



## 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 4.4% target by 2023. 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 <sup>1, 2, 3</sup>	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 <sup>4</sup>	Since June 15, 2023, all professions in the 2021 <u>National Occupational Classification (NOC)</u> 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:

<sup>1</sup> 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.

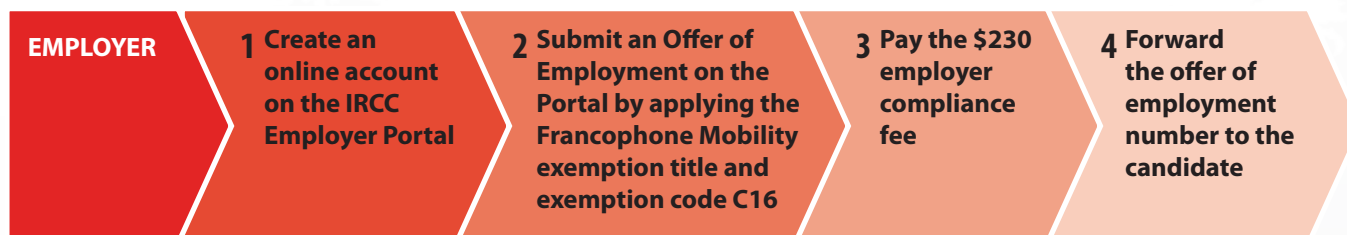
<sup>2</sup> The Francophone or bilingual candidate does not necessarily have to be a citizen of the country whose official language is French. Only their French-language skills will be taken into consideration in this stream.

<sup>3</sup> 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.

<sup>4</sup> 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.

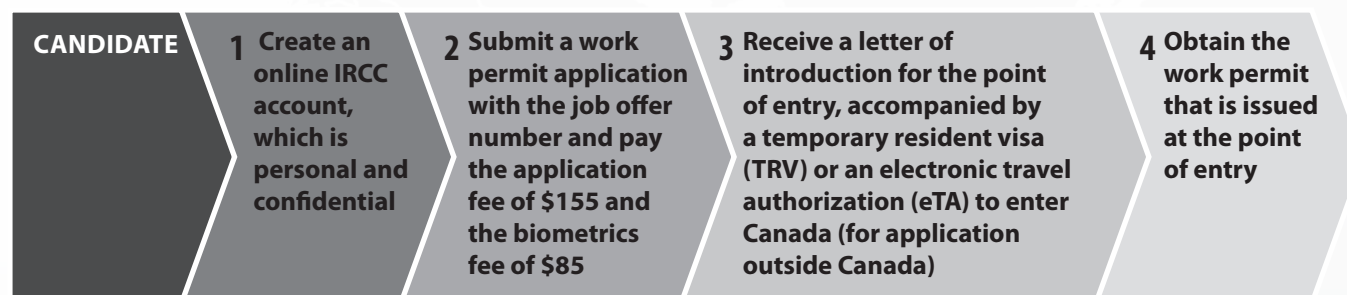
## IRCC-managed simplified online process for Canadian employers and French-speaking international candidates

### 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.