

# Francophone Immigration

October 2024

\*This presentation is available upon request in English or French. / Cette présentation est disponible en français ou en anglais sur demande.



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada



# IRCC's Outreach Team



- Assist with questions during application submission + processing
- Collect insight to inform immigration programs and policies

- Provide information sessions to employers
- One-on-one meetings with employers to discuss potential pathways



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# Immigration Status



## Temporary Resident Status

- Temporary resident visa / Visitor Record
- Study Permit
- Work Permit

## Permanent Resident Status

- Has similar rights and freedoms as Canadian Citizens

## Canadian Citizen

- Right to vote

# Two types of work permits

## Closed work permit

- Also known as employer specific work permit.
- Authorizes the foreign national to work for a **specific employer** at the location specified on the permit
- Employer must obtain a **favourable LMIA** or have submitted a job offer on the employer portal under the **International Mobility Program**.



## Open work permits

- Can work for **any employer** in Canada\*
- Only in specific situations
- Employer don't need to obtain an LMIA or to submit a job offer in the employer portal

# Work Permits: TFWP & IMP



**Employer**

**Temporary or  
Immediate Need**

**Support them to apply for a  
work permit (unless exempt)**

**Temporary Foreign  
Worker Program**

**LMI**A-required

**International  
Mobility Program**

**LMI**A-exempt

# Examples of LMIA exemptions



## Youth Exchange Programs

International Experience Canada

Working Holiday & Young Professionals

## Provincial/ Territorial Agreements



Provincial & Territorial Nominees



## International Agreements

- Professionals
- Technicians
- Contractual service suppliers
- Intra-company transferees

## Significant Benefit



- Entrepreneurs
- Intra-Company Transferees
- Francophone Mobility

# National Occupation Classification (NOC)

[Find your NOC](#)

TEER

Managerial jobs

0

NOC 10011

Human resources manager

Professional jobs

1

NOC 21300

Civil engineer

Technical & Skilled trades jobs

2

NOC 72300

Plumbers, steamfitters, pipefitters

Technical & Skilled trades jobs

3

NOC 73300

Transport truck driver

Semi-skilled jobs

4

NOC 64100

Retail salespersons and visual merchandisers

Entry-level jobs

5

NOC 85121

Landscaping & grounds maintenance labourers

A graphic of three stylized grey maple leaves. One leaf is at the top, and two are at the bottom, partially overlapping a central white box. The leaves have a layered, semi-transparent appearance.

## Francophone immigration



# The Francophone Mobility Program

## Offer of employment

- ✓ All position categories (TEER 0, 1, 2, 3, 4 or 5) qualify as of June 15 2023
  - \* except primary agriculture TEER 4 & 5
- ✓ Live and work in a province or territory outside Québec
- ✓ Language of work can be English



## Worker Eligibility

- ✓ Can speak and listen in French at an intermediate level NCLC level 5 or higher
- ✓ No age or nationality criteria
- ✓ candidate must meet the [general eligibility requirements](#) for a work permit

Exemption from LMIA process, which saves time & fees

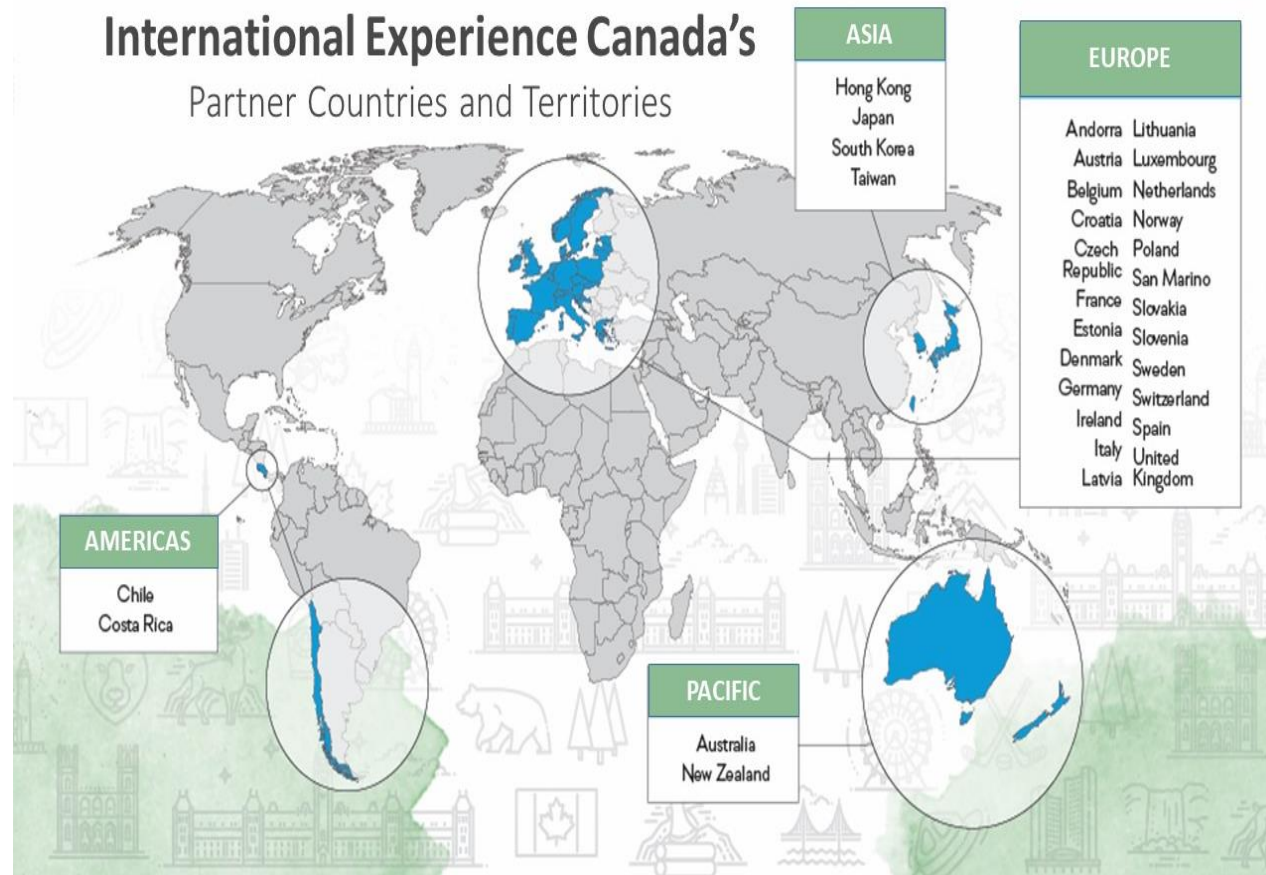
# International Mobility Program

Labour Market Impact Assessment (LMIA) Exempt



[\\*Family members may also be eligible for an open work permit click here to learn more.](#)

# International Experience Canada



**Terms and Requirements** – vary by country but generally:

- **Age requirement:** 18-35; some countries 18-30
- **Duration:** 12 months; some countries up to 24 months
- **Participations:** 1 to 3 times
- **Categories:** 1 to 3 (Working Holiday, international co-op, young professionals)

**Canada** – facilitates up to 3 categories of work permits:

- **Working Holiday** (open work permit)
- **International Co-op** (employer-specific work permit for students); and,
- **Young Professionals** (employer-specific work permit)

# Hire through Job Bank



Looking to hire?

**Attract the best candidates for your job ?**

- ✓ Advertise your job for free to thousands of job seekers
- ✓ Receive a list of potential candidates matching your job requirements
- ✓ Check out their profiles and invite them to apply with one click

Sign up

Job match [www.jobbank.gc.ca](http://www.jobbank.gc.ca)

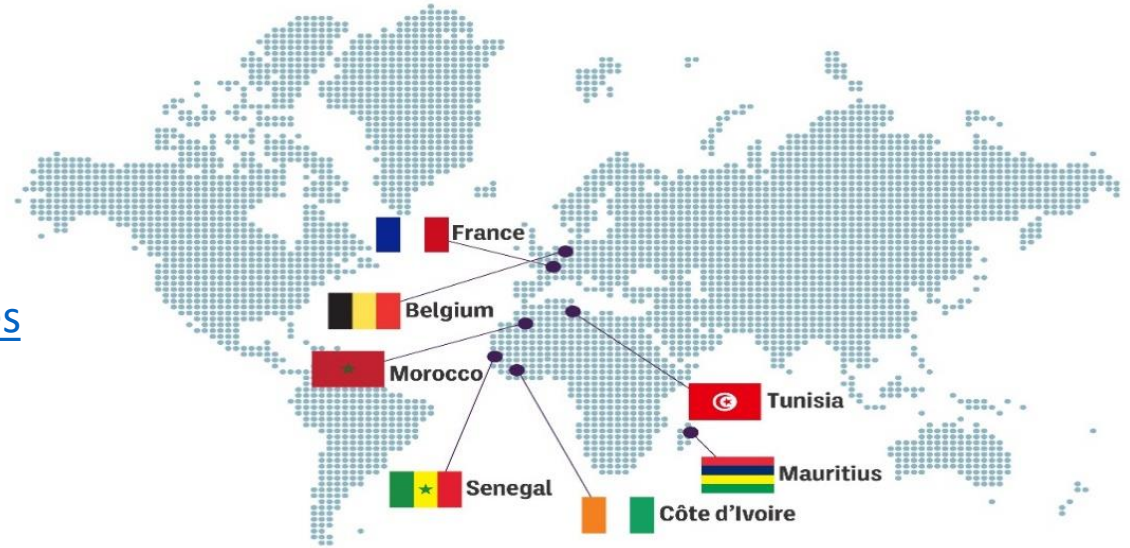


# Several Countries offer employment services

- Free services for employers and candidates
- Complete the job profile form in both [English](#) and [French](#)
- Send it to the [Dedicated Service Channel](#)
- Jobs posted on [public employment agencies](#) websites
- Preselection of candidates in some cases
- Possibility of testing
- In return: your feedback on the candidates and hires

\*Please note that your job profile must be available in English and in French

For more details visit our [website](#)





# Welcoming Francophone Communities



- ❖ Francophone and bilingual candidates may connect with settlement services providers such as [Connexion francophone](#) to answer questions as they prepare to live and work in Canada

# Employer's responsibilities towards the foreign worker

- ✓ Meet the conditions listed on the work permit
- ✓ Meet job offer details (occupation, duties, salary and working conditions)
- ✓ Provide medical insurance and workers' compensation coverage
- ✓ Comply with all applicable employment and recruitment laws
- ✓ Ensure that the workplace is free from abuse
- ✓ Share the latest information about [the rights of temporary foreign workers](#)
- ✓ Do not charge or recover recruitment costs from foreign workers
- ✓ Cooperate with an employer's compliance inspection
- ✓ Keep documents for six years



## Resources



# Helpful Links

## Update on an application

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- [Processing times](#)
- [IRCC web form for applicants](#)
- [Authority to release personal information to a designated individual form](#)

## Hire a temporary foreign worker

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- [Hire French-speaking or bilingual workers outside Quebec](#)
- [Extend a permit](#)
- [Hire international students](#)
- [Employer Portal enrolment guide](#)
- [Employer Portal user guide](#)

## Hire a permanent foreign worker

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- [Hire through the Atlantic Immigration Program \(AIP\)](#)
- [Hire a provincial nominee](#)
- [Hire a skilled worker or tradesperson through Express Entry](#)

## Various

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- [IRCC interactive Help Centre](#)
- [National Occupational Classification](#)
- [Find out if you need a LMIA](#)
- [Global Skills Strategy](#)
- [After you hire a temporary worker](#)
- [Services for employers to help attract global talent](#)

# Need More Information?



[IRCC.FIEngagement-  
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[Hire qualified French-speaking and  
bilingual candidates - Canada.ca](#)



[Infosheets - Canada's economic  
immigration programs](#)



[International Mobility Workers Unit \(IMWU\)  
IRCC.DNIMWU-UMITRN.IRCC@cic.gc.ca](#)



[Find the information you're looking for on our  
website by using our new employer tool](#)

**Thank you!**  
**Merci!**

IRCC Outreach – Francophone Immigration



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SensibilisationIF.IRCC@cic.gc.ca](mailto:IRCC.FIEngagement-SensibilisationIF.IRCC@cic.gc.ca)

# Satisfaction survey

Scan-me



[https://ircc.qualtrics.com/jfe/form/SV\\_cP903KeIRfNkYtw](https://ircc.qualtrics.com/jfe/form/SV_cP903KeIRfNkYtw)