in the Appendix for additional information.



“Francophone immigration plays a crucial role in growing the Canadian economy, in promoting the vitality of Francophone minority communities and in meeting labour needs across the country.”

Immigration, Refugees and Citizenship Canada (IRCC) news release, 20 March 2025



International Experience Canada (IEC)

The IEC program offers young people aged 18 to 35 the opportunity to gain personal and professional experience in Canada, thanks to bilateral agreements signed between Canada and some 30 countries and territories, including France, Belgium, Luxembourg and Switzerland.

This program covers three categories of work permits:

- **Working Holiday:** Open work permit, allowing the holder to work for any employer in Canada in most sectors.
- **Young Professionals:** Closed work permit, linked to a specific employer in the context of a job that contributes to the participant's professional development.
- **International Co-op:** Intended for students enrolled in a post-secondary institution, this closed work permit allows them to complete a mandatory internship related to their field of study.

Advantage:

- The EIC program is part of the International Mobility Program (IMP). It focuses on youth mobility and aims to promote international exchanges.
- No Labour Market Impact Assessment (LMIA) is required.

WHAT'S NEW IN 2025

For the first time, IRCC has set an annual cap on temporary work permits:

- 285,750 work permits through the International Mobility Program (IMP);
- 82,000 work permits through the Temporary Foreign Worker Program (TFWP).

These figures were published in the 2025–2027 Immigration Levels Plan, marking a historic first, as only permanent residents had previously been included in these plans. As a result, employers will now need to take these caps into account when planning their international recruitment effectively.

FOCUSING ON THE LONG TERM: PERMANENT RESIDENCE TO ATTRACT AND RETAIN TALENT

Express Entry: a strategic lever for long-term recruitment

Launched in 2015, Express Entry is a federal system that selects the best candidates for economic immigration. It includes the following permanent residence programs:

- Federal Skilled Worker Program – FSWP with CLB ≥ 7;
- Federal Skilled Trades Program – FSTP with CLB ≥ 5 in speaking/listening, and CLB ≥ 4 for reading/writing;
- Canadian Experience Class – CEC with CLB ≥ 7 for TEER 0 or 1, and CLB ≥ 5 for TEER 2 or 3.

Key points:

- Eligible occupations: TEER 0, 1, 2, 3;
- Bonus of up to 50 points under the Comprehensive Ranking System (CRS) for French-speaking/bilingual candidates (even if French is their second language);
- Targets for French-speaking immigrants outside Quebec: 8.5% in 2025, 9.5% in 2026, 10% in 2027;
- Targeted selection since 2023 to address shortages.

Current category-based selection in addition to general invitation rounds:

- French language proficiency (minimum CLB 7); or
- Experience in an in-demand sector (minimum six months of continuous full-time experience in the last three years)
 - Health and social services occupations;
 - Science, Technology, Engineering and Mathematics (STEM) occupations;
 - Trade occupations, such as carpenters, plumbers, etc.;
 - Agriculture and agri-food occupations;
 - Education occupations.

Refer to the Appendix for details on the Express Entry system and its various programs.

The 2025–2027 Immigration Levels Plan supports the strengthening of Francophone minority communities and their economic development. It sets targets for the admission of French-speaking permanent residents outside Quebec at 8.5% in 2025, 9.5% in 2026 and 10% in 2027.

Nomination under the Provincial Nominee Program (PNP)

The Provincial Nominee Program enables a province/territory to nominate a worker to address its specific labour market needs.

Advantages:

- Eligible TEER 0 to 5 occupations.
- If aligned with Express Entry, the candidate obtains +600 CRS points and a potentially guaranteed invitation to apply for permanent residence.
- Some provinces or territories, such as Ontario, New Brunswick, the Northwest Territories and Manitoba, have specific measures in place to promote the selection of French-speaking candidates.

Condition:

- The candidate must intend to settle permanently in the province that nominates them.

Atlantic Immigration Program (AIP)

The AIP became a permanent program on 1 January 2022. It aims to attract and retain skilled workers and international graduates to address economic and demographic challenges in the four Atlantic provinces: New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland and Labrador.

Features:

- Employers must be designated by a province;
- Eligible occupations:
 - TEER 0, 1, 2, 3 with CLB \geq 5;
 - TEER 4 with CLB \geq 4;
- LMIA not required;
- If the province approves the job offer, the candidate receives a certificate of approval, allowing them to apply for permanent residence to Immigration, Refugees and Citizenship Canada (IRCC);
- While the application is being processed, it is possible to obtain a temporary work permit through a letter of recommendation from the province;
- Possibility of obtaining an open work permit for the spouse;
- International graduates who have recently completed their studies in one of the Atlantic provinces may be exempt from the work experience requirement.

PILOT PROGRAMS AND PATHWAYS

Francophone Community Immigration Pilot (FCIP)

Launched in 2025, the new FCIP offers permanent residence (PR) to French-speaking skilled workers who wish to settle in remote rural Francophone communities.

Six Francophone communities in New Brunswick, Ontario, Manitoba and British Columbia were selected for their capacity to welcome newcomers and their labour needs.

Features:

- Employers must be designated by the community;
- Local employers can recruit for positions at all NOC categories (TEER 0 to 5), if the offer meets IRCC criteria and community priorities;
- Eligible occupations:
 - TEER 0 à 5 with CLB \geq 5
- LMIA not required;
- If the community approves the job offer, the candidate receives a recommendation from the community, allowing the candidate to apply for permanent residence to Immigration, Refugees and Citizenship Canada (IRCC);
- While the application is being processed, it is possible to obtain a 2-year work permit;
- Possibility of obtaining an open work permit for the spouse.

Rural Community Immigration Pilot (RCIP)

Launched in 2025, the RCIP allows skilled workers to obtain permanent residence (PR) if they wish to work and settle in one of 14 selected rural communities in six provinces (Ontario, Manitoba, Saskatchewan, Alberta, British Columbia and Nova Scotia).

Benefits for employers:

- Ability to recruit at all TEER categories (0 to 5);
- Access to a pool of candidates wishing to settle permanently;
- Community support in the recruitment and integration process.

Requirements for candidates:

- Obtain an official recommendation from the community;
- Have a job offer that meets local needs and IRCC criteria (TEER 0 ou 1: CLB 6; TEER 2 ou 3: CLB 5; TEER 4 ou 5: CLB 4);
- Possibility of applying for a two-year closed work permit linked to the employer;
- The spouse may obtain an open work permit.

Economic Mobility Pathways Pilot (EMPP)

The EMPP allows refugees or displaced people wishing to immigrate to Canada to obtain permanent residence.

Two possible streams:

- **Regional EMPP**, through one of the following economic programs:
 - Atlantic Immigration Programme (AIP)
 - Provincial Nominee Program (PNP)
- **Federal EMPP.**

Benefits for employers:

- Contribute to a humanitarian component by promoting diversity and inclusion;
- Hire motivated, qualified French-speaking refugees who are ready to contribute to the labour market;
- Supervised the process to ensure the successful integration of workers.



RESOURCES TO SUPPORT YOU, IN CANADA AND ABROAD

Discover below the key resources for accelerating the recruitment of qualified French-speaking and bilingual international workers.

DESTINATION CANADA MOBILITY FORUM



Every year, the Destination Canada Mobility Forum provides Canadian employers with privileged access to a vast pool of French-speaking and bilingual talent from diverse sectors.

The profiles encountered at this event include:

- Candidates with an open work permit, such as the Working Holiday under the International Experience Canada (IEC) program;
- Candidates who are exempt from the Labour Market Impact Assessment (LMIA) and eligible for a closed work permit through the Francophone Mobility Stream;
- Candidates who have submitted an Express Entry profile for permanent residence outside Quebec;
- Candidates who are motivated by international mobility and are looking for employment opportunities in Canada.

As a Canadian employer, you can:

- post your job offers on site;
- view participants' CVs; and
- meet qualified candidates directly.

If you are unable to attend the event, RDÉE Canada's provincial and territorial members can promote your job offers on your behalf. To do so, contact your local affiliate (see page 27).

ORGANIZATIONS SPECIALIZING IN FRANCOPHONE INTERNATIONAL MOBILITY

Throughout the year, and particularly during the Destination Canada Mobility Forum, you can rely on the network of Canadian embassies abroad and public employment services abroad to facilitate your recruitment efforts.

These partners offer services tailored to your needs:

- Destination Canada Mobility Forum team at the Canadian Embassy in Paris;
- France Travail in France;
- Actiris International and Le Forem in Belgium;
- ANAPEC in Morocco;
- ANETI and ATCT in Tunisia;
- Agence Emploi Jeunes, AGEFOP and BCP-Emploi in Côte d'Ivoire;
- ANPEJ in Senegal;
- The Ministry of Labour and Industrial Relations of Mauritius.

For more information, visit the IRCC website. You can also write directly to IRCC at the following address: IRCC.FIEngagement-SensibilisationIF.IRCC@cic.gc.ca.

*On this International Francophonie Day, the Honourable Rachel Bendayan, Minister of Immigration, Refugees and Citizenship, announced \$9.3 million of funding for 12 new projects aimed at supporting the economic development and demographic growth of Francophone minority communities.
Ottawa, Ontario, 20 March 2025*



PART 2: QUESTIONS AND ANSWERS TO COMMON CONCERNS

GETTING READY

Q1 – WHAT ARE THE STEPS TO TAKE WHEN HIRING A FOREIGN WORKER?

A: Before taking any action, here are the recommended steps to follow:

- 1 – Precisely define the position to be filled, the key skills required, including language skills, and the type of contract.
- 2 – Check the availability of local labour for this position.
- 3 – Contact the provincial or territorial RDÉE Canada organization for personalized support (see contact information on page 23);
- 4 – Consult the IRCC Employer's Roadmap to hiring and retaining internationally trained workers.

Q2 – WHAT DOCUMENTS AND PROCEDURES ARE REQUIRED BEFORE THE WORKER ARRIVES?

A: Some procedures are your responsibility, while others are the responsibility of the foreign worker.

Both parties may be represented by a licensed immigration professional, if they wish.

Procedures for employers and practical tools at their disposal

Job offer	Job offers must be written in accordance with the <u>National Occupational Classification (NOC)</u> . When recruiting internationally, it is essential to define the nature of the job being offered, whether temporary or permanent, to target the immigration programs that are most suitable for your situation.
LMIA	<p>The employer must obtain a favourable <u>Labour Market Impact Assessment</u> (LMIA) from Employment and Social Development Canada (ESDC), unless the job offer is exempt from this requirement.</p> <p>The LMIA application must be submitted by the employer, who is also responsible for the associated fees. For more details, please refer to the information sheet in the Appendix.</p>
Provincial employer registration certificate	<p>In certain provinces, employers must register with provincial authorities before submitting an LMIA application to recruit a temporary foreign worker, unless exempt:</p> <ul style="list-style-type: none">• <u>British Columbia</u>• <u>Manitoba</u>• <u>Saskatchewan</u>• <u>Nova Scotia</u>



Employer compliance	<p>Generally, an employer who wishes to hire a temporary foreign worker (TFW) <u>must comply</u> with all applicable federal, provincial and/or territorial rules.</p> <p>Additionally, IRCC imposes a series of conditions that the employer must fulfill. Except as provided by law, you must ensure that you meet these requirements in the following cases, when hiring:</p> <ul style="list-style-type: none"> • Under the <u>International Mobility Program</u> (IMP); • Or under the <u>Temporary Foreign Worker Program</u> (TFWP).
International credentials	<p>To assess the skills of internationally trained workers (ITWs) against Canadian occupational standards, you can consult:</p> <ul style="list-style-type: none"> • The <u>Canadian Information Centre for International Credentials</u> (CICIC) website; • The <u>Job Bank's</u> foreign credential recognition tool and information on the requirements for specific jobs in Canada.
Job trends	<p>To help you analyze market trends in your industry, the Labour Market Information Council (LMIC) provides a <u>Canadian Job Trends Dashboard</u>. You can consult descriptions of numerous occupations, as well as related keywords and NOC codes.</p>

Procedures for foreign workers and protection of their rights

<u>Work permit</u>	<p>The application for a work permit, which is generally required for temporary foreign workers, must be made by the foreign worker themselves.</p> <p>However, the employer may choose, without obligation, to cover the costs associated with this application.</p>
<u>TRV or eTA</u>	<p>Depending on their country of citizenship, foreign workers may be required to obtain a Temporary Resident Visa (TRV) to enter Canada.</p> <p>However, some foreign nationals are exempt from the visa requirement and must instead obtain an Electronic Travel Authorization (eTA) to board a flight to Canada, unless they are also exempt from the eTA requirement.</p> <p>When applying for a work or study permit for the first time, a TRV or eTA is issued automatically.</p> <p>However, foreign workers must ensure that their TRV or eTA remains valid if they leave Canada temporarily and plan to return.</p> <p>A TRV or eTA does not constitute a work permit.</p>

<u>SIN</u>	<p>A foreign worker wishing to work in Canada must obtain a Social Insurance Number (SIN) from Service Canada.</p> <p>The SIN assigned to a temporary resident differs from that assigned to a permanent resident.</p>
<u>Language test</u>	<p>All immigrants must demonstrate a minimum level of language proficiency. A language test may be required as part of the immigration process.</p> <p>Language tests accepted by IRCC are specifically designed to assess language proficiency according to recognized standards, such as the Canadian Language Benchmarks (CLB).</p>
<u>ECA</u>	<p>An Educational Credential Assessment (ECA) may be required as part of the immigration process.</p> <p>Several organizations are now authorized to carry out this assessment. The complete list of designated organizations is available on the <u>IRCC website</u>.</p>
<u>IME</u>	<p>Depending on the immigration program or type of employment, an immigration medical examination (IME) may be required.</p> <p>This examination must be performed by a designated medical practitioner listed on the official list established by IRCC.</p>
<u>Police certificate</u>	<p>Depending on the immigration program, foreign workers may be required to provide police certificates from countries where they have previously resided when applying for immigration.</p> <p>These documents allow IRCC to verify the applicant's criminal history and assess their eligibility to enter Canada.</p> <p>Obtaining these certificates can take time, as each country has its own procedures for issuing them.</p>
<u>Biometrics</u>	<p>The majority of foreign workers must provide biometric data (fingerprints and a photograph) to confirm their identity when applying for a work permit or permanent residence.</p>
<u>Protected rights</u>	<p>The rights of temporary foreign workers are protected:</p> <ul style="list-style-type: none"> • Under the <u>Temporary Foreign Worker Program</u> (TFWP); • Under the <u>International Mobility Program</u> (IMP).

For more information on the immigration requirements for working in Canada, visit the official website:

<https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada.html>.

Q3 – WHAT ARE THE PROCESSING TIMES FOR WORK PERMIT APPLICATIONS?

A: The processing time for work permit applications can vary from a few weeks to several months, depending on:

- the applicant's country of origin;
- the type of immigration program;
- existing bilateral agreements with Canada.

Tip:

Start the process as early as possible.

Priority processing – Global Skills Strategy (GSS)

The Canadian government is committed to processing certain temporary work permit applications within two weeks, when:

- The job offer falls under TEER categories 0 or 1 of the National Occupational Classification (NOC) exempt from LMIA, and the work permit application is submitted from outside Canada (excluding the International Experience Canada (IEC) program);
- The offer requires a positive LMIA, obtained through the Global Talent Stream of the Temporary Foreign Worker Program.

Please note: These workers remain subject to eligibility criteria, including the provision of police certificates and/or a medical examination, which may extend processing times.

Q4 – HOW LONG IS A WORK PERMIT VALID?

A: The duration of a work permit depends on:

- the employer's needs,
- the type of permit issued,
- the validity of the worker's passport or biometrics.

Generally, a permit is valid for a few months to several years, covering the duration of the job offer or until the travel document (e.g., passport) or biometrics expires. It can be renewed before expiry, subject to eligibility requirements.

Key points:

- A closed work permit is linked to a specific job, for a specific employer and for a specific period of time.
- A temporary resident visa (TRV) or electronic travel authorization (eTA) is required to enter Canada and must be obtained before leaving the country of origin.

RECRUITING AND HIRING

Q5 – WHO CAN HELP ME RECRUIT A WORKER WITH SPECIFIC EXPERTISE?

R: Le The RDÉE Canada national network coordinates and participates in various events aimed at facilitating international recruitment, such as:

- The Liaison Tour in partnership with IRCC;
- Destination Canada Mobility Forum;
- Mobility Days Canada;
- Targeted international recruitment missions (e.g., Destination Manitoba in Cameroon and Côte d'Ivoire);
- Virtual job fairs. For more information, consult the RDÉE in your province or territory (see **Contact Information for Provincial and Territorial Member Organizations of RDÉE Canada on page 27**).

You can also:

- Use immigrant assistance services;
- Use specialized databases;
- Encourage your employees to recommend talented individuals;
- Attend job fairs in Canada and abroad.

The Canadian visa office in Paris and IRCC's dedicated service channel can direct your search to public employment services abroad that support the recruitment of candidates from several French-speaking countries, including France, Belgium, Morocco, Tunisia, Algeria, Ivory Coast, Senegal and Mauritius.

You can also write directly to IRCC by email at:

IRCC.FIEngagement-SensibilisationIF.IRCC@cic.gc.ca.

If you hire a private recruiter in Canada, make sure they meet the requirements in your province. You can check the validity of their licence on the provincial public registers, which are posted online by Alberta, British Columbia, Manitoba, Nova Scotia, Saskatchewan, and Ontario as of July 1, 2024.

Important:

Recruitment costs are the sole responsibility of the employer. It is illegal to pass them on to the worker.



Q6 – WHO ARE THE REPRESENTATIVES AUTHORIZED TO PROVIDE ADVICE AND CARRY OUT IMMIGRATION PROCEDURES FOR A FEE?

A: When recruiting internationally, if you have difficulty understanding immigration programs, you can use the paid services of an immigration professional. This representative can assist you and the foreign worker with all the procedures that must be completed with the Canadian authorities.

An authorized representative must be a member in good standing of one of the following organizations:

- The College of Immigration and Citizenship Consultants (CICC);
- A Canadian bar association; or
- The Chambre des notaires du Québec.



IMPORTANT : BEWARE OF FRAUDSTERS.

- Before making any payment, always check the qualifications and professional authorization of the representative you have chosen.
- Check their names and contact details in the public register of their respective regulatory bodies.
- Only contact the representative using the contact details listed in the register to ensure that you are entrusting your case to the right person..

Q7 – CAN I HIRE A WORKER ABROAD BASED ON A RECOMMENDATION?

A: Yes. However, you must:

- Follow all the steps described above; and
- Ensure that you have all the required documents (LMIA, work permit, etc.); and
- Comply with the requirements of applicable federal, provincial and/or territorial legislation.

Q8 – ARE THERE ANY TOOLS TO FACILITATE THE HIRING PROCESS?

A: Yes:

- Provincial and territorial organizations that are members of RDÉE Canada, in collaboration with their partners, can assist you with the process;
- Immigration, Refugees and Citizenship Canada (IRCC) offers the *Employer's Roadmap to hiring and retaining internationally trained workers*. This practical guide provides helpful information and advice to assist you in recruiting, assessing, selecting, and integrating internationally trained workers.

Q9 – WHAT LABOUR STANDARDS MUST BE MET?

A: They vary by province or territory: Each jurisdiction has its own labour standards to protect both employers and employees, regardless of their status.

To find out the specific obligations applicable in your region, it is recommended that you contact the ministry or agency responsible for labour standards in your province or territory.

Additionally, employers who recruit under the Temporary Foreign Worker Program (TFWP) or the International Mobility Program (IMP) must also comply with the conditions of the relevant federal immigration programs.

Visit the Employment and Social Development Canada (ESDC) and Immigration, Refugees and Citizenship Canada (IRCC) websites for more details, as well as our appendix on the LMIA and the Francophone Mobility Stream.

Q10 – CAN THE FAMILY MEMBERS OF THE TEMPORARY WORKER I WISH TO HIRE ALSO WORK OR STUDY IN CANADA?

A: Yes. Spouses, common-law partners and dependent children who wish to work or study during their stay in Canada must submit their own application for a work permit or study permit, either at the same time as the principal applicant or later.

Types of work permits available:

- **Closed work permit:** tied to a specific employer. In some cases, the employer must obtain a positive Labour Market Impact Assessment (LMIA).
- **Open work permit:** allows you to work for any employer in Canada. Eligibility depends on the context; consult the IRCC website for more details.

Important change since 21 January 2025:

IRCC has revised the eligibility criteria for open work permits for spouses of temporary foreign workers.

Now, a spouse can only obtain an open work permit if:

- The principal temporary worker's work permit is valid for at least 16 months;
- The principal temporary worker is employed in one of the following NOC categories:
 - All high-skilled occupations in TEER category 0 or 1,
 - Certain high-skilled occupations in TEER category 2 or 3.

Spouses of workers in TEER 4 or 5 positions are no longer eligible for an open work permit, except in specific cases provided for by IRCC.

Dependent children may, depending on their age and situation, obtain a visitor record or a study permit to attend an educational institution in Canada (primary, secondary or post-secondary).

INTEGRATING

Q11 – HOW CAN I FACILITATE THE WORKER'S PROFESSIONAL INTEGRATION?

A: To ensure a successful integration, it is essential to:

- **Maintain regular contact** with your future employee throughout the hiring process to provide reassurance and better understand their relocation needs.
- **Plan logistical aspects**, including housing, transportation, school enrollment for children, employment for the spouse, and weather-appropriate clothing, among others.
- **Establish a clear timeline** for their arrival in Canada and integration into your company.
- **Prepare your team** to welcome cultural diversity.

Several resources are available to you:

- Employment integration programs;
- Mentorship services;
- Training in intercultural communication or language, for both employers and international workers.

Do not hesitate to contact the provincial or territorial organization that is a member of RDÉE Canada (see page 27). They can guide you toward the tools and services available to support this integration process.

Q12 – HOW CAN I CREATE AN INCLUSIVE WORK ENVIRONMENT?

A: An inclusive environment benefits everyone: it strengthens engagement, stimulates collaboration, and supports talent retention.

Concrete actions:

- **Develop a welcome and orientation program** to support new employees from the moment they arrive.
- **Establish a peer support system** among colleagues to facilitate both social and professional integration.
- **Create opportunities for interaction and networking** with community and professional groups.
- **Celebrate diversity** through events, internal communications, or themed activities.



MEMO FOR EMPLOYERS RECRUITING ABROAD



1. INTERNATIONAL RECRUITMENT

- **Skills and Qualifications**
 - Clearly define the skills, experience, and qualifications required for the position.
- **Recruitment Channels**
 - Utilize platforms tailored to the target sector and ensure that agencies or recruiters are accredited.
- **Recruitment Fees**
 - The employer is responsible for covering all costs related to the recruitment process.



2. IMMIGRATION

- **Compliance**
 - Complete the necessary procedures related to the job offer with ESDC (Employment and Social Development Canada) or IRCC (Immigration, Refugees and Citizenship Canada).
- **Information for Candidate**
 - Clearly explain IRCC requirements for obtaining a work permit.
- **Processing Times**
 - Allow sufficient time for obtaining visas and work permits.
- **Immigration Representatives**
 - Ensure that immigration consultants or lawyers are authorized and in good standing with regulatory bodies.



3. SETTLEMENT

- **Social Insurance Number (SIN)**
 - Assist the employee in obtaining their SIN from Service Canada
- **Housing**
 - Provide support in finding housing and settling into the local community.
- **Essential Services**
 - Provide information about local services: banks, insurance, healthcare, public transportation, driver's license, schools, etc.



4. WORKPLACE INTEGRATION

- **Integration Program**
 - Implement a structured plan to support adaptation to the professional and cultural environment.
- **Onboarding**
 - Introduce company policies, internal processes, and workplace expectations.
- **Ongoing Support**
 - Assign a mentor or point of contact to answer questions and provide personalized guidance.

AT YOUR SERVICE!

The provincial and territorial organizations that are members of RDÉE Canada are key partners in supporting your international recruitment efforts and workplace diversity integration.

Here are some of the services they offer:

- Connecting employers with immigrant candidates;
- Personalized support throughout the recruitment process;
- Organization of recruitment events;
- Participation in international recruitment missions;
- Support for the socio-professional and economic integration of workers.

OUR CONTACT INFORMATION

Canada's Francophone economic development and employability network (RDÉE Canada)

1, Nicholas Street, suite 606
Ottawa (Ontario) K1N 7B7
Telephone: 613-244-7308

Email: immigration@rdee.ca
www.rdee.ca

Social networks



[RDEECanada/](https://www.facebook.com/RDEECanada/)



[/company/rdeecanada/](https://www.linkedin.com/company/rdeecanada/)



[/RDEECanada](https://twitter.com/RDEECanada)



[/rdeecanada](https://www.instagram.com/rdeecanada)



[/c/RDEECanada](https://www.youtube.com/c/RDEECanada)



OUR MEMBERS

Alberta		Parallèle Alberta https://parallele-ab.ca/en/ Tel.: 780-490-6975 Email: info@parallele-ab.ca
British-Columbia		Société de développement économique de la Colombie-Britannique (SDECB) https://www.sdecab.com/en/home/ Tel.: 604-732-3534 Email: info@sdecab.com
Prince Edward Island		Coopérative d'intégration francophone de l'ÎPE https://tonile.ca/en/ Tel.: 1-888-954-5888 Email: employerservices@cifipe.ca
Manitoba		Conseil de développement économique des municipalités bilingues du Manitoba (CDEM) https://www.cdem.com/en/ Tel.: 204-925-2320 Email: cdem@cdem.com
New Brunswick		RDÉE du Nouveau-Brunswick www.rdee-nb.com Tel.: 506-764-9876 Email: adminRDEENB@cenb.com
Nova Scotia		Conseil de développement économique de la Nouvelle-Écosse (CDÉNÉ) https://cdene.ns.ca/en/ Tel.: 902-424-7230 Email: info@cdene.ns.ca
Nunavut		Carrefour Nunavut https://carrefournunavut.ca/en Tel.: 867-979-2800 Email: immigration@carrefournunavut.ca
Ontario		Société économique de l'Ontario (SÉO) https://www.seo-ont.ca/en Tel.: 613-590-2493 Email: info.ei@seo-ont.ca
Saskatchewan		Conseil économique et coopératif de la Saskatchewan (CÉCS) https://cecs-sk.ca/en/ Tel.: 306-566-6000 Email: info@cecs-sk.ca
Newfoundland and Labrador		Horizon TNL https://www.horizontnl.ca/en-ca Tel.: 709-726-5976 Email: immigration@horizontnl.ca
Northwest Territories		Conseil de développement économique des Territoires du Nord-Ouest (CDÉTNO) https://cdetno.com/en/ Tel.: 867-873-5962 Email: emplois@cdetno.com
Yukon		Association franco-yukonnaise www.afy.ca Tel.: 867-668-2663 Email: immigration@afy.yk.ca



APPENDIX A

LABOUR MARKET IMPACT ASSESSMENT (LMIA): PRINCIPLES AND HOW IT WORKS

What is a positive LMIA?

Generally, a Canadian employer who wishes to hire a temporary foreign worker must submit a Labour Market Impact Assessment (LMIA) application to Employment and Social Development Canada (ESDC). This document determines whether the employer is allowed to temporarily hire a foreign worker to address a labour or skills shortage. To do so, the employer must obtain a positive LMIA, meaning that no Canadian citizen or permanent resident is available to fill the position temporarily. Once the positive LMIA is issued, the temporary worker submits a work permit application to Immigration, Refugees and Citizenship Canada (IRCC). An LMIA can be complex to understand. RDÉE Canada's national network is here to support you in your international recruitment process!

How do you know if an LMIA is required?

There are two programs for hiring a temporary foreign worker:

- The Temporary Foreign Worker Program (TFWP) requires obtaining a positive LMIA beforehand.
- The International Mobility Program (IMP), which exempts the job offer from the LMIA requirement. The Francophone Mobility stream is part of this program. Refer to our appendix on Francophone Mobility for more information.

To determine whether an LMIA is required, you can:

- Check the LMIA exemption codes.
- Contact an International Mobility Workers Unit (IMWU) if the worker is outside Canada and is a foreign national from a visa-exempt country.

Different LMIA applications based on the hiring stream

LMIA applications vary depending on the occupation and the targeted streams. They are divided into two main categories, distinguishing between specialized and general streams:

Specialized Streams	General Streams
Applications to support permanent residency – <u>Express Entry</u> (see our Appendix related to the Express Entry system)	<u>Stream for high-wage positions</u> A high-wage position pays at or above the provincial or territorial wage threshold. ⁽¹⁾
<u>Global Talent Stream</u>	
<u>Foreign academic positions</u>	
<u>Primary agriculture</u> : Seasonal Agricultural Worker Program (SAWP), Agricultural stream	<u>Stream for low-wage positions</u> A low-wage position pays below the provincial or territorial wage threshold. ⁽¹⁾
<u>Caregiver positions</u>	
<u>Recognized Employer Pilot (REP)</u> : As of September 16, 2024, new applications to participate in the pilot will no longer be accepted. Recognized employers can still access the simplified LMIA.	
Each stream has its own specific criteria and a designated <u>processing centre</u> in Canada.	
¹ <u>Wage threshold</u> by province or territory.	

APPENDIX A (CONTINUED)

LMIA process with ESDC and work permit application with IRCC

EMPLOYER

Submitting an LMIA Application to ESDC via the Online LMIA Portal

Since April 2023, LMIA applications must be submitted electronically to Service Canada. The employer must have a valid Job Bank user account to log in.

LMIA application processing fee: \$1,000 per position requested. This fee is the responsibility of the employer and not the foreign worker.

Positive LMIA: The employer receives a confirmation letter from ESDC and must provide a copy to the temporary foreign worker.

LMIA expiry date: As of May 1, 2024, the validity period is a maximum of 6 months, except for recognized employers, who may benefit from validity periods of up to 36 months.

Employment duration: As of September 26, 2024, employers submitting an LMIA application for a low-wage position may request a maximum employment duration of 1 year, down from 2 years.

TEMPORARY FOREIGN WORKER (TFW)

Submitting a Work Permit Application Online to IRCC

The temporary foreign worker must submit a work permit application online to Immigration, Refugees and Citizenship Canada (IRCC), including a copy of the positive LMIA and their biometrics.

If the work permit application is approved: The worker located outside Canada will receive a letter of introduction for the port of entry, along with either a Temporary Resident Visa (TRV) or an Electronic Travel Authorization (eTA) to enter Canada.

The work permit is issued at the port of entry on the day the worker arrives in Canada (or sent directly to the worker if the application was submitted from within Canada).

Type of work permit: An employer-specific work permit (closed permit), which outlines the type of work, location, duration, and name of the employer.

Two-week processing under the Global Skills Strategy (GSS): Available for applications submitted outside Canada that a positive LMIA supports under the Global Talent Stream.

Family members accompanying the principal applicant: The spouse or common-law partner, and dependent children can apply simultaneously to come to Canada as a visitor, student, or worker. The spouse or partner may be eligible for an open work permit if the principal applicant is a high-skilled worker (TEER level 0, 1, or certain occupations under TEER 2 and 3) as classified under the National Occupation Classification (NOC) and has a work permit valid for at least 16 months.

What is meant by **employer compliance**?

Under the Temporary Foreign Worker Program (TFWP), employers who hire temporary foreign workers are required to comply with their obligations as employers and may be subject to inspections. In cases of non-compliance, the employer can face financial penalties and/or a ban on hiring temporary foreign workers.

What are the reasons for refusing to process an LMIA application?

They fall into two categories:

1 – Regulatory authority reasons:

- If the employer provides services in the sex industry;
- If the employer is listed on [IRCC's ineligible employers list](#), it is often due to non-compliance with immigration regulations.

2 – Public interest considerations defined in ministerial instructions:

- If the [current limit](#) for the number of low-wage temporary foreign workers has been exceeded at the same work location;
- For low-wage positions in census metropolitan areas (CMAs) with an unemployment rate of 6% or higher;
- For in-home caregiver positions where there is a live-in requirement;
- For any position where an LMIA has been revoked within the last two years.

If an LMIA application is not processed, the employer will receive an explanatory letter, and no processing fee will be charged.



APPENDIX B

HIRING FRENCH-SPEAKING AND BILINGUAL WORKERS THROUGH THE FRANCOPHONE MOBILITY STREAM

Francophone Mobility is a stream under the International Mobility Program (IMP) that facilitates the hiring of French-speaking temporary foreign workers outside Quebec by providing an exemption from the Labour Market Impact Assessment (LMIA) requirement. The federal government promotes Francophone immigration across the country, aiming to reach 8.5% by 2025. RDÉE Canada's national network is mandated to support this objective by promoting Francophone immigration nationally and assisting Canadian employers with the recruitment and integration of Francophone and bilingual immigrants.

Francophone Mobility stream: an LMIA exemption for Francophone candidates, a valuable asset!

Under the Francophone Mobility Stream, the job offer is exempt from the requirement to obtain a Labour Market Impact Assessment (LMIA), based on the ground of "Canadian interests" – "significant benefit", which recognizes that hiring Francophone talent brings significant social, cultural, and/or economic advantages to Canada. In the process of hiring a temporary foreign worker, the LMIA is often the stage that discourages Canadian employers, as it requires submitting a formal application to Employment and Social Development Canada (ESDC) to prove there is a labour or skills shortage. (See our LMIA appendix for more details.)

By recruiting Francophone and bilingual talent, the Francophone Mobility Stream allows employers to:

- Avoid having to obtain a positive LMIA, which often extends and complicates the international recruitment process.
- Recruit qualified, diverse Francophone and bilingual foreign workers quickly from around the world.
- Expand into international markets and serve clients in both official languages.
- Participate in Destination Canada Mobility Forum, an event attended by the RDÉE Canada national network, offering the opportunity to connect with qualified Francophone candidates from abroad in various sectors.

General criteria of the Francophone Mobility stream

Language skills ^{1, 2, 3}	Minimum level 5 in <u>Niveaux de compétence linguistique canadiens (NCLC)</u> for speaking and listening skills
Job offer ⁴	Since June 15, 2023, all occupations listed in the <u>2021 National Occupational Classification (NOC)</u> under TEER categories 0 to 5 are eligible, except for job offers in primary agricultural occupations in TEER categories 4 and 5.
<u>Work location</u>	Outside Quebec

Remarks:

¹ - The foreign worker must be able to demonstrate their French speaking and listening abilities. However, French doesn't need to be the language of work.

² - The Francophone and bilingual candidate does not necessarily have to be a citizen of a country where French is an official language. Only their French language skills will be considered under this stream.

³ - The approved French language test (the Test d'évaluation de français – TEF Canada or the Test de connaissance du français – TCF Canada) is not systematically required. Still, it may be requested by the officer processing the application.

⁴ - The job offer must be detailed and include, among other things, the job title, NOC code, duties meeting the occupational requirements established by the NOC, duration, salary and annual benefits in Canadian dollars, number of working hours, and the business name of the employer.

APPENDIX B (CONTINUED)

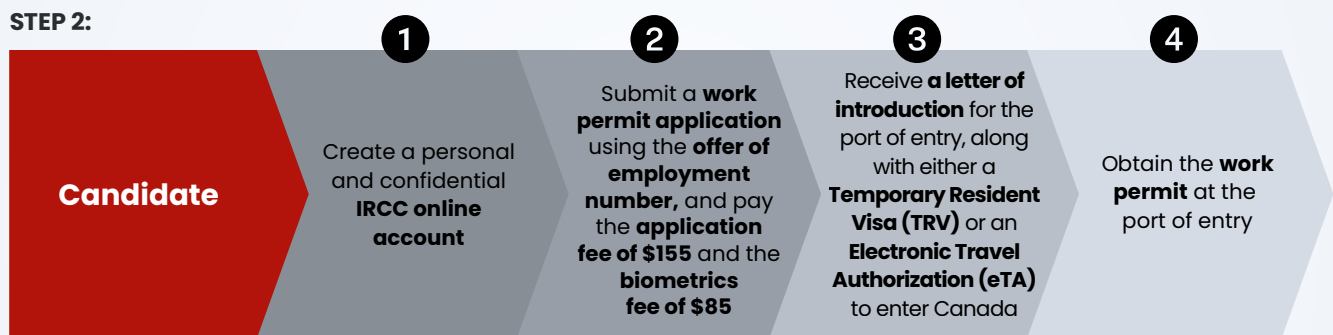
Simplified Online Process for the Canadian Employer and the International Francophone Candidate through the IRCC Employer Portal

STEP 1:



Employer Compliance: Immigration, Refugees and Citizenship Canada (IRCC) requires that employers hiring temporary foreign workers (TFWs) comply with federal, provincial, and territorial labour laws, as well as the specific requirements set by IRCC under the International Mobility Program (IMP). Employers may be subject to inspection, and in cases of non-compliance, they may face financial penalties and/or a ban on hiring temporary foreign workers.

STEP 2:



If the work permit application is submitted from within Canada, the permit will be mailed directly to the temporary foreign worker (TFW).

Type of work permit: An employer-specific (closed) work permit.

Duration of the work permit: An LMIA-exempt work permit is generally valid for the duration of the job offer, or until the expiration of the travel document (e.g., passport), or until the expiry of biometric data—whichever comes first.

Two-week expedited processing under the Global Skills Strategy (GSS). Available for applications submitted from outside Canada and for job offers in NOC TEER level 0 or 1.

Possibility to modify, extend, or renew the temporary work permit, subject to IRCC requirements.

Other benefits related to the Francophone Mobility stream concerning family members of a skilled worker

- The spouse or common-law partner, and dependent children can apply simultaneously to come to Canada as a visitor, student, or worker. The spouse or partner may be eligible for an open work permit if the principal applicant is a high-skilled worker (TEER level 0, 1, or certain occupations under TEER 2 and 3) as classified under the National Occupation Classification (NOC) and has a work permit valid for at least 16 months.
- Dependent children accompanying the principal applicant can apply for a study permit. If they are minors, they may be exempt from the requirement to obtain a study permit.

Francophone Mobility: A Pathway to Permanent Residency to Retain Your Skilled Workforce

Through the Francophone Mobility Stream, employers who wish to retain Francophone and bilingual candidates seeking to settle in Canada long-term can support their LMIA-exempt job offer within the Express Entry system. See our Appendix on Express Entry (page 33).



APPENDIX C

THE EXPRESS ENTRY SYSTEM FOR FRANCOPHONE IMMIGRATION OUTSIDE QUEBEC

Recruiting and Retaining Skilled Workers from Abroad

The Express Entry application system came into effect on January 1, 2015. This online system enables the rapid processing, within six months, of permanent residence applications from high-skilled workers who wish to participate in the Canadian economy outside of Quebec. Francophone and bilingual immigrants are given priority within the Express Entry system. Our national RDÉE Canada network can help you recruit skilled Francophone or bilingual workers from around the world to support the long-term growth of your Canadian business.

Comprehensive Ranking System (CRS)

The CRS is a points-based system, with a maximum of 1,200 points, used to assess skilled immigrants in the Express Entry pool based on their skills, education, language abilities, work experience, and other factors. Candidates who create an Express Entry profile receive a CRS score. If this score exceeds the minimum cutoff score for an Express Entry invitation round, the candidate is then invited by Immigration, Refugees and Citizenship Canada (IRCC) to submit a permanent residence application. Invitation rounds occur on average twice a month throughout the year. The Express Entry profile remains valid for 12 months. In addition to general invitation rounds, IRCC establishes targeted draws (also known as “category-based selection”) based on specific economic objectives. Candidates must meet the minimum Express Entry criteria and satisfy additional requirements. The category-based selection invites candidates who have: French language proficiency with a minimum score of 7 in the Canadian Language Benchmarks (NCLC) or at least six continuous months of full-time work experience within the last three years in the following fields: Healthcare and social services occupations; Science, Technology, Engineering, and Mathematics (STEM) occupations; Trade occupations; Agriculture and agri-food occupations; Education occupations.

The Express Entry Economic Immigration Programs

THREE FEDERAL PROGRAMS UNDER EXPRESS ENTRY			PROVINCIAL/TERRITORIAL PROGRAM WITH EXPRESS ENTRY OPTION
<u>Federal Skilled Worker Program – FSWP</u>	<u>Federal Skilled Trades Program – FSTP</u>	<u>Canadian Experience Class – CEC</u>	<u>Provincial Nominee Program – PNP</u>
This program is intended for skilled workers with work experience abroad.	This program is intended for skilled workers in one of the listed trades.	This program is intended for skilled workers with work experience in Canada.	This program is designed for workers who possess the skills, training, and experience necessary to contribute to the economic development of a specific province or territory.
Step 1 – Selection factors <ul style="list-style-type: none"> • Age • Education • Work experience • Arranged employment in Canada, if applicable • Language skills • Adaptability Minimum passing score: 67 out of 100	Express Entry Pool Minimum Requirements Skilled Work Experience <ul style="list-style-type: none"> • At least 2 years of full-time work experience (or the equivalent in part-time) in a skilled trade within the last 5 years, in one of the following NOC TEER level 2 or 3 groups⁽¹⁾: <ul style="list-style-type: none"> ◦ Major Group 72: Technical trades and transportation officers and controllers (excluding Sub-Major Group 726) ◦ Major Group 73: General trades 	Express Entry Pool Minimum Requirements Skilled Work Experience <ul style="list-style-type: none"> • NOC at TEER level 0, 1, 2, or 3⁽¹⁾, with at least 1 year of full-time work experience, even if not continuous, or the equivalent in part-time, in one or more jobs within the last 3 years • Work experience must be gained legally in Canada. • Self-employment and student work experience are excluded. 	Provincial Immigration Streams Each province or territory establishes its own immigration streams, with eligibility criteria that vary from one province or territory to another, based on local economic needs and target goals. Within the Express Entry system, provinces typically target skilled workers, tradespeople, and recent graduates in in-demand sectors.

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<p>Step 2 – Express Entry Pool</p> <p>Minimum Requirements</p> <p>Skilled Work Experience</p> <ul style="list-style-type: none"> NOC at TEER level 0, 1, 2, or 3⁽¹⁾, with at least 1 year of continuous full-time work experience, or the equivalent in part-time, within the last 10 years Paid and continuous student work experience is included <p>Language Skills</p> <ul style="list-style-type: none"> Minimum CLB 7⁽²⁾, for writing, reading, listening, and speaking <p>Education</p> <ul style="list-style-type: none"> Graduate of a secondary school institution. For foreign education, an Educational Credential Assessment (ECA) is required⁽³⁾ <p>Proof of funds⁽⁴⁾</p> <ul style="list-style-type: none"> Required unless exempt <p>Admissibility to Enter Canada</p> <ul style="list-style-type: none"> Medical exam⁽⁵⁾ Police certificate Biometrics 	<ul style="list-style-type: none"> Major Group 82: Supervisors in natural resources, agriculture and related production Major Group 83: Occupations in natural resources and related production Major Group 92: Processing, manufacturing and utilities supervisors and utilities operators and controllers Major Group 93: Central control and process operators and aircraft assembly assemblers and inspectors (excluding Sub-Major Group 932) Minor Group 6320: Cooks, butchers and bakers Unit Group 62200: Chefs <ul style="list-style-type: none"> Meet the job requirements for the skilled trade Volunteer work or paid internships are excluded <p>Valid full-time job offer of at least 1 year or a certificate of qualification issued by a Canadian provincial, territorial, or federal authority</p> <p>Language Skills</p> <ul style="list-style-type: none"> Minimum score of CLB 5 for speaking and listening, and CLB 4 for reading and writing <p>Education</p> <ul style="list-style-type: none"> No education requirement, but you can earn points if you hold at least a high school diploma. For foreign education, an Educational Credential Assessment (ECA) is required⁽³⁾ <p>Proof of funds⁽⁴⁾</p> <ul style="list-style-type: none"> Required unless exempt <p>Admissibility to Enter Canada</p> <ul style="list-style-type: none"> Medical exam⁽⁵⁾ Police certificate Biometrics 	<p>Language Skills</p> <p>For writing, reading, listening, and speaking:</p> <ul style="list-style-type: none"> Minimum CLB 7⁽²⁾ for NOC at TEER level 0 or 1⁽¹⁾ Minimum CLB 5⁽²⁾ for NOC at TEER level 2 or 3⁽¹⁾ <p>Education</p> <ul style="list-style-type: none"> No education requirement, but you can earn points if you hold at least a high school diploma. For foreign education, an Educational Credential Assessment (ECA) is required⁽³⁾ <p>Proof of Funds</p> <ul style="list-style-type: none"> Not required <p>Admissibility to Enter Canada</p> <ul style="list-style-type: none"> Medical exam⁽⁵⁾ Police certificate Biometrics 	<p>Depending on the province or territory, the candidate must have a job offer or at least one year of work experience corresponding to NOC (1) TEER categories 0, 1, 2, or 3. We invite you to visit the websites of each province or territory to learn about their specific requirements.</p> <p>A candidate who has obtained a nomination from a province or territory must submit their permanent residence application to IRCC:</p> <ul style="list-style-type: none"> Express Entry process <ul style="list-style-type: none"> Some provincial immigration streams include an Express Entry option. Candidates must meet the eligibility criteria of the province or territory as well as the minimum requirements of Express Entry. Non-Express Entry process <ul style="list-style-type: none"> Other streams do not fall under Express Entry and follow a process with longer processing times. <p>All candidates must be admissible to Canada (medical exam⁽⁵⁾, police certificates, biometrics)</p> <p>A candidate nominated by a province must settle in the nominating province or territory.</p>

<p>To increase Francophone immigration outside Quebec and reach a target of 8.5% by 2025, the federal government has implemented measures to promote the selection of French-speaking candidates.</p> <p>Additional points in the Express Entry system for candidates with strong French language skills (even if French is their second language)</p> <p>If a candidate achieves level 7 or higher on the NCLC ⁽²⁾ in French across all four language skills (listening, speaking, reading, and writing), they can receive:</p> <ul style="list-style-type: none"> • 25 additional points if they score level 4 or below on the CLB ⁽²⁾ in English (or if they have not taken an English test); • 50 additional points if they score level 5 or above on the CLB ⁽²⁾ in English for all four skills. <p>These points are in addition to those already awarded for official languages proficiency.</p> <p>As of March 25, 2025, IRCC no longer gives points for job offers from the Comprehensive Ranking System (CRS).</p> <p>Possibility of points awarded for Canadian work experience of at least one year. Under the Francophone Mobility stream, a job offer made to a French-speaking temporary foreign worker is exempt from the requirement to obtain a Labour Market Impact Assessment (LMIA). Refer to our Appendix on the Francophone Mobility stream for more information.</p>	<p>Provinces and territories such as Ontario, New Brunswick, the Northwest Territories, and Manitoba target Francophone candidates within the Provincial Nominee Program (PNP).</p> <p>A nomination from a province or territory grants an additional 600 points in the Comprehensive Ranking System (CRS) to a candidate in the Express Entry system, ensuring that they receive an invitation to apply for permanent residence.</p>
<p>(1) 2021 National Occupational Classification (NOC): Since November 16, 2022, the 2021 NOC is in effect with the TEER category (training, education, experience, responsibilities) at six levels (0, 1, 2, 3, 4, 5).</p> <p>(2) Canadian Language Benchmarks (CLB) for approved English language test results and Niveaux de compétence linguistique canadiens (NCLC) for approved French language test results: Tests are valid for two years from the test result.</p> <p>(3) <u>Educational Credential Assessment (ECA) for immigration purposes by a designated organization – Assessment is valid for five years from the assessment date.</u></p> <p>(4) <u>Proof of sufficient funds to settle in Canada and support the principal applicant and their family. See the IRCC website.</u></p> <p>(5) <u>Immigration Medical Examination (IME) conducted by a designated physician – Examination is valid for 12 months from the date of the results.</u></p>	

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