

GUIDE TO RECRUITING SKILLED FRENCH-SPEAKING AND BILINGUAL INTERNATIONAL WORKERS

 **SIMPLIFIED TOOL
FOR CANADIAN
EMPLOYERS**





NOTE TO READERS

The Réseau de développement économique et d'employabilité (RDÉE Canada) is comprised of 12 provincial and territorial organizations across Canada, excluding Quebec. These organizations serve as privileged gateways to facilitate employability and conduct business in French within Canada's Francophone and Acadian communities. Collectively, they possess the expertise and resources that Francophone and bilingual immigrants and Canadian employers require before, during and after the economic integration of newcomers.

RDÉE Canada has prepared this document for informational purposes and has no official value. It answers critical questions for employers seeking to recruit qualified French-speaking and bilingual international workers and promote their integration into Francophone and Acadian communities in Canada. For immigration procedures, consult the Immigration, Refugees and Citizenship Canada (IRCC) website or an authorized representative for professional advice.

The content of this guide is intended for Canadian employers hiring outside of Quebec. This guide is based on information available in August 2024.

INFORMATION ON GOVERNMENT OF CANADA PROGRAMS

Telephone: 1-800-O-Canada (1-800-622-6232)
TDD: 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.html

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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FRANCOPHONE AND ACADIAN COMMUNITIES IN CANADA

According to the Statistics Canada 2021 census, one third of Canadians speak French. In total, close to ten million speak French in ten provinces and three territories, including more than 2.7 million outside Quebec. It should be noted that there are over 430,000 Francophone businesses in the country, a large proportion of which are found in Francophone and Acadian minority communities.



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PART 1: GAINING A BETTER UNDERSTANDING OF THE RECRUITING PROCESS

QUICK ACCESS TO DIVERSIFIED AND SKILLED EXPERTISE

Hiring competent and diversified Francophone and bilingual workers is within your reach!

RDÉE Canada, with its 12 provincial and territorial members, is a preferred link between employers, immigrants and Francophone and Acadian communities.

Are you looking for a skilled candidate? First of all, we ask that you:

- Clearly define the job to be filled and the essential skills required;
- Ensure that your labour needs cannot be met by a Canadian citizen or a permanent resident of Canada;
- Contact the provincial or territorial member of RDÉE Canada to walk you through the various steps as part of your process to recruit international workers.

IMMIGRATION IS ESSENTIAL FOR CANADA'S ECONOMIC GROWTH

According to the 2023 Annual Report to Parliament on Immigration, the importance of immigration for Canada is evident through its economic, social, and cultural benefits. The country's demographic aging is altering the ratio of workers to retirees, shifting from 7 to 1 in 1975 to a projected 2 to 1 by 2035. Immigration accounts for nearly all of the current labour force growth and is expected to remain a key driver of demographic growth until 2032.

Despite a gradually easing labour market, economic immigration remains a priority for the government of Canada. It aims to address persistent labor shortages caused by an aging population and declining fertility rates, particularly critical in sectors such as healthcare, where one in four workers is now an immigrant.

On January 16, 2024, the Government of Canada announced ambitious and historic measures to support the vitality of Francophone minority communities (FMCs) in Canada. The next admissions targets are 6% of French-speaking permanent residents outside Quebec in 2024, 7% in 2025, and 8% in 2026.

If you cannot recruit any candidates in Canada, one solution is to recruit internationally trained workers (ITW) through federal, provincial and territorial immigration programs. You will no doubt be looking for the immigration program best suited to your needs.

The good news is that the RDÉE Canada National Network, along with its provincial and territorial members, can help you reduce the repercussions of labour shortages through the recruiting of international French-speaking and bilingual workers.

SERVICE CANADA'S JOB BANK

Did you know that the Job Bank is a bilingual service available to Canadian employers? It puts you in contact with international workers and offers you the tools and resources to help you find, hire and retain your talent. In addition, the Job Bank promotes diversity and the inclusion of newcomers to Canada in the workplace. Canadian employers can recruit foreign candidates from outside Canada by posting their job offers on the federal Job Bank website.

TYPES OF VISAS AND PERMITS NEEDED TO WORK IN CANADA

You shall consider, in particular, the Canadian status of the candidate you wish to hire for the job and the type of visas and permits they have.

If the candidate is a permanent resident of Canada

Candidates who have immigrated permanently to Canada receive a permanent resident visa. A permanent resident is entitled to work for any employer they choose with no restrictions as to the location, time or activities. This job candidate will present a permanent resident (PR) card issued by Immigration, Refugees and Citizenship Canada (IRCC) and a social insurance number (SIN) issued by Service Canada.

If the candidate has a temporary work permit

In general, most foreign workers need a temporary resident visa to enter Canada and a permit to work.

A temporary foreign worker (TFW) will present you with a temporary work permit issued by IRCC and a SIN.

This work permit is either:

- An **employer-specific work permit**, with certain conditions mentioned on the permit, including the name of the employer, type and place of work, and the duration of the permit;
- Or an **open work permit**, which allows foreign workers to work for any employer in Canada, with the exception of restrictions indicated in current regulations.



In some cases, employers 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 LMIA-exempt.

LABOUR MARKET IMPACT ASSESSMENT (LMIA)

An LMIA is a document that employers in Canada must usually obtain prior to hiring a foreign worker in a specific profession. The employer must submit an LMIA application to Employment and Social Development Canada (ESDC) to determine whether they can hire a foreign worker to address a labour or skills shortage on a temporary basis. The employer must obtain a positive LMIA confirming that no Canadian citizens or permanent residents of Canada are likely to be available to perform the work.

If the candidate is an international student in Canada or if they have recently obtained their Canadian diploma/degree

International students significantly contribute to Canada's social, cultural, and economic diversity. Recently, Immigration, Refugees, and Citizenship Canada (IRCC) implemented reforms to strengthen the integrity of the International Student Program. Depending on their situation, an international student will present their social insurance number (SIN) along with their IRCC-issued study permit or work permit.

- **Study permit:** most study permits authorize international students to work, without a work permit, either on or off campus, after they have begun their studies and met all requirements. This work authorization is directly indicated on the study permit and enables the student to work on campus full time or off campus up to a maximum of 20 hours a week while studying and full time during university holiday periods;

The temporary policy allowing students to work more than 20 hours per week off-campus expired on April 30, 2024. Starting this fall, IRCC plans to increase the limit to 24 hours per week.

Furthermore, IRCC announced on August 14, 2024, that the new Francophone Minority Communities Student Pilot (FMCSPP) will start on August 26, 2024, in collaboration with designated French-language and bilingual post-secondary learning institutions (DLIs). With a cap of 2,300 study permits in the first year, participants in the pilot program will be able to transition easily from temporary to permanent status after graduation and will contribute to the labour market across the country.

- **Coop work permit:** A student who is an intern or a participant in a coop program must obtain a work permit in Canada;
- **Post-graduation work permit (PGWP):** after obtaining their Canadian diploma, students can continue working in Canada if they are able to apply for a PGWP. Employers wishing to hire an international student who graduated in Canada can make a job offer that is LMIA-exempt. This program enables graduates to receive an open work permit and work full time.

NATIONAL OCCUPATIONAL CLASSIFICATION (NOC)

The NOC is the national reference for classifying positions in Canada and is used to describe and classify jobs. A certain number of Canadian immigration programs use the NOC to determine whether a job meets eligibility requirements. For international recruiting, you must locate the NOC code that best corresponds to the job sought and determine whether the duties set out in your job offer meet the requirements established by the NOC.

Employment and Social Development Canada (ESDC) and Statistics Canada developed the 2021 version of the NOC that came into effect on November 16, 2022. Replacing the skill levels (0, A, B, C, D) and the four-digit system of the 2016 version, the new 2021 NOC system introduces the TEER category (Training, Education, Experience, Responsibilities) with six levels (0, 1, 2, 3, 4, 5) and a five-digit system.

A “skilled” job falls under levels 0, 1, 2 or 3.

For immigration purposes, the six TEER levels are as follows and are represented by the second digit of the NOC code:

- **TEER 0 (zero):** management occupations
For instance, 10010-Financial managers
- **TEER 1:** Occupations that usually require a university degree
For instance, 31301-Registered nurses
- **TEER 2:** Occupations that usually require a two-to-three-year college diploma, apprenticeship training of two or more years, or supervisory occupations
For instance, 62200-Chefs or 32124-Pharmacy technicians
- **TEER 3:** Occupations that usually require a college diploma less than two years, apprenticeship training of less than two years, or more than six months of on-the-job training
For instance, 73300-Transport truck drivers

- **TEER 4:** Occupations that usually require a high school diploma, or several weeks of on-the-job training

For instance, 94141-Industrial butchers

- **TEER 5:** Occupations that usually need short-term work demonstration and no formal education

For instance, 75110-Construction trades helpers and labourers

If you are still using the 2016 version of the NOC, refer to the 2021 NOC system to check if the NOC codes you commonly use have undergone significant changes. Indeed, some professions are no longer eligible for specific programs, and new codes finally allow access to certain existing programs.

INTERNATIONAL FRANCOPHONIE: A WORLD OF SKILLS WITHIN YOUR REACH!

By opening up to Francophones internationally, you can attract talent from all over the world and offer them either temporary or permanent employment.

If your labour needs cannot be met in Canada, federal immigration programs or streams such as Francophone Mobility for temporary recruiting or the Federal Skilled Worker Program of the Express Entry system for permanent recruiting provide you with a golden opportunity to recruit skilled and bilingual international French-speaking workers, regardless of their country of origin.



WHO ARE FRANCOPHONES?

In immigration matters, the Government of Canada applies a broad definition of “Francophone.” It suffices that the candidate’s **language of use** is French. In other words, they mostly use French in their daily lives.

It is important to make two major distinctions:

- French does not necessarily have to be an official language of the Francophone candidate’s country or origin;
- The language used in the workplace in Canada does not have to be French, such as, for example, the Francophone Mobility stream.

The French-speaking or bilingual candidate will have to justify a certain language skill level as per the immigration programs.

In cases where a French-language test is required, for now, the IRCC accepts only the following language tests:

- The Test d’évaluation de français (TEF Canada);
- The Test de connaissance du français pour le Canada (TCF Canada).

These tests are used to determine the minimum Niveaux de compétence linguistique

canadiens (NCLC), which is the French version of Canadian Language Benchmarks (CLB) to meet the eligibility requirement that is part of an immigration program.

EXAMPLES OF FRANCOPHONE COUNTRIES AND TERRITORIES AROUND THE WORLD

Algeria, Aosta Valley, Belgium, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Comoros, Democratic Republic of the Congo, Djibouti, Dominique, Equatorial Guinea, France, French Guyana, French Polynesia, Gabon, Guadeloupe, Guinea, Haiti, Ivory Coast, Jersey, Luxemburg, Madagascar, Mali, Morocco, Martinique, Mauritius, Mayotte, Monaco, New Caledonia, Niger, Republic of the Congo, Reunion Island, Rwanda, Saint Barthelemy, St. Lucia, St. Martin, Saint-Pierre-et-Miquelon, Senegal, Seychelles, Switzerland, Togo, Tunisia, Vanuatu, Wallis and Futuna.

This list indicates where the official language is French. However, as mentioned above, do not limit yourself to these countries. Countries such as Vietnam, India, Brazil and Mexico also have great French-speaking communities full of resources.

International Francophonie is diverse and contributes to the diversity of talent in your company.



RECRUITING TEMPORARY OR PERMANENT FRANCOPHONE WORKERS – YOUR CHOICE

Depending on your needs for skilled labour, you can take advantage of facilitating conditions to hire temporary French-speaking workers or attract and retain Francophone talent internationally by supporting their permanent residence application in Canada.

FACILITATED PROCESSING: RECRUITING TEMPORARY INTERNATIONAL FRENCH-SPEAKING WORKERS

First, let's outline the basic principle. The issuance of a temporary work permit usually requires a positive Labour Market Impact Assessment (LMIA). **One undeniable advantage of hiring Francophone labour is that the offer of employment may be LMIA-exempt.** The LMIA requirement shall be determined by the nature of the immigration program you come under in order to hire the temporary foreign worker (TFW), or one of the following programs:

- The Temporary Foreign Worker Program (TFWP).
The TFWP requires that you apply for a LMIA to Economic and Social Development Canada (ESDC) before hiring a temporary worker to address a labour or skills shortage;
- The International Mobility Program (IMP).
The IMP allows you to hire a temporary worker without first having to obtain a LMIA.

An International Mobility Workers Unit (IMWU) at IRCC can help you determine whether your job offer is LMIA-exempt or whether the person you hope to recruit as a temporary employee is work permit-exempt. To apply for an IMWU opinion, the temporary worker must be outside Canada and from a visa-exempt country.

The process of obtaining a positive LMIA from the ESDC can be lengthy, costly and tedious (see our sheet on the LMIA in the Appendix A). That is why the objective of this guide is to promote the measures implemented by the Government

of Canada to simplify the process of recruiting international French-speaking and bilingual workers on a temporary basis by including an exemption from the LMIA requirement.

› The Francophone Mobility stream – a must for Francophone immigration outside Quebec

Since 2016, under the terms of the Francophone Mobility stream as part of the International Mobility Program (IMP), you can benefit from an exemption of the LMIA when recruiting French-speaking and bilingual candidates:

The pilot project launched on June 15, 2023, for a two-year period until the summer of 2025, has expanded the scope of the Francophone Mobility Program to all occupations in the National Occupational Classification (NOC), excluding those related to primary agriculture.

Applicants must:

- Demonstrate a minimum level 5 in French on the Canadian Language Benchmarks (CLB) scale;
- Work in a province or territory other than Quebec;
- Have a job offer that falls within any level of the NOC's Training, Education, Experience, and Responsibilities (TEER 0, 1, 2, 3, 4, or 5) category, excluding primary agricultural occupations.



"Because growing Canada's economy must also mean increasing the prosperity of all Francophone communities."

→ *The Honourable Marc Miller, Minister of Immigration, Refugees and Citizenship, January 15, 2024, in Caraquet, New Brunswick*

The worker's temporary work permit is employer-specific.

Members of the family accompanying the temporary worker can also be eligible for a study permit or an open LMIA-exempt work permit.

Further details on the Francophone Mobility stream appear in the Appendix B.

› International Experience Canada (IEC)

Thanks to bilateral agreements between Canada and around 30 countries and territories, which include France, Belgium, Luxembourg and Switzerland, the [IEC program](#) allows young candidates between the ages of 18 and 35 to acquire personal and professional experience in Canada in three categories:

- Working Holiday – open work permit;
- Young Professionals – employment-specific work permit;
- International Co-op (Internship) for students only – employment-specific work permit.

The IEC program is also part of the International Mobility Program (IMP) and places emphasis on youth mobility. As a result, the work permit application is LMIA-exempt.

LOOKING LONG TERM: PERMANENT RESIDENCY TO ATTRACT AND RETAIN TALENT

› Express Entry

If the offer of employment to the skilled immigrant falls under TEER levels 0, 1, 2, or 3 of the NOC, you can also support their application for permanent residence as part of the [Express Entry](#) system launched in 2015.

Take advantage of the following programs to make it easier to hire international workers as residents or permanent residents:

- Federal Skilled Worker Program – [FSWP](#);
- Federal Skilled Trades Program – [FSTP](#);
- Canadian Experience Class – [CEC](#);
- Provincial Nominee Program – [PNP](#).

A valid offer of employment from a Canadian employer to a French-speaking worker is LMIA-exempt and must refer to a full-time job of at least one year's duration after the permanent resident visa is issued. This offers candidates a huge advantage in terms of the FSWP selection criteria and the Express Entry system, as it generates enough points for the candidate to submit a permanent residence application.

The Express Entry system also helps support the development of minority Francophone communities outside Quebec. The Government of Canada acknowledges this issue by setting a progressive national target of 6% French-speaking immigrants by 2024 and 7% by 2025, through the [2023-28 Official Languages Action Plan](#) and the [Policy on Francophone Immigration](#) announced at the beginning of 2024.

In October 2020, the Government of Canada significantly increased the number of points allotted to Francophone and bilingual immigrants with advanced French-languages skills. They can obtain up to 50 additional points in the [Comprehensive Ranking System](#) (CRS), even when French is their second language!

“Our Francophone Immigration Policy is helping restore the demographic weight of those minority language communities outside of Quebec.”

→ The Honourable Marc Miller, Minister of Immigration, Refugees and Citizenship, March 21, 2024, in Ottawa, Ontario

The new category-based selection system was launched in Express Entry and has been in effect since May 31, 2023. The candidates must meet the minimum Express Entry criteria and specific requirements. This process aims to prioritize welcoming qualified permanent residents who have:

- French-language proficiency (minimum level 7 in French for all four language abilities on the Canadian Language Benchmarks – CLB scale); or
- Experience (at least six continuous months of full-time work in the past three years) in occupations facing labour shortages, including:
 - Healthcare occupations,
 - Science, Technology, Engineering, and Mathematics (STEM) occupations,
 - Trade occupations such as carpenters, plumbers, and contractors,
 - Transportation occupations,
 - Agriculture and agri-food occupations.

A table setting out the Express Entry system and its various programs appears in the Appendix C.

➤ **Provincial Nominee Program (PNP) (with Express Entry option)**

If you are offering a job that falls under TEER levels 0, 1, 2, 3, 4 or 5 of the NOC, you can support, in the province or territory where your company is established, a candidate's nomination application as per the Provincial Nominee Program (PNP).

Furthermore, under the Express Entry system, a nomination by a province or territory within a PNP with Express Entry option awards an additional 600 points to a candidate at level TEER 0, 1, 2, or 3, and significantly increases the chances of that person being invited to

submit a permanent residence application during the next round of invitations.

The conditions, criteria and procedures vary from one province or territory to the next. In addition, some provinces favour the nomination of Francophones under the PNP, such as Ontario, New Brunswick, the Northwest Territories and Manitoba.

The immigrant must intend to settle in the province or territory that nominated them.

➤ **Atlantic Immigration Program (AIP)**

This permanent program was established on January 1, 2022, and helps attract and retain skilled workers and international graduates to meet economic and demographic challenges in the four Atlantic provinces: New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland and Labrador.

To specifically meet the needs of Canada's Atlantic provinces, employers designated by the province under the AIP are authorized to make a job offer of full-time, non-seasonal employment in support of an application for permanent residence. In order to facilitate the process, the job offer is LMIA-exempt and international students who recently graduated in these provinces may be exempt from the work experience criteria. The profession must correspond to:

- TEER level 0, 1, 2, or 3 of the NOC, with level 5 language test results, or
- TEER level 4 of the NOC, with level 4 language test results.

The job offer must then be endorsed by the province. The candidate receives a Certificate of Endorsement which allows the candidate to submit their application for permanent residence to IRCC. Pending the processing of this application, the candidate may also benefit from a temporary work permit if they obtain a referral letter from the province. In addition, a spouse or common-law partner may apply for an open work permit.

PILOT PROGRAMS/PROJECTS

› Rural and Northern Immigration Pilot (RNIP)

This pilot program, launched in 2019 and set to expire on August 31, 2024, aims to provide eleven small communities in five provinces (Ontario, Manitoba, Saskatchewan, Alberta and British Columbia) with the benefits of economic immigration. Employers in one of the participating communities can thus easily fill positions for all levels of the NOC (TEER 0, 1, 2, 3, 4 or 5) that meet community and IRCC requirements.

Candidates who find an eligible job offer must obtain a recommendation from the community to apply for permanent residence with IRCC. Additionally, while the application for permanent residence is being processed, the applicant may receive a one-year work permit from the employer who offered the job in the participating community. Spouses and common-law partners can apply for an open work permit in the same community.

Following the success of the RNIP, IRCC announced on March 6, 2024, new programs: the Rural Community Immigration Pilot and the Francophone Community Immigration Pilot, which will be launched in the fall of 2024.

› Agri-Food Pilot

This pilot program has been extended until May 14, 2025. It provides a pathway to permanent residence for experienced non-seasonal workers in the agri-food sector.

Applicants must have one year of Canadian work experience within the past three years. Employers wishing to retain their workforce can offer full-time positions in the following industries for specific eligible NOC codes: meat product manufacturing; greenhouse, nursery and floriculture production, including mushroom production; and animal production, excluding aquaculture.

Annual caps have been set in each professional category. Minimum language requirements are low (CLB 4 level), which offers great opportunities for experienced French-speaking candidates.

› Economic Mobility Pathways Pilot (EMPP)

The EMPP grants permanent residence to refugees or displaced individuals seeking to immigrate to Canada:

- Either through the regional EMPP via one of the following three programs: Atlantic Immigration Program (AIP), Provincial Nominee Program (PNP), Rural and Northern Immigration Pilot Program (RNIP).
- Or through the federal EMPP.

Employers can thereby emphasize the humanitarian component within their company by promoting the hiring of French-speaking refugees who wish to contribute to the country's workforce.

› Proposed amendment to the Immigration and Refugee Protection Act (IRPA) in progress

Immigration, Refugees and Citizenship Canada (IRCC) has proposed an amendment to the Immigration and Refugee Protection Act (IRPA) to create a new permanent economic immigration pathway for workers with training, education, experience, and responsibilities (TEER) corresponding to categories 4 and 5 in the National Occupational Classification (NOC 2021). We are awaiting potential changes during the fall of 2024.

SUPPORT RESOURCES IN CANADA AND ABROAD

You have access to the following resources to accelerate the process of hiring skilled French-speaking and bilingual international candidates.

DESTINATION CANADA MOBILITY FORUM

Each year, you can take part in the **Destination Canada Mobility Forum**, which gives you access to a large pool of competent French-speaking and bilingual workers from all over the world, who work in a variety of different sectors.

Candidates invited to participate in this annual event:

- already have an open work permit such as the Working Holiday under the International Experience Canada (IEC) program;
- are exempt from the Labour Market Impact Assessment (LMIA), who are eligible for an employment-specific work permit pursuant to the Francophone Mobility stream;
- are permanent residence candidates whose Express Entry profile was submitted to immigrate to Canada (outside Quebec);
- are keenly interested in international mobility and job opportunities in Canada.

As a Canadian employer, you will be able to post your job offers at your booth, review CVs and meet with possible workers. The provincial and territorial members of RDÉE Canada National Network also takes part in this event and can present your job offers if you cannot attend. For more information, please refer to the list of provincial and territorial members of RDÉE Canada on page 23 of this Guide.

ORGANIZATIONS SPECIALIZED IN INTERNATIONAL FRANCOPHONE MOBILITY

At any given time and at the Destination Canada Mobility Forum, you can turn to Canadian embassies abroad and to various foreign public employment services that offer customized recruiting services:

- Équipe Destination Canada Mobility Forum of the Canadian Embassy in Paris;
- Pôle emploi in France;
- Actiris International and Le Forem in Belgium;
- ANAPEC in Morocco;
- ANETI and ATCT in Tunisia;
- Agence Emploi Jeunes, AGEFOP et BCP-Emploi in Ivory Coast;
- ANPEJ in Senegal;
- The Ministry of Labour, Human Resource Development and Training in Mauritius.

For more information, please visit the IRCC website. Additionally, you can **contact IRCC via email at:** IRCC.FIEngagement-SensibilisationIF@IRCC.gc.ca.



"Newcomers continue to fill Canada's labour gaps—and prosper themselves—through programs that Canada has implemented in recent years, in close consultation with employers and the provinces and territories."

The Honourable Marc Miller, Minister of Immigration, Refugees and Citizenship, November 2, 2023, in Toronto, Ontario



PART 2: QUESTIONS AND ANSWERS TO MAIN CONCERNS

GETTING PREPARED

Q1 What are the steps involved in hiring foreign workers?

A: Before undertaking any recruiting process, you must:

1. Clearly define the job to be filled and the essential skills sought, particularly language skills;
2. Ensure that your labour requirement cannot be fulfilled in Canada;
3. Contact the provincial or territorial RDÉE Canada resource to offer you guidance on the steps to be followed. See the contact information on page 23;
4. Refer to the IRCC's *Employer's Roadmap to hiring and retaining internationally trained workers*.

Q2 Which documents are required and what are the procedures to follow before reaching out to a foreign worker?

A: Some immigration procedures are solely the responsibility of the employer, and others must be taken care of by the foreign worker. The employer and the foreign worker can be assisted by an authorized representative of their choice during their immigration processes.

Steps taken by the employer and practical tools at his disposal

Job offer	<p>A job offer must be written up using the right code and the professional functions of the <u>National Occupational Classification</u> (NOC). When recruiting internationally, defining the nature of your job (temporary or permanent) will give you a better understanding of the various programs available to you.</p>
LMIA	<p>You must obtain a positive <u>Labour Market Impact Assessment (LMIA)</u> from Employment and Social Development Canada (ESDC) before proceeding to the work permit application, except if the job is LMIA-exempt.</p> <p>The employer must always submit and pay for the LMIA application. See the table on this topic in the Appendix A.</p>
Provincial Employer Registration Certificate	<p>Some provinces require employers hiring temporary foreign workers to first register with the province before submitting a Labour Market Impact Assessment (LMIA) application, unless an exception applies.</p> <ul style="list-style-type: none">• <u>British Columbia</u>• <u>Manitoba</u>• <u>Saskatchewan</u>• <u>Nova Scotia</u>
Employer compliance	<p>In general, an employer wishing to recruit a temporary foreign worker (TFW) must <u>comply</u> with all federal, provincial and/or territorial rules in force.</p> <p>In addition, IRCC has imposed a list of conditions that must be met. Except for exceptions provided in the legislation, you must comply with the:</p> <ul style="list-style-type: none">• <u>International Mobility Program</u> (IMP);• <u>The Temporary Foreign Worker Program</u> (TFWP).
Credentials	<p>You can go to the <u>Canadian Information Centre for International Credentials</u> (CICIC) to evaluate the credentials of internationally trained workers (ITW) as they compare with existing professional standards in Canada.</p> <p>The <u>Job Bank</u> also provides a tool to recognize foreign credentials, which provides information on job requirements.</p>
Job Trends	<p>The Labour Market Information Council (LMIC) has an online <u>Canadian Job Trends</u> Dashboard that can be very useful. You can draw inspiration from the description, keywords, and NOC code of many professions. This data also allows you to analyze trends in your industry.</p>



Steps taken by the foreign worker and protection of their rights

<u>Work permit</u>	<p>This permit is necessary for foreign workers to occupy temporarily most jobs in Canada and is generally issued at a port of entry to Canada.</p> <p>The temporary foreign worker submits the work permit application.</p> <p>An employer can cover the cost of this application, if they so desire.</p>
<u>TRV/ETA</u>	<p>Depending on their country of citizenship, a foreign worker may have to obtain a temporary resident visa (TRV) to enter Canada.</p> <p>Some foreign workers are TRV-exempt and can submit an electronic travel authorization (eTA) application to fly to Canada.</p> <p>When an initial study or work permit application is submitted, a TRV or an eTA is automatically issued. A foreign worker must ensure that their TRV or eTA is still valid if they temporarily leave Canada and hope to return.</p> <p>Note: A TRV or an eTA is not a work permit!</p>
<u>SIN</u>	<p>A foreign worker wishing to work in Canada must apply to Service Canada for a Social Insurance Number (SIN). The SIN of a temporary resident is different from that of a permanent resident.</p>
<u>Language test</u>	<p>All immigrants must meet minimal level of linguistic proficiency both orally and in writing. A language test may be required for immigration purposes. French tests are developed according to the Niveaux de compétence linguistique canadiens (NCLC), which is the French version of Canadian Language Benchmarks (CLB).</p>
<u>ECA</u>	<p>An educational credential assessment (ECA) may be required for immigration purposes.</p> <p>Various organizations are now responsible for ECAs. The list of designated organizations is up on the IRCC site.</p>
<u>IME</u>	<p>An immigration medical examination (IME) may be required depending on the immigration program or the type of job occupied. A designated doctor whose name appears on a list prepared by IRCC shall perform this examination.</p>
<u>Police certificate</u>	<p>Depending on the immigration program, the foreign worker may have to submit along with the application police certificates from countries where they previously resided. IRCC can thus perform a background check and assess whether they are eligible to enter Canada.</p> <p>It may take the foreign worker quite some time to obtain a police certificate, because each country has its own issuance requirement.</p>
<u>Biometrics</u>	<p>Most foreign workers must provide biometrics (fingerprints and a photo) to confirm their identity and when they apply for a work permit or for 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 Temporary Foreign Worker Program (TFWP) • Under the International Mobility Program (IMP)

If you would like to obtain more information on immigration requirements for working in Canada, visit the IRCC website at www.canada.ca/en/immigration-refugees-citizenship/services/work-canada.html.

Q3 How long does it take to process a work permit application?

A: The time needed to process an application can range from a few weeks to a few months depending on the candidate's country of origin and the international agreements that country has with Canada. It is therefore recommended that the process be started as soon as possible.

However, the Global Skills Strategy (GSS) does provide priority processing times to employers wishing to attract talented individuals to their company. The Government of Canada is willing to review temporary work permit applications within a two-week window, particularly for:

- Foreign workers exempt from the Labour Market Impact Assessment (LMIA) who submit their work permit application outside Canada and have a job offer with TEER level 0 or 1 as per the National Occupational Classification (NOC). However, the International Experience Canada (IEC) program is excluded from this;
- Workers who must produce an LMIA, if a positive LMIA is obtained through the Global Talent Stream of the Temporary Foreign Worker Program.

These foreign workers remain subject to eligibility rules, particularly police certificates, a medical visit, as required, and elements that could lengthen the processing time.

Q4 How long is the work permit valid?

A: A work permit can be valid from a few months to a few years, depending on needs and the work permit required. In general, it will be valid for the duration of the job offer or until the travel document (the passport, for example) or the biometrics expire, whichever comes first.

The work permit can be renewed before the expiry date without the foreign worker having to leave Canada. Some conditions may apply depending on the situation.

NOTE:

A work permit is usually valid for the job requested for an employer and for a limited time;

A temporary resident visa (TRV) or an electronic travel authorization (eTA), enabling the candidate to enter Canada, must be granted before the worker leaves their country of origin.



RECRUITING AND HIRING

Q5 Who can help me recruit a worker with specific expertise?

A: The RDÉE Canada National Network coordinates, collaborates in and takes part in events to facilitate international recruiting such as the Tournée de liaison (Liaison Tour) in partnership with IRCC, Destination Canada Mobility Forum, international recruitment missions such as Destination Manitoba in Cameroon and Ivory Coast and Speed-Jobbing events. Refer to the RDÉE in your province or territory for the details (see page 23).

Do not hesitate to refer to immigrant assistance services, databases on the web and your employees, and visit employment fairs in your region both in Canada and abroad.

Throughout the year, you will also be able to contact the Canadian visa office in Paris and the dedicated service channel (DSC). They can redirect you to foreign public employment services that assist in recruiting candidates from several Francophone countries, including France, Belgium, Morocco, Tunisia, Algeria, the Ivory Coast, Senegal, and Mauritius. Additionally, you can directly email IRCC at: IRCC.FIEngagement-SensibilisationIF.IRCC@cic.gc.ca.

If you use the services of a professional recruiter in Canada, ensure that the recruitment agency meets the requirements set by your province. You can verify the validity of their license on the provincial public registry, which is available online for Alberta, British Columbia, Manitoba, Nova Scotia, Saskatchewan, and Ontario from July 1, 2024.

Important: Recruitment fees are the responsibility of the employer. It is illegal to make the worker bear these costs.

Q6 Who are the authorized representatives allowed to provide advice and carry out Canadian immigration procedures for a fee?

A: As part of international recruitment, if you have difficulty understanding immigration programs, you have the option of paying for services provided by an immigration professional, who can represent you and the foreign worker during all of the steps involving Canadian authorities. This representative is a member in good standing of the College of Immigration and Citizenship Consultants (CICC), the Canadian Bar or the Chambre des notaires du Québec.

Important: Beware of fraud, and always check the accreditation of the authorized representative you choose before providing any payment. You can do so by consulting their name and contact details in the public register of their professional order. Do not hesitate to call or email to make sure you entrust your file to the right person.

Q7 Can I hire a foreign worker who has been referred to me?

A: Yes, this can be done. However, before going ahead with the hire of an internationally trained worker, you must follow all of the steps described previously and ensure that you have the legal documents (LMIA, work permit, etc.), in accordance with the rules in current federal, provincial and/or territorial legislation.

Q8 Are there some tools available to facilitate the hiring process?

A: The provincial and territorial organizations that are members of RDÉE Canada with their partners will guide you during this process (see page 23).

Immigration, Refugees and Citizenship Canada (IRCC) has also produced the Employer's Roadmap to hiring and retaining internationally trained workers. This practical guide contains information and advice that will help you recruit, evaluate, select and integrate foreign-trained workers.

Q9 What labour standards do I have to observe?

A: Each province and territory have standards to protect employers and employees, whether they are Canadian citizens, workers or temporary foreign workers. Contact the ministry or organization responsible for labour standards in your province or territory for answers to your specific concerns.

Moreover, employers wishing to recruit foreign workers under the Temporary Foreign Worker Program (TFWP) or the International Mobility Program (IMP) must comply with federal immigration programs. Go to the websites of the Employment and Social Development Canada (ESDC) and Immigration, Refugees and Citizenship Canada (IRCC) for more information as well as our appendices relating to the LMIA and the Francophone Mobility stream.

Q10 Can the family members of the worker I want to hire work or study in Canada?

A: In general, spouses and common-law partners and dependent children who wish to work or study while in Canada must submit their own work permit or study permit application at the same time as the principal applicant or at a subsequent date.

The work permit can be:

- employment-specific. The employer may first have to obtain a positive Labour Market Impact Assessment (LMIA);
- open, which means the candidate can work for any employer in Canada. Go to the IRCC website for more information on cases where an open work permit can be issued.

Francophone Mobility is an immigration stream enabling spouses and common-law partners accompanying the principal applicant to receive an LMIA-exempt open work permit without having to first obtain a job offer, provided the principal applicant holds a work permit still valid for at least six months and the couple is living together in Canada.



INTEGRATING

Q11 How do I go about facilitating the worker's professional integration?

A: Throughout the process, keep in touch with your future employee to reassure him of the next steps and to find out about his needs. Will he need accommodation? How will he get to work? Do they have children going to school? Will a spouse be looking for work? Does he need winter clothing? Draw up a timetable to plan his arrival in Canada and at your company.

Prepare your workplace for diversity! Professional integration services, mentoring services, intercultural communication training and language training programs do exist for employers and foreign workers.

Contact the provincial or territorial organization that is a member of RDÉE Canada (see page 23). It will guide you with resources and tools to help you during this professional integration process.

Q12 How is an inclusive workplace created?

A: Establishing an onboarding and integration program for new employees, regardless of their cultural origin, is generally a win-win approach for a company or an organization!

The following contribute to the creation of an inclusive environment:

- establishing an onboarding and orientation program;
- pairing employees;
- creating opportunities to share with community and business networks;
- celebrating diversity.



MEMO FOR EMPLOYERS RECRUITING FROM ABROAD

1. INTERNATIONAL RECRUITMENT

Skills and Qualifications

- Clearly define the skills and qualifications required for the position.

Recruitment Channels

- Use international platforms suitable for the industry and the profile sought.
- Ensure that recruitment agencies are authorized and in compliance.

Fees

- Recruitment fees are the responsibility of the employer.
-

2. IMMIGRATION

Compliance

- Complete the necessary procedures for the job offer with ESDC or IRCC.

Requirements

- Inform candidates of IRCC requirements for work authorization in Canada.

Timelines

- Allow sufficient time for visa and permit processing.

Representatives

- Verify the legitimacy of immigration representatives.
-

3. SETTLEMENT

Social Insurance Number (SIN)

- Assist the employee in obtaining a SIN from Service Canada.

Housing

- Assist in finding initial housing and settling into the local community.

Local Services

- Provide information on essential local services such as banks, insurance, healthcare, public transportation, driver's license, and schools.
-

4. INTEGRATION

Integration Program

- Implement a program to facilitate adjustment to the work environment and company culture.

Training

- Offer training on company policies, internal procedures, and professional expectations.

Mentoring and Support

- Assign a mentor or point of contact within the team to provide ongoing support and answer questions from newcomers.

AT YOUR SERVICE

The provincial and territorial organizations that belong to RDÉE Canada offer invaluable assistance when you are in the process of recruiting and integrating workplace diversity.

Here are some of the services offered:

- meshing of employers and immigrants;
- personalized employer support;
- planned recruitment events;
- organized recruiting missions abroad;
- socio-professional and economic integration.

OUR CONTACT INFORMATION

Réseau de développement économique et d'employabilité Canada (RDÉE Canada)

1 Nicholas Street, suite 606

Ottawa, Ontario K1N 7B7

Telephone: 613-244-7308

Email: immigration@rdee.ca

www.rdee.ca

Social networks

Facebook: www.facebook.com/RDEECanada/

LinkedIn: www.linkedin.com/company/936253/admin/

Twitter: twitter.com/RDEECanada

Instagram: www.instagram.com/rdeecanada

YouTube: www.youtube.com/c/RDEECanada

 *RDÉE Canada is a network that brings together more than 100 Francophone economic development practitioners. This is quite a team that can guide and support you with your economic immigration projects in Canada.*



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DE L'ONTARIO



Île-du-Prince-Édouard



Nouveau-Brunswick



Le Conseil de développement économique
de la Nouvelle-Écosse

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Newfoundland and Labrador



Horizon TNL

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Email: immigration@horizontnl.ca

Northwest Territories



Conseil de développement économique des Territoires du Nord-Ouest (CDÉTNO)

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Email: emplois@cdetno.com

Nova Scotia



Conseil de développement économique de la Nouvelle-Écosse (CDÉNÉ)

Tél. : 902-424-7230
Email: info@cdene.ns.ca

Nunavut



Carrefour Nunavut

Tel. : 867-979-2800
Email: immigration@carrefournunavut.ca

Ontario



Société économique de l'Ontario (SÉO)

Tel. : 613-590-2493
Email: info.ei@seo-ont.ca

Prince Edward Island



Coopérative d'intégration francophone de l'ÎPE

Tel. : 1-888-954-5888
Email: employerservices@cifipe.ca

Saskatchewan



Conseil économique et coopératif de la Saskatchewan (CÉCS)

Tel. : 306-566-6000
Email: info@cecs-sk.ca

Yukon



Association franco-yukonnaise (AFY)

Tel. : 867-668-2663
Email: emploi@afy.ca

LABOUR MARKET IMPACT ASSESSMENT (LMIA): PRINCIPLES AND OPERATION

What is a positive LMIA?

Generally, a Canadian employer wishing to hire a temporary foreign worker will be required to submit a Labour Market Impact Assessment (LMIA) to Employment and Social Development Canada (ESDC). The LMIA determines whether an employer can temporarily hire a worker to address a labour or skills shortage. To this end, the employer must obtain a positive LMIA, which means that no Canadian citizen or permanent resident of Canada is available to fill the position temporarily. The temporary worker then submits the work permit application to Immigration, Refugees and Citizenship Canada (IRCC). The complexity of the LMIA may be difficult to understand. Our RDÉE Canada National Network can help you with your recruiting process abroad!

How does one determine whether an LMIA is required?

Two temporary foreign worker programs exist:

- The Temporary Foreign Worker Program (TFWP) that requires a positive LMIA;
- The International Mobility Program (IMP) that is LMIA-exempt. The Francophone Mobility stream is part thereof. See our sheet on Francophone Mobility for more information.

To determine whether you need an LMIA, you can:

- Verify the LMIA exemption codes and the work permit exemptions; or
- Contact an International Mobility Workers Unit (IMWU) if the worker is outside Canada and from a country whose nationals are visa-exempt.

Various LMIA applications are based on hiring streams

LMIA applications differ based on the profession and the programs concerned. They are divided into two major categories that differentiate between specialized and general hiring streams:

SPECIALIZED APPLICATIONS	GENERAL APPLICATIONS
Permanent residence stream – <u>Express entry</u> (see our detailed sheet on the Express Entry system)	<u>High-wage position stream</u> Persons in a high-wage position are paid a wage equal to or greater than the provincial or territorial median hourly wage. ¹
<u>Global Talent Stream</u>	
<u>Foreign academics</u> (university professors)	
<u>Agriculture</u> (Primary Agriculture sector): Seasonal Agricultural Worker Program (SAWP), Agriculture stream	<u>Low-wage position stream</u> Persons in a low-wage position are paid a wage less than the provincial or territorial median hourly wage. ¹
<u>In-home caregiver</u>	
<u>Recognized Employer Pilot (REP)</u> for a period of 3 years until December 31, 2026	

Each stream has its specific criteria and its assigned processing centre in Canada.

¹ Median hourly wage according to the province or territory

LMIA process with ESDC and work permit application to the IRCC

EMPLOYER

Submit an 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 sign in.

LMIA application processing fees: \$1,000 per position requested. These fees shall be covered by the employer, not the foreign worker.

Positive LMIA: the employer receives a letter of confirmation from ESDC and must give a copy to the temporary 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.

TEMPORARY FOREIGN WORKER (TFW)

Submit an online work permit application to IRCC along with a positive LMIA and biometrics.

Work permit application accepted: a worker outside of Canada shall receive a letter of introduction for the point of entry along with a temporary resident visa (TRV) or an electronic travel authorization (eTA) to enter Canada.

Issuance of a work permit at the point of entry the day they arrive in Canada (or sent directly to the worker if the application was made in Canada).

Type of work permit: employer-specific, specifying the type, place and period of employment and the employer.

Take advantage of two-week processing under the Global Skills Strategy (GSS): for applications submitted outside Canada, in which case a positive LMIA has been obtained through the Global Talent Stream.

Family members accompanying the principal applicant: the spouse or common-law partner and dependent children can submit simultaneously an application to come to Canada as a visitor, student or a worker. The spouse or common-law partner can receive an open work permit if the principal applicant is a skilled worker at TEER level 0, 1, 2, 3, 4 or 5 of the National Occupational Classification (NOC) and has obtained a work permit for at least six months.

What is meant by employer compliance?

Under the Temporary Foreign Worker Program (TFWP), employers that hire workers must comply with their obligations as employers and be the subject of an inspection. In cases of non-compliance, employers can face a financial penalty or be prohibited from hiring TFWs.

What grounds are used to refuse to process an LMIA application?

There are two categories:

1. Regulatory authority:

- The employer offers services in the sex industry;
- The employer appears on the Immigration, Refugees and Citizenship Canada ineligibility list, particularly in cases of non-compliance.

2. Public policy considerations as determined in Ministerial instructions:

- Certain positions in the accommodation and food services and retail trade sectors;
- If the current cap on the number of low-wage temporary foreign workers has been exceeded at the same workplace;
- Certain high-wage and low-wage positions in the province of Alberta (unless they have been exempted);
- In-home caregiver positions where there is a live-in requirement;
- Any position if you have had a Labour Market Impact Assessment revoked in the past two years.

In cases where the LMIA application has not been processed, the employer receives an explanatory letter and no processing fees are owing.

ATTRACTING AND RETAINING FRANCOPHONE AND BILINGUAL WORKERS THROUGH THE FRANCOPHONE MOBILITY STREAM

Francophone Mobility is a stream of the International Mobility Program (IMP), which facilitates the hiring of French-speaking temporary foreign workers outside Quebec by exempting them from the Labour Market Impact Assessment (LMIA). The federal government is thus encouraging Francophone immigration across the country in order to achieve the 6% target by 2024 and 7% by 2025. The RDÉE Canada National Network has, in particular, a mission to promote Francophone immigration nationally by accompanying Canadian employers during their recruiting process and integrating French-speaking or bilingual immigrants.

The Francophone Mobility stream, an LMIA exemption for Francophone candidates, an asset worth emphasizing!

With respect to the Francophone Mobility stream, a job offer is exempt from the Labour Market Impact Assessment (LMIA) requirement for Canadian interests and considerable interest reasons, which gives Canada a major social, cultural and/or economic advantage. During the temporary foreign worker recruiting process, the LMIA is generally the phase that dissuades Canadian employers. It is a case where the employer must submit the application beforehand to Employment and Social Development Canada (ESDC), if they want to temporarily hire a foreign worker to address a labour or a skills shortage. See the LMIA sheet for more details.

By recruiting French-speaking and bilingual labour, the Francophone Mobility stream enables employers to:

- Avoid having to obtain a positive LMIA whose application extends and complexifies the foreign recruiting process;
- Quickly recruit Francophone and bilingual foreign workers, who are skilled and diversified, from around the world;
- Access new markets internationally and serve their clientele in both official languages;
- Take part in the Destination Canada Mobility Forum, which the RDÉE Canada National Network participates in, for the purpose of establishing contact with skilled Francophone candidates abroad in various fields.

General criteria of the Francophone Mobility stream

Language skills ^{1, 2, 3}	Minimum of level 5 on the Niveaux de compétence linguistique canadiens (NCLC), which is the French version of <u>Canadian Language Benchmarks (CLB)</u>
Job offer/promise to hire ⁴	From June 15, 2023, to June 15, 2025, all professions in the 2021 <u>National Occupational Classification</u> (NOC) at Training, Education, Experience and Responsibilities (TEER) levels 0, 1, 2, 3, 4 or 5 are eligible, excluding primary agricultural occupations
Workplace	Outside Quebec

Remarks:

¹ French must be the language used by the foreign worker during his day-to-day life; however, there is no requirement that the working language be French.

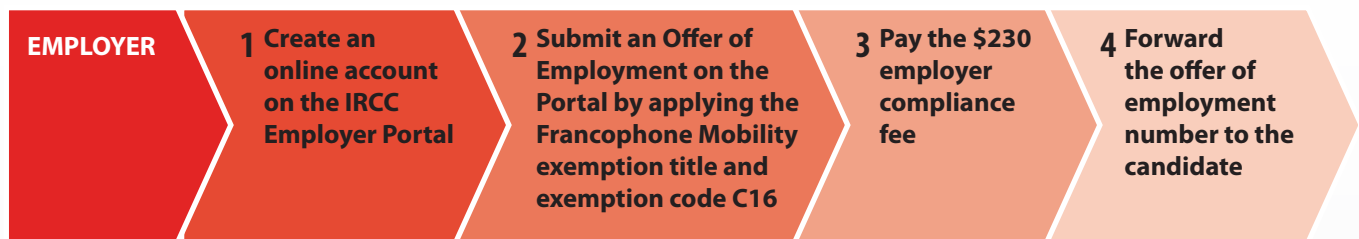
² The Francophone or bilingual candidate does not necessarily have to be a citizen of the country whose official language is French. Only their French-language skills will be taken into consideration in this stream.

³ The approved French language tests (the Test d'évaluation de français-TEF Canada or the Test de connaissance du français-TCF Canada) are not systematically required, but they could be required by the officer processing the application if they are not convinced that French is not the language used by the temporary foreign worker.

⁴ The offer must be detailed and include, among other things, the position title, the NOC code, the functions meeting the requirements of the profession established by the NOC, the duration, wage and annual benefits in Canadian dollars, the number of working hours, the business commercial name.

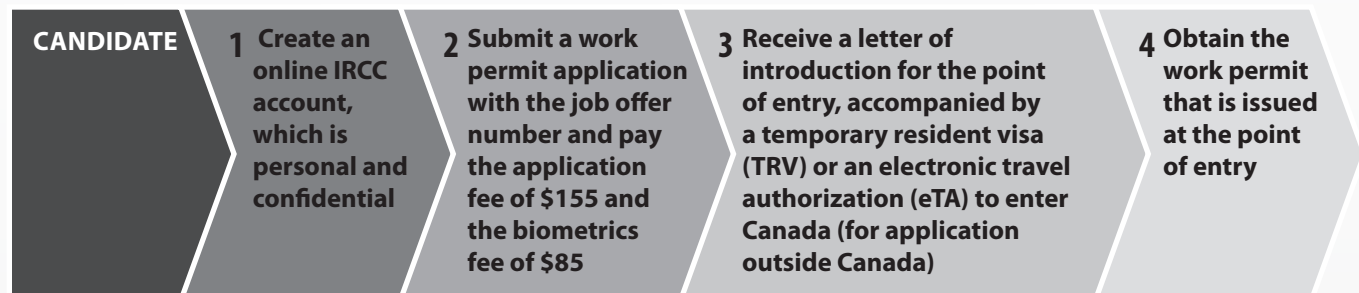
IRCC-managed simplified online process for Canadian employers and French-speaking international candidates

STEP 1



Employer compliance: Immigration, Refugees and Citizenship Canada (IRCC) demands that employers hiring temporary foreign workers (TWF) abide by federal, provincial and territorial labour law legislation and by requirements set by the IRCC under the terms of the International Mobility Program (IMP). Employers may be the subject to an inspection, and in cases of non-compliance, receive a financial penalty and/or be prohibited from hiring TFWs.

STEP 2



If the work permit application is made within Canada: the permit will be directly sent by mail to the temporary foreign worker (TFW).

Work-permit type: employment-specific work permit.

Duration of work permit: the LMIA-exempt work permit is valid, in principle, for the duration of the employment or until the passport or travel document (e.g., the passport) or the biometrics expire, whichever comes first.

Eligibility for accelerated processing in two weeks under the Global Skills Strategy (GSS): for applications made outside Canada and for a job offer with a NOC at TEER level 0 or 1.

Possibility of extending, changing or renewing the temporary work permit as per IRCC requirements.

Other advantages associated with the Francophone Mobility stream regarding family members of a skilled worker

- If the work permit is still valid for at least six months, the spouse or common-law partner who wants to reside in Canada can request an LMIA-exempt open work permit at the same time without needing a prior job offer.
- Dependent children accompanying the principal applicant can submit a study permit application. If they are minors, they may be exempted from the requirement to obtain a study permit.

Francophone Mobility, a path to permanent residence to retain your skilled labour

Thanks to the Francophone Mobility stream, employers planning on retaining Francophone or bilingual candidates wishing to settle for the longer term in Canada can submit their LMIA-exempt job offer under the terms of the Express Entry system. See our sheet on the Express Entry for further details.

THE EXPRESS ENTRY SYSTEM TO SUPPORT FRANCOPHONE IMMIGRATION OUTSIDE QUEBEC

Recruiting and retaining skilled labour abroad

The Express Entry system came into effect on January 1, 2015. This online system makes it possible to process quickly, in less than six months, permanent residence applications from skilled workers, outside Quebec, wishing to take part in the country's economy. Francophone and bilingual immigrants are favoured by the Express Entry system. Our RDÉE Canada National Network can help you recruit French-speaking or bilingual candidates from around the world to ensure the long-term growth of your Canadian company.

The Comprehensive Ranking System (CRS)

The CRS is a points-based system, which awards up to a maximum of 1,200 points, that is used to evaluate skilled immigrants in the Express Entry pool based on their skills, studies, language skills, professional experience and other factors. Candidates who fill out an Express Entry profile are scored by the CRS. If their CRS mark exceeds the minimum score during the Express Entry round of invitations, the candidate is then invited by Immigration, Refugees and Citizenship Canada (IRCC) to submit a permanent residence application. Rounds of invitation take place twice a month on average throughout the year. The Express Entry profile created is valid for 12 months.

The new category-based selection system has been added to the regular draws. IRCC establishes the categories based on specific economic objectives. The candidates must meet the minimum Express Entry criteria and specific requirements. The chosen categories include candidates with French language skills, minimum mark of 7 on the NCLC ² or work experience of at least 6 continuous months of full-time work in the past 3 years in the following fields: health, science, technology, engineering, mathematics (STEM), trades, transportation, agriculture, and agri-food.

Express Entry economic immigration programs

THREE FEDERAL PROGRAMS			PROVINCIAL/TERRITORIAL PROGRAM
Federal Skilled Worker Program (FSWP)	Federal Skilled Trades Program (FSTP)	Canadian Experience Class (CEC)	Provincial Nominee Program - PNP (with Express Entry option)
This program is intended for skilled workers with foreign work experience.	This program is intended for skilled workers in one of the skilled trades listed.	This program is intended for skilled workers who have Canadian work experience.	This program is intended for workers who have the skills, education and work experience required to contribute to the economy of a specific province or territory.
Step 1 – Selection factors <ul style="list-style-type: none"> • Age • Education • Work experience • Valid job offer (if such is the case) • Language skills • Adaptability Pass mark: 67/100 points	Express Entry pool Minimum requirements <ul style="list-style-type: none"> • Skilled work experience At least 2 years of full-time work experience or equal amount in part-time work in a skilled trade in the past 5 years with NOC at TEER level 2 or 3 ¹ in the following groups: <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 - 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 - Major Group 93: central control and process operators and aircraft assembly and inspectors, excluding Sub-Major Group 932 - Minor Group 6320: cooks, butchers, and bakers - Unit Group 62200: chefs 	Express Entry pool Minimum requirements <ul style="list-style-type: none"> • Skilled work experience NOC at TEER level 0, 1, 2 or 3 ¹, at least 1 year of skilled work experience full-time, even discontinuous or equal amount in part-time work Work experience acquired legally in Canada Self-employment and student work experience does not count • Language skills For writing, reading, listening and speaking Minimum mark of 7 on the NCLC ² for NOC at TEER level 0 or 1 ¹ Minimum mark of 5 on the NCLC ² for NOC at TEER level 2 or 3 ¹ 	Provincial immigration streams Each province or territory establishes its own immigration streams with eligibility criteria that vary from one province and territory to the next based on the local economic needs and targets they seek to achieve As for the Express Entry, provinces generally target students, skilled workers and workers in a skilled trade Depending on the provinces or territories, the candidate shall have a job offer or professional experience of at least one year, corresponding to TEER level 0, 1, 2 or 3 of the NOC ¹ . We invite you to visit the Internet sites of each province or territory to find out more about their requirements

THREE FEDERAL PROGRAMS			PROVINCIAL/TERRITORIAL PROGRAM
Federal Skilled Worker Program (FSWP)	Federal Skilled Trades Program (FSTP)	Canadian Experience Class (CEC)	Provincial Nominee Program - PNP (with Express Entry option)
<ul style="list-style-type: none"> • Education Diploma from a secondary institution. An ECA ³ is needed for education abroad • Proof of funds⁴ <u>Required</u>, with some exceptions • Admissibility to Canada Medical examination ⁵, police certificate, biometrics 	<p>Meet the job requirements for this skilled trade Volunteer work or unpaid internships don't count</p> <ul style="list-style-type: none"> • Valid offer of full-time employment for a total period of at least 1 year or a certificate of qualification issued by a Canadian provincial, territorial or federal authority • Language skills Minimum score of 5 on the NCLC ² for speaking and listening and a mark of 4 for reading and writing • Education No education requirement but you can improve your rank by obtaining points if you have at least a diploma from a secondary institution. For a foreign education, an ECA ³ is required • Proof of funds ⁴ <u>Required</u>, with some exceptions • Admissibility to Canada Medical examination ⁵, police certificate, biometrics 	<ul style="list-style-type: none"> • Education No education requirement but you can improve your rank by obtaining points if you have at least a diploma from a secondary institution. For a foreign education, an ECA ³ is required • Proof of funds Not required • Admissibility to Canada Medical examination ⁵, police certificate, biometrics 	<p>A candidate who has obtained a designation from a province or a territory shall submit their residence application to IRCC :</p> <ul style="list-style-type: none"> • Express Entry process Some provincial immigration streams come under the Express Entry. Candidates must not only comply with the eligibility requirements of the province or territory but also with the minimum requirements of Express Entry • Process other than Express Entry Other streams do not come under the Express Entry which involves longer processing times <p>All Candidates must be admissible to Canada (Medical examination ⁵, police certificate, biometrics)</p> <p>A candidate from a province must reside in the province or territory that nominated them</p>
<p>In order to increase Francophone immigration outside Quebec and achieve a target of 6% by 2024 and 7% by 2025, the federal government has taken measures to favour the selection of French-speaking candidate:</p> <ul style="list-style-type: none"> • Additional points are awarded in the Express Entry system to candidates with strong French-language skills (even if French is their second language) <p>If the candidate has scored a level 7 or over on the NCLC ² in French in the four French-language skills (listening, speaking, reading and writing), they can obtain:</p> <p>25 additional points if they obtain a level 4 or less on the CLB ² in English (or if they did not take a test in English)</p> <p>50 additional points if they obtain a level 5 or over on the CLB ² in English on the four skills</p> <p>These points are in addition to those already awarded for the mastery of the official languages.</p> <ul style="list-style-type: none"> • Possibility of points awarded for a valid offer of a job of at least one year after the permanent resident visa is issued <p>As per the Francophone Mobility stream, a job offer made to a French-speaking temporary foreign worker is exempt from the Labour Market Impact Assessment (LMIA). See our sheet on the Francophone Mobility stream.</p>			<p>Provinces and territories such as Ontario, New Brunswick, the Northwest Territories and Manitoba target Francophone candidates under the PNP</p> <p>Nomination from a province or territory awards an additional 600 points under the CRS for a candidate in the Express Entry system and ensures that they will receive an invitation to apply for permanent residence</p>

¹ National Occupational Classification (NOC) of 2021. Since November 16, 2022, the 2021 version of the NOC has been in effect, featuring the TEER (Training, Education, Experience, Responsibilities) category with six levels (0,1,2,3,4,5)

² Niveaux de compétence linguistique canadiens (NCLC), for the results of approved French language tests and Canadian Language Benchmarks (CLB) for the results of English language tests: Test valid for two years from the date of the test result

³ Educational Credential Assessment (ECA) for designated organization immigration purposes – Assessment valid for five years from the date of the assessment

⁴ Proof of funds to settle in Canada and meet the needs of the main applicant and their family. See the IRCC site

⁵ Immigration Medical Exam (IME) performed by a designated physician – Exam valid for 12 months from the date of the results

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